

Presiding:
Chair
Joseph M. Gingo
April 27, 2022

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 Recommendations of the Rules Committee
9	Consideration of New Business
10	Next Regular Meeting: Wednesday, June 15, 2022 Committee Meetings: Friday, June 10, 2022 Student Union, Room 339
11	Adjournment

Board of Trustees

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES

Meeting Minutes

Wednesday, February 16, 2022

Student Union, Room 339

Board Members Present:

Joseph M. Gingo, Chair

Lewis W. Adkins, Jr., Vice Chair

Trina M. Carter

Alfred V. Ciraldo, M.D.

Christine Amer Mayer

Thomas F. Needles

William A. Scala

Bryan C. Williams

Student Trustee Present:

Brooke M. Campbell

Advisory Trustees Present:

Anthony J. Alexander

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

Administrative Officers Present:

Dr. Gary L. Miller, President

Kimberly M. Cole, Vice President, Advancement

Tammy Ewin, Vice President/Chief Communication and Marketing Officer

Dallas A. Grundy, Senior Vice President, Finance/Chief Financial Officer

Charles D. Guthrie, Jr., Director, Athletics

Wayne R. Hill, Vice President and Chief of Staff

Dr. John A. Messina, Vice President, Student Affairs

Dr. Sheldon Wrice, Vice President of Inclusion and Equity/Chief Diversity Officer

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 thanked all participants. The Board adjourned into executive session on an 8-0 vote for the stated purposes of—considering the appointment, employment, dismissal, discipline, promotion, demotion or compensation of a public employee or official, or the investigation of charges or complaints against a public employee, pursuant to the provisions of O.R.C. 121.22(G)(1); considering real estate matters, pursuant to O.R.C. 121.22(G)(2); to meet with legal counsel concerning litigation involving the University, pursuant to O.R.C. 121.22(G)(3); reviewing for collective bargaining sessions, pursuant to O.R.C. 121.22(G)(4); and considering details relative to security arrangements and emergency response protocols pursuant to O.R.C. 121.22(G)(6). The meeting returned to public session on an 8-0 vote at 10:19 a.m., at which time sequential meetings of the following Board Committees proceeded:

1. Finance & Administration Committee, Chaired by Mr. Scala

2. Academic Issues & Student Success Committee, Chaired by Mr. Adkins
3. Rules Committee, Chaired by Mr. Williams

At 11:00 a.m., Mr. Gingo resumed the regular meeting of the Board of Trustees.

REPORT OF THE CHAIR

Mr. Gingo welcomed everyone to the first regularly scheduled Board of Trustees meeting for the year 2022 and the spring academic semester.

University Leadership Meetings

Mr. Gingo reported that he had attended the January executive committee meetings of both the Faculty Senate and the University Council, as well as the University cabinet leadership retreat that also had been attended by leadership from University Council, Faculty Senate and the American Association of University Professors (AAUP). "It was inspiring to observe in person each group's commitment to this University and its continued success. I would like to thank each group for having me and for the opportunities to further strengthen this Board's engagement with the University's shared governance process," Mr. Gingo said.

Donor Support

Mr. Gingo then called the Board's attention to two recent generous contributions to the University.

Sue Lee Gravina Memorial Endowed Scholarship

Mr. Gingo reported that this scholarship, which will support students majoring in mathematics or in STEM fields of study, had been established by Dr. Kenneth Lee, Ms. Gravina's brother, to honor the legacy of his late sister.

As a child, Sue Lee Gravina emigrated with her family from China to Akron in 1954. She graduated from Akron East High School. Although she initially did not plan to attend college, with the financial assistance of scholarships, she attended and graduated from The University of Akron in 1968 with a bachelor's degree in Mathematics.

Following her graduation, Ms. Gravina became a trailblazer as a woman working in the field of finance. She worked for 15 years at Price Waterhouse Coopers, ultimately becoming the only female senior manager, overseeing more than 40 consultants, and developing a computer tax program to assist international tax clients, elements of which remain in use to this day.

In the mid-1980s, Ms. Gravina left Price Waterhouse Coopers and became the director of strategic planning for Dyna Drill, a division of Smith International. Sadly, however, Ms. Gravina became ill and passed away at a young age, leaving behind her husband Dick and son Stephan, as well as a legacy of accomplishment.

"On behalf of this Board, thank you, Dr. and Mrs. Lee, for your generosity in establishing this scholarship in memory of your sister, which will help future students achieve their academic dreams," Mr. Gingo said.

Rollie and Mary Bauer Gift

In conclusion, Mr. Gingo acknowledged former Board Chair Roland H. "Rollie" Bauer and his wife Mary for their generous contribution to the University's Lee R. Jackson Field Track renovation. "Rollie, who is an avid runner, has long appreciated the availability of the track to the public for use, and has included running on the track as part of his own training schedule. With this generous support by the Bauers, the track will continue to be available for use by both members of the University community and the Akron community," Mr. Gingo said.

REPORT OF THE PRESIDENT (See Appendix C.)

REPORT OF THE STUDENT TRUSTEES

Ms. Campbell highlighted recent and future 2022 campus events:

Dear World, a nonprofit organization that connects communities through interactive photography experiences, came to The University of Akron in January. Students and staff from across the University took part in this popular event to express their individual stories through photos and quotes over multiple days, during which the stories were showcased in the Jean Hower Taber Student Union. Dear World has collected over 125,000 stories from around the world.

The organization Active Minds was reestablished on campus. This international initiative focuses specifically on the mental health of college students and how best to support them during difficult times through hosted activities, panels and discussions about mental health and available resources.

In observance of Martin Luther King, Jr. Day, the Office of Equity, Inclusion and Diversity; the Office of Multicultural Development; and the Department of Student Life hosted Kemp A Boyd, executive director of Love Akron, who presented "Be the Change Akron Needs." He spoke about forging relationships with the community and the University to help others reach their full potential and to unify and help Akron thrive.

During the previous week, Career Services hosted in-person and virtual career fairs focusing on students in engineering, engineering technology and computing programs. Approximately 100 companies were in attendance to engage with students seeking internships, co-ops and employment. Events such as these also provide students with valuable experiences in resume building, interviewing and professional interaction.

Coinciding with the observance of February as Black History Month, the 16th Annual Rethinking Race: Black, White and Beyond forum on race-related issues would take place February 20

through March 5. Many scheduled events were planned to engage students and the public through a variety of media. Notable keynote speakers include Oscar-winning filmmaker Matthew Cherry and Dr. LaDonna BlueEye of the Choctaw Nation of Oklahoma.

ACTION ITEMS

Mr. Gingo said that, because the Board uses a consent agenda for its regular meeting, it would hear reports from each committee proposing actions and would wait to hold one vote for all actions on the consent agenda. The Board would vote on any actions not listed on the consent agenda immediately after those items are raised. All the action items in the Board materials had been discussed in detail during committee meetings held earlier that morning.

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 December 8, 2021 was placed on the consent agenda.

RESOLUTION 2-1-22 (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 2-2-22 (See Appendix B.)
ACTION: Scala motion on behalf of Committee, passed 8-0

- Investment Report for the Six Months Ended December 31, 2021 (Tab 2)

Operating funds totaled \$230.8 million. Endowments totaled \$86.4 million, which reflected an increase in market value from June 30, 2021 of \$0.9 million.

RESOLUTION 2-3-22 (See Appendix B.)

- Financial Report for the Six Months Ended December 31, 2021 (Tab 3)

The following budget-versus-actual report of revenue and expenditures covers the first six months of Fiscal Year 2022 for the University's General Fund, Auxiliary Enterprises, and Departmental Sales and Services. The report includes comparable data for Fiscal Year 2021.

General Fund - Akron and Wayne	FY21		FY22			
	Final June 30	YTD Dec. 31	Original Budget	YTD Dec. 31	Actual to Budget	
					\$	%
Tuition & General Service Fees	\$158,496,294	\$83,866,152	\$152,383,000	\$76,601,075	(\$75,781,925)	
Other Fees	18,240,062	9,585,612	17,745,000	9,804,006	(7,940,994)	
Scholarships	(55,336,403)	(24,674,605)	(64,577,000)	(28,261,740)	36,315,260	

General Fund - Akron and Wayne	FY21		FY22			
	Final June 30	YTD Dec. 31	Original Budget	YTD Dec. 31	Actual to Budget	
					\$	%
Net Tuition and Fees	121,399,953	68,777,159	105,551,000	58,143,342	(47,407,658)	55%
State Share of Instruction	95,016,451	45,222,266	95,504,000	47,752,126	(47,751,874)	50%
Indirect Cost Recovery	3,642,965	1,804,936	3,631,000	1,760,493	(1,870,507)	
Investment Income	16,590	12,870	29,000	4,661	(24,339)	
Miscellaneous Revenue	4,517,585	2,957,092	1,800,000	590,580	(1,209,420)	
COVID Revenue Recovery	27,100,000	-	5,833,000	-	(5,833,000)	
Total Revenue	251,693,543	118,774,322	212,348,000	108,251,202	(104,096,798)	51%
Compensation (Payroll & Fringe Benefits)	156,517,543	76,722,641	152,754,000	68,913,189	83,840,811	45%
Non-Personnel (Utilities & Operating)	32,590,318	16,770,413	39,882,000	19,055,511	20,826,489	48%
Re-charge of prior-year expenditures	(7,354,681)	(6,968,798)	0	0	0	
Re-charge of current-year expenditures	(5,328,098)	(2,929,277)	(5,000,000)	0	(5,000,000)	
Total Net Expenditures	176,425,081	83,594,978	187,636,000	87,968,700	99,667,300	47%
Strategic Initiatives (net)	0	0	4,157,000	188,222	3,968,778	
Safety Initiatives – One-time	0	0	0	411,901	(411,901)	
Safety Initiatives – Recurring	0	0	0	11,961	(11,961)	
Net Initiatives	0	0	4,157,000	612,084	3,544,916	
Net Before Transfers	75,268,462	35,179,344	20,555,000	19,670,418	(884,582)	
Transfers-In (Draw on Operating Reserves)	0	0	18,338,000	0	(18,338,000)	
Transfers-In Plant Fund and Other	18,007	0	0	67,845	67,845	
Advance-In	0	0	0	80,000	80,000	
Transfers-In Encumbrance	2,418,485	2,418,485	2,500,000	2,906,148	406,148	
Transfers-Out – Debt Service	0	0	(843,000)	(421,500)	421,500	
Transfers-Out Plant Fund	(1,213,578)	(639,138)	(2,000,000)	(1,386,463)	613,537	
Transfers-Out Facilities Fee	(4,170,000)	(20,454,000)	(4,315,000)	(2,157,500)	2,157,500	

General Fund - Akron and Wayne	FY21		FY22			
	Final June 30	YTD Dec. 31	Original Budget	YTD Dec. 31	Actual to Budget	
					\$	%
Transfers-Out General Service Fee	(10,777,000)	0	(10,313,000)	(5,156,500)	5,156,500	
Transfers-Out Other-Debt Service	(8,906,784)	0	(7,299,000)	(3,649,500)	3,649,500	
Transfers-Out Other	(10,030,805)	0	(13,313,000)	(6,656,500)	6,656,500	
Transfers-Out – EAF	0	0	(605,000)	(575,000)	30,000	
Transfers-Out – Departmental Sales	0	0	(205,000)	(102,667)	102,334	
Advance-Out	0	0	0	0	0	
Transfers-Out Encumbrance	(2,838,818)	0	(2,500,000)	0	2,500,000	
Net Transfers	(35,500,494)	(18,674,653)	(20,555,000)	(17,051,637)	3,503,363	
Difference	\$39,767,968	\$16,504,691	\$0	\$2,618,781	\$2,618,781	

Auxiliaries Combined Akron and Wayne	FY21		FY22			
	YTD June 30	YTD Dec. 31	Original Budget	YTD Dec. 31	Actual to Budget	
					\$	%
Revenue	\$22,897,714	\$10,348,026	\$33,104,000	\$12,976,454	(\$20,127,546)	39%
Compensation (Payroll & Fringe Benefits)	11,691,275	5,603,936	13,450,000	5,921,174	7,528,826	44%
Non-Personnel (Operating, Scholarships)	21,329,722	12,142,463	31,226,000	15,064,646	16,161,354	48%
Re-charge of prior- year expenditures	(155,186)	(155,186)	0	0	0	
Re-charge of current-year expenditures	(420,450)	(93,440)	0	0	0	
Total Net Expenditures	32,445,361	17,497,773	44,676,000	20,985,820	23,690,180	47%
Net Before Transfers	(9,547,647)	(7,149,747)	(11,572,000)	(8,009,366)	3,562,634	
Transfers-In Facilities Fee	4,170,000	2,428,000	4,315,000	2,157,500	(2,157,500)	
Transfers-In General Service Fee	10,777,000	4,664,000	10,313,000	5,156,500	(5,156,500)	
Transfers-In Other- Debt Service	8,906,784	2,340,500	7,299,000	3,649,500	(3,649,500)	
Transfers-In Other	10,030,805	11,021,500	13,313,000	6,656,500	(6,656,500)	
Transfers-In Fund Balance	1,935,448	2,264,000	2,450,000	1,225,078	(1,224,922)	
Transfers-In Plant Fund	0	0	0	0	0	

Auxiliaries Combined Akron and Wayne	FY21		FY22			
	YTD June 30	YTD Dec. 31	Original Budget	YTD Dec. 31	Actual to Budget	
					\$	%
Transfers-In Encumbrances	88,352	88,353	0	428,201	428,201	
Transfers-Out Plant Fund	18,819	18,819	0	0	0	
Transfers-Out Encumbrances	(428,201)	0	0	0	0	
Transfers-Out Other	0	0	0	0	0	
Transfers-Out Debt Service	(25,779,726)	(12,889,865)	(25,717,000)	(12,858,892)	12,858,108	
Net Transfers	9,719,280	9,935,307	11,973,000	6,414,387	(5,558,613)	
Difference	\$171,633	\$2,785,560	\$401,000	(\$1,594,979)	(\$1,995,979)	

Departmental Sales and Services Combined Akron and Wayne	FY21		FY22			
	YTD June 30	YTD Dec. 31	Original Budget	YTD Dec. 31	Actual to Budget	
					\$	%
Revenue	\$22,273,755	\$11,513,745	\$23,829,017	\$11,164,270	(\$12,664,747)	47%
Compensation (Payroll & Fringe Benefits)	3,248,382	1,692,164	2,776,638	1,365,762	1,410,876	49%
Non-Personnel (Operating, Premiums & Claims, Capital)	22,913,489	11,891,590	26,834,147	12,028,543	14,805,604	45%
Re-charge of prior- year expenditures	(8,308)	(8,308)	0	0	0	
Re-charge of current-year expenditures	0	0	0	0	0	
Total Net Expenditures	26,153,563	13,575,446	29,610,785	13,394,305	16,216,480	45%
Net Before Transfers	(3,879,808)	(2,061,701)	(5,781,768)	(2,230,035)	3,551,733	
Transfers-In Other	0	0	205,333	102,667	(102,666)	
Transfers-In Encumbrances	176,323	176,323	0	224,127	224,127	
Transfers-In Fund Balance	4,062,155	0	5,853,815	0	(5,853,815)	
Transfers-Out Other	0	0	0	(112)	112	
Transfers-Out Encumbrances	(224,127)	0	0	0	0	
Net Transfers	4,014,351	176,323	6,059,148	326,682	(5,732,242)	
Difference	\$134,543	(\$1,885,378)	\$277,380	(\$1,903,353)	(\$2,180,509)	

RESOLUTION 2-4-22 (See Appendix B.)

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

1. **Campus Surveillance Camera Updates (Foundation and State Funds)**

Capital Planning and Facilities Management proposed an award to Southeast Security Corporation in the amount of \$624,500 to install 150 digital cameras to parking decks, open areas, and athletic fields. The proposed award had been deemed the lowest responsible bid of the six received in response to a project request issued in December 2021 and would be contingent upon review and approval as to legal form and sufficiency by the Office of General Counsel.

2. **North Quad Residence Hall Fan Coil Unit Replacements (Grant Funded)**

Capital Planning and Facilities Management proposed an award to Synergy, LLC in the amount of \$1,573,500 to replace fan coil units and isolation valves in Bulger, Sisler and Orr Halls. The proposed award had been deemed the lowest responsible bid of the four received in response to a project request issued in December 2021 and would be contingent on review and approval as to legal form and sufficiency by the Office of General Counsel.

RESOLUTION 2-5-22 (See Appendix B.)

- Pre-authorization of Procurements for More Than \$500,000 (Tab 4b)

1. **Preauthorization for Procurement of Lee Jackson Field Track Renovation (Donor Funded)**

The resolution acknowledged the generous private financial commitments to the University that had made possible critically needed renovation of the Lee Jackson Field Track, and it proposed that the Senior Vice President/Chief Financial Officer be authorized to procure contracts to expend up to \$1,500,000 for the renovation, subject to review and approval as to legal form and sufficiency by the Office of General Counsel. The Senior Vice President/Chief Financial Officer would report to the Board at a subsequent meeting regarding the final University decision for this procurement.

RESOLUTION 2-6-22 (See Appendix B.)

2. **Preauthorization for Procurement of InfoCision Stadium – Summa Field Turf Replacement (Donor Funded)**

The resolution acknowledged the generous private financial commitment to the University that had made possible procurement of a new turf surface for InfoCision Stadium – Summa Field, and it proposed that the Senior Vice President/Chief Financial Officer be authorized to procure contracts to expend up to \$606,000 for the turf replacement, subject to review and approval as to legal form and sufficiency by the Office of General Counsel. The Senior Vice President/Chief Financial Officer would report to the Board at a subsequent meeting regarding the final University decision for this procurement.

RESOLUTION 2-7-22 (See Appendix B.)

- Cumulative Gift and Grant Income Report for July 1, 2021 through January 31, 2022 (Tab 5)

From July 1, 2021 through January 31, 2022, The University of Akron recorded gifts of cash, bequests, gifts-in-kind and pledges totaling \$8,462,585.

RESOLUTION 2-8-22 (See Appendix B.)

- Purchases \$25,000 to \$500,000 Report (Tab 6a) INFORMATION ONLY
- Purchases Over \$500,000 Report (Tab 6b) INFORMATION ONLY

Resolution 12-5-21, Procurement of Campus Air Damper Replacements for Capital Planning and Facilities Management, had authorized the Senior Vice President/Chief Financial Officer expend up to \$650,000 for campus air damper replacements and subsequently report details of the procurement to the Board. This report stated that an award had been made to CRS Metalworks in the amount of \$510,000, the lowest of four bids on December 8, 2021.

- Capital Projects Report (Tab 7) INFORMATION ONLY
- Information Technology Report (Tab 8) INFORMATION ONLY
- Advancement Report (Tab 9) INFORMATION ONLY
- University Communications and Marketing Report (Tab 10) INFORMATION ONLY
- Public Liaison and Government Relations Update (TAB 11) INFORMATION ONLY

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Chair Adkins

- Provost's Report (See Appendix D.)
- Curricular Changes (Tab 1)

Proposed curricular changes consisted of the following **program deactivations** previously approved by the Faculty Senate:

- **Bachelor of Science, Exercise Science, Coaching and Conditioning, in the College of Health and Human Sciences, School of Exercise and Nutrition Sciences, 555231BS**
- **Bachelor of Science, Exercise Science, Fitness Management, in the College of Health and Human Sciences, School of Exercise and Nutrition Sciences, 555233BS**

Degree offerings in the School of Exercise and Nutrition Sciences had been streamlined to a new concentration titled Exercise Science-Applied Exercise Physiology with a broader and elective-based concentration.

- **Bachelor of Science, Sport Studies, Sport Management Concentration in the College of Health and Human Sciences, School of Exercise and Nutrition Sciences, 555236BS**

The program had been replaced by a new undergraduate degree, Bachelor of Business Administration – Sport Business, in the College of Business, Department of Management.

- **Master of Business Administration, Marketing Concentration, in the College of Business, Department of Marketing, 660000MBA**

Degree offerings had been streamlined to a single Master of Business Administration with reduced credit hours and flexible options in the College of Business.

RESOLUTION 2-9-22 (See Appendix B.)

- Name Change of the Center for Experiential Learning, Entrepreneurship and Civic Engagement (Tab 2)

The proposed resolution would change the name of the Center for Experiential Learning, Entrepreneurship and Civic Engagement to The EX[L] Center for Community Engaged Learning to better reflect its mission. The Faculty Steering Committee of that center had voted in favor of the name change.

RESOLUTION 2-10-22 (See Appendix B.)

- Research Report (Tab 3) INFORMATION ONLY
- Student Success Report (Tab 4) INFORMATION ONLY

REPORT OF THE RULES COMMITTEE

presented by Committee Chair Williams

- Rescind and Replace University Rules 3359-02-01, The office of academic affairs; 3359-04-01, Officers of public affairs and development; and 3359-08-01, Officers of student affairs (Tab 1)

The proposed resolution would rescind and replace these three University rules related to cabinet-level positions in order to provide greater organizational flexibility and operational efficiencies. The replacement of University Rule 3359-04-01 would be titled "University communications and marketing."

RESOLUTION 2-11-22 (See Appendix B.)

- New University Rule 3359-04-02, Division of advancement (Tab 2)

The proposed resolution would establish University Rule 3359-04-02 to provide the Division of Advancement, previously included in Rule 3359-04-01, with its own operational authority.

RESOLUTION 2-12-22 (See Appendix B.)

- New University Rule 3359-43-02, Graduate student government constitution (Tab 3)

The proposed resolution would establish University Rule 3359-43-02 to codify the constitution developed by the Graduate Student Government as a governance framework for the organization. This new rule is consistent with the governance structure for Undergraduate Student Government

RESOLUTION 2-13-22 (See Appendix B.)

CONSENT AGENDA VOTE

Mr. Gingo said that each of the 12 items on the consent agenda had been thoroughly discussed at committee meetings held earlier that morning and had been recommended for approval by the appropriate committee, which also had approved the addition of the items to the consent agenda.

ACTION: Adkins motion, Scala second for approval of Consent Agenda Resolutions 2-1-22 and 2-3-22 through 2-13-22, passed 8-0.

NEW BUSINESS

Mr. Gingo said that the Board would consider four items of new business.

- Board of Trustees 2022-2023 Regular Meeting Schedule and Submission of Materials (Tab 1)

Secretary Cook proposed a resolution to adopt the 2022-2023 regular meeting schedule for the Board of Trustees and its standing committees, in compliance with University Rule 3359-1-04.1(B). The resolution also would require the secretary and assistant secretary of the Board to prepare and implement a schedule for submission of materials and information for Board meetings to the Board office so that each Trustee shall be able to receive same in a timely manner prior to each Board meeting.

RESOLUTION 2-14-22 (See Appendix B.)
ACTION: Carter motion, Mayer second, passed 8-0.

- Statement of Support for the United States Department of Commerce Economic Development Administration Regional Challenge Grant Proposal (Tab 2)

President Miller introduced the resolution as a statement of support for the University's participation in the United States Department of Commerce Economic Development Administration Regional Challenge Grant proposal process, which he had discussed earlier in the meeting in his report to the Board.

RESOLUTION 2-15-22 (See Appendix B.)
ACTION: Adkins motion, Mayer second, passed 8-0.

- Expression of Appreciation to Advisory Trustee David W. James, Ed.D. (Tab 3)

Mr. Gingo presented the resolution with the following statement:

"The Board's next item of new business for consideration this morning is to express appreciation to one of our distinguished members, Dr. David W. James, whose term as an advisory trustee will conclude at the end of this month.

As superintendent of the Akron Public Schools (APS), Dr. James provided exceptional leadership to the district at a time of significant transition. Under his guidance, the district completed the largest building renovation and consolidation project in the district's history, resulting in the conversion of nearly all 47 Akron school buildings into modern, safe community learning centers.

Dr. James also oversaw the implementation of several initiatives designed to improve student success and academic achievement, including: collaborating with community partners to transform APS high schools into College & Career Academies of Akron; dual degree programs, including the Early College High School program at The University of Akron, which afford students the opportunity to earn both a high school diploma and a two-year college degree upon graduation; and a partnership with the LeBron James Family Foundation to create the I PROMISE school.

As a member of this Board, Dr. James has generously contributed to the University his extensive expertise in matters related to education, student success, and the Akron community, and his willingness to share with our Board his valuable perspectives reflects his dedication to providing Akron students with every educational advantage possible and to prepare them for success in higher education and beyond.

On behalf of this Board, thank you, David, for your generous contribution of time and talent to The University of Akron."

RESOLUTION 2-16-22 (See Appendix B.)
ACTION: Ciraldo motion, Scala second, passed 8-0.

- Christine Fowler Mack Advisory Trustee Appointment (Tab 4)

Chairman Gingo presented the resolution with the following statement:

"Ms. Christine Fowler Mack, superintendent of Akron Public Schools, has accepted our invitation to serve as an Advisory Trustee for a three-year term that would be effective March 1, 2022, upon formal approval by vote of the Board. A copy of the proposed resolution is in your folders.

Christine Fowler Mack is an exemplary Akron alumna, who was raised in Akron and educated in Akron Public Schools from kindergarten through graduation from East High School; who earned her Bachelor of Science and Master of Arts degrees from The University of Akron; and who began her career as a teacher in 1989 at Akron's Robinson Elementary School; and

Christine Fowler Mack's professional career as an educator progressed through increasingly responsible administrative roles in the Cleveland Heights-University Heights School District as interim and assistant superintendent; in the Cleveland Metropolitan School District as chief

portfolio officer responsible for oversight of school accountability, portfolio management and community engagement functions; and ultimately returning to Akron Public Schools in her present position of superintendent effective August 1, 2021; and

Through her professional endeavors, civic and education leadership, and commitment to Akron, Christine Fowler Mack personifies the traits desired in an Advisory Trustee."

RESOLUTION 2-17-22 (See Appendix B.)
ACTION: Mayer motion, Needles second, passed 8-0.

Mr. Gingo added that the Board would look forward to welcoming Advisory Trustee Mack in person at its next Board meeting.

GOOD OF THE ORDER/ANNOUNCEMENTS

Mr. Gingo announced that the next regular meeting of the Board of Trustees would take place on Wednesday, April 27, 2022. Committees of the Board would meet on the same date.

The Board returned to executive session at 12:00 p.m. on an 8-0 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). The meeting returned to public session at 12:28 p.m. on an 8-0 vote.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 12:28 p.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

April 27, 2022

APPENDIX A: OTHERS IN ATTENDANCE

Jill Bautista, Chief Compliance and Risk Officer

Douglas Brumbaugh, Chief Audit Executive

Kathryn M. Budd, Chair, Faculty Senate*

Kathryn R. Evans, Staff Employee Advisory Committee*

Dr. Cher Hendricks, Senior Vice Provost

Officer Kerry A. Jackson, Director Off Campus Safety

Emily M. Janoski-Haehlen, Dean, University of Akron School of Law

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

Robert J. Nemer, Dean, College of Business

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

Tonia Ferrell, Chair, University Council*

Alan D. Parker, Contract Professional Advisory Committee*

Nathan L. Yost, Staff Employee Advisory Committee*

*Via live stream as a campus representative

APPENDIX B: RESOLUTIONS

RESOLUTION 2-1-22: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees' meeting of December 8, 2021 be approved.

RESOLUTION 2-2-22: Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by President Gary L. Miller, dated February 16, 2022, 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 2-3-22: Acceptance of the Investment Report for the Six Months Ended December 31, 2021

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on February 16, 2022 accepting the Investment Report for the Six Months Ended December 31, 2021 be approved.

RESOLUTION 2-4-22: Acceptance of the Financial Report for the Six Months Ended December 31, 2021

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on February 16, 2022 accepting the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds Financial Report for the Six Months Ended December 31, 2021 be approved.

RESOLUTION 2-5-22: Acceptance of Procurements for More Than \$500,000

BE IT RESOLVED, That the following recommendations presented by the Finance & Administration Committee on February 16, 2022 be approved:

Award to Southeast Security Corporation a contract to install 150 digital cameras to parking decks, open areas, and athletic fields, in the amount of \$624,500.

Award to Synergy, LLC a contract to replace fan coil units and isolation valves in Bulger, Sisler, and Orr Halls, in the amount of \$1,573,500.

RESOLUTION 2-6-22: Preauthorization for Procurement of Lee Jackson Field Track Renovation

WHEREAS, Generous private financial commitments to The University of Akron have made possible critically needed renovation of the Lee Jackson Field Track; and

WHEREAS, University Rule 3359-3-01(F) authorizes The University of Akron's Director of Purchasing to conduct purchasing activities in accordance with good business practices; and

APPENDIX B: RESOLUTIONS, Page 2

WHEREAS, The Senior Vice President and CFO has directed the Department of Capital Planning and Facilities Management to coordinate with the Director of Purchasing to initiate the competitive bidding process to procure construction contracts for the Lee Jackson Field Track renovation; and

WHEREAS, The Department of Purchasing, at the direction of the Department of Capital Planning and Facilities Management, will issue a Request for Proposals to select a vendor to provide these services, the cost of which will not exceed \$1,500,000; and

WHEREAS, The scheduling and sequencing of the corresponding construction projects do not align with the schedule of the Board meetings; and

WHEREAS, University Rule 3359-3-01(F)(2)(h) requires the purchase of goods or services exceeding \$500,000 be submitted to the Board of Trustees for prior approval; Now, Therefore,

BE IT RESOLVED, That notwithstanding the requirements of University Rule 3359-3-01(F)(2)(h), the Senior Vice President and CFO is authorized to act as necessary to procure contracts for the Lee Jackson Field Track renovation, subject to review and approval as to legal form and sufficiency by the Office of General Counsel; and

BE IT FURTHER RESOLVED, That the Senior Vice President and CFO will report back to the Board at an upcoming meeting regarding the final University decision for the procurement of Lee Jackson Field Track Renovation.

RESOLUTION 2-7-22: Preauthorization for Procurement of InfoCision Stadium – Summa Field Turf Replacement

WHEREAS, A generous private financial commitment to The University of Akron has made possible the procurement of a new turf surface for InfoCision Stadium – Summa Field; and

WHEREAS, University Rule 3359-3-01(F) authorizes The University of Akron's Director of Purchasing to conduct purchasing activities in accordance with good business practices; and

WHEREAS, The Senior Vice President and CFO has directed the Department of Capital Planning and Facilities Management to coordinate with the Director of Purchasing to initiate the competitive bidding process to procure construction contracts for the InfoCision Stadium turf replacement; and

WHEREAS, The Department of Purchasing, at the direction of the Department of Capital Planning and Facilities Management, will issue a Request for Proposals to select a vendor to provide these services, the cost of which will not exceed \$606,000; and

WHEREAS, The scheduling and sequencing of the corresponding construction projects do not align with the schedule of the Board meetings; and

APPENDIX B: RESOLUTIONS, Page 3

WHEREAS, University Rule 3359-3-01(F)(2)(h) requires the purchase of goods or services exceeding \$500,000 be submitted to the Board of Trustees for prior approval; Now, Therefore,

BE IT RESOLVED, That notwithstanding the requirements of University Rule 3359-3-01(F)(2)(h), the Senior Vice President and CFO is authorized to act as necessary to procure contracts for the InfoCision Stadium turf replacement, subject to review and approval as to legal form and sufficiency by the Office of General Counsel; and

BE IT FURTHER RESOLVED, That the Senior Vice President and CFO will report back to the Board at an upcoming meeting regarding the final University decision for the procurement of the InfoCision Stadium turf replacement.

RESOLUTION 2-8-22: Acceptance of Gift Income Report for July 1, 2021 through January 31, 2022

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on February 16, 2022 pertaining to acceptance of the Gift Income Report for July 1, 2021 through January 31, 2022 be approved.

RESOLUTION 2-9-22: Proposed Curricular Changes

BE IT RESOLVED, That the recommendations presented by the Academic Issues & Student Success Committee on February 16, 2022 for the following curricular changes, as recommended by the Faculty Senate, be approved.

Deactivate the Bachelor of Science, Exercise Science, Coaching and Conditioning, in the College of Health and Human Sciences, School of Exercise and Nutrition Sciences.

Deactivate the Bachelor of Science, Exercise Science, Fitness Management, in the College of Health and Human Sciences, School of Exercise and Nutrition Sciences.

Deactivate the Bachelor of Science, Sport Studies, Sport Management in the College of Health and Human Sciences, School of Exercise and Nutrition Sciences.

Deactivate the Master of Business Administration, Marketing Concentration, in the College of Business, Department of Marketing.

RESOLUTION 2-10-22: Proposed Name Change of the Center for Experiential Learning, Entrepreneurship and Civic Engagement

WHEREAS, The members of the Center for Experiential Learning, Entrepreneurship and Civic Engagement Faculty Steering Committee have voted to change the name of the Center to The EX[L] Center for Community Engaged Learning to better reflect its mission; and

WHEREAS, The Office of Academic Affairs concurs; Now, Therefore,

APPENDIX B: RESOLUTIONS, Page 4

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on February 16, 2022 pertaining to the proposed Center name change be approved.

RESOLUTION 2-11-22: Rescind and Replace University Rules 3359-02-01, Office of academic affairs; 3359-04-01, Officers of public affairs and development; 3359-08-01, Officers of student affairs

BE IT RESOLVED, That the recommendation presented by the Rules Committee on February 16, 2022 to rescind and replace Rules 3359-02-01, 3359-04-01 and 3359-08-01 be approved.

RESOLUTION 2-12-22: New University Rule 3359-04-02, Division of advancement

BE IT RESOLVED, That the recommendation presented by the Rules Committee on February 16, 2022 to establish new Rule 3359-04-02, Division of advancement be approved.

RESOLUTION 2-13-22: New University Rule 3359-43-02, Graduate student government constitution

BE IT RESOLVED, That the recommendation presented by the Rules Committee on February 16, 2022 to establish new Rule 3359-43-02, Graduate student government constitution be approved.

RESOLUTION 2-14-22: Board of Trustees 2022-2023 Regular Meeting Schedule and Submission of Materials

BE IT RESOLVED, That the 2022-2023 regular meeting schedule for the Board of Trustees and its standing committees be approved as follows, with the understanding that additional Board and/or committee meetings may be scheduled throughout the period, as well as special or emergency meetings pursuant to Rules of the Board of Trustees:

COMMITTEE MEETINGS	BOARD OF TRUSTEES MEETINGS
Wednesday, August 10, 2022	Wednesday, August 10, 2022
Friday, October 12, 2022	Wednesday, October 12, 2022
Friday, December 2, 2022	Wednesday, December 7, 2022
Wednesday, February 15, 2023	Wednesday, February 15, 2023
Wednesday, April 19, 2023	Wednesday, April 19, 2023
Friday, June 9, 2023	Wednesday, June 14, 2023

BE IT FURTHER RESOLVED, That the Secretary and Assistant Secretary of the Board shall prepare and implement for each regular Board meeting a schedule with deadlines for the submission

APPENDIX B: RESOLUTIONS, Page 5

of materials and information for Board meetings to the Board office so that each Trustee shall be able to receive such materials in a timely manner prior to each regular Board meeting, and they shall enforce such deadlines unless directed otherwise by the Board Chair.

RESOLUTION 2-15-22: Statement of Support for the United States Department of Commerce Economic Development Administration Regional Challenge Grant Proposal

WHEREAS, The United States Department of Commerce, Economic Development Administration, has announced the \$1 billion “Build Back Better Regional Challenge,” which will award 20-30 regional coalitions up to \$100 million each to implement 3-8 projects that support an industry sector; and

WHEREAS, Northeast Ohio’s polymer industry encompasses more than 1000 business, employing over 30,000 individuals and generating annually more than \$20 billion in economic activity for the region; and

WHEREAS, Organizations throughout Northeast Ohio collaborated to submit an initial proposal last November for this federal investment, and the proposal was the only one from Ohio, and one of only 60 nationally, selected to compete for this investment; and

WHEREAS, The grant, if awarded, would leverage a potential federal investment of between \$75-\$100 million into the region’s infrastructure for advanced materials, including polymers such as plastic and rubber; and

WHEREAS, The submitted proposal identified as a critical need for the advancement of the polymer industry the “. . . [construction of] a research and development and commercialization space to innovate and test new smart materials for use in advanced manufacturing products, especially polymeric materials;” and

WHEREAS, The University of Akron is home to a world-renowned polymer program, which has been at the forefront of polymer research and development, and which has a long-standing history of, and commitment to the polymer industry, and

WHEREAS, Because of its leadership role in polymers, the University’s School of Polymer Science and Polymer Engineering, in conjunction with the Greater Akron Chamber of Commerce and regional industry partners, is leading the initiative to develop plans for the construction of Polymer Research & Development and Production Facility for the scale-up of polymeric materials to support innovations in sustainable polymers and materials development; and

WHEREAS, This Facility would support regional education and business opportunities and would build upon Northeast Ohio’s unique competitive advantages in advanced materials, while addressing gaps in the manufacturing ecosystem, paving the way for more sustainable materials, and supporting regional workforce development; Now Therefore,

BE IT RESOLVED, That the Board of Trustees of The University of Akron heartily endorses the submission of this proposal to the “Build Back Better Challenge” and supports the University’s critical role therein; and

APPENDIX B: RESOLUTIONS, Page 6

BE IT FURTHER RESOLVED, That The University of Akron commits to providing matching resources and funds to lead the Polymer Research and Development and Production Facility initiative, including providing the necessary physical space for the Facility, leveraging the time and talents of personnel contributing to the proposal and the Facility initiative, and supporting expanded commercialization and workforce development in the polymer industry.

RESOLUTION 2-16-22: Expression of Appreciation to Advisory Trustee David W. James, Ed.D.

WHEREAS, Dr. David W. James was selected and appointed by the Board of Trustees of The University of Akron to serve in the post of Advisory Trustee for a three-year term from February 2019 through February 2022; and

WHEREAS, Dr. James earned his Bachelor of Arts degree in economics and his master's degree in public administration from Cleveland State University, and his Doctor of Education degree from the University of Phoenix; and

WHEREAS, Dr. James served the Akron Public Schools (APS) with distinction for nearly 30 years in significant administrative roles, beginning in 1992 as the district's environmental program manager and, ultimately, serving as superintendent from August 2008 to August 2021; and

WHEREAS, As superintendent, Dr. James provided exemplary leadership to APS during a period of profound transition, in which he led the largest building renovation and consolidation project in the district's history, resulting in the conversion of nearly all 47 Akron school buildings into modern, safe community learning centers; and

WHEREAS, Under Dr. James' leadership, APS implemented several initiatives designed to improve student success and academic achievement, including collaborating with community partners to transform APS high schools into College & Career Academies of Akron, dual degree programs, including the Early College High School program at The University of Akron, which afford students the opportunity to earn both a high school diploma and a two-year college degree upon graduation, and a partnership with the LeBron James Family Foundation to create the I PROMISE school, which provides critical wraparound support to its students through graduation; and

WHEREAS, Dr. James has received numerous awards in recognition of his contributions to education and nonprofit organizations, including the 2019 Lieberth Community Vision Award from Leadership Akron, 2019 Sam Miller Goodness Award from Values in Action, 2017 Ohio Superintendent Outstanding Performance Award from the Martha Holden Jennings Foundation; 2017 Glass Half Full Award from GAR Foundation, and 2017 Community Service Award from Project GRAD; and

WHEREAS, Dr. James generously has contributed to The University of Akron Board of Trustees his extensive expertise in matters relation to education, student success, and the Akron community; and

WHEREAS, Dr. James' term an advisory member of the Board of Trustees will expire on February 28, 2022; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees of The University of Akron expresses its sincere appreciation to Dr. David W. James for fulfilling his duties to the Board and its constituents and wishes him good health and good fortune for many years to come.

APPENDIX B: RESOLUTIONS, Page 7

RESOLUTION 2-17-22: Christine Fowler Mack Advisory Trustee Appointment

WHEREAS, The University of Akron's Board of Trustees 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" by bringing into the boardroom the additional expertise, knowledge, talent, perspectives and wisdom of individuals who meet the following selection criteria: "success in a chosen field or business; state or national prominence; ability to serve as an advocate for higher education; ability and willingness to offer counsel to the board and president; and demonstrated support of The University of Akron"; and

WHEREAS, Christine Fowler Mack is an exemplary Akron alumna, who was raised in Akron and educated in Akron Public Schools from kindergarten through graduation from East High School; who earned her Bachelor of Science and Master of Arts degrees from The University of Akron; and who began her career as a teacher in 1989 at Akron's Robinson Elementary School; and

WHEREAS, Christine Fowler Mack's professional career as an educator progressed through increasingly responsible administrative roles in the Cleveland Heights-University Heights School District as interim and assistant superintendent; in the Cleveland Metropolitan School District as chief portfolio officer responsible for oversight of school accountability, portfolio management and community engagement functions; and ultimately returning to Akron Public Schools in her present position of superintendent effective August 1, 2021; and

WHEREAS, Through her professional endeavors, civic and education leadership, and commitment to Akron, Christine Fowler Mack personifies the traits desired in an Advisory Trustee; Now Therefore,

BE IT RESOLVED, That Christine Fowler Mack is appointed to a three-year term as an Advisory Trustee from March 1, 2022 through February 2025.

APPENDIX C: REPORT OF THE PRESIDENT

Thank you, Chair, Gingo. Good morning, everyone. I am glad to be here with you this morning and glad to see so many people in the room, even though we still are wearing masks.

I want to first thank a number of you who joined us for the [State of the University Address](#), which I delivered last week. The speech is available on the UA website and home page for reading and reviewing.

COVID Update

As I mentioned in the State of the University Address, I am extremely proud of how The University of Akron has handled the past two years of pandemic. If there is anything that we have learned through this, it is that this University is resilient. We truly can meet challenges and make advancements on them.

We are happy that we started the spring semester on time and in person. We are watching the case levels on campus and in the community carefully, handing out masks, making tests available, and offering and encouraging vaccines and boosters. Most importantly, we are supporting students, faculty and staff as needed. Like everyone else, I am hopeful that COVID will end soon. Once again, I am very proud of the way the University has responded to this challenge.

Black History Month

The month of February means, of course, that we are celebrating and honoring Black History. More than 20 Black History Month programs have been planned for The University of Akron. One of the month's highlights is the Rethinking Race: Black, White and Beyond program series. Rethinking Race is in its 16th year of engaging the public with important topics advocating diversity in the workplace and awareness of issues and culture. We look forward to having with us University of Akron alumnus Matthew Cherry, who will deliver the Rethinking Race keynote address on February 21. Matthew, as you know, is a former Zips football player who went on to play in the NFL. After retiring from football, he joined the film industry, putting to use his UA education in mass media, radio and television, and won an Academy Award in February 2020. He will be here to offer a fascinating discussion on race and related issues. The full calendar of Rethinking Race and Black History Month events is available on the UA website. I hope all of you will find time to attend some of those events.

I want to thank the Office of Equity, Inclusion and Diversity and the Department of Student Life for all they have done to make these events possible. We will hear more shortly about our Office of Equity, Inclusion and Diversity from Dr Sheldon Wrice, our Vice President of Inclusion and Equity/Chief Diversity Officer.

Build Back Better Regional Challenge

I also discussed in the State of the University Address the potential transformative opportunity of the Build Back Better Regional Challenge of the Department of Commerce and the U.S. Economic Development Administration. Our coalition is the single finalist from Ohio, and we feel optimistic

APPENDIX C: REPORT OF THE PRESIDENT, Page 2

about our chances. If selected for this exciting opportunity, manufacturing projects in the region could receive up to \$75 million in funding, \$15 million of which could potentially come to The University of Akron for a polymer research and development facility and commercialization space to test new smart materials.

The project will be a tremendous showcase for the University and will provide innumerable research opportunities, not only for our faculty, but for our students and for the research and business communities.

We will actively engage with our partners in Washington, D.C. over the next couple of months to talk about our proposal. I will travel there in March to meet with the Ohio congressional delegation and government agencies about this project.

During the new business portion of today's meeting, I will introduce a resolution seeking the Board's support for this initiative. Your backing will be critical to the success of the project.

Alumni Outreach

As COVID has begun to lift around the country, our alumni have been very enthusiastic about wanting to see us. Georgia and I have shared with the advancement team a number of trips to Arizona, Dallas and Florida. We will be in Houston this week and in New York, Boston and Washington, D.C. in the weeks to come, visiting with our alumni there and sharing what is happening at the University. The alumni with whom we have met are eager to hear about how our student-ready University is driving economic development and learning opportunities in this region. We are very pleased to be out talking with them again.

Donor Support

Along those lines, I would like to call the Board's attention to a couple of recent special gifts of support to the University.

George and Jennifer Wilson established the George L. and Jennifer Wilson Family Scholarship in Business to support undergraduate students in all majors in the College of Business. Their gift was in support of the "We Rise Together" campaign, and, in addition to creating an endowment, the Wilsons provided a separate gift so that their scholarship could begin helping students immediately.

George, whom I had the pleasure of meeting, attributes the foundation of his career's success to earning his Accounting degree from The University of Akron in 1991. While a student, he was an active member of the professional business fraternity, Delta Sigma Pi. George is president and CEO of Quanex Building Products, headquartered in Texas, and will return to campus in April to accept the Dr. Frank Simonetti College of Business Distinguished Alumni Award. Through George's leadership, Quanex is a UA corporate partner, offering internships and co-op experiences for our students. The company has an office in downtown Akron and currently is collaborating on

APPENDIX C: REPORT OF THE PRESIDENT, Page 3

research with students and faculty in the College of Engineering and Polymer Science to develop materials for thermally efficient PVC window frames that can withstand high temperatures. We thank George and Jennifer for their kind gift.

Chair Gingo has already mentioned the wonderful gift we received from the Bauers. This gift was part of our recent announcement that, thanks to several groups of donors, the University will have the capacity to build, renovate and upgrade facilities for track and field, the swimming and diving program, and men's and women's basketball.

I also am pleased that recent donations will support resources to enhance student-athlete nutrition programs and enable improved access to technology for collaboration and competitive performance.

Return of The University of Akron Magazine

This is a really exciting announcement to me, because I have wanted this to happen for some time. University Communications and Marketing and the UA Foundation have led the effort to premiere the reissue of The University of Akron Magazine later this spring. The magazine will be a tangible way to showcase the opportunities we offer for students and the incredible innovation and creativity happening on campus. You can be sure that I will take plenty of copies of the new magazine as we visit alumni, donors, business leaders, legislators and everyone else. I have had a sneak preview of the story list, and I think you are going to like it. I want to thank Tammy Ewin and her group and Kim Cole and the UA Foundation for making this happen. I hope this is something that we can continue. All great universities have a magazine, and we are going to have one again starting this spring!

Athletic Achievements

I mentioned earlier the wonderful news about upcoming improvements to our athletic facilities, and I want to also provide an update on what our student-athletes are up to this winter. Both men's and women's basketball teams are doing quite well.

- We are hosting the Kent State women's basketball team at the JAR this Saturday, and we would love to have a large crowd on hand as we look to sweep the Flashes this season. I want to congratulate Zips senior Jordan Dawson, who scored her 1,000th point during a game in early February. What a tremendous accomplishment!
- Our rifle squad is ranked ninth in the country and beat No. 10 Ohio State by one point in a match at the end of January. The Zips set career-best and team records in that match, and, of course, it is always nice to beat the Buckeyes!
- Our women's swimming and diving program is ranked in the top 25 nationally this winter and will compete in the Mid-American Conference championship meet next week.

APPENDIX C: REPORT OF THE PRESIDENT, Page 4

- I was extremely pleased to see Charles Guthrie's announcement last month that, upon completion of the most recent semester, our student-athletes have extended their streak of six consecutive semesters above a 3.0 department-wide GPA, with nine teams posting a 3.3 team GPA or higher.

As Dr. Hendricks reported earlier this morning during the Academic Issues & Student Success Committee meeting, our ZipAssist program, which is nationally acclaimed, recently received an additional grant from the American College Health Association to continue support and oversight of our Wellness Ambassadors,. These Ambassadors actually play a very key role in COVID-related education and have broadened their scope to more general health concerns and wellness issues. This is a great service to our student population.

Now that we are feeling a little more comfortable returning to in-person gatherings, I want to call your attention to something special that happened last week at E.J. Thomas Performing Arts Hall. The Tuesday Musical Association hosted a recital featuring Joshua Bell, who was ranked as one of the top 25 violinists of all time by the respected website ClassicFM.com. This was the second performance of Joshua Bell that I had attended at E.J. Thomas Hall. There were a lot of people there, and I think we all felt safe. E.J. Thomas Hall is a great hub for cultural activity in this community, and the current schedule offers many events.

Conclusion

Finally, I have a few thank yous. Dr. David James will be leaving our Board as an Advisory Trustee—we will hear more about this later in the meeting—and I want to say to the public here how grateful I am to him for his counsel and support during the first couple of years that we were here. I wish him the best of luck.

Also, I want to thank the Board for considering today appointments of our new Akron Law and College of Business deans. We are thrilled to have Emily Janoski-Haehlen in her position at the School of Law and welcome R. J. Nemer to the College of Business. They both are here; do either of you have something that you would like to say to the Board?

Ms. Janoski-Haehlen:

"Thank you, good morning; I am excited to be here. I am honored by the support that I have received from Akron Law, from the students, from my fellow faculty and staff, from the alumni, and from the University administration. I am so excited to be the first permanent female dean of Akron Law and to really lead us into the next hundred years of the law school. I would welcome any of you to come visit the law school and see all the great things that we are doing, participate in any of our programming. We have some great things coming out. Thank you so much."

APPENDIX C: REPORT OF THE PRESIDENT, Page 5

Mr. Nemer:

"Good morning, everybody, and echoing Emily, I am also thrilled to be here. I guess this is a homecoming for me. My undergraduate and law degrees are both from The University of Akron. And, while I am not the first female dean of the business school, I guess I am the first non-traditional dean, at least in a long time, and have been really overwhelmed and honored and humbled at the outpouring of support from the faculty and from a lot of alumni who seem pretty excited about the new vision and a reinvigorated kind of brand that we would like to collectively build for the College of Business. Really excited to partner on some things with Emily as well since we see so many synergies between our two verticals. Thanks for allowing us to speak a little bit this morning and welcoming us to your meeting. Please come visit anytime; thank you so much."

Equity, Inclusion and Diversity

At this time, I invite Dr. Sheldon Wrice, our Chief Diversity Officer, to come forward and give a brief presentation about his work. Mr. Chairman, this will conclude my report.



I am very honored to be here this morning and to speak with you about my office's alignment with the President's goals and targets and what we have done in the short term since I began my role. I think you might be pleased with changes that have taken place.

APPENDIX C: REPORT OF THE PRESIDENT, Page 6

OFFICE OF EQUITY, INCLUSION AND DIVERSITY: MISSION

- The Office of Equity, Inclusion and Diversity is committed to maintaining a community that:
 - recognizes, values, supports and validates the inherent worth and dignity of every person;
 - fosters sensitivity, understanding, and mutual respect among each member of our community;
 - encourages each individual to strive to reach his or her fullest potential; and
 - addresses instances of microaggressions, insensitivity or discrimination based on gender, sexuality, disability, age, socioeconomic status, ethnicity, race and culture.



The University of Akron

ENROLLMENT & FINANCIAL STABILITY

- The Office of Multicultural Development participates in all recruitment/yield programs hosted by the Office of Admissions
 - **7700+ total students expected at these programs this year**
- Black, Brown and Beyond Male Academy
 - **College readiness recruitment program, 20 recruits for Spring 2022 launch**
- Black, Brown and Beyond Female Academy
 - **Will launch in Fall 2022**
- TRIO Academic Achievement Programs
 - **Recruited 52 students to UA for Fall 2021 yielding a ROI of \$204,568 for the Fall 2021 semester.**
- Financial stewardship
 - **\$60,000 cost savings for moving Summit**



The University of Akron

There are normally 24 visit days at the University each year, 12 per semester. My staff engages with those visiting students to inform them of our many available programs.

APPENDIX C: REPORT OF THE PRESIDENT, Page 7

The Black Male Academy was renamed the Black, Brown and Beyond Male Academy, because we want to be inclusive to other populations. In this semester's first program last month, which was virtual, the director of the University's Esports program spoke, and a second program is planned for this Saturday with the associate director of Athletics. An interesting result of last month's virtual presentation was that the sisters of those young men were listening in. Our office was flooded with phone calls the following Monday from parents who wanted to know what would be done for the females. So this fall, we are hoping to launch a Black, Brown and Beyond Female Academy to address needs of underrepresented females.

Historically, our Black Male Summit has been held at the John S. Knight Center. Being cognizant of good financial stewardship, I have moved the program back to our University. This April, it will be held in the Jean Hower Taber Student Union. We want students to see this beautiful campus and be attracted to attend The University of Akron.

FUNDRAISING FOR DEI EFFORTS

- Black Male Summit (2021) Fundraising Efforts
 - **\$18,575 accrued from individual, corporate, and foundation/nonprofit donors**
 - **\$43,000 received from UA Foundation**
- The Office Equity, Inclusion and Diversity and the Office of Multicultural Development secured a **\$25,000** endowment this year, *The Office of Multicultural Development Social Justice Fund*, to aid underrepresented students.
 - **Also anticipating an additional estate gift from the same anonymous donor**
- Goodyear Driving Opportunity Scholars Program
 - **Multi-year (6-year) gift commitment = \$1,599,750**



The \$25,000 endowment can also be used for scholarships, books, laptops and anything to help our marginalized students move to the next level.

The Goodyear Driving Opportunity Scholars Program assists 15 baccalaureate students, adding five per year from 2021 through 2023. Beyond just writing a check, Goodyear takes a holistic approach to working with these students through mentoring and internships that could lead to employment with the company.

APPENDIX C: REPORT OF THE PRESIDENT, Page 8

RISK MANAGEMENT

- We have five retention programs at the Office of Multicultural Development. During the Fall 2021 semester, we served 243 students and retained 196 of them (80.66%).
 - **\$771,064 (Revenue) - \$103,729 (Expenses) = \$667,335 (ROI)**
 - **[196 * 3,934 (one semester tuition at UA) = \$771,064]**
 - **ROI = 7:1**
- We are a committed partner with City of Akron community groups and constituents to mitigate social injustice and promote racial harmony.
- Higher Learning Commission Accreditation
 - **Advances DEI priorities outlined among HLC's five criteria for accreditation and prevents loss of HLC accreditation**



I want to point out what our small staff is able to do with its small budget:

The retention of 196 students, of the 243 students served during the fall 2021 semester, generated tuition of almost \$800,000. Our office spent approximately \$103,000 to engage these students, thereby realizing a return on investment of almost \$700,000.

Our commitment to partner with City of Akron community groups and constituents to mitigate social injustice and promote racial harmony coincides with our role as a "DEI Champion" representative of the University (see next slide) often speaking to various programs and delivering DEI and cultural awareness training.

Our office is on task to support Senior Vice Provost Cher Hendricks in her leadership of the University's reaccreditation process with the Higher Learning Commission.

APPENDIX C: REPORT OF THE PRESIDENT, Page 9

CAMPUS CULTURE

The Office of Equity, Inclusion and Diversity promotes a culture of respect and success by:

- Creating the DEI Advisory Council
- Serving as DEI champion
- Presenting, hosting and cosponsoring multicultural events
- Collaborating with EEO and HR
- Supporting Title IX
- Responding to community requests to deliver DEI and cultural awareness training
- Updating and expanding the department website
- Hosting an annual multicultural convocation for graduating seniors
- Collaborating with Akron Public Schools “I Promise” Institute



One of my first actions in my position was to meet with President Miller to establish a Diversity, Equity and Inclusion Advisory Council. The major charge of this committee was to write a strategic diversity plan, which can be found on our website. This committee was convened in August 2021, and by December, the [Diversity Roadmap Strategic Plan](#) was completed. I hope that you will take a look to see our future initiatives.

**Thank you for
your continued
support!**



APPENDIX D: PROVOST'S REPORT



AGENDA

- Special Recognition of Faculty, Staff, Students, & Alumni
- Welcome Dean Janoski-Haehlen and Dean Nemer



APPENDIX D: PROVOST'S REPORT, Page 2

APPOINTMENTS



- **Dr. Anil Patnaik** will serve as interim chair of the Department of Civil Engineering effective June 30, 2022. Dr. Patnaik has been with the University since 2007 and has focused much of his teaching and research efforts on structural engineering.
- **Dr. Mary Biddinger**, professor of English, has been appointed interim chair of the department of English and the Department of Modern Languages. Dr. Biddinger joined the University in 2005. Since 2008, she has been the editor of the Akron Series in Poetry at The University of Akron Press.
- **Dr. John Huss**, professor of Philosophy, has been appointed chair of the Department of Philosophy. Dr. Huss joined the University in 2007. He is a faculty member in the Integrated Bioscience Ph.D. program and served as interim dean of the Williams Honors College from 2018 to 2019.
- **Dr. Maria Zanetta**, distinguished professor of Modern Languages, has been appointed assistant chair of the Department of Modern Languages. Dr. Zanetta joined the University in 1995. She was named distinguished professor in 2016 and served as chair of the Department of Modern Languages from 2013 to 2016 and interim chair from 2018 to 2019.
- To support the recent approval of the Interdisciplinary Global Studies degree within the Buchtel College of Arts and Sciences, and to identify expertise in assistance in pursuit of the college's strategic priorities, **Dr. Yang Lin**, professor of Communications, has been appointed to serve as director of the Global Studies program. Dr. Lin joined the University in 2009, and he served as the director of UA's Confucius Institute from 2008 to 2011 and again from 2016 until 2021.
- To support faculty leadership development within the Buchtel College of Arts and Sciences, and to promote the college's strategic priorities, **Dr. Jess Otto** has been appointed to serve as faculty fellow for Inclusion, Diversity and Equity. Dr. Otto joined the Department of Philosophy at UA in 2016 and is a member of the Women's Studies Advisory and Rethinking Race Committees.

APPENDIX D: PROVOST'S REPORT, Page 3

RESEARCH

**Teresa
Cutright**



**Ed
Evans**



**Joan
Carletta**



**Nidaa
Makki**



**Amir
Nourhani**



**National Science Foundation, Division of Undergraduate Education
Award: \$1,499,239.00
*Increasing Retention of Part-time and Full-time STEM Students***

Many faculty across the University were awarded grant funding to support research across the disciplines, and I'd like to highlight one product in particular.

As a result of a generous grant from the National Science Foundation, The University of Akron received \$1.5 million over six years to fund scholarships to high-achieving students enrolled in STEM majors who have demonstrated financial need.

The scholarships are for undergraduate students who are pursuing Bachelor of Science degrees in Biomedical Engineering, Chemical Engineering, Civil Engineering, Electrical Engineering, Computer Engineering, Biology, or Chemistry. Students who receive the scholarship also will receive mentoring and academic support.

The Interdisciplinary Project Team is represented by faculty and staff from the College of Engineering and Polymer Science and the School of Education, and includes **Teresa Cutright, Ed Evans, Joan Carletta, Nidaa Makki and Amir Nourhani.**

APPENDIX D: PROVOST'S REPORT, Page 4

AWARDS

**Mark
McManus**



**Lifetime
Achievement
Award**

Ohio Chapter of the National Association of Social Workers

Student/Alumni Receiving Awards

Megan Solsman, LSW 2018: Emerging Leader Award
Sylvia McDonough: 2021 Student of the Year Award
Dana Cameron, LSW 2007: Outstanding Service Award

**Kandice Lacy, LISW 2008, MSW 2010:
Social Worker of the Year Award**

The Ohio Chapter of the National Association of Social Workers (NASW) recognized the contributions of outstanding social workers and community leaders who reflect the values of the profession at its 2021 Annual Regional Awards Ceremony on January 6.

The award winners included several individuals associated with The University of Akron School of Social Work and Family Sciences.

Dr. Mark McManus, Master of Social Work coordinator for the Wayne College campus, was awarded the Lifetime Achievement Award. Mark was nominated by former students for this award. As described by a former student, "Dr. McManus showed us what it meant to embody service through his commitment to his students. He went above and beyond, year after year, sharing his time with student organizations to ensure Social Work students had the opportunity to come together and do good in their community. He was not only an advocate for his students, but he also served the community by advocating on behalf of persons with developmental disabilities."

Megan Solsman was awarded the Emerging Leader Award, which recognizes outstanding contributions of members who have been in practice for five years or less. While completing her master's degree, Megan was engaged in the Suicide Prevention Coalition of Summit County. After graduation, she joined the Medina County Suicide Prevention Coalition.

Sylvia McDonough received the 2021 Student of the Year Award. She is currently a part-time Bachelor of Science student at The University of Akron's Lakewood program, where she has an excellent academic record and is a member of the Phi Beta Kappa honor society. She has worked at Recovery Resources for the past five years and provides services to individuals with drug addiction, substance abuse, mental illness and behavioral health needs.

APPENDIX D: PROVOST'S REPORT, Page 5

Dana Cameron received the Outstanding Service Award, which is given to a social worker for outstanding service to NASW. In honoring the recipient, the NASW Ohio Chapter recognizes the best social work values and accomplishments demonstrated in a social worker's NASW activities.

Finally, **Kandace Lacy** received the Social Worker of the Year Award. Lacy worked consistently throughout the pandemic with the Summit County Juvenile Court as a detention mental health clinician. She has gone above and beyond to support youth in her care.

The Exercise Science Program in the College of Health & Human Sciences received initial accreditation from the Commission on Accreditation of Allied Health Education Programs.



The Commission on Accreditation of Allied Health Education Programs has awarded an initial five-year accreditation to the **Exercise Science program in the College of Health and Human Sciences**. This accreditation ensures quality assurance, maintaining an appropriate curriculum, and the ability for graduates to sit for its certification exams. The accreditation process included the completion of an extensive self-study and virtual site visit.

APPENDIX D: PROVOST'S REPORT, Page 6



The graphic features a dark blue background with a diagonal grey line. On the left, the words "SPECIAL THANKS" are written in large, bold, white capital letters. On the right, the words "ZIPS RE-ENROLLMENT CAMPAIGN" are written in bold, dark blue capital letters.

College of Engineering & Polymer Science	Buchtel College of Arts & Sciences	College of Business	Wayne	College of Health & Human Sciences	Exploratory
Sarah Hoge Candice Shell John Lanshe Bernadette Citano Gail Tankersley Diane Burrowbridge Jean Cowser	Ashley Rini Emily Campbell Gayle Bruno-Gannon Kim Beyer Kevin Lewis Julia Oliver Katie Timperio Natalie Demetro Adam Sarata	Abbey Shibban Dan Stone Dan Reichert Mallory Yoho Carrie Tuesday	Heather Howley Wendy Cundiff Sonya Wagner Charlene Kemp-Queener	Marci Tomajko Joan Ogg Don Canary Ben Rochester CHHS faculty	Bill Torgler Stephanie Kiba Katie Dirne

I also would like to give special thanks to a number of people, who are listed here on this slide, for the Zips Reenrollment Campaign. Under the direction of Interim Vice Provost **Joe Urgo** and led by **Abbey Shibban**, senior director of academic programs in the College of Business, a team of student success advisors, directors, and faculty outreached to over 600 undergraduate students who had stopped out after the fall 2020 semester.

This team made calls to our former students to find out how they were doing and to let them know that we wanted them back at The University of Akron. The result was over 100 students who reenrolled for this semester.

A special thanks to all those who took part in this initiative, including the **Registrar's office**, **Financial Aid**, **Admissions**, and **University Communications and Marketing**, as well as all the individuals who are listed here.

APPENDIX D: PROVOST'S REPORT, Page 7



Finally, I would like to welcome our two new deans, Emily Janoski-Haehlen and R.J. Nemer. They were able to introduce themselves earlier. We are so happy to have you here; thank you.

THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees' meeting of February 16, 2022 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 27, 2022

April 27, 2022
Presiding:
William A. Scala

1	Personnel Actions
	Action Items for Consent Agenda Consideration:
2	Financial Report for the Eight Months Ended February 28, 2022
3	Procurements for More Than \$500,000
4	Fall 2022 Cohort Tuition Guarantee, Regional Tuition Guarantee, and FY 2022-23 Rate Changes
5	Cumulative Gift and Grant Income Report for July 1, 2021 through March 31, 2022
	For Information Only:
6	Purchases: a) \$25,000 to \$500,000 Report b) Over \$500,000 Report
7	Capital Projects Report
8	Information Technology Report
9	Advancement Report
10	University Communications and Marketing Report
11	Public Liaison and Government Relations Update

FINANCE & ADMINISTRATION COMMITTEE

TAB 1

PERSONNEL

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

April 27, 2022

Human Resources

Summary Report of Personnel Actions for Board of Trustees

April 27, 2022

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

Separations –7 Total

Resignations 6 Total –1 Faculty, 4 Contract Professionals, and 1 Staff
Non-Renewal 1 Total – 1 Contract Professional

Emeritus Status

There are two (2) recommendations for emeritus status by Article 21 of the Akron Chapter of the American Association of University Professors (AAUP) collective bargaining agreement.

Personnel Actions Subject to University Rule 3359-9-01

University Rule 3359-9-01 provides that special conditions of employment not otherwise included in the routine personnel reports provided at Board meetings, such as financial or other commitments by the University in the amount of ten thousand dollars or more beyond the individual's base salary and regular employee benefits, including but not limited to "start-up" funding for research, multi-year employment terms, provision for automobile, stipend, one-time payments, liquidated damages, deferred compensation, etc., must be made subject to Board approval.

There are two (4) personnel actions subject to rule 3359-9-01:

Office of Athletics

- Timothy Tibesar - Appointment as Assistant Football Coach/Defensive Coordinator base salary \$190,000/12 mo. Appointment includes \$4,500/12 mo. car allowance and up to \$9,500 reimbursement for moving expenses submitted within one year.
- Tyson Norton – Appointment as Head Volleyball Coach subject to an Employment Agreement. The key terms include: four (4) year term of employment beginning April 8, 2022; base salary of \$95,000; eligible for supplemental compensation (\$22,500/yr. maximum) for outstanding achievement per exhibit A of the Employment Agreement; University provided automobile or an automobile stipend \$350 per month; liquidated damages for termination without cause would be fifty-percent (50%) of the remaining base salary for the term of the Employment Agreement; liquidated damages for employee terminating contract prior to the expiration of term beginning at \$50,000 and reducing each year.
- John Groce – Head Basketball Coach Employment Agreement extension through June 30, 2030. Key terms include no increase to base salary, supplemental compensation, performance bonuses or automobile provision; liquidated damages for University termination without cause reset to correspond

with extension; new retention bonuses of \$75,000 on July 31, 2025, and \$75,000 on July 31, 2028; all other terms and conditions remain the same for the duration of the agreement.

Buchtel College of Arts & Sciences

- J. Cherie Strachan - Professor, Political Science; Director, Ray C. Bliss Institute of Applied Politics base salary \$105,000 9/mo. plus \$25,000 12/mo. stipend Appointment includes \$5,000 in research funds and \$5,000 reimbursement for moving expenses submitted within six months.

Significant Personnel Actions to Note

There are five (5) personnel actions for continuing full-time positions that provide an ongoing adjustment to the salary via job reclassification, equity increase, and bona fide job offer.

Office of Athletics

- Winston DeLattiboudere III - Assistant Football Coach; Defensive Line Coach; salary \$75,000 12mo.; salary change from \$60,000/12 mo.

Office of Academic Affairs

- Joseph Minocchi - Director, Academic Advising, Policy & Support; salary \$80,000/12 mo.; title change from Coordinator, Academic Policies; salary change from \$55,157 12/mo.
- Cora L. Moretta - Senior Associate Director, Student Financial Aid; salary \$75,420/12 mo.; salary change from \$72,420/12 mo.

Buchtel College of Arts & Sciences

- Lara D. Roketenetz - Director, Field Station; salary \$80,000/12 mo.; title change from Manager, Field Station; salary change from \$44,125/12 mo.

Wayne Campus

- John A. Maroli - Director, Learning Support Services; salary \$75,084/12 mo.; salary change from \$69,533/12 mo.

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

Office of Athletics

Appointment/Reappointment

Tibesar, Timothy	Assistant Football Coach/Defensive Coordinator/Office of Athletics/Contract Professional	APS	03/07/22	\$190,000.00 12 mo	Appointment vice N. Toth; reimburse \$9,500.00 for moving expenses submitted within one year of hire
		APS	03/07/22 06/30/22	\$4,500.00 12 mo	Payment for car allowance

Change

DeLattiboudere III, Winston	Assistant Football Coach; Defensive Line Coach/Office of Athletics/Contract Professional	APS	02/23/22	\$75,000.00 12 mo	Off-line increase due to bonafide job offer; salary change from \$60,000.00/12 mo
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Separation

Feeney, Matthew	Assistant Football Coach/Defensive Coordinator; Safeties Coach/Office of Athletics/Contract Professional	APS	01/20/22	\$150,000.00 12 mo	Amend action approved at the December 8, 2021 meeting of the Board of Trustees; non-renewal date changed from 02/25/22
Gibson, Deonte	Assistant Football Coach; Outside Linebackers Coach/Office of Athletics/Contract Professional	APS	01/10/22	\$75,000.00 12 mo	Amend action approved at the December 8, 2021 meeting of the Board of Trustees; non-renewal date changed from 02/25/22
Hanna, Thomas C.	Head Volleyball Coach/Office of Athletics/Contract Professional	APS	02/17/22	\$89,301.00 12 mo	Non-renewal
Mack, Deonte	Strength & Conditioning Coach-Football/Office of Athletics/Contract Professional	APS	02/01/22	\$95,000.00 12 mo	Amend action approved at the December 8, 2021 meeting of the Board of Trustees; non-renewal date changed from 02/25/22
Toth, Nicholas	Assistant Football Coach/Defensive Coordinator; Linebackers Coach/Office of Athletics/Contract Professional	APS	03/02/22	\$190,000.00 12 mo	Resignation
		APS	03/02/22	\$4,500.00 12 mo	Relinquish car allowance
Van Horne IV, George H.	Senior Associate Athletics Director, Development & Marketing/Office of Athletics/Contract Professional	APS	03/25/22	\$115,881.00 12 mo	Resignation

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Job Family</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Wilson, Jeremiah	Assistant Football Coach; Secondary Coach/Office of Athletics/Contract Professional	APS	01/20/22	\$75,000.00 12 mo	Amend action approved at the December 8, 2021 meeting of the Board of Trustees; non-renewal date changed from 02/25/22
Office of Academic Affairs					
Appointment/Reappointment					
Damson, Enoch E.	Lecturer/Continuing and Professional Education/Faculty	TEF	01/16/22 02/05/22	\$4,080.00 for the period	Payment for SQL training
Leake, Emily E.	Position Management Analyst Senior/Office of Academic Affairs/Contract Professional	APS	01/01/22 05/31/22	\$10,440.00 12 mo (stipend)	Extension of temporary administrative stipend for budget assistance; base salary is \$55,682.00/12 mo
Nicholson-Sweval, Fedearia	Vice Provost Student Pathways & Dean William Honors College; Associate Professor of Practice, Urban Studies/Office of Academic Affairs/Faculty		04/29/22	\$180,000.00 12 mo	Appointment vice L. Ransom
Change					
Minocchi, Joseph	Director, Academic Advising, Policy & Support/Office of Academic Affairs/Contract Professional	IPS	04/01/22	\$80,000.00 12 mo	Job reclassification via reorganization; salary change from \$55,157.00/12 mo; title change from Coordinator, Academic Policies; grade change from 121 to 124
Moretta, Cora L.	Senior Associate Director, Student Financial Aid/Student Financial Aid/Contract Professional	IPS	02/08/22	\$75,420.00 12 mo	Equity increase; salary change from \$72,420.00/12 mo
Separation					
Gullatta, Matthew	Director, Planning Strategy & Insights/Department of Planning Strategy & Insights/Contract Professional	APS	03/25/22	\$100,000.00 12 mo	Resignation
Vice President, Student Affairs					
Separation					
Johnson, Jodi	Nurse Practitioner, Health Services/Health Services Organization and Research/Contract Professional	APS	03/18/22	\$85,000.00 12 mo	Resignation
Vice President, Finance & Administration/CFO					
Appointment/Reappointment					
Hough, Todd R.	Captain/University Police Department/Staff	CLA	01/20/22	\$146.13 one time payment	Payment for South of Exchange patrol detail

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Job Family</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Kabellar, Kevin L.	Lieutenant/University Police Department/Staff	UNC	02/14/22	\$2,980.77 biweekly	Transfer; successful internal candidate; salary change from \$33.77/H; title change from Police Officer II
		UNC	02/23/22	\$146.13 one time payment	Payment for Federal Task Force function
Paonessa, Angela M.	Lieutenant/University Police Department/Staff	UNC	12/30/21	\$340.97 one time payment	Payment for South of Exchange patrol detail
		UNC	01/27/22	\$194.84 one time payment	Payment for South of Exchange patrol detail
		UNC	01/29/22	\$340.97 one time payment	Payment for South of Exchange patrol detail
		UNC	02/04/22	\$340.97 one time payment	Payment for Track & Field detail
		UNC	02/21/22	\$146.13 one time payment	Payment for Women's Basketball game detail
		UNC	02/22/22	\$194.84 one time payment	Payment for Men's Basketball game detail
Szczukowski, Michael A.	Director Materials Handling/Inclusion & Equity/Chief Diversity Office/Contract Professional	APS	02/28/22	\$2,406.25 one time payment	Payment for Title IX Hearing Officer

Office of Information Technology Services

Appointment/Reappointment

Marsh, Paul J.	Application Services Technical Lead/Application Systems Services/Staff	UNC	05/01/22	\$32.03	Temporary appointment; phased retirement program
			02/28/23	hourly	
Nunley, Andrea	Project Management & Continuous Quality Improvement Officer/Information Technology Services/Contract Professional	APS	02/07/22	\$120,000.00	Temporary appointment
			06/30/22	12 mo	

Change

Nunley, Andrea	Project Management & Continuous Quality Improvement Officer/Information Technology Services/Contract Professional	APS	02/16/22	\$120,000.00 12 mo	Change from temporary to regular
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Separation

McCumber, David	Senior Cyber Security Analyst/Information Technology Services/Staff	UNC	03/18/22	\$3,115.38 biweekly	Resignation
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Job Family</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Office of Research Administration & Technology Transfer					
Appointment/Reappointment					
Bialek, Kelly A.	Acting Director, Technology Transfer/Office of Technology Transfer/Contract Professional	APS	02/20/22 02/19/23	\$15,000.00 12 mo (stipend)	Extension of temporary job reclassification and administrative stipend for Acting Director assignment; title change from Assistant Director, Technology Transfer, Intellectual Property Management & Federal Reporting; base salary is \$75,000.00/12 mo
Change					
Martis, Kendall M.	Director, Accounting, University of Akron Research Foundation/Office of Research Administration/Contract Professional	APS	01/14/22	\$75,000.00 12 mo	Transfer; department change from VP, Finance & Administration/Chief Financial Officer
Buchtel College of Arts & Sciences					
Appointment/Reappointment					
Strachan, J. Cherie	Professor, Political Science; Director, Ray C. Bliss Institute of Applied Politics/Department of Political Science/Faculty (BUF)	TEF	07/01/22	\$105,000.00 9 mo	Appointment vice J. Green; reimburse \$5,000 for moving expenses submitted within six months of hire; provide \$5,000 in research funds; tenure granted
			07/01/22 06/30/23	\$25,000.00 12 mo	Temporary administrative stipend for Director assignment
Xi, Juan	Associate Professor, Sociology/Department of Sociology/Faculty (BUF)	TEF	12/31/21	\$1,399.66 one time payment	Payment for quality improvement project for Summa mobile vaccine unit
Change					
Roketenetz, Lara D.	Director, Field Station/Department of Biology/Contract Professional	IPS	03/01/22	\$80,000.00 12 mo	Job reclassification due to bona-fide job offer; salary change from \$44,125.00/12 mo; title change from Manager, Field Station; grade change from 120 to 123
Simms, Sherry A.	Associate Professor - Summer/School of Art/Faculty (BUF)	TEF	07/15/21 08/14/21	\$2,550.00 for the period	Amend action approved at the February 16, 2022 meeting of the Board of Trustees; summer research payment change from \$2,960.55

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Job Family</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
College of Business					
Appointment/Reappointment					
Ash, Steven R.	Assistant Dean, Academic Programs & Director, Graduate Programs; Professor, Management/College of Business, Office of the Dean/Faculty	TEF	03/01/22	\$2,000.00 one time payment	Payment for Executive Education seminars
Beuk, Frederik W.	Associate Professor, Marketing; Research Director, Sales Biometric Lab/College of Business, Office of the Dean/Faculty (BUF)	TEF	03/01/22	\$2,000.00 one time payment	Payment for Executive Education seminars
DeGregorio, Federico	Associate Professor, Marketing/College of Business, Office of the Dean/Faculty (BUF)	TEF	02/28/22	\$2,000.00 one time payment	Payment for Executive Education seminars
Fox, Alexa K.	Assistant Professor, Marketing/College of Business, Office of the Dean/Faculty (BUF)	TEF	02/23/22	\$1,000.00 one time payment	Payment for Executive Education seminars
Juravich, Matthew	Associate Professor, Management; Faculty Athletics Representative/College of Business, Office of the Dean/Faculty (BUF)	TEF	02/09/22	\$1,000.00 one time payment	Payment for Executive Education seminars
Lee, Seungbum	Professor, Management/College of Business, Office of the Dean/Faculty (BUF)	TEF	02/24/22	\$1,000.00 one time payment	Payment for Executive Education seminars
Levy, Paul E.	Professor, Psychology; Department Chair, Psychology; Fellow, Institute for Life-Span Development & Gerontology/College of Business, Office of the Dean/Faculty	TEF	02/07/22	\$1,000.00 one time payment	Payment for Executive Education seminars
Makarius, Erin	Associate Professor, Management/College of Business, Office of the Dean/Faculty (BUF)	TEF	02/14/22	\$1,000.00 one time payment	Payment for Executive Education seminars
McHenry, William K.	Associate Professor, Management/College of Business, Office of the Dean/Faculty (BUF)	TEF	02/10/22	\$1,000.00 one time payment	Payment for Executive Education seminars

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Job Family</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Mukherjee, Debmalya	Professor, Management; Department Chair, Management/College of Business, Office of the Dean/Faculty	TEF	02/15/22	\$1,000.00 one time payment	Payment for Executive Education seminars
Payne, David G.	Associate Professor of Practice, Marketing; Director, Fisher Institute for Professional Selling/College of Business, Office of the Dean/Faculty (BUF)	TEF	02/16/22	\$1,000.00 one time payment	Payment for Executive Education seminars

Separation

Bisco, Jill M.	Associate Professor, Finance; Director, Risk Management and Insurance Program/Department of Finance/Faculty (BUF)	TEF	08/15/22	\$155,644.00 9 mo	Resignation
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College of Engineering & Polymer Science

Appointment/Reappointment

Lattime, Scott B.	Research Associate Professor/Department of Mechanical Engineering/Faculty	REF	04/01/22 09/30/22	\$136,014.00 12 mo	Temporary reappointment
Mather, Janice L.	Senior Research and Development Engineer/Department of Mechanical Engineering/Staff	UNC	04/01/22 09/30/22	\$4,800.69 biweekly	Temporary reappointment
Nadkarni, Gopal R.	Associate Professor - Summer/Department of Mechanical Engineering/Faculty	TEF	07/12/21 08/21/21	\$14,835.00 biweekly	Payment for grant funded summer research
Oravec, Heather A.	Research Associate Professor, Mechanical Engineering/Department of Mechanical Engineering/Faculty	REF	04/01/22 09/30/22	\$127,312.00 12 mo	Temporary reappointment
Taylor, Shawn C.	Senior Research Engineer/Department of Mechanical Engineering/Staff	UNC	04/01/22 09/30/22	\$4,438.00 biweekly	Temporary reappointment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Job Family</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Change					
Binienda, Wieslaw K.	Professor, Civil Engineering/Department of Civil Engineering/Faculty	TEF	07/01/22	\$185,550.00 12 mo	Relinquishing Department Chair, Civil Engineering assignment; roll remaining stipend to base; salary change from \$185,066.00/12 mo
	Professor, Civil Engineering/Department of Civil Engineering/Faculty (BUF)	TEF	01/01/23	\$151,813.00 9 mo	Salary change from \$185,550.00/12 mo
Leave					
Binienda, Wieslaw K.	Professor, Civil Engineering/Department of Civil Engineering/Faculty	TEF	07/01/22 12/31/22	\$185,550.00 12 mo	Amend action approved at the February 16, 2022 meeting of the Board of Trustees; relinquishing professional development leave of absence; paid sabbatical leave of absence
Cutright, Teresa J.	Professor, Civil Engineering; Professor, Chemical, Biomolecular & Corrosion Engineering/Department of Civil Engineering/Faculty (BUF)	TEF	08/26/22 08/25/25	\$111,774.00 9 mo	Extension of joint appointment agreement with Civil Engineering (primary) and Chemical, Biomolecular & Corrosion Engineering (secondary)
College of Health & Human Sciences					
Appointment/Reappointment					
Davis, Jennifer	Assistant Professor - Summer/School of Social Work & Family Sciences/Faculty	TEF	05/01/22 06/30/22	\$3,712.00 for the period	Payment for grant funded summer research
Ellis, John M.	Professor of Instruction- Summer/School of Social Work & Family Sciences/Faculty	TEF	05/17/21 08/14/21	\$4,349.00 for the period	Payment for grant funded summer research
Patton, Rikki A.	Associate Professor - Summer/School of Social Work & Family Sciences/Faculty	TEF	05/01/22 06/30/22	\$4,193.00 for the period	Payment for grant funded summer research
Seher, Christin L.	Co-Director Center EXL/School of Exercise and Nutrition Sciences/Faculty	AFR	12/31/21	\$2,153.22 one time payment	Payment for quality improvement project for Summa mobile vaccine unit

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Job Family</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
School of Law					
Appointment/Reappointment					
Cortes, Julie	Assistant Clinical Professor, Law/Law - Instruction/Faculty	TEF	08/22/22	\$88,000.00 9 mo	Appointment vice G. Spring
	Assistant Clinical Prof- Summer/Law - Instruction/Faculty	TEF	06/27/22 08/20/22	\$2,037.33 for the period	Payment for summer grant administration
Gentithes, Michael	Associate Dean, Academic Affairs - AFR School of Law; Associate Professor, Law/Law - Instruction/Faculty		02/21/22	\$148,561.00 12 mo (base)	Appointment and temporary administrative stipend for Associate Dean assignment; salary change from \$121,550.00/9 mo
			02/21/22 06/30/22	\$25,000.00 12 mo (stipend)	
Gibson, Willa E.	Associate Dean, Academic Excellence; Intellectual Property Center Fellow; C. Blake McDowell, Jr. Professor/Law - Instruction/Faculty	TEF	07/01/22	\$146,816.00 9 mo (base)	Appointment and temporary administrative stipend for Associate Dean assignment
			07/01/22 06/30/23	\$20,000.00 12 mo (stipend)	
			TEF	08/22/22 05/13/23	
Change					
Altmeyer, Susan M.	Interim Director, Law Library/Law Library/Contract Professional	IPS	02/21/22 05/31/22	\$104,289.00 12 mo	Temporary job reclassification; salary change from \$68,289.00/12 mo; title change from Associate Law Librarian- Reference Services; grade change from 121 to 123
Belsky, Martin H.	Dean Emeritus, School of Law/Law - Instruction/Faculty	TEF	06/01/22		Title change, award of emeritus status
Dessin, Carolyn L.	Professor Emeritus, Law/Law - Instruction/Faculty	TEF	06/01/22		Title change, award of emeritus status
University Libraries					
Appointment/Reappointment					
Miller, Jon S.	Professor, English; Director, The University of Akron Press/Department of English/Faculty (BUF)	TEF	08/22/22	\$13,500.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Director, The University of Akron Press; base salary is \$89,544.00/9 mo
			05/14/23		
	Professor, English; Director, The University of Akron Press/Department of English/Faculty (BUF)	TEF	06/01/22 08/31/22	\$15,000.00 for the period (stipend)	Temporary additional title and administrative stipend for Director, The University of Akron Press; base salary is \$89,544.00/9 mo
Wayne Campus					
Change					
Maroli, John A.	Director, Learning Support Services/Developmental Programs- Wayne Campus/Contract Professional	IPS	11/01/21	\$75,084.00 12 mo	Job reclassification via job audit; salary change from \$69,522.00/12 mo; grade change from 121 to 123

<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 the President

Appointment/Reappointment

Levy, Paul E.	Vice President/Chief of Staff: Professor, Psychology; Fellow, Institute for Life-Span Development & Gerontology/Office of the President/Faculty	07/01/22	\$195,000.00 12 mo	Appointment vice W. Hill; relinquishing Department Chair, Psychology appointment
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Separation

Hill, Wayne R.	Vice President/Chief of Staff/Office of the President/Contract Professional	08/31/22	\$198,248.00 12 mo	Retirement
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Office of Athletics

Appointment/Reappointment

Norton, Tyson	Head Volleyball Coach/Office of Athletics/Contract Professional	04/08/22	\$95,000.00 12 mo	Appointment vice T. Hanna; reimburse \$4,750.00 for moving expenses submitted within one year of hire; a university provided automobile or stipend of \$350.00/month at the university's election
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Groce, John	Head Men's Basketball Coach/Office of Athletics/Contract Professional	04/14/22	\$400,000.00 12 mo	No increase in salary or performance plan bonuses
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Separation

Pettipiece, Meaggan	Head Women's Softball Coach/Office of Athletics/Contract Professional	03/22/22	\$85,000.00 12 mo	Non-renewal
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Office of Academic Affairs

Appointment/Reappointment

McKellips, Stephen	Vice Provost Enrollment Management/Office of Academic Affairs/Contract Professional	04/29/22	\$225,000.00 12 mo	Appointment vice W. Kraus; reimburse \$25,000.00 for moving expenses submitted within one year of hire
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College of Engineering & Polymer Science

Appointment/Reappointment

Menzemer, Craig C.	Dean, College of Engineering & Polymer Science: Professor, Civil Engineering/College of Engineering and Polymer Science, Office of the Dean/Faculty	04/01/22	\$275,000.00 12 mo	Transfer; successful internal candidate; Title change from Interim Dean, College of Engineering & Polymer Science; Salary change from 210,120.00/12mo
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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
118	41320	Coord Community Relations - WC	Non-exempt		3/24/2022
117	45286	Parking Facilities Maint Supt	Non-exempt		3/30/2022
118	47143	Licensed Practical Nurse	Non-exempt		2/7/2022

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
120	24352	Mgr Digital Communications	Exempt		3/20/2022
118	24387	Graphic Design Specialist	Exempt		2/23/2022
119	24388	Mktg Outreach & Pub Svcs Coord	Exempt		3/7/2022
121	27316	Assoc Dir Stu Fin Aid	Exempt		1/3/2022
120	27529	Asst Dir Fac & Informal Rec	Exempt		3/1/2022
119	27567	Mgr Informal Rec & Facilities	Exempt		3/3/2022
121	27674	Dir Recruitment & Stu Svcs-WHC	Exempt		1/1/2022
122	27793	Coord Coaching Programs	Exempt		3/2/2022
123	27839	Sr Assoc Athl Dir Dev-MG	Exempt		2/22/2022
121	27845	Asst Athl Dir Compliance	Exempt		2/1/2022
124	28182	Dir Acad Advising Policy & Sup	Exempt		4/1/2022
123	28317	Dir Learning Support Svcs	Exempt		1/1/2022
123	28523	Dir Field Station	Exempt		3/1/2022
121	28766	Assoc Dir UA Adult Focus	Exempt		1/3/2022
999	29105	VP Human Resources/CHRO	Exempt		1/1/2022
999	29639	Coord HK Barker Ctr Econ Educ	Non-exempt		2/21/2022

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 the Office of 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 the Office of 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 the Office of 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 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 4- -22

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Gary L. Miller, dated April 27, 2022, 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

April 27, 2022

FINANCE & ADMINISTRATION COMMITTEE


TAB 2

**FINANCIAL REPORT FOR THE
EIGHT MONTHS ENDED FEBRUARY 28, 2022**



DATE: April 11, 2022

TO: Dallas A. Grundy, MBA
Senior Vice President and Chief Financial Officer

FROM: Misty M. Villers, CPA 
Interim Director Budget, Planning & Strategy

**SUBJECT: General Fund, Auxiliary Funds, and Departmental Sales and Services Funds:
Revised Budgets to Actual Results for the Eight Months Ended
February 28, 2022**

As requested, the Office of Resource Analysis & Budget provides the accompanying Financial Report for the eight months ended February 28, 2022 for the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds (Akron and Wayne combined) together with accompanying FY22 budget assumptions and narratives. This Financial Report should be presented for consideration and approval at the April 27, 2022 Board of Trustees meeting.

The University's two primary revenue sources remain tuition and fees and State Share of Instruction. For tuition and fees, the FY22 eight-month net tuition and fees of \$105 million reflects 99 percent of the annual budget. The projected \$6.1 million shortfall in gross tuition and fee revenue is expected to be offset by the less-than-budgeted scholarships.

The \$5 million in budgeted recovery of lost revenue will not be realized as it was fully collected in FY21. The \$5.8 million in planned COVID-related expenditures is not likely to be fully recognized. Expenditures are currently being analyzed to maximize the use of available relief funds.

While the budget reflects a draw on operating reserves of \$18.3 million, preliminary projections indicate the draw will be \$9.2 million due to a reduction in payroll and operating expenses as well as a reporting change in recognizing investment income.

Resource Analysis & Budgeting
Akron, OH 44325-6202
330-972-6521 Office · 330-972-6317 Fax

CARES Act Grant	Source	Award	Expended	Available Balance	Allowability	Actual Usage	Period of Availability
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$7,075,909	\$7,075,909	\$0	Emergency Aid for Students (Pass-through funding)	Emergency Aid for Students	Fully utilized in FY2020
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$7,075,908	\$6,840,962.29	\$234,945.71	Institutional Use-Student Refunds and Other Expenditures	Institutional Use-Student Refunds and Other Expenditures	3/13/20-6/30/23
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$7,075,909	\$7,075,909	\$0	Emergency Aid for Students (Pass-through funding)	Emergency Aid for Students	Fully Utilized
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$15,803,162	\$14,608,316.43	\$1,194,845.57	Institutional Use-Student Refunds and Other Expenditures	Institutional Use-Student Refunds and Other Expenditures	12/27/20-6/30/23
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$19,893,863	\$18,694,428.75	\$1,199,434.25	Institutional Use-Student Refunds and Other Expenditures	Institutional Use-Student Refunds and Other Expenditures	5/5/20-6/30/23
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$20,159,590	\$8,906,205.00	\$11,253,385.00	Emergency Aid for Students (Pass-through funding)	Emergency Aid for Students	5/5/20-6/30/23
Coronavirus Relief Fund Federal Agency: Department of Treasury	Governor/Ohio Dept. of Higher Education	\$9,533,149	\$9,533,149	\$0	Student Refunds and Other Expenditures	Student Refunds and Other Expenditures	Fully Utilized
Coronavirus Relief Fund Federal Agency: Department of Treasury	Governor/Ohio Dept. of Higher Education	\$4,767,086	\$4,767,086	\$0	Student Refunds and Other Expenditures	Student Refunds and Other Expenditures	Fully Utilized
Coronavirus Relief Fund Federal Agency: Department of Treasury	Governor/Ohio Dept. of Higher Education	\$217,974	\$217,974	\$0	Mental Health Counseling for Students	Mental Health Counseling for Students	Fully Utilized

Coronavirus Relief Fund Federal Agency: Department of Treasury	Summit County	\$2,000,000	\$2,000,000	\$0	Public Safety and Public Health	Public Safety and Public Health (payroll & fringes)	Fully Utilized
Coronavirus Relief Fund GEER Federal Agency: Department of Treasury	Governor of Ohio	\$370,556	\$157,105.96	\$213,450.04	Mental Health Counseling for Students	Mental Health Counseling for Students	3/13/20-6/30/22
Total		\$93,973,106	\$79,877,045.43	\$14,096,060.57			

Notes: The \$14,151,818 of grant funds received for emergency aid to students was awarded to students to help them pay for living expenses and additional expenses incurred due to the pandemic wherein some individuals were unable to work. The University acted as a fiduciary in administering all emergency aid to the students. The University must submit eligible expenditures to government officials in support of claiming any of the grant funds. The eligibility requirements vary by grant and amounts claimed are subject to audit by the University's external auditors as well as federal and state auditors.

The University of Akron
General Fund, Auxiliary Funds, and Departmental Sales and Services Funds
Budget to Actual Results with FY21 Comparisons
For the Eight Months Ended February 28, 2022

Table of Contents

<u>Description</u>	<u>Page</u>
General Fund Budget and Actual Results (Akron and Wayne Combined)	1
General Fund FY22 Budget Assumptions (Akron and Wayne Combined)	2
General Fund Narrative (Akron and Wayne Combined).....	6
Auxiliary Funds Budget and Actual Results.....	11
Auxiliary Funds FY22 Budget Assumptions.....	20
Auxiliary Funds Narrative	28
Departmental Sales and Services Funds Budget and Actual Results	39
Departmental Sales and Services Funds FY22 Budget Assumptions.....	44
Departmental Sales and Services Funds Narrative	46

GENERAL FUND

For the Eight Months Ended February 28, 2022

The University of Akron
Akron and Wayne General Fund Combined
FY 2022 Budget and Actual Results for the eight months ended February 28, 2022 with FY 2021 Comparisons

	FY21		FY22						
	Final June 30	YTD Feb. 28	Original Budget	YTD Feb. 28	Actual to Budget		Projected June 30	Projection to Budget	
					\$	%		\$	%
Tuition & General Service Fees	\$158,496,294	\$152,632,398	\$152,383,000	\$140,871,963	(\$11,511,037)		\$146,300,000	(\$6,083,000)	
Other Fees	18,240,062	17,557,179	17,745,000	18,074,027	329,027		18,600,000	855,000	
Scholarships	(55,336,403)	(52,096,261)	(64,577,000)	(53,937,048)	10,639,952		(56,000,000)	8,577,000	
Net Tuition and Fees	121,399,953	118,093,316	105,551,000	105,008,942	(542,058)	99%	108,900,000	3,349,000	103%
State Share of Instruction	95,016,451	61,266,743	95,504,000	63,669,502	(31,834,498)	67%	95,504,000	0	100%
Indirect Cost Recovery	3,979,498	2,190,221	3,631,000	2,223,092	(1,407,908)		3,631,000	0	
Investment Income	16,590	14,154	29,000	5,507,995	5,478,995		5,507,995	5,478,995	
Miscellaneous Revenues	4,517,585	3,174,192	1,800,000	848,843	(951,157)		1,800,000	0	
COVID Revenue Recovery	27,100,000	-	5,833,000	-	(5,833,000)		-	(5,833,000)	
Total Revenues	252,030,076	184,738,626	212,348,000	177,258,373	(35,089,627)	83%	215,342,995	2,994,995	101%
Payroll	118,341,560	77,390,869	116,947,000	73,359,638	43,587,362		113,021,000	3,926,000	
Fringes	38,546,741	29,000,660	35,807,000	21,758,646	14,048,354		30,975,000	4,832,000	
Total Compensation	156,888,301	106,391,529	152,754,000	95,118,284	57,635,716	62%	143,996,000	8,758,000	94%
Utilities	8,414,485	4,033,039	9,750,000	4,878,891	4,871,109		9,750,000	0	
Operating	24,175,833	16,460,496	30,132,000	19,404,033	10,727,967		28,000,000	2,132,000	
Total Non Personnel	32,590,318	20,493,535	39,882,000	24,282,924	15,599,076	61%	37,750,000	2,132,000	95%
Re-charge of prior-year expenditures	(7,354,681)	(6,968,798)	0	0	0		0	0	
Re-charge of current-year expenditures	(5,328,098)	(2,929,277)	(5,000,000)	0	(5,000,000)		0	(5,000,000)	
Total Net Expenditures	176,795,839	116,986,989	187,636,000	119,401,208	68,234,792	64%	181,746,000	5,890,000	97%
Strategic Initiatives (net)	0	0	4,157,000	2,849,887	1,307,113		3,508,328	648,672	
Safety Initiatives - One-time	0	0	0	1,358,921	(1,358,921)		1,358,921	(1,358,921)	
Safety Initiatives - Recurring	0	0	0	26,345	(26,345)		112,646	(112,646)	
Net Initiatives	0	0	4,157,000	4,235,153	(78,153)		4,979,895	(822,895)	
Net Before Transfers	75,234,237	67,751,637	20,555,000	53,622,013	33,067,013		28,617,100	8,062,100	
Transfers-In (Draw on Operating Reserves)	0	0	18,338,000	0	(18,338,000)		9,176,952	(9,161,048)	
Transfers-In Plant Fund and Other	18,007	18,007	0	74,800	74,800		74,800	74,800	
Advance-In	0	0	0	80,000	80,000		80,000	80,000	
Transfers-In Encumbrance	2,418,485	2,418,485	2,500,000	2,906,148	406,148		2,906,148	406,148	
Transfers-Out - Debt Service	0	0	(843,000)	(562,000)	281,000		(843,000)	0	
Transfers-Out Plant Fund	(1,140,400)	(565,960)	(2,000,000)	(1,582,461)	417,539		(2,000,000)	0	
Transfers-Out Facilities Fee	(4,170,000)	(3,237,332)	(4,315,000)	(2,876,667)	1,438,333		(4,315,000)	0	
Transfers-Out General Service Fee	(10,777,000)	(6,218,667)	(10,313,000)	(6,875,333)	3,437,667		(10,313,000)	0	
Transfers-Out Other-Debt Service	(8,906,784)	(3,120,667)	(7,299,000)	(4,866,000)	2,433,000		(7,299,000)	0	
Transfers-Out Other	(10,030,805)	(14,695,334)	(13,313,000)	(8,696,016)	4,616,984		(12,775,000)	538,000	
Transfers-Out - EAF	0	0	(605,000)	(575,000)	30,000		(605,000)	0	
Transfers-Out - Departmental Sales	0	0	(205,000)	(234,267)	(29,267)		(205,000)	0	
Advance-Out	0	0	0	0	0		0	0	
Transfers-Out - Encumbrance	(2,906,148)	0	(2,500,000)	0	2,500,000		(2,500,000)	0	
Net Transfers	(35,494,646)	(25,401,468)	(20,555,000)	(23,206,797)	(2,651,797)		(28,617,100)	(8,062,100)	
Difference	\$39,739,591	\$42,350,169	\$0	\$30,415,216	\$30,415,216		\$0	\$0	

**The University of Akron
Akron and Wayne General Fund Combined
FY 2022 Budget Assumptions with Projections after Fall Census**

Overall: The current COVID-19 pandemic has complicated the instructional process; however, all efforts will be made to provide quality instruction to our valued students while providing a level of protection to students and our campus community.

- The University will provide face to face instruction; and
- The University will practice the recommended safety measures in compliance with Governor DeWine's guidelines.

Revenues

Tuition & General Service Fees

- Original budget assumed an overall enrollment reduction of four percent; however, projections indicate an overall credit hour reduction of 11 percent.
- Tuition and General Service Fee revenues are projected to be \$6.8 million less than the original budget; and
- Tuition and fees will remain at FY 2020-21 rates.

Other Fees

- Original budget assumed an overall enrollment reduction of four percent; however, projections indicate an overall credit hour reduction of 11 percent; and
- A one percent change in blended enrollment equates to \$0.2 million.

Scholarships

- Projected undergraduate scholarships of \$48.1 million are significantly less than the original budget for undergraduate of \$54.6 million which included \$9.8 million for College Credit Plus and Early College and \$3 million for the Zips Affordability Scholarship (ZAP);
- Graduate assistant fee remissions \$6 million; and
- Law School \$4 million.

State Share of Instruction

- State Share of Instruction (SSI) reflects ODHE draft distribution.

Indirect Cost Recovery

- Aligns with FY 2020-21 expected revenues; and
- Distributions limited to the Principal Investigator at 10 percent with remainder to the Center.

Investment Income

- Lower cash balances and low interest rates are expected to result in minimal investment income; and
- Market fluctuations, either way, will impact the actual amount.

The University of Akron
Akron and Wayne General Fund Combined
FY 2022 Budget Assumptions with Projections after Fall Census

Miscellaneous Revenues

- \$0.7 million from the sale of IP addresses;
- \$0.3 million from leases of University of Akron property;
- \$0.3 million from Federal energy tax credit;
- \$0.2 million from phase out of Perkins Loan program;
- \$30,000 pouring rights; and
- various other sources.

COVID Revenue Recovery

- The original budget of \$5.8 million in recovery for estimated lost revenue associated with COVID-19 is not expected to materialize.

Expenditures

Payroll and Vacancies

- No raise pool is contemplated at this time;
- \$1.6 million in temporary salary reductions for bargaining unit faculty;
- \$3.4 million of salary and vacancy savings related to the amount of time funded positions remain vacant;
- \$625,000 in reallocation of General Fund compensation to grants, leaves without pay, and professional development leaves; and
- Roughly \$3.6 million in payroll savings is estimated as a result of an early budget reduction exercise.

Fringes

- Pooled fringe rates as follows:
 - 28.9 percent – full time
 - 16.1 percent – part time
 - 3.3 percent – graduate assistants and student assistants
- Elimination of \$931,000 payments for Voluntary Retirement Incentive Program (VRIP);
- Elimination of \$3.7 million payments for Voluntary Separation and Retirement Program; and
- Estimated savings of \$0.5 million associated with early budget reduction exercise.

Utilities

- Electric, natural gas, and water and sewer; and
- Estimated increase of \$0.8 million resulting from natural gas pricing refresh contract.

Operating

- The designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to follow enrollment assumptions;

The University of Akron
Akron and Wayne General Fund Combined
FY 2022 Budget Assumptions with Projections after Fall Census

- The designated fees and start-ups assume that only current-year revenues and/ or allocations are expended; however, a certain level of carry over exists within these fees and start-ups, which may be expended by the units and therefore cause expenditures to exceed the initial allocations;
- \$1 million contingency reserve;
- 15 percent increase to liability insurance;
- The non-personnel allocations mirror the FY 2020-21 revised budgets with a few exceptions:
 - \$260,000 additional funds to Office of Academic Administration for Blackboard Call Center for Student Financial Aid department.
 - \$150,000 additional funds to VP Development for Blackbaud software that was not funded in the current year.
 - \$100,000 additional funds for University Advertising.
 - \$88,000 additional funds to University Libraries to support student assistant wages required to return to pre-pandemic services and hours of operation.
 - \$54,000 additional funds to VP Chief Diversity Officer to support Title IX compliance.
 - \$10,000 additional funds to Office of Academic Administration in support of the Summit Education Initiative in Adult Focus.
 - Reduction of \$7,374 in Admissions to cover increased salaries in vacant positions.
- In the absence of departmental and college level IDC distributions, the budget continues to assume certain research related costs in the amount of \$400,000;
- State minimum wage adjustment;
- Roughly \$100,000 savings associated with early budget reduction exercise;
- Increase in the Advertising budget of \$1.2 million; and
- \$5 million budgeted re-charge of COVID expenditures is not expected to materialize.

Strategic Initiative Fund (net)

Expenditures

- Net ERP expenditures \$3.5 million; and
- B&P positions and fringes \$0.7 million.

Other

Transfers-In (Draw on Operating Reserves)

- Draw on operating reserves expected to be \$18.3 million.

Transfers-Out - Plant Fund

- Capital projects will be funded at \$2 million.

The University of Akron
Akron and Wayne General Fund Combined
FY 2022 Budget Assumptions with Projections after Fall Census

Transfers-Out - Debt Service

- Transfers to plant fund to accumulate resources to make December and June aggregate payments to retire debt.
- The General Fund portion of debt service has previously been covered from debt reserve funds. FY22 budget is \$843,000.

Transfers-Out - Auxiliaries

- Original budget reflects Transfers to Auxiliaries of General Services Fee, \$10.3 million; Facilities Fees, \$4.3 million; and Other, \$20.6 million. Assumes four percent enrollment decline and return to pre-pandemic operations.
- Following Fall census, enrollment is less than expected and early budget reduction exercise reflects \$538,000 in reductions of auxiliary support:

	General Service Fees	Facilities Fees	Other Debt Service	Other	Reductions	Total
Athletics	\$10,313,000	\$2,258,000	\$2,697,000	\$4,544,000	\$(189,000)	\$19,623,000
Residence Life & Housing	-	-	2,145,000	3,984,000	(160,000)	5,969,000
E.J. Thomas PAH	-	-	-	630,000	(16,000)	614,000
Recreation & Wellness Services	-	756,000	903,000	1,493,000	(63,000)	3,089,000
Jean Hower Taber Student Union	-	1,301,000	1,554,000	1,260,000	(73,000)	4,042,000
Parking & Transportation Services	-	-	-	1,402,000	(37,000)	1,365,000
Total	\$10,313,000	\$4,315,000	\$7,299,000	\$13,313,000	\$(538,000)	\$34,702,000

Transfers-Out – EAF

- Student Extracurricular Activities Fund sourced with a portion of general service fees and transferred to student groups. Previously reflected in Operating expenditures, reclassified in compliance with GASB 84.

Transfers-Out – Departmental Sales

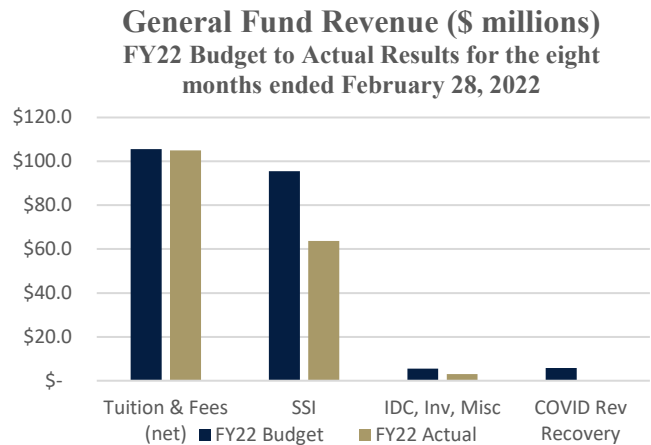
- Transfer to Self-Insurance fund in support of expenditures not included in the pooled fringe rate, including retirement TPA fees, EAP, and consulting.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022**

Revenues

Tuition & General Service Fees: Tuition & General Service Fees revenues total \$140.9 million to date or approximately 92 percent of the \$152.4 million annual budget. These revenues reflect Fall 2021, Spring 2022 as well as the latter portion of Summer 2021.

The year-to-date credit hours reflect a decline from prior year of 11.5 percent in undergraduate and graduate, and a one percent increase in law. This overall decline of 11.1 percent in credit hours is significantly greater than the budgeted four percent decline. Projections suggest tuition and general service fees will approximate \$146.3 million by year end which falls short of the budget by about \$6.1 million.



Other Fees: Other Fees revenues total \$18.1 million to date or approximately 102 percent of the \$17.7 million annual budget. Projections suggest year-end annual Other Fees of \$18.6 million, or \$0.9 million greater than budget. A portion of this increase is due to facility fee receipts as students are now on campus and being assessed the fee.

Other Fees include various student fees such as technology fees (26 percent), facilities fees (26 percent), and unit and course/ content, administrative, career advantage and other fees (48 percent). The electronic content fees are charged to a student’s account and the proceeds are paid directly to Barnes & Noble.

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.

Scholarships: Scholarships total \$53.9 million to date or approximately 84 percent of the \$64.6 million annual budget. The year-to-date scholarships include undergraduate (\$44.1 million), graduate tuition remissions (\$5.7 million), and law (\$4.1 million). The undergraduate scholarships include \$7.9 million in discounts associated with College Credit Plus and Early College. Early projections suggest year-end scholarship expenditures will be \$8.6 million less than budgeted and more than offsets the expected tuition shortfall.

State Share of Instruction: State Share of Instruction (SSI) revenues total \$63.7 million to date or 67 percent of the \$95.5 million annual budget. It is anticipated that the full amount of SSI will be received by year end.

Indirect Cost Recovery: IDC revenues total \$2.2 million to date or approximately 61 percent of the \$3.6 million annual budget.. IDC is proportionately related to externally funded research activities and is allocated 90 percent to the General Fund to pay general expenditures of the University and 10 percent to the principal investigators. Projections suggest the budgeted amount will be realized.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022**

Investment Income: Investment Income revenues total approximately \$5.5 million to date. In recent years, only income associated with the short-term investments was reported. As of February 28, 2022, a reporting change recognizes all investment income.

Miscellaneous Revenues: Miscellaneous Revenues are \$849,000 to date; consisting of \$264,000 in federal tax credits, \$154,000 from the University Endowment, \$142,000 in lease revenue, and \$289,000 from various sources. Revenue from the second sale of IP addresses is expected in May and by year end the total budgeted Miscellaneous Revenues will be achieved.

COVID Revenue Recovery: Revenue Recovery from HEERF funds of \$5.8 million is budgeted; however, those funds were received in FY21 and are not expected in the current fiscal year.

Expenditures – In anticipation of lower than planned revenues, units have been asked to identify reductions of \$4 million.

Compensation: Adjusted Payroll expenditures total \$73.4 million to date or 63 percent of the \$116.9 million annual budget. Projections suggest payroll expenses will be \$3.9 million under budget.

Largely due to 9-month employee contracts, compensation is not incurred ratably throughout the year. However, by December 31st, all employees become part of the payroll cycle and compensation becomes more ratable for the remainder of the fiscal year.

Adjusted Fringe Benefits total \$21.8 million to date or 61 percent of the \$35.8 million annual budget. Projections suggest fringe expenses will be \$4.8 million under budget.

Employee Type	Actual YTD
Faculty	\$39,633,000
Staff	14,786,000
Contract Professionals	16,221,000
Graduate Assistants	2,912,000
Year-to-date Payroll	73,552,000
less Strategic Initiative Adjustments	(192,000)
Total adjusted payroll	\$ 73,360,000
<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>	

Utilities: The year-to-date Utilities expenses approximate \$4.9 million or 50 percent of the \$9.8 million annual budget. Gas rates increased in October with the contract refresh; however, unseasonably warmer weather in fall/ winter has offset the rate increase. Utility expenses will continue to be monitored the remainder of FY22. Early projections suggest expenses will remain within budget.

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022

Operating: Operating expenditures total \$19.4 million to date, including \$5.7 million of encumbered funds, and \$4 million in Strategic and Safety Initiatives. Projections suggest annual operating expenditures will approximate \$28 million in general operating and \$4.4 million in Strategic and Safety Initiatives.

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

Functional Category	Actual YTD
Instruction and Departmental Research	\$ 54,949,000
Separately Budgeted Research	1,683,000
Public Service	115,000
Academic Support	16,734,000
Student Services	6,530,000
Institutional Support	31,222,000
Operation and Maintenance of Plant	10,882,000
Scholarships and Fellowships	54,659,000
Gross Expenditures	<u>176,774,000</u>
Less Strategic Initiatives	<u>(3,435,000)</u>
Net Current Year Expenditures	<u>\$ 173,339,000</u>

Note: The expenditures are summarized by functional classification.

Transfers, Advances, and Loan

Transfers-In (Draw on Operating Reserves): The original budget assumed the draw on operating reserves of \$18.3 million; however, spending and hiring have slowed, and the revised expected draw on reserves is \$9.2 million.

Transfers-In Plant Funds and Other: The \$74,800 transfer-in from plant funds is to support paving and canopy repairs at the Medina regional location and maintenance of campus greenspace and the Korean War Memorial on main campus. The projects are too small to capitalize and are not expensed to plant funds.

Transfers-Out – Debt Service: The \$562,000 year-to-date transfer reflects 67 percent of the annual budget of \$843,000.

Transfers-Out Plant Fund: To date, the following transfers have been made for capital projects:

- \$346,000 PFOC Energy Repairs
- \$250,000 Classroom furniture, fixtures and equipment;
- \$175,000 Campus hardscape;
- \$175,000 Fuel oil replacement;
- \$150,000 Tunnel lighting and miscellaneous repairs;
- \$125,000 Heisman lodge demolition;
- \$77,000 Backhoe purchase;
- \$60,000 Engineering career center office;
- \$60,000 Physical Plant Chiller Repair;
- \$49,000 Exterior pressure washing;
- \$45,000 Truesite workstation for campus fire alarm systems;
- \$33,000 ONAT Air Handler Unit;
- \$30,000 Knight Chemical generator;
- \$30,000 Auburn Science and Engineering Center (ASEC) elevator;
- \$27,000 Energy Center Pump;

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022

- \$26,000 Energy Center Boiler repairs;
- \$25,000 Central Hower MCC;
- \$25,000 EDA proposal;
- \$15,000 Auburn Science and Engineering Center (ASEC) generator;
- \$15,000 Second High-Temperature Water Tank;
- \$10,000 Goodyear Underground Storage Tank; and
- (\$165,000) Return of funds from Fuel Oil Replacement

Transfers-Out Facilities Fee: The anticipated annual Facilities Fee revenues are transferred ratably throughout the fiscal year to support the debt service of the Stadium, Fieldhouse, Student Union, and Student Recreation and Wellness Center. Transfers-Out Facilities Fee of \$2.9 million to date is 67 percent of the annual budget. This amount will be adjusted at year-end to reflect the actual fees collected.

Transfers-Out General Service Fee: The majority of the General Service Fee revenues, 94 percent, is transferred to Intercollegiate Athletics in support of operations. The year-to-date transfer of \$6.9 million is 67 percent of the annual budget. This amount will be adjusted at year-end to reflect the actual fees collected.

Transfers-Out Other – Debt Service: The Facilities Fees support the debt service of the Stadium, Fieldhouse, Student Union, and Student Recreation and Wellness Center. The Facilities Fees have declined over the years and no longer fully services the debt service of these buildings, requiring additional transfers from the General Fund to fund the remaining debt service. The debt service for certain auxiliaries is covered completely with the Facilities Fee and this transfer. To date, \$4.9 million of the \$7.3 million budget has been transferred. To the extent the year-end Facilities Fees revenues vary from budget, this transfer will reflect offsetting adjustments.

Transfers-Out – Other: The budget of \$13.3 million provides supplemental General Fund support to various auxiliaries. The year-to-date transfers of \$8.7 million reflect 65 percent of the \$13.3 million annual budget. A one-time budget reduction of \$538,000 will be incorporated in FY22 for budget reductions.

Advances: As of the end of February, there are no outstanding Advances.

Transfers-Out – EAF: An accounting change dictates that the funding of the Extracurricular Activities Fund (EAF) should be treated as a transfer out, rather than an expense against the General Fund. To date, \$575,000 of the \$605,000 budget has been transferred. This reflects the Akron portion, and is transferred at the beginning of the year to support student group activities. The remaining portion reflects the Wayne Campus allocation. These activities are funded with a portion of the General Services Fee.

Transfers-Out – Departmental Sales: To date, \$137,267 of the \$205,000 budget has been transferred to Support items in the Self-Insurance Fund not included in the fringe benefit rate. An additional transfer of \$97,000 was made to reimburse Printing Services for prior-year COVID related expenditures.

Loan:

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022

During FY20, 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. As of February 28, 2022, the outstanding balance is \$221,000. The project is complete.

During FY22, the University of Akron Foundation provided a loan to the University in the form of a line of credit of up to \$3.1 million to fund the track renovation and practice gym in the Student Recreation and Wellness Center. The projects are in design phase. To date, the outstanding balance is \$0.

AUXILIARY FUNDS

For the Eight Months Ended February 28, 2022

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2022 Budget and Actual Results for the eight months ended February 28, 2022 with FY 2021 Comparisons

Auxiliary Funds Combined	FY21		FY22						
	YTD	YTD	Original Budget	YTD February 28	\$ Budget Variance	% of Budget	Projected June 30	Projection to Revised Budget	
	June 30	February 28						\$	%
Revenues	\$22,897,714	\$17,763,551	\$33,104,000	\$21,485,290	(\$11,618,710)	65%	\$29,559,750	(\$3,544,250)	89%
Payroll	8,863,798	5,634,426	10,115,000	6,211,889	3,903,111		9,985,001	129,999	
Fringes	2,827,478	1,808,003	3,335,000	1,893,829	1,441,171		3,141,275	193,725	
Total Compensation	11,691,275	7,442,429	13,450,000	8,105,718	5,344,282	60%	13,126,276	323,724	98%
Operating	15,905,335	11,269,212	25,186,000	16,288,801	8,897,199		22,657,728	2,528,272	
Scholarships	5,424,387	4,883,213	6,040,000	4,865,113	1,174,887		5,851,617	188,383	
Total Non Personnel	21,329,722	16,152,425	31,226,000	21,153,914	10,072,086	68%	28,509,345	2,716,655	91%
Re-charge of prior-year expenditures	(155,186)	(155,186)	0	0	0		0	0	
Re-charge of current-year expenditures	(420,450)	(93,440)	0	0	0		(1,000,000)	1,000,000	
Total Net Expenditures	32,445,361	23,346,228	44,676,000	29,259,632	15,416,368	65%	40,635,621	3,040,379	91%
Net Before Transfers	(9,547,647)	(5,582,677)	(11,572,000)	(7,774,342)	3,797,658		(11,075,871)	496,129	
Transfers-In - Facilities Fee	4,170,000	3,237,334	4,315,000	2,876,666	(1,438,334)		4,315,000	0	
Transfers-In - General Service Fee	10,777,000	6,218,667	10,313,000	6,875,333	(3,437,667)		10,313,000	0	
Transfers-In - Other-Debt Service	8,906,784	3,120,667	7,299,000	4,866,000	(2,433,000)		7,299,000	0	
Transfers-In - Other	10,030,805	14,695,334	13,313,000	8,696,016	(4,616,984)		12,775,000	(538,000)	
Transfers-In - Fund Balance	1,935,448	1,860,098	2,450,000	1,633,436	(816,564)		2,106,670	(343,330)	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	88,352	88,353	0	428,201	428,201		428,201	428,201	
Transfers-Out - Plant Fund	18,819	18,819	0	0	0		0	0	
Transfers-Out - Encumbrances	(428,201)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(25,779,726)	(17,186,483)	(25,717,000)	(17,145,188)	8,571,812		(25,717,000)	0	
Net Transfers	9,719,280	12,052,789	11,973,000	8,230,464	(3,742,536)		11,519,871	(453,129)	
Difference	\$171,633	\$6,470,112	\$401,000	\$456,122	\$55,122		\$444,000	\$43,000	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2022 Budget and Actual Results for the eight months ended February 28, 2022 with FY 2021 Comparisons

Athletics	FY21		FY22						
	YTD	YTD	Original	YTD	\$ Budget	% of	Projected	Projection to Revised Budget	
	June 30	February 28	Budget	February 28	Variance	Budget	June 30	\$	%
Revenues	\$4,389,960	\$460,875	\$9,738,000	\$2,925,418	(\$6,812,582)	30%	\$9,314,000	(\$424,000)	96%
Payroll	6,727,240	4,340,670	7,627,000	4,830,548	2,796,452		7,700,000	(73,000)	
Fringes	1,954,672	1,280,994	2,288,000	1,393,790	894,210		2,252,000	36,000	
Total Compensation	8,681,912	5,621,664	9,915,000	6,224,338	3,690,662	63%	9,952,000	(37,000)	100%
Operating	6,135,889	4,449,714	8,282,000	7,196,838	1,085,162		8,356,000	(74,000)	
Scholarships	5,424,387	4,883,213	6,040,000	4,865,113	1,174,887		5,851,617	188,383	
Total Non Personnel	11,560,276	9,332,927	14,322,000	12,061,951	2,260,049	84%	14,207,617	114,383	99%
Re-charge of prior-year expenditures	(30,947)	(30,947)	0	0	0		0	0	
Re-charge of current-year expenditures	(361,472)	(34,462)	0	0	0		0	0	
Total Net Expenditures	19,849,769	14,889,182	24,237,000	18,286,289	5,950,711	75%	24,159,617	77,383	100%
Net Before Transfers	(15,459,809)	(14,428,307)	(14,499,000)	(15,360,871)	(861,871)		(14,845,617)	(346,617)	
Transfers-In - Facilities Fee	2,170,000	1,684,667	2,258,000	1,505,333	(752,667)		2,258,000	0	
Transfers-In - General Service Fee	10,777,000	6,218,667	10,313,000	6,875,333	(3,437,667)		10,313,000	0	
Transfers-In - Other-Debt Service	2,792,000	1,623,333	2,697,000	1,798,000	(899,000)		2,697,000	0	4,955,000
Transfers-In - Other	4,846,281	3,681,333	4,544,000	2,966,339	(1,577,661)		4,355,000	(189,000)	
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	10,823	10,823	0	177,617	177,617		177,617	177,617	
Transfers-Out - Plant Fund	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(177,617)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(4,958,678)	(3,305,785)	(4,955,000)	(3,303,303)	1,651,697		(4,955,000)	0	
Net Transfers	15,459,809	9,913,038	14,857,000	10,019,319	(4,837,681)		14,845,617	(11,383)	
Difference	\$0	(\$4,515,269)	\$358,000	(5,341,552)	(\$5,699,552)		\$0	(\$358,000)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2022 Budget and Actual Results for the eight months ended February 28, 2022 with FY 2021 Comparisons

Residence Life & Housing	FY21		FY22						
	YTD	YTD	Original Budget	YTD February 28	\$ Budget Variance	% of Budget	Projected June 30	Projection to Revised Budget	
	June 30	February 28						\$	%
Revenues	\$11,644,960	\$11,167,255	\$12,918,000	\$11,242,750	(\$1,675,250)	87%	\$11,272,750	(\$1,645,250)	87%
Payroll	698,247	450,525	767,000	442,427	324,573		688,001	78,999	
Fringes	235,646	153,639	251,000	136,323	114,677		211,275	39,725	
Total Compensation	933,893	604,164	1,018,000	578,750	439,250	57%	899,276	118,724	88%
Operating	5,299,725	3,522,136	7,404,000	3,789,081	3,614,919		5,725,491	1,678,509	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	5,299,725	3,522,136	7,404,000	3,789,081	3,614,919	51%	5,725,491	1,678,509	77%
Re-charge of prior-year expenditures	(32,225)	(32,225)	0	0	0		0	0	
Re-charge of current-year expenditures	(13,448)	(13,448)	0	0	0		0	0	
Total Net Expenditures	6,187,946	4,080,627	8,422,000	4,367,831	4,054,169	52%	6,624,767	1,797,233	79%
Net Before Transfers	5,457,014	7,086,628	4,496,000	6,874,919	2,378,919		4,647,983	151,983	
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	2,332,000	0	2,145,000	1,430,000	(715,000)		2,145,000	0	
Transfers-In - Other	1,862,524	5,400,667	3,984,000	2,602,680	(1,381,320)		3,824,000	(160,000)	
Transfers-In - Fund Balance	990,184	660,123	0	0	0		0	0	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	8,192	8,192	0	8,017	8,017		8,017	8,017	
Transfers-Out - Plant Fund	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(8,017)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(10,641,896)	(7,094,597)	(10,625,000)	(7,083,189)	3,541,811		(10,625,000)	0	
Net Transfers	(5,457,014)	(1,025,615)	(4,496,000)	(3,042,492)	1,453,508		(4,647,983)	(151,983)	
Difference	\$0	\$6,061,013	\$0	\$3,832,427	\$3,832,427		\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2022 Budget and Actual Results for the eight months ended February 28, 2022 with FY 2021 Comparisons

EJ Thomas Performing Arts Hall	FY21		FY22						
	YTD	YTD	Original Budget	YTD February 28	\$ Budget Variance	% of Budget	Projected June 30	Projection to Revised Budget	
	June 30	February 28						\$	%
Revenues	\$315,486	\$243,996	\$2,690,000	\$1,086,912	(\$1,603,088)	40%	\$2,000,000	(\$690,000)	74%
Payroll	266,225	166,602	284,000	170,013	113,987		285,000	(1,000)	
Fringes	75,596	48,779	84,000	50,021	33,979		84,000	0	
Total Compensation	341,821	215,381	368,000	220,034	147,966	60%	369,000	(1,000)	100%
Operating	312,177	203,297	2,626,000	1,178,203	1,447,797		2,500,000	126,000	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	312,177	203,297	2,626,000	1,178,203	1,447,797	45%	2,500,000	126,000	95%
Re-charge of prior-year expenditures	0	0	0	0	0		0	0	
Re-charge of current-year expenditures	0	0	0	0	0		(1,000,000)	1,000,000	
Total Net Expenditures	653,998	418,678	2,994,000	1,398,237	1,595,763	47%	1,869,000	1,125,000	62%
Net Before Transfers	(338,512)	(174,682)	(304,000)	(311,325)	(7,325)		131,000	435,000	
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	630,000	420,000	630,000	414,519	(215,481)		614,000	(16,000)	
Transfers-In - Fund Balance	0	60,667	0	0	0		0	0	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	38,008	38,009	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	(326,003)	(217,335)	(326,000)	(217,189)	108,811		(326,000)	0	
Net Transfers	342,005	301,341	304,000	197,330	(106,670)		288,000	(16,000)	
Difference	\$3,493	\$126,659	\$0	(\$113,995)	(\$113,995)		\$419,000	\$419,000	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2022 Budget and Actual Results for the eight months ended February 28, 2022 with FY 2021 Comparisons

Dining (Aramark)	FY21		FY22						
	YTD	YTD	Original Budget	YTD February 28	\$ Budget Variance	% of Budget	Projected June 30	Projection to Revised Budget	
	June 30	February 28						\$	%
Revenues	\$1,388,538	\$1,216,887	\$1,413,000	\$581,365	(\$831,635)	41%	\$672,000	(\$741,000)	(52%)
Payroll	56,983	32,160	54,000	33,645	20,355		54,000	0	
Fringes	191,444	99,304	275,000	71,505	203,495		200,000	75,000	
Total Compensation	248,427	131,464	329,000	105,150	223,850	32%	254,000	75,000	77%
Operating	658,401	500,026	1,830,000	917,435	912,565		1,229,367	600,633	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	658,401	500,026	1,830,000	917,435	912,565	50%	1,229,367	600,633	67%
Re-charge of prior-year expenditures	0	0	0	0	0		0	0	
Re-charge of current-year expenditures	0	0	0	0	0		0	0	
Total Net Expenditures	906,828	631,490	2,159,000	1,022,585	1,136,415	47%	1,483,367	675,633	69%
Net Before Transfers	481,710	585,397	(746,000)	(441,220)	304,780		(811,367)	(65,367)	
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	1,942,667	0	0	0		0	0	
Transfers-In - Fund Balance	334,903	604,667	1,520,000	1,013,476	(506,524)		1,503,857	(16,143)	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	24,017	24,017	0	81,510	81,510		81,510	81,510	
Transfers-Out - Plant Fund	18,819	18,819	0	0	0		0	0	
Transfers-Out - Encumbrances	(81,510)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(777,939)	(518,626)	(774,000)	(516,148)	257,852		(774,000)	0	
Net Transfers	(481,710)	2,071,544	746,000	578,838	(167,162)		811,367	65,367	
Difference	\$0	\$2,656,941	\$0	\$137,618	\$137,618		\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2022 Budget and Actual Results for the eight months ended February 28, 2022 with FY 2021 Comparisons

Recreation & Wellness Services	FY21		FY22						
	YTD	YTD	Original Budget	YTD February 28	\$ Budget Variance	% of Budget	Projected June 30	Projection to Revised Budget	
	June 30	February 28						\$	%
Revenues	\$109,386	\$55,366	\$401,000	\$241,717	(\$159,283)	60%	\$375,000	(\$26,000)	94%
Payroll	441,666	274,424	569,000	309,692	259,308		500,000	69,000	
Fringes	141,969	88,917	196,000	99,251	96,749		170,000	26,000	
Total Compensation	583,635	363,341	765,000	408,943	356,057	53%	670,000	95,000	88%
Operating	1,086,299	677,913	1,618,000	827,454	790,546		1,300,000	318,000	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	1,086,299	677,913	1,618,000	827,454	790,546	51%	1,300,000	318,000	80%
Re-charge of prior-year expenditures	(31,039)	(31,039)	0	0	0		0	0	
Re-charge of current-year expenditures	(22,072)	(22,072)	0	0	0		0	0	
Total Net Expenditures	1,616,823	988,143	2,383,000	1,236,397	1,146,603	52%	1,970,000	413,000	83%
Net Before Transfers	(1,507,437)	(932,777)	(1,982,000)	(994,680)	987,320		(1,595,000)	387,000	
Transfers-In - Facilities Fee	735,000	570,667	756,000	504,000	(252,000)		756,000	0	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	947,000	550,667	903,000	602,000	(301,000)		903,000	0	
Transfers-In - Other	1,470,000	980,000	1,493,000	974,489	(518,511)		1,430,000	(63,000)	
Transfers-In - Fund Balance	39,575	154,641	489,000	325,823	(163,177)		161,813	(327,187)	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	1,112	1,112	0	3,187	3,187		3,187	3,187	
Transfers-Out - Plant Fund	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(3,187)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(1,682,063)	(1,121,375)	(1,659,000)	(1,106,285)	552,715		(1,659,000)	0	
Net Transfers	1,507,437	1,135,712	1,982,000	1,303,214	(678,786)		1,595,000	(387,000)	
Difference	\$0	\$202,935	\$0	\$308,534	\$308,534		\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2022 Budget and Actual Results for the eight months ended February 28, 2022 with FY 2021 Comparisons

	FY21		FY22						
	YTD	YTD	Original Budget	YTD February 28	\$ Budget Variance	% of Budget	Projected June 30	Projection to Revised Budget	
	June 30	February 28						\$	%
Revenues	\$661,342	\$566,471	\$791,000	\$514,134	(\$276,866)	65%	\$791,000	\$0	100%
Payroll	488,499	271,165	626,000	304,406	321,594		570,000	56,000	
Fringes	171,536	106,798	183,000	107,278	75,722		166,000	17,000	
Total Compensation	660,035	377,963	809,000	411,684	397,316	51%	736,000	73,000	91%
Operating	1,134,865	696,918	1,683,000	864,006	818,994		1,683,000	0	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	1,134,865	696,918	1,683,000	864,006	818,994	51%	1,683,000	0	100%
Re-charge of prior-year expenditures	(32,343)	(32,343)	0	0	0		0	0	
Re-charge of current-year expenditures	(15,619)	(15,619)	0	0	0		0	0	
Total Net Expenditures	1,746,938	1,026,919	2,492,000	1,275,690	1,216,310	51%	2,419,000	73,000	97%
Net Before Transfers	(1,085,596)	(460,448)	(1,701,000)	(761,556)	939,444		(1,628,000)	73,000	
Transfers-In - Facilities Fee	1,265,000	982,000	1,301,000	867,333	(433,667)		1,301,000	0	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	1,628,000	946,667	1,554,000	1,036,000	(518,000)		1,554,000	0	
Transfers-In - Other	1,222,000	814,667	1,260,000	815,519	(444,481)		1,187,000	(73,000)	
Transfers-In - Fund Balance	0	0	441,000	294,137	(146,863)		441,000	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	(2,892,920)	(1,928,613)	(2,855,000)	(1,903,582)	951,418		(2,855,000)	0	
Net Transfers	1,222,080	814,721	1,701,000	1,109,407	(591,593)		1,628,000	(73,000)	
Difference	\$136,484	\$354,273	\$0	\$347,851	\$347,851		\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2022 Budget and Actual Results for the eight months ended February 28, 2022 with FY 2021 Comparisons

Parking & Transportation Services	FY21		FY22						
	YTD	YTD	Original Budget	YTD February 28	\$ Budget Variance	% of Budget	Projected June 30	Projection to Revised Budget	
	June 30	February 28						\$	%
Revenues	\$4,354,157	\$4,025,193	\$5,105,000	\$4,868,480	(\$236,520)	95%	\$5,105,000	\$0	100%
Payroll	184,938	98,880	188,000	121,158	66,842		188,000	0	
Fringes	56,614	29,572	58,000	35,661	22,339		58,000	0	
Total Compensation	241,552	128,452	246,000	156,819	89,181	64%	246,000	0	100%
Operating	1,275,749	1,216,978	1,738,000	1,512,305	225,695		1,858,870	(120,870)	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	1,275,749	1,216,978	1,738,000	1,512,305	225,695	87%	1,858,870	(120,870)	107%
Re-charge of prior-year expenditures	(28,632)	(28,632)	0	0	0		0	0	
Re-charge of current-year expenditures	(7,839)	(7,839)	0	0	0		0	0	
Total Net Expenditures	1,480,830	1,308,959	1,984,000	1,669,124	314,876	84%	2,104,870	(120,870)	106%
Net Before Transfers	2,873,327	2,716,234	3,121,000	3,199,356	78,356		3,000,130	(120,870)	
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	1,207,784	0	0	0	0		0	0	
Transfers-In - Other	0	1,456,000	1,402,000	922,470	(479,530)		1,365,000	(37,000)	
Transfers-In - Fund Balance	570,786	380,000	0	0	0		0	0	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	6,200	6,200	0	157,870	157,870		157,870	157,870	
Transfers-Out - Plant Fund	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(157,870)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(4,500,227)	(3,000,151)	(4,523,000)	(3,015,492)	1,507,508		(4,523,000)	0	
Net Transfers	(2,873,327)	(1,157,951)	(3,121,000)	(1,935,152)	1,185,848		(3,000,130)	120,870	
Difference	\$0	\$1,558,283	\$0	\$1,264,204	\$1,264,204		\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2022 Budget and Actual Results for the eight months ended February 28, 2022 with FY 2021 Comparisons

Wayne Student Union	FY21		FY22						
	YTD	YTD	Original Budget	YTD February 28	\$ Budget Variance	% of Budget	Projected June 30	Projection to Revised Budget	
	June 30	February 28						\$	%
Revenues	\$33,886	\$27,508	\$48,000	\$24,514	(\$23,486)	51%	\$30,000	(\$18,000)	63%
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	2,230	2,230	5,000	3,479	1,521		5,000	0	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	2,230	2,230	5,000	3,479	1,521	70%	5,000	0	100%
Re-charge of prior-year expenditures	0	0	0	0	0		0	0	
Re-charge of current-year expenditures	0	0	0	0	0		0	0	
Total Net Expenditures	2,230	2,230	5,000	3,479	1,521	70%	5,000	0	100%
Net Before Transfers	31,656	25,278	43,000	21,035	(21,965)		25,000	(18,000)	
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	\$31,656	\$25,278	\$43,000	\$21,035	(\$21,965)		\$25,000	(\$18,000)	

The University of Akron

Auxiliaries

FY 2022 Budget Assumptions with References to Budget Adjustments

Overall Assumptions

The COVID-19 pandemic has complicated the instructional process; however, all efforts will be made to provide quality instruction to our valued students while providing a level of protection to students and our campus community.

- The University will provide face to face instruction; and
- The University will practice the recommended safety measures in compliance with Governor DeWine's guidelines.

Revenues

- Four percent enrollment decline; however, actual results reflect a greater decline but the impact has not been fully analyzed by the auxiliaries;
- Standard occupancy in the residence halls (no social distancing limitations);
- Residence student rates reduced 30 percent; and
- Campus will remain open for the entire fall and spring semester.

Payroll

- Assumes zero percent raises in all personnel categories.

Fringes

- 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; and
- Fringe Benefits rates include 28.9 percent for full-time, 16.1 percent for part-time, and 3.3 percent for graduate and student assistants.

Expenditures

- Expenditure reductions will offset the \$200,000 increase in utilities resulting from the University's natural gas pricing refresh contract.

Transfers-In

- Represents facilities fee, general service fee, and operating support passed through or from the General Fund; and
- Early budget reductions of \$189,000 to accommodate reduced General Fund support.

The University of Akron

Auxiliaries

FY 2022 Budget Assumptions with References to Budget Adjustments

	General Service Fees	Facilities Fees	Other Debt Service	Other	Reductions	Total	Annual Debt Service
Athletics	\$10,313,000	\$2,258,000	\$2,697,000	\$4,544,000	\$(189,000)	\$19,623,000	\$4,955,000
Residence Life & Housing	-	-	2,145,000	3,984,000	(160,000)	5,969,000	10,625,000
E.J. Thomas PAH	-	-	-	630,000	(16,000)	614,000	326,000
Recreation & Wellness Services	-	756,000	903,000	1,493,000	(63,000)	3,089,000	1,659,000
Jean Hower Taber Student Union	-	1,301,000	1,554,000	1,260,000	(73,000)	4,042,000	2,855,000
Parking & Transportation Services	-	-	-	1,402,000	(37,000)	1,365,000	4,523,000
Total	\$10,313,000	\$4,315,000	\$7,299,000	\$13,313,000	\$(538,000)	\$34,702,000	\$25,717,000

Transfers-Out – Debt Service

- Transfers to plant fund to accumulate resources to make December and June aggregate payments to retire debt.

Athletics

Revenues

- Game Guarantees include two football games instead of one and individually each of those games provides higher remuneration than other game guarantees in recent history;
- MAC distributions approximating \$1.7 million are consistent with the FY21 budget while the NCAA distributions approximating \$800,000 are less than the FY21 budget;
- Ticket sales include all sport tickets \$731,000 and football premium seating revenue \$284,000;
- Naming Rights is comprised of commitments from InfoCision \$500,000 and Summa Health \$250,000;
- IMG sponsorship revenues \$475,000 and Coca-Cola pouring rights \$380,000;
- Gifts include InfoCision Annual Z-Fund \$382,000 and Endowed Scholarships \$100,000; and
- Other includes facility rentals \$195,000, Sports Medicine \$75,000, InfoCision Concessions \$50,000, Merchandising \$25,000 and other miscellaneous revenues.

Payroll

- Assumes a full staffing table with all known contractual requirements contemplated. On May 13, 2021, positions approximating \$506,000, excluding fringe benefits, are either in the early stages of the search process or the search process has not yet begun.

Operating

- With minor exceptions, the budget allocation for each Athletic unit including the 17 sports is largely consistent with the FY21 allocations. The exceptions include new expenditures for media production \$59,000, television services \$50,000, and compliance software \$29,000;

The University of Akron

Auxiliaries

FY 2022 Budget Assumptions with References to Budget Adjustments

Athletics (continued)

- Supplies & Services includes all general office supplies, athletic equipment, brand development/ advertising, game guarantee expenses and conference shared costs;
- Travel & Hospitality includes meals and all program travel for approximately 170 trips to sporting events throughout the year;
- Utilities include all projected gas, electric and water expenditures for the Fieldhouse and InfoCision Stadium;
- Student assistants include approximately 120 students employed throughout the athletic department for daily operations and sporting events;
- Communications include all phone, television, and internet charges; and
- Early budget reductions of \$189,000 to accommodate reduced General Fund support.

Scholarships

- \$6 million in scholarships for roughly 210 student-athletes plus incremental funding for summer school expenditures, including academic, housing, and meals of about \$540,000. The \$540,000 includes FY22 summer living allowance and residence hall charges and a summer dining program of \$141,000.

Transfers-In

- Facilities Fee totaling \$2.3 million through the General Fund;
- General Service Fee totaling \$10.3 million through the General Fund; and
- Other support totaling \$7.2 million from the General Fund, less early budget reduction of \$189,000 to accommodate reduced General Fund support.

Residence Life & Housing

Revenues

- Assumes all resident student rates are reduced by 30 percent and all Tuition Guarantee groups are reset to this rate;
- Assumes that the pricing strategy increases fall contracts to 2,333 and spring revenue equates to 87 percent of fall revenue;
- Housing retention rate will increase to 92.5 percent from fall to spring; and
- Summer revenue for fiscal year 2022 will include all summer 2021 conferences and summer school, with the exception of Acholic Anonymous (which would be allocated to fiscal year 2021 if it occurs). Summer 2022 Acholic Anonymous conference will be applied to fiscal year 2021-22.

The University of Akron

Auxiliaries

FY 2022 Budget Assumptions with References to Budget Adjustments

Residence Life & Housing (continued)

Payroll

- All Residence Life Coordinator positions will revert from 10/11-month positions to 12 - month positions. The two, 2-month temporary positions will not be utilized; and
- Three UAPD Officers will remain in the Residence Life and Housing budget for FY22 with the goal of moving the positions to the General Fund budget in FY23.

Operating

- Expenditures include maintenance, resident assistant meals, student employment, resident student events, and utilities;
- Cancellation of Exchange Street Living Room Furniture project savings of \$400,000;
- Replace the control valve that regulates the heating and cooling unit in each room at Bulger and Spanton Hall \$380,000;
- Quaker Square off-line for FY22 except to quarantine for students infected or exhibiting signs of the coronavirus; therefore, assumes Quaker Square expenses will be charged to the COVID-19 account and not Residence Life & Housing; and
- Total operating expenditure reductions of \$369,000.

Transfers-In

- Other support totaling \$6.1 million from the General Fund, less early budget reduction of \$160,000 to accommodate reduced General Fund support.

E. J. Thomas Performing Arts Hall

Revenues

- Externally generated revenues from various sources include Broadway Series sales, Akron Civic Theater pass-through, Tuesday Musical, hall rental, and endowment gifts.

Operating

- Expenditures include artist fees, advertising, maintenance, stage & wardrobe, student employment, and utilities;
- Assumes \$45,000 in Cost of Goods sold at the concession stand;
- Assumes \$50,000 concession stand profit that will transfer to the administration account to cover operating costs; and

Transfers-In

- Transfers-In Other of \$630,000 from the General Fund, less early budget reduction of \$16,000 to accommodate reduced General Fund support.

The University of Akron

Auxiliaries

FY 2022 Budget Assumptions with References to Budget Adjustments

Dining/ Aramark

Revenues

- \$550,000 Aramark's financial commitment to the University of Akron; and
- Assumes contractually provided revenues such as utilities, maintenance, and equipment repair, and card access and point of sale software.

Compensation

- 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.

Operating

- Card access and point of sale software, equipment, maintenance, and utilities;
- University's commitment to refresh movable equipment \$500,000; and
- Assumes \$75,000 paid directly to Aramark for the extra days Robertson Dining hall will be open before the semester begins.

Transfers-In

- Fund Balance totaling \$1.5 million.

Student Recreation & Wellness Services

Revenues

- Externally generated revenues from various sources such as memberships, pool rental, and locker and facility rentals; and
- Assumes a 20 to 30 percent revenue reduction due to non-renewal membership as well as projected business loss due to COVID-19.

Payroll

- Assumes the following contracts revert to 12-months.
 - Manager, Intramurals
 - Manager, Club Sports
 - Manager, Outdoor Adventure
- \$62,000 savings in payroll and fringes to accommodate the early budget reduction in General Fund support.

The University of Akron

Auxiliaries

FY 2022 Budget Assumptions with References to Budget Adjustments

Student Recreation & Wellness Services (continued)

Operating

- Maintenance, utilities, and student employment; and
- \$1,000 reduction in non-personnel expenditures to accommodate reduction in General Fund support.

Transfers-In

- Facilities Fee totaling \$756,000 through the General Fund;
- Other of approximately \$2.4 million from the General Fund; reduced by \$63,000 for the early budget reduction; and
- Fund Balance totaling \$489,000.

Jean Hower Taber Student Union

Revenues

- Revenue will decrease significantly based on a substantial amount of space being assigned for classroom usage to support the campus needs as compared to FY20 and FY21 room and AV rental income; and
- Assumes a nearly 30 percent increase in Bookstore revenue due to increased summer traffic and increased sales for the First Day model.

Payroll

- Assumes three out of four current full-time vacancies will be filled throughout FY22; and
- Reduction of \$73,000 in payroll and fringes to accommodate early reduction in General fund support.

Operating

- Increase in student assistant wages over FY21 to reflect predicted use of facility and programming planning/ execution and cleaning standards;
- Programming options will continue for FY22 but have been moderately adjusted for predicted enrollment for fall 2021 under the current/ predicted climate;
- Assumes a budget for Alternative Spring Break programming to resume while Winter Break programming remains on hold;
- Supplies & services and travel and hospitality increased by 30% over FY21 due to the predicted increase of events and programs;
- Assumes an increase in PFOC maintenance, custodial, purchased utilities, and foot traffic verses FY21 actual expenses; and

The University of Akron

Auxiliaries

FY 2022 Budget Assumptions with References to Budget Adjustments

Jean Hower Taber Student Union (continued)

Transfers-In

- Facilities Fee totaling \$1.3 million through the General Fund;
- Other support totaling \$2.8 million from the General Fund; less \$73,000 from the early budget reduction exercise; and
- Fund Balance totaling \$441,000.

Parking & Transportation Services

Revenues

- Parking permits and transportation fee revenues decreased consistently with a 4 percent enrollment decline using fiscal year 2021 as the base year, 18 percent revenue was added to account for the return of in-person classes;
- The impact of the greater-than-expected enrollment decline will be analyzed;
- Employee Parking & Co-Payments, the University employees pay a \$100 co-payment each fiscal year for their permit and the University pays the remaining \$120;
- Assumes not all courses will return to in-person instruction which would eliminate the need for a parking permit;
- Miscellaneous Rent, The Chapel pays \$11,000 a month in rent to use the East Campus Parking Deck. Miscellaneous rent also includes other parking rental income; and
- Main revenue for visitor parking includes parking permits for the Akron Fraternal Order of Police. Akron Police Officers rent a parking space in the Polsky Parking Deck for their personal vehicle at \$37.50 per month/ permit. The Akron Police Department park their vehicles free of charge for the added security provided by officers coming and going during shift change.

Operating

- Parking deck and lot maintenance, Roo Express Shuttle, the Metro Dash, and utilities;
- Assumes expenses are \$550,000 for the Roo Express and \$350,000 for the METRO contract, annually;
- Capital Planning has identified the need for a \$150,000 project to power-wash and reapply waterproofing membrane in several parking decks. Such maintenance protects the deck's concrete and steel from harmful effects of water and salt ions and helps to avoid more extensive repairs over time. The Exchange Street Parking Deck has the greatest need for membrane replacement; however, expansion joints within the deck need repair or replaced, which should be done before the reapplication of the membrane (ideally as part of the same project). No deck maintenance or repair projects, including this one identified by Capital

The University of Akron

Auxiliaries

FY 2022 Budget Assumptions with References to Budget Adjustments

Parking & Transportation Services (continued)

Planning & Facilities Management, have been included in this budget due to lack of revenue to support such projects; and

- Reduction in student assistant wages of \$37,000 to accommodate reduced General Fund support.

Transfers-In

- Other totaling \$1.4 million from the General Fund; reduced by \$37,000 in early budget reduction exercise.

Wayne Student Union

Revenues

- Assumes externally generated commission revenue from bookstore online sales, bookstore space rent and room rentals.

Operating

- Artist fees for guest speakers, equipment, and property and fire insurance.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022

Athletics

Athletics actual revenues total \$2.9 million as compared to annual budgeted revenues of \$9.7 million. The principal revenues include game guarantees (62 percent), Gifts (21 percent), and ticket sales (13 percent). Unearned revenue for season and single tickets is realized in the fiscal year when the game is held. Currently, \$171,000 is unearned. Overall, it is projected that total revenues will likely fall short of expectations.

Description	Actual YTD
Game Guarantees	\$1,801,000
Gifts	603,000
Ticket Sales	369,000
Other	<u>152,000</u>
Total Revenue	<u>\$2,925,000</u>

Employee Type	Actual YTD
Contract Professionals	\$4,484,000
Staff	294,000
Graduate Assistant	49,000
Faculty	<u>4,000</u>
Total Payroll	<u>\$4,831,000</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 \$6.2 million or 63 percent of the annual budget of \$9.9 million. Preliminary expectations are that compensation will likely exceed projections.

Operating expenditures total \$7.2 million or 87 percent of the annual budget of \$8.3 million. The principal operating expenditures include supplies & services (64 percent) and travel & hospitality (27 percent). The majority of supplies & services include athletic supplies (27 percent), game officials & guarantees (23 percent), maintenance (13 percent), and memberships (10 percent). Team equipment purchases is the largest supplies & services expense. Equipment purchases mainly take place during the first few months of the fiscal year and slows drastically as the year continues. The major expenditure component in travel & hospitality are team travel and recruiting (65 percent) and team meals non-travel (17 percent). Due to the transition to Nike, early estimates indicate expenditures will exceed original projections.

Description	Actual YTD
Supplies & Services	\$4,602,000
Travel & Hospitality	1,931,000
Utilities	334,000
Student Assistants	220,000
Other	<u>109,000</u>
Total Operating	<u>\$7,196,000</u>

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022**

Athletics (continued)

Scholarships, or Athletics financial aid, totaled \$4.9 million or 81 percent of the annual budget of \$6 million.

The original other sources of funding include transfers-in of Facilities Fee, General Service Fee, and Other budgeted at \$2.3 million, \$10.3 million, and \$7.2 million, respectively. The Facilities Fee of \$1.5 million services a portion of the Stadium and Fieldhouse debt and the other transfers-in combined total \$11.6 million. This figure will be reduced by \$189,000 to offset decline in enrollment.

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 \$178,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service is \$5 million. To date, \$3.3 million or 67 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 \$11.2 million as compared to the annual budgeted revenues of \$12.9 million. The principal revenues include residence hall occupancy and are predominately earned during the academic year. Currently, \$592,000 of Spring 2022 revenue is deferred. Spring semester income equates to 89 percent of fall revenue. Projections indicate year-end income will be \$1.6 million below budget.

Description	Actual YTD
Room Rentals	\$10,954,000
Other	<u>288,000</u>
Total Revenue	<u>\$11,242,000</u>

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022

Residence Life & Housing (continued)

Employee Type	Actual YTD
Contract Professionals	\$307,000
Staff	<u>135,000</u>
Total Payroll	<u>\$442,000</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 \$579,000 or 57 percent of the annual budget of \$1 million. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$3.8 million or 51 percent of the annual budget of \$7.4 million. The principal operating expenditures include supplies & services (62 percent), utilities (20 percent), and travel & hospitality (10 percent). The major spending component in supplies & services is maintenance (79 percent) and largely occurs in the fall preparing residence halls for fall semester. The majority of expenditures in utilities are electricity (45 percent), water (34 percent), and gas (15 percent). Current expectations are that expenditures will remain below budget to offset the decline in revenue.

Description	Actual YTD
Supplies & Services	\$2,351,000
Utilities	747,000
Travel & Hospitality	373,000
Student Assistants	246,000
Other	<u>72,000</u>
Total Operating	<u>\$3,789,000</u>

Transfers-In - Other original General Fund support for operations including debt service is budgeted at \$6.1 million. To date, \$4 million has been transferred. The final Transfers-In-Other amount will be reduced by \$160,000 due to enrollment decline.

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 \$8,000 Transfers-In - Encumbrances represent those types of commitments.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022

Residence Life & Housing (continued)

The budgeted Transfers-Out - Debt Service total \$10.6 million. To date, \$7.1 million or 67 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.

EJ Thomas Performing Arts Hall

EJ Thomas Performing Arts Hall actual revenues total \$1.1 million as compared to the annual budgeted revenues of \$2.7 million. The principal revenues include ticket sales (66 percent), endowments (15 percent), and hall rental (15 percent). Ticket revenue is considered unearned until the show is held. Currently, EJ Thomas has \$345 in unearned revenue for the Broadway in Akron Series FY22 presale event. Year-end projected revenues are anticipated to be \$690,000 below budget.

Description	Actual YTD
Ticket Sales	\$718,000
Endowments	167,000
Hall Rental	158,000
Other	<u>44,000</u>
Total Revenue	<u>\$1,087,000</u>

Employee Type	Actual YTD
Contract Professionals	\$112,000
Staff	<u>58,000</u>
Total Payroll	<u>\$170,000</u>
<i>Note 1: Includes all EJ Thomas Performing Arts Hall payroll-related activities (e.g., full-time, part-time, overtime, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	

Payroll and fringes total \$220,000 or 60 percent of the annual budget of \$368,000. Compensation occurs ratably throughout the year. Current expectations are that actual compensation will exceed the original budget.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022**

EJ Thomas Performing Arts Hall (continued)

Operating expenditures approximate \$1.2 million or 45 percent of the annual budget of \$2.6 million. The principal operating expenditures include supplies & services (86 percent) and utilities (11 percent). The major spending components in supplies & services include artist fees (42 percent) and stage & wardrobe (35 percent). The majority of expenditures in utilities are electricity (48 percent), water (21 percent), and steam (21 percent). Current expectations are that expenditures will remain below budget.

Description	Actual YTD
Supplies & Services	\$1,019,000
Utilities	127,000
Student Assistants	15,000
Other	10,000
Travel & Hospitality	7,000
Total Operating	<u>\$1,178,000</u>

E J Thomas Performing Arts Hall current expenditure re-charge line includes \$1 million in compensation and operating expenditure reductions from the COVID relief grant.

Transfers-In - Other represents original general-fund support for operations and debt service support budgeted for \$630,000. To date, \$415,000 has been transferred, and the final Transfers-In-Other amount will be reduced by \$16,000 to offset the decline in enrollment.

The budgeted Transfers-Out - Debt Service totals \$326,000. To date, \$217,000 or 67 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 19 years ago. The debt will be retired during the fiscal year ended June 30, 2029.

Dining Services (Aramark)

Aramark's actual revenues total approximately \$581,000 as compared to the annual budgeted revenues of \$1.4 million. The primary revenues include the Aramark facilities support (69 percent) and Aramark Grant (28 percent). Preliminary expectations are that actual revenues will likely fall short of budget by \$741,000, however the projection will be updated should activities merit a change.

Description	Actual YTD
Facilities Support	\$400,000
Aramark Grant	163,000
Other	18,000
Total Revenue	<u>\$581,000</u>

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022

Dining Services (Aramark) (continued)

Employee Type	Actual YTD
Staff	\$34,000
<i>Note 1: Includes all Dining Services (Aramark) payroll-related activities (e.g., full-time, part-time, overtime, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	

Payroll and fringes total \$105,000 or 32 percent of the annual budget of \$329,000. The \$275,000 budgeted fringe benefits also include the difference between SERS and FICA for CWA employees who remained with the University as well as certain Aramark employees performing work at the University. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$917,000 or 50 percent of the annual budget of \$1.8 million. The principal operating expenditures include supplies & services (81 percent) and utilities (12 percent). The major spending components in supplies & services include maintenance (46 percent) and furniture & equipment repair (34 percent) and are predominately incurred evenly throughout the fiscal year. The majority of expenditures in utilities are electricity (44 percent), water (39 percent), and gas (15 percent). Current expectations are that expenditures will remain below budget.

Description	Actual YTD
Supplies & Services	\$746,000
Utilities	109,000
Other	47,000
Equipment	<u>15,000</u>
Total Operating	<u>\$917,000</u>

The original assumption estimated that \$1.5 million would be transferred from Dining Services (Aramark) fund balance. The actual fund balance transferred amount may vary pending the fiscal year-end outcome.

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 \$82,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service totals \$774,000. To date, \$516,000 or 67 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 15 to 22 years. The debt will be retired during the fiscal year ended June 30, 2038.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022

Recreation & Wellness Services

Student Recreation & Wellness Services (SRWS) actual revenues total \$242,000 as compared to the annual budgeted revenues of \$401,000. The principal payments include aquatic facility rentals (39 percent), memberships (29 percent), and on-campus facility rentals (15 percent). The mask mandate for indoor public spaces ended on March 1st. The expectation for the mandate elimination foresees an increase in membership sales, but the rebound will not be quick enough to impact FY22 revenue. Overall, it is projected that total revenues will likely fall short of budget expectations. However, expenditures will be managed to remain within the actual revenue earned.

Description	Actual YTD
Aquatic Facility Rentals	\$95,000
Memberships	70,000
On-Campus Facility Rentals	35,000
Other	31,000
Surplus Equipment Sales	<u>10,000</u>
Total Revenue	<u>\$241,000</u>

Employee Type	Actual YTD
Contract Professionals	\$255,000
Staff	<u>54,000</u>
Total Payroll	<u>\$309,000</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 \$409,000 or 53 percent of the annual budget of \$765,000. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$827,000 or 51 percent as compared to the annual budget of \$1.6 million. The principal operating expenditures include supplies & services (50 percent), student assistants (32 percent), and utilities (17 percent). The majority of supplies & services spending include maintenance (83 percent). The majority of utilities spending includes electricity (63 percent) and steam (21 percent). Current expectations are that expenditures will remain below budget.

Description	Actual YTD
Supplies & Services	\$413,000
Student Assistants	264,000
Utilities	139,000
Other	10,000
Travel & Hospitality	<u>1,000</u>
Total Operating	<u>\$827,000</u>

The original other sources of funding include a Transfers-In Facilities Fee and Transfers-In - Other budgeted at \$756,000 and \$2.4 million, respectively. Actual total Transfers-In of \$2.1 million represents facilities fee and General Fund support to service the building's debt and operations. The final Transfers-In-Other amount will be reduced by \$63,000 to offset the decline in enrollment.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022**

Recreation & Wellness Services (continued)

Transfers-In - Fund Balance budget includes \$489,000 to support the budgeted fiscal year-end shortfall. The actual fund balance transferred amount may vary pending the fiscal year-end outcome.

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 \$3,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service totals \$1.7 million. To date, \$1.1 million or 67 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 \$514,000 as compared to the annual budgeted revenues of \$791,000. The principal revenues include commission income (89 percent) and rental income (10 percent). Current expectations are that Student Union will achieve its revenue budget.

Description	Actual YTD
Commission Income	\$459,000
Room Rental	52,000
Other	<u>3,000</u>
Total Revenue	<u>\$514,000</u>

Employee Type	Actual YTD
Contract Professionals	\$225,000
Staff	<u>79,000</u>
Total Payroll	<u>\$304,000</u>
<i>Note 1: Includes all Jean Hower Taber Student Union payroll-related activities (e.g., full-time, part-time, overtime, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	

Payroll and fringes total \$412,000 or 51 percent of the annual budget of \$809,000. Current expectations are that budgeted compensation will not be exceeded.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022

Jean Hower Taber Student Union

Operating expenditures total \$864,000 or 51 percent of the annual budget of \$1.7 million. The principal operating expenditures include supplies & services (46 percent), utilities (31 percent), and student assistants (19 percent). The majority of supplies & services spending include maintenance (79 percent). The majority of expenditures in utilities are electricity (39 percent), chilled water (29 percent), steam (17 percent), and water (12 percent).

Description	Actual YTD
Supplies & Services	\$396,000
Utilities	272,000
Student Assistants	165,000
Other	17,000
Travel & Hospitality	<u>14,000</u>
Total Operating	<u>\$864,000</u>

Projections indicate expenditures will not exceed the original budget.

The original other sources of funding include Transfers-In - Facilities Fee and Transfers-In - Other budgeted at \$1.3 million and \$2.8 million, respectively. To date, \$2.7 million has been transferred. Due to enrollment decline, the final Transfers-In-Other amount will be reduced by \$73,000.

Transfers-In - Fund Balance budget includes \$441,000 to support the budgeted fiscal year-end shortfall. The actual fund balance transferred amount may vary pending the fiscal year-end outcome.

The budgeted Transfers-Out - Debt Service totals \$2.9 million. To date, \$1.9 million or 67 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 \$4.9 million as compared to the annual budgeted revenues of \$5.1 million. The primary sources of revenues are the student transportation fee and parking permits (97 percent). Unearned income generated from parking permits purchased before the semester begins is recognized when the revenue recognition criteria are met. Projections indicate revenues will match budget expectations.

Description	Actual YTD
Permits	\$4,729,000
Lot Rentals	102,000
Fines & Meters	33,000
Other	<u>4,000</u>
Total Revenue	<u>\$4,868,000</u>

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022**

Parking & Transportation Services (continued)

Employee Type	Actual YTD
Staff	\$73,000
Contract Professionals	<u>48,000</u>
Total Payroll	<u>\$121,000</u>
<i>Note 1: Includes all Parking & Transportation Services payroll-related activities (e.g., full-time, part-time, overtime, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	

Payroll and fringes total \$157,000 or 64 percent of the annual budget of \$246,000. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$1.5 million or 87 percent as compared to the annual budget of \$1.7 million. The principal operating expenditures include supplies & services (86 percent). The major spending components in supplies & services include transportation-related activities, including busing, parking lot, and deck maintenance (86 percent). The majority of operating expenditures are encumbered in fall; thus, current expectations are that expenditures will remain below or at budget as the additional \$121,000 will be offset by income transferred in for prior year encumbrances.

Description	Actual YTD
Supplies & Services	\$1,306,000
Utilities	126,000
Student Assistants	48,000
Travel & Hospitality	25,000
Other	<u>7,000</u>
Total Operating	<u>\$1,512,000</u>

Transfers-In - Other represents the original General Fund support for operations and is budgeted at \$1.4 million. To date, \$922,000 has been transferred. Due to enrollment decline, the final Transfers-In-Other amount will be reduced by \$37,000.

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 \$158,000 Transfers-In – Encumbrances represent those types of commitments.

The budgeted transfers-out for debt service total \$4.5 million. Transfers-out of \$3 million or 67 percent represents the debt service that pays the bonded debt related to the renovation and construction of six parking decks. The outstanding debt for deferred maintenance Bond 1997A will be retired in the fiscal year ended June 30, 2022, and June 30, 2029 for the West Deck deferred maintenance. The outstanding debt for the Schrank Deck, North Campus Deck, Polsky Deck, and E.J. Thomas Deck will be retired in the fiscal year ended June 30, 2032. The South Campus Deck outstanding debt will be retired in the fiscal year ended June 30, 2038.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022**

Wayne Student Union

Wayne Student Union's revenues total nearly \$25,000 as compared to the annual budgeted revenues of \$48,000. Current expectations indicate the revenue will total \$30,000, or \$18,000 below the \$48,000 budget.

Description	Actual YTD
Commission Income	\$25,000

Description	Actual YTD
Supplies & Services	\$3,000

Operating expenditures total \$3,000 or 70 percent as compared to the annual budget of \$5,000. The major operating costs include property and fire insurance (100 percent). Expenditures will remain below or at budget.

**DEPARTMENTAL SALES AND
SERVICES FUNDS**

For the Eight Months Ended February 28, 2022

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2022 Budget and Actual Results for the eight months ended February 28, 2022 with FY 2021 Comparisons

Departmental Sales and Services Combined	FY21		FY22								
	YTD	YTD	Original Budget	YTD February 28	Actual to Original Budget		Projected June 30	Projection to Budget		Change from February 28	
	June 30	February 28			\$	%		\$	%		
Revenues	\$22,273,755	\$15,425,797	23,829,017	\$15,072,633	(\$8,756,384)	63%	\$23,829,017	\$0	100%	(\$353,164)	-2%
Payroll	2,547,023	1,706,762	2,214,888	1,390,255	824,633		2,369,405	(154,517)		316,507	
Fringes	701,359	500,954	561,750	388,949	172,801		531,933	29,817		112,005	
Total Compensation	3,248,382	2,207,716	2,776,638	1,779,204	997,434	64%	2,901,338	(124,700)	104%	428,512	19%
Operating	1,922,999	1,704,123	3,055,221	2,029,732	1,025,489		3,055,221	0		(325,609)	
Premiums and Claims	20,872,544	13,822,923	23,778,926	13,968,349	9,810,577		23,778,926	0		(145,426)	
Capital	117,946	60,616	0	33,078	(33,078)		33,078	(33,078)		27,538	
Total Non Personnel	22,913,489	15,587,662	26,834,147	16,031,159	10,802,988	60%	26,867,225	(33,078)	100%	(443,497)	-3%
Re-charge of prior-year expenditures	(8,308)	(8,308)	0	0	0		0	0			
Re-charge of current-year expenditures	0	0	0	0	0		0	0			
Total Net Expenditures	26,153,563	17,787,070	29,610,785	17,810,363	11,800,422	60%	29,768,563	(157,778)	101%	(14,985)	0%
Net Before Transfers	(3,879,808)	(2,361,273)	(5,781,768)	(2,737,730)	3,044,038		(5,939,546)	(157,778)		(338,179)	
Transfers-In - Other	0	0	205,333	234,267	28,934		205,333	0		(234,267)	
Transfers-In - Encumbrances	176,323	176,323	0	224,127	224,127		0	0		(47,804)	
Transfers-In - Fund Balance	4,062,155	0	5,853,815	0	(5,853,815)		6,011,593	157,778			
Transfers-Out - Other	0	0	0	(112)	112		0	0		112	
Transfers-Out - Encumbrances	(224,127)	0	0	0	0		0	0		0	
Net Transfers	4,014,351	176,323	6,059,148	458,282	(5,600,642)		6,216,926	157,778		(281,959)	
Difference	\$134,543	(\$2,184,950)	\$277,380	(\$2,279,448)	(\$2,556,604)		\$277,380	\$0		(\$620,138)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2022 Budget and Actual Results for the eight months ended February 28, 2022 with FY 2021 Comparisons

Self-Insurance Health Care	FY21		FY22						
	YTD	YTD	Original Budget	YTD February 28	Actual to Original Budget		Projected June 30	Projection to Budget	
	June 30	February 28			\$	%		\$	%
Revenues	\$17,355,834	\$12,338,198	\$18,088,439	\$11,417,701	(\$6,670,738)	63%	\$18,088,439	\$0	100%
Payroll	146,924	105,244	0	170	(170)		170	(170)	
Fringes	46,031	34,321	0	49	(49)		49	(49)	
Total Compensation	192,955	139,565	0	219	(219)		219	(219)	
Operating	181,824	130,309	205,333	99,390	105,943		205,333	0	
Premiums and Claims	20,872,544	13,822,923	23,778,926	13,968,349	9,810,577		23,778,926	0	
Capital	0	0	0	0	0		0	0	
Total Non Personnel	21,054,368	13,953,232	23,984,259	14,067,739	9,916,520	59%	23,984,259	0	100%
Re-charge of prior-year expenditures	0	0	0	0	0		0	0	
Re-charge of current-year expenditures	0	0	0	0	0		0	0	
Total Net Expenditures	21,247,323	14,092,797	23,984,259	14,067,958	9,916,301	59%	23,984,478	(219)	100%
Net Before Transfers	(3,891,489)	(1,754,599)	(5,895,820)	(2,650,257)	(2,650,257)		(5,896,039)	(219)	
Transfers-In - Other	0	0	205,333	136,889	(68,444)		205,333	0	
Transfers-In - Encumbrances	0	0	0	0	0		0	0	
Transfers-In - Fund Balance	3,891,489	0	5,690,487	0	(5,690,487)		5,690,706	219	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	0	0	0	0	0		0	0	
Net Transfers	3,891,489	0	5,895,820	136,889	(5,758,931)		5,896,039	219	
Difference	\$0	(\$1,754,599)	\$0	(\$2,513,368)	(\$8,409,188)		\$0	\$0	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2022 Budget and Actual Results for the eight months ended February 28, 2022 with FY 2021 Comparisons

Continuing and Professional Education (formerly Workforce Training Solutions)	FY21		FY22						Change from		
	YTD	YTD	Original Budget	YTD February 28	Actual to Original Budget		Projected June 30	Projection to Budget		February 28	
	June 30	February 28			\$	%		\$	%		
Revenues	\$367,134	\$184,587	\$595,000	\$431,871	(\$163,129)	73%	\$595,000	\$0	100%	\$247,284	134%
Payroll	227,332	134,046	282,832	181,309	101,523		282,832	0		(47,263)	
Fringes	57,901	38,432	58,158	47,707	10,451		58,158	0		(9,275)	
Total Compensation	285,233	172,478	340,990	229,016	111,974	67%	340,990	0	100%	(56,538)	-33%
Operating	93,964	51,388	252,730	212,049	40,681		252,730	0		(160,661)	
Premiums and Claims	0	0	0	0	0		0	0		0	
Capital	0	0	0	0	0		0	0		0	
Total Non Personnel	93,964	51,388	252,730	212,049	40,681	84%	252,730	0	100%	(160,661)	-313%
Re-charge of prior-year expenditures	0	0	0	0	0		0	0			
Re-charge of current-year expenditures	0	0	0	0	0		0	0			
Total Net Expenditures	379,197	223,866	593,720	441,065	152,655	74%	593,720	0	100%	(217,199)	-97%
Net Before Transfers	(12,063)	(39,279)	1,280	(9,194)	(9,194)		1,280	0		464,483	
Transfers-In - Other	0	0	0	0	0		0	0		0	
Transfers-In - Encumbrances	0	0	0	0	0		0	0		0	
Transfers-In - Fund Balance	12,063	0	0	0	0		0	0			
Transfers-Out - Other	0	0	0	0	0		0	0		0	
Transfers-Out - Encumbrances	0	0	0	0	0		0	0		0	
Net Transfers	12,063	0	0	0	0		0	0		0	
Difference	\$0	(\$39,279)	\$1,280	(9,194)	(\$9,194)		\$1,280	\$0		\$464,483	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2022 Budget and Actual Results for the eight months ended February 28, 2022 with FY 2021 Comparisons

	FY21		FY22						
	YTD	YTD	Original Budget	YTD February 28	Actual to Original Budget		Projected June 30	Projection to Budget	
	June 30	February 28			\$	%		\$	%
Revenues	\$396,475	\$151,990	\$385,000	\$191,455	(\$193,545)	50%	\$385,000	\$0	100%
Payroll	117,653	83,283	125,403	82,259	43,144		125,403	0	
Fringes	39,647	25,485	44,726	25,815	18,911		44,726	0	
Total Compensation	157,300	108,768	170,129	108,074	62,055	64%	170,129	0	100%
Operating	104,632	73,980	378,199	201,440	176,759		378,199	0	
Premiums and Claims	0	0	0	0	0		0	0	
Capital	0	0	0	0	0		0	0	
Total Non Personnel	104,632	73,980	378,199	201,440	176,759	53%	378,199	0	100%
Re-charge of prior-year expenditures	0	0	0	0	0		0	0	
Re-charge of current-year expenditures	0	0	0	0	0		0	0	
Total Net Expenditures	261,932	182,748	548,328	309,514	238,814	56%	548,328	0	100%
Net Before Transfers	134,543	(30,758)	(163,328)	(118,059)	(118,059)		(163,328)	0	
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	163,328	0	(163,328)		163,328	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	0	0	0	0	0		0	0	
Net Transfers	0	0	163,328	0	(163,328)		163,328	0	
Difference	\$134,543	(\$30,758)	\$0	(\$118,059)	(\$281,387)		\$0	\$0	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2022 Budget and Actual Results for the eight months ended February 28, 2022 with FY 2021 Comparisons

Other	FY21		FY22						Change from		
	YTD	YTD	Original Budget	YTD February 28	Actual to Original Budget		Projected June 30	Projection to Budget		February 28	
	June 30	February 28			\$	%		\$	%		
Revenues	\$4,154,312	\$2,751,022	\$4,760,578	\$3,031,606	(\$1,728,972)	64%	\$4,760,578	\$0	100%	\$280,584	10%
Payroll	2,055,114	1,384,189	1,806,653	1,126,517	680,136		1,961,000	(154,347)		257,672	
Fringes	557,780	402,716	458,866	315,378	143,488		429,000	29,866		87,338	
Total Compensation	2,612,894	1,786,905	2,265,519	1,441,895	823,624	64%	2,390,000	(124,481)	105%	345,010	19%
Operating	1,542,579	1,448,446	2,218,959	1,516,853	702,106		2,218,959	0		0%	
Premiums and Claims	0	0	0	0	0		0	0		0	
Capital	117,946	60,616	0	33,078	(33,078)		33,078	(33,078)		27,538	
Total Non Personnel	1,660,525	1,509,062	2,218,959	1,549,931	669,028	70%	2,252,037	(33,078)	101%	27,538	2%
Re-charge of prior-year expenditures	(8,308)	(8,308)	0	0	0		0	0			
Re-charge of current-year expenditures	0	0	0	0	0		0	0			
Total Net Expenditures	4,265,111	3,287,659	4,484,478	2,991,826	1,492,652	67%	4,642,037	(157,559)	104%	372,548	11%
Net Before Transfers	(110,799)	(536,637)	276,100	39,780	39,780		118,541	(157,559)		(91,964)	
Transfers-In - Other	0	0	0	97,378	97,378		0	0		(97,378)	
Transfers-In - Encumbrances	176,323	176,323	0	224,127	224,127		0	0		(47,804)	
Transfers-In - Fund Balance	158,603	0	0	0	0		157,559	157,559			
Transfers-Out - Other	0	0	0	(112)	112		0	0		112	
Transfers-Out - Encumbrances	(224,127)	0	0	0	0		0	0		0	
Net Transfers	110,799	176,323	0	321,393	321,617		157,559	157,559		(145,070)	
Difference	\$0	(\$360,314)	\$276,100	\$361,173	\$361,397		\$276,100	\$0		(\$237,034)	

Overall Assumptions

The COVID-19 pandemic has complicated the instructional process; however, all efforts will be made to provide quality instruction to our valued students while providing a level of protection to students and our campus community.

- The University will provide face to face instruction; and
- The University will practice the recommended safety measures in compliance with Governor DeWine's guidelines.

Payroll and Fringes

- No increase for bargaining unit employees;
- No raise pool equivalent for qualifying non-represented employees;
- Application of the pooled rate for 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 permits; and
- Pooled fringe rates: 30.2 percent – full time; 15 percent – part time; 2.55 percent – graduate assistants and student assistants.

Fund Assumptions

Self-Insurance Health Care

Revenues

- University contributions to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance with fringe rate reduction; and
- 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.

Operating

- Amounts expected to be paid for administrative and consulting fees;
- The Self-Insurance Health Care reserves will cover run-out claims for the retiree dependent health care premiums for the program that ended January 31, 2021; and
- NOU/FOP keep higher 25% rate half year and revert back to 19% on January 1, 2022.

Premiums and Claims

- Estimated cost for insurance premiums and self-insured claim payments related to employee benefit program; and
- Medical, prescription drug, dental, stop loss insurance, and other ancillary benefits.

Transfers-In

- From General Fund in support of items not included in fringe rate; and
- From fund balance to offset shortfall.

**The University of Akron
Departmental Sales and Services
FY 2022 Budget Assumptions**

Workforce Training Solutions

Revenues

- 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 businesses.

Operating

- Student assistants, supplies and services, and travel and hospitality;
- Workforce Training Solutions will manage to ensure expenditures are limited to revenues; and
- Certain companies are beginning to show interest in scheduling training for the fall; Other companies are still in a “wait and see what happens” before moving forward. Many customers/companies either do not want virtual classes, or do not feel comfortable with in-person classes (either on campus or onsite) and therefore are postponing classes.

New Student Orientation

Revenues

- Fee revenues to support the activities related to orientation and first-year experience programs.

Operating

- New Roo Weekend, Akron Forefront, NSO programs, student assistants, supplies and services, and travel and hospitality;
- New Student Orientation will monitor expenditures; however, the budgeted deficit will be offset by the New Student Orientation carryover from fiscal year ended June 30, 2021; and
- Student Assistants staffing levels in the NSO office will return back two student assistants at one time as the university returns to campus. Anticipated return to in-person orientation days for summer 2022 and programs will have a higher capacity and student/guest count on a given day. A virtual orientation option will also be available.

Other

Revenues

- Includes about 126 smaller, revenue-generating activities such as internal Printing Services, Hearing Aid Dispensary, and Akron Polymer Technology Services.

Operating

- Student assistants, cost of goods sold (Hearing Aid Dispensary), supplies and services, and travel and hospitality;
- Individual management and the units will manage to ensure expenditures are limited to revenues; and
- In general, the units are anticipated to “break-even” or generate surpluses.

Capital

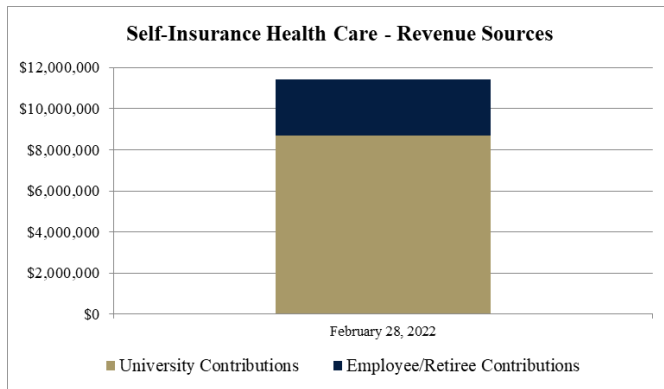
- Equipment replacements not anticipated, barring unforeseen equipment failure.

**The University of Akron
 Departmental Sales and Services
 Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022**

Self-Insurance Health Care

Self-Insurance Health Care revenues total \$11.4 million to date or 63 percent of the \$18.1 million annual budget.

The revenues are derived from the University’s contributions (76 percent) and employee contributions (24 percent). Benefits are funded by the University and employees as follows: medical (University and employee), prescription drug (University and employee), 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).



Operating expenditures total \$99,000 to date or 48 percent of the \$205,333 annual budget. Operating expenses consist of consulting and administrative services. Current projections suggest expenditures will remain at or below budget.

Premiums and Claims expenditures total \$14 million to date or 59 percent of the \$23.8 million annual budget.

Transfers-In-Other total \$136,889 to date or 67 percent of the \$205,333 annual budget for health care administrative costs not covered by the fringe rate such as the employee assistance program and third-party administrative services for retirement and benefit plans.

The Self-Insurance fund has a planned fiscal year shortfall in the amount of \$5.7 million.

Continuing and Professional Education (formerly Workforce Training Solutions)

Continuing and Professional Education revenues to date from open enrollment and contract training fees total \$432,000 or 73 percent of the \$595,000 annual budget. Current projections suggest budgeted revenues will be achieved.

Payroll and fringes total \$229,000 to date or 67 percent of the \$341,000 annual budget. Generally, payroll costs related to contract training are incurred prior to the associated revenue being collected.

Operating expenditures total \$212,000 to date or 84 percent of the \$253,000 annual budget. The principal operating expenditures include supplies and services related to training and instructional support. Current projections suggest expenditures will remain within budget.

New Student Orientation

New Student Orientation revenues total \$191,000 to date or 50 percent of the \$385,000 annual budget. Current projections suggest budgeted revenues will be achieved.

Payroll and fringes total \$108,000 to date or 64 percent of the \$170,000 annual budget.

Operating expenditures total \$201,000 to date or 53 percent of the \$378,000 annual budget. Expense activity increases late spring and summer for onboarding new students. The principal operating expenditures include New Roo Weekend (30 percent), student assistants (26 percent), and hospitality (22 percent). Current projections suggest expenditures will remain at or below budget.

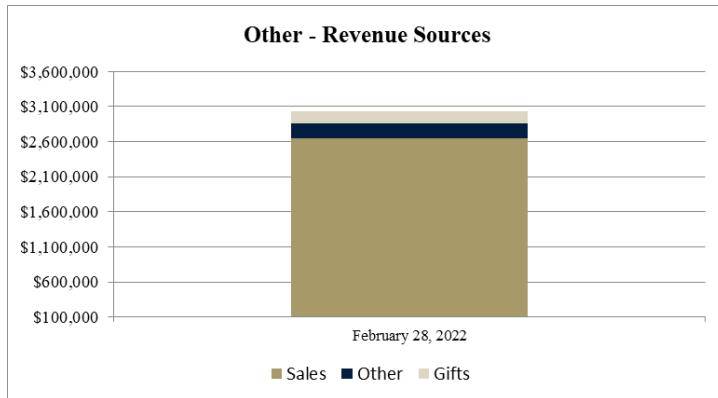
The University of Akron

Departmental Sales and Services

Narrative of FY 2022 Budget and Actual Results for the eight months ended February 28, 2022

Other

The Other departmental sales and services revenues total \$3.0 million to date or 64 percent of the \$4.8 million annual budget. Revenues are generated from roughly 75 activities including Printing Services (12 percent), Hearing Aid Dispensary, (nine percent), and Law Enforcement Training Center (seven percent). Current projections suggest budgeted revenues will be achieved.



Payroll and fringes total \$1.4 million to date or 64 percent of the \$2.3 million annual budget. Compensation is projected to approximate \$2.4 million or \$124,000 greater than budget.

Operating expenditures total \$1.5 million to date or 68 percent of the \$2.2 million annual budget. Supplies and services (89 percent) are the primary

operating expense. Capital expenditures total \$33,000. The capital expenditures are associated with maintenance of corrosion engineering equipment completed last fiscal year, the purchase of an augmentative communication device for the Audiology and Speech Center, and an extruder for Polymer. Current projections suggest individual units will manage their budgets to ensure expenditures don't exceed revenues.

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 \$224,000 Transfers-In – Encumbrances represents those types of commitments.

THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Acceptance of the Financial Report for the Eight Months Ended February 28, 2022

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on April 27, 2022 accepting the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds Financial Report for the Eight Months Ended February 28, 2022 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 27, 2022

FINANCE & ADMINISTRATION COMMITTEE

TAB 3

PROCUREMENTS FOR MORE THAN \$500,000



DATE: April 11, 2022

TO: Dallas A. Grundy, MBA
Senior Vice President and Chief Financial Officer

FROM: *Shandra Irish*
Shandra Irish, Interim Director of Purchasing

SUBJECT: Awards Exceeding \$500,000 for Board of Trustees 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 April 27, 2022.

1. **Five Year Agreement for Support and Subscriptions for D2L's Brightspace (Locally Funded)**

The Department of Purchasing is proposing an award to D2L for the support and subscriptions for Brightspace, a learning management system, in the amount of \$288,623 per year for a period of five years. The total award for the five-year term is \$1,443,115. The \$288,623 annually maintains the support and subscription costs from the current agreement for this software and eliminates higher automatic increases that would have occurred with single year renewals.

Brightspace is used by the University for access to and the delivery of academic courses, learning, development and training programs and all supporting materials for these. Brightspace also provides management of student exams and grades and is used for student ePortfolios.

The University currently has a contract with D2L, and this new contract will replace that contract at its completion. The continued use of Brightspace eliminates the extensive costs and disruption that would be associated with a migration to a new learning management system product. The total period of the support and subscriptions is September 24, 2022, through September 23, 2027. The University is able to enter into the D2L contract through its participation in the E&I Cooperative Services purchasing consortium. The Department of Purchasing has confirmed that E&I used a bidding process that satisfies University rules and under University Rule 3359-3-01(E)(2)(f)(vi) the University is permitted to take advantage of educational cooperative and purchasing associations in selecting vendors for services. Thus, the University was not required to conduct a separate RFP process.

This support and subscription fees are acceptable to the Department of Online Learning Services, Department of Information Technology Services, the Department of Purchasing, and the Office of General Counsel. This award is being established under the E&I Cooperative Services agreement with D2L.

Department of Purchasing
Akron, OH 44325-9001
330-972-5965 Office · 330-972-5564 Fax

I recommend that an award be made to D2L in the amount of \$1,443,115 for the five-year term of support and subscriptions of the Brightspace software and request your approval and that of the Board of Trustees at its meeting on April 27, 2022.

2. Fire Alarm Upgrades Phase 6 (State Funds)

The Office of Capital Planning and Facilities Management is proposing an award to Speelman Electric, Inc. in the amount of \$799,180 to modernize the fire alarm systems in Bierce Library, Olson Research, and the College of Business.

With a construction budget of \$970,000, a project request was issued during February 2022, and one bid was received as follows:

Vendor	Bid
Speelman Electric, Inc.	799,180

An award to Speelman Electric, Inc. is recommended by the Office of Capital Planning and Facilities Management and the Department of Purchasing as its bid is deemed the lowest responsible bid. 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 Speelman Electric, Inc. in the amount of \$799,180 and request approval of the Board of Trustees at its meeting on April 27, 2022.

THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Acceptance of Procurement for More Than \$500,000

BE IT RESOLVED, That the following recommendations presented by the Finance & Administration Committee on April 27, 2022 be approved:

Award to D2L a contract for the support and subscriptions for Brightspace, a learning management system, for a five-year term, in the total amount of \$1,443,115.

Award to Speelman Electric, Inc. a contract to modernize the fire alarm systems in Bierce Library, Olson Research, and the College of Business in the amount of \$799,180.

M. Celeste Cook, Secretary
Board of Trustees

April 27, 2022

FINANCE & ADMINISTRATION COMMITTEE


TAB 4

**FALL 2022 COHORT TUITION GUARANTEE,
REGIONAL TUITION GUARANTEE, AND
FISCAL YEAR 2022-23 RATE CHANGES**



DATE: April 18, 2022

TO: Dallas A. Grundy, MBA
Senior Vice President and Chief Financial Officer

FROM: Misty M. Villers, CPA 
Interim Director of Budget, Planning & Strategy

SUBJECT: Fall 2022 Cohort and Regional Tuition Guarantees, FY 2022-23 Rate Changes

The accompanying proposed resolution would authorize the President to establish the fall 2022 cohort tuition guarantee and regional tuition guarantee programs in accordance with Ohio Revised Code Section 3345.48 and would approve Fiscal Year 2022-23 rate changes.

Appendices to the resolution detail the proposed rate and/or descriptive changes to room and board plans, and miscellaneous fees. In some instances, the proposed changes are increases while decreases and descriptive changes are detailed as well.

- Appendix A: Residence Hall Plans (information only)

No change to the residence hall plans is sought.

- Appendix B: Board Plans (for consideration and approval)

As permitted by enabling legislation, Board Plans are proposed to increase at various amounts up to 17.2 percent.

- Appendix C: Waiver Renewals (information only)

No change to the Waiver Renewals is sought.

- Appendix D: Miscellaneous Fees (for consideration and approval)

The proposed fees represent non-instructional related fees (excluding the Saturday MBA program). The fees are used as the basis for internal and external usage charges. The proposed changes vary in magnitude, from solely descriptive changes to the additions, eliminations, or increases in amount.

Any changes to the Fall 2022 Cohort Tuition Guarantees would be considered by the Board at a subsequent meeting. Where appropriate, upon Board approval, changes will be submitted to the Ohio Department of Higher Education (ODHE) for review and approval. Changes that require ODHE approval will not be instituted without such approval.

The resolution should be presented for consideration and approval at the Board of Trustees meeting of April 27, 2022.

Resource Analysis & Budgeting
Akron, OH 44325-6202
330-972-7019 Office · 330-972-6317 Fax

THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Acceptance of Fall 2022 Cohort Tuition Guarantee, Regional Tuition Guarantee,
and Fiscal Year 2022-23 Rate Changes

WHEREAS, Consistent with Ohio Revised Code Section 3345.48, The University of Akron (the “University”) implemented an undergraduate Tuition Guarantee Program 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 thirty-six-month period and, (b) the percentage amount the General Assembly restrains increases on in-state undergraduate instructional and general fees for the applicable fiscal year; and

WHEREAS, The University desires to modify or eliminate certain board plans, and miscellaneous fees and descriptions, to better reflect the services to which the fees apply, which are not part of the Tuition Guarantee Program (the “Rate Changes” for the Fiscal Year 2022-23); and

WHEREAS, These changes are reflected in the attached Appendices B and D; Now, Therefore,

BE IT RESOLVED, That the Board authorizes the President to establish the Fall 2022 Cohort Tuition Guarantee and Fall 2022 Cohort Regional Tuition Guarantee as deemed necessary and in accordance with state law; any changes to these Tuition Guarantees will be considered by the Board at a subsequent meeting; and

BE IT FURTHER RESOLVED, That the Fiscal Year 2022-23 Rate Changes and descriptions be approved.

M. Celeste Cook, Secretary
Board of Trustees

APPENDIX A
THE UNIVERSITY OF AKRON
FY2022-23 RATE CHANGES - Room Rates

Description	Frequency	FY2021-22 Current Rate	FY2022-23 Proposed Rate	Dollar Change	Percentage Change
Room Plans					
Tier 1	Rate per term	\$ 2,494	\$ 2,494	\$ -	0.0%
Bulger Double					
Orr Double					
Spanton Double					
Tier 2	Rate per term	\$ 2,620	\$ 2,620	\$ -	0.0%
Bulger Suite					
Bulger Single					
Ritchie Single					
Sisler-McFawn Single					
Spanton Suite					
Tier 3 Double	Rate per term	\$ 2,960	\$ 2,960	\$ -	0.0%
Honors Complex Double					
South Double					
Spicer Double					
Spicer Triple					
Tier 3 Shared Single	Rate per term	\$ 3,354	\$ 3,354	\$ -	0.0%
Exchange Shared Single					
Honors Complex Single					
South Shared Single					
Spicer Shared Single					
Tier 3 Apartment	Rate per term	\$ 3,505	\$ 3,505	\$ -	0.0%
Exchange Apartment					

APPENDIX B
THE UNIVERSITY OF AKRON
FY2022-23 RATE CHANGES - Board Plans

Description		FY2021-22 Current Rate	FY2022-23 Proposed Rate	Dollar Change	Percentage Change
Board (Dining) Plans					
Gold plan	Rate per term	\$ 2,550	\$ 2,700	\$ 150	5.9%
Blue plan	Rate per term	\$ 2,335	\$ 2,575	\$ 240	10.3%
White plan	Rate per term	\$ 2,005	\$ 2,350	\$ 345	17.2%
RA plan	Rate per term	\$ 2,050	\$ 2,050	-	0.0%
Commuter 25	Rate per term	\$ 425	\$ 435	\$ 10	2.4%
Commuter 25 plus	Rate per term	\$ 525	\$ 535	\$ 10	1.9%
Apartment 50	Rate per term	\$ 845	\$ 855	\$ 10	1.2%
Commuter 75	Rate per term	\$ 1,435	\$ 1,450	\$ 15	1.0%
Faculty/Staff 16	Rate per term	\$ 100	\$ 100	-	0.0%
Add-on DB 200 <i>225 of DB for 200</i>	Rate per term	\$ 200	\$ 200	-	0.0%

**APPENDIX C
THE UNIVERSITY OF AKRON
FY2021-2022 AND 2022-23 TUITION WAIVER RENEWALS**

	Amount of Waiver	Amount Student Pays	Dollar Change	Percent Change
RENEWALS OF WAIVERS				
Non-Resident Surcharge for domestic, non-Ohio resident graduate students who completed bachelor's degree in Ohio. (per SCH)	Varies	\$ 1.00	\$ -	0%
Non-Resident Surcharge - On-Line (per term)	Varies	\$50 per term	\$ -	0%
RN to BSN Tuition (per credit hour)	\$ 79.72	\$ 279.38	\$ -	0%
RN to BSN Tuition for Ohio RNs (per credit hour)	\$ 142.21	\$ 216.88	\$ -	0%

APPENDIX D
THE UNIVERSITY OF AKRON
FY2022-2023 RATE CHANGES – Miscellaneous Fees

Telecommunications

- Establish service fee supporting VoIP, \$32.00
- Eliminate Service Fees for Non-Display \$28.00, Basic Display \$32.00, Complex (ACD) \$38.00, Enhanced (7404 or 8434) \$40.00, Advanced (7444) \$48.00, DID Only \$15.00, ACD/SO \$55.00
- Eliminate Programming Fees for Basic ACD \$5.00, Add Voice Mailbox \$15.00
- Eliminate Housing Fee for Student PBX Lines \$14.00
- Eliminate Peripherals Fee for Cordless Digital Adaptor \$8.00
- Headset (Wired) decrease from \$5.00 to \$1.00
- Headset (Cordless) decrease from \$18.00 to \$3.00

College of Arts and Sciences

- Remove MAP cohort fee. Cohort concept not implemented.

School of Law

- Eliminate LL.M. in Intellectual Property Application Fee \$50.00
- Eliminate LL.M. in Intellectual Property Late Application Fee \$100.00
- Establish Law Professional Fee assessed to all law students at \$30.00 per credit hour each semester.

Counseling and Testing Center

- Combined Learning Disability/ADHD Battery increase from \$150.00 to \$200.00
- Learning Disability or ADHD Battery increase from \$100.00 to \$150.00
- Career Test increase from \$10.00 to \$20.00
- Personality Tests increase from \$25.00 to \$30.00
- Symptom Checklists, establish fee \$10.00
- On-Campus ACT Registration Payment increase from \$60.00 to \$65.00
- On-Campus ACT Walk-In Registration (\$20 late fee plus \$60 Residual ACT fee) increase from \$80.00 to \$85.00 (\$20 late fee plus \$65 Residual ACT fee)
- Workplace credential exams (e.g., ACT WorkKeys, National Career Competency Testing) establish fee \$30.00 - \$40.00
- Establish fee for background check services
 - BCI Only: \$39.00
 - FBI Only: \$39.00
 - BCI and FBI: \$70.00

APPENDIX D
THE UNIVERSITY OF AKRON
FY2022-2023 RATE CHANGES – Miscellaneous Fees

Athletics

- Establish Tier III rental rates for university employees that operate private LLC camps and clinics
 - Athletics Facilities Daily Rental Rates for specific playing fields and floors:

Stile Field House	Daily Rate*: 0-2 Hours \$120/day 0-4 Hours \$220/day 0-8 Hours \$400/day
Practice Turf Field	
Skeeles Baseball Field	
Rhodes Arena	
InfoCision Stadium - Summa Field	
First Energy Stadium - Cub Cadet Soccer Field	
Softball Field	
Track	

*Does not include the entire building and is limited to the specific playing field or floor

Student Recreation and Wellness Center

- Fitness and Wellness – Exercise Prescription (after Fitness Assessment) – Faculty/Staff & Paid Members rate range revised from \$0.00 - \$18.00 to \$0.00 - \$50.00
- Fitness and Wellness – Exercise Prescription (after Fitness Assessment) – Non-Member/Community rate range revised from \$0.00 - \$28.00 to \$0.00 - \$75.00
- Fitness and Wellness – Megdem (Resting Metabolic Rate & Max V02) – Faculty/Staff & Paid Members rate revised from \$25.00 to \$0.00 - \$75.00
- Fitness and Wellness – Megdem (Resting Metabolic Rate & Max V02) – Non-Member/Community rate revised from \$35.00 to \$0.00 - \$75.00
- Fitness and Wellness – % Body Fat Screening: Skin Fold Calipers – Students/Student Organizations rate range revised from \$0.00 - \$5.00 to \$0.00 - \$30.00
- Fitness and Wellness – % Body Fat Screening: Skin Fold Calipers – Faculty/Staff & Paid Members rate range revised from \$0.00 - \$5.00 to \$0.00 - \$30.00
- Fitness and Wellness – % Body Fat Screening: Skin Fold Calipers – University Departments rate range revised from \$0.00 - \$5.00 to \$0.00 - \$30.00
- Fitness and Wellness – Electronic Infrared - Futrex – Students/Student Organizations rate range revised from \$0.00 - \$10.00 to \$0.00 - \$40.00
- Fitness and Wellness – Electronic Infrared - Futrex – Faculty/Staff & Paid Members rate range revised from \$0.00 - \$10.00 to \$0.00 - \$40.00
- Fitness and Wellness – Electronic Infrared - Futrex – University Departments rate range revised from \$0.00 - \$10.00/person to \$0.00 - \$40.00/person
- Fitness and Wellness – Electronic Infrared - Futrex – Non-Member/Community rate range revised from \$0.00 - \$10.00 to \$0.00 - \$40.00

APPENDIX D
THE UNIVERSITY OF AKRON
FY2022-2023 RATE CHANGES – Miscellaneous Fees

Parking

- Refine description from “Student Parking Permits (students with 5 credits or less at UA Main Campus)” to “Student Parking Permits (students enrolled with 5 credits or less at UA Main Campus who are not in the tuition guarantee program)”
- Refine description from “Student Transportation Fee (automatically assessed to students with more than 5 credits at UA Main Campus)” to “Student Transportation Fee (automatically assessed to students who are not in the tuition guarantee program and are enrolled in more than 5 credits at UA Main Campus)”
- Exclusive Parking Lot/Space Access Fee (per year) clarification to reflect both the employee’s and the department’s portion of the fee. The employee’s \$200 portion of the fee remains unchanged. The \$120 charged to the employee’s department should be shown in the total fee amount.
- Refine description from “Group Event Parking Permits (Per 50 attendees - Only non-UA attendees w/o permits considered)” to “Group Event Parking Permits (Per vehicle, per day – Minimum of 5 vehicles to qualify for group rate - Only non-UA attendees without permits considered)”. Adjust minimum rate range from \$50.00 (\$500 max) to \$1.00 (\$500 max per day)
- Refine description from “Lot/Space Rental Fee (Per space, non-UA groups only)” to “Lot/Space Rental/Reservation Fee (Per space, per day)”

College of Health and Human Services

- Update description from “School of Family and Consumer Sciences - Nutrition Center” to “School of Exercise and Nutrition Sciences - Nutrition Center”
- Establish Nutrition Food Labeling and Facts fee, \$50.00
- Update description from “Department of Sports Science and Wellness Education” to “School of Exercise and Nutrition Sciences - Human Performance Lab”
- Eliminate Sport/Exercise Biomechanical Analysis: Students, Faculty/Staff, Community
- Update service codes to conform with new 2022 Medicare approved codes:
 - Remove old Medicare service code 96111 and replace with new Medicare service codes 96112 and 96113
 - Remove old Medicare service code G0515 replace with new Medicare service codes 97129 and 97130
- Adjust service code fees to link with Medicare allowable amounts:
 - Service code 92521 increase from \$125.00 to \$150.00
 - Service code 92523 increase from \$200.00 to \$250.00
 - Service code 92609 increase from \$70.00 to \$110.00
 - Service code 92630 increase from \$70.00 to \$80.00
 - Service code 92633 increase from \$70.00 to \$80.00
 - Service code G0451 increase from \$10.00 to \$15.00
 - Service code 96112 establish fee \$135.00 (eliminate old service code 96111, \$125.00)
 - Service code 96113 establish fee \$70.00 (eliminate old service code 96111, \$125.00)
 - Service code 97129 establish fee \$25.00 (eliminate old service code G0515, \$30.00)
 - Service code 97130 establish fee \$25.00 (eliminates old service code G0515, \$30.00)

APPENDIX D
THE UNIVERSITY OF AKRON
FY2022-2023 RATE CHANGES – Miscellaneous Fees

College of Business Administration

- Saturday MBA program at MCUC, Wayne, and Lakewood – Cohort #12 \$33,000

E.J. Thomas Performing Arts Hall

- Facility fee increase from \$2.00 per ticket to \$3.00 per ticket

Hower House

- Rental (per event): University Departments and Registered Student Organizations increase from \$100.00 to \$150.00

Student Success

- Transfer/Adult Commitment Fee decrease from \$100.00 to \$75.00 for transfer/adult students effective spring 2023

FINANCE & ADMINISTRATION COMMITTEE


TAB 5


GIFTS

WE RISE TOGETHER

The Campaign for
The University of Akron

DATE: April 11, 2022

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 2022 (July 1, 2021 – March 31, 2022)

Attached are gift attainment charts for fiscal year 2022. **Attachment A** details giving through cash, pledges due, bequests received, as well as gifts-in-kind from University of Akron constituents from July 1, 2021, through March 31, 2022.

Of note:

- Total attainment for fiscal year 2022 from July 1, 2021, through March 31, 2022, is \$10,690,339.
- Since July 1, 2021, support for endowed funds totaled \$2,448,301, including newly established scholarship endowments by Dr. Kenneth Lee and Mr. James and Mrs. Maureen Kovach.
- Prior to the end of fiscal year 2022, the University is expected to receive more than \$7 million from two separate estates in support for The University of Akron's We Rise Together Campaign.

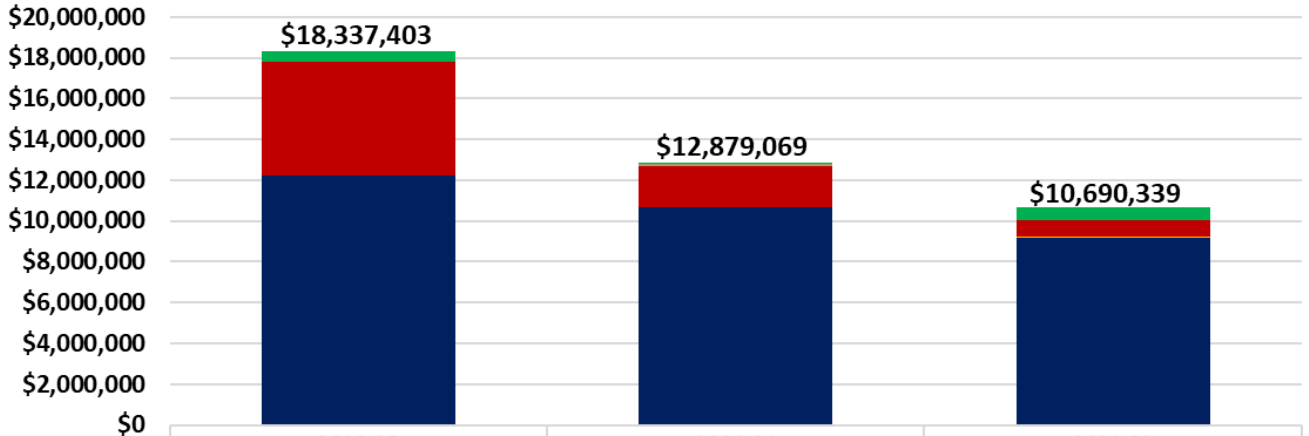
With your approval, I request submission of this report to the Board of Trustees for approval at its April 27, 2022, meeting.

Department of Development
Akron, Ohio 44325-2603
330-972-7238 (Office) 330-972-3800 (Fax)

Attachment A

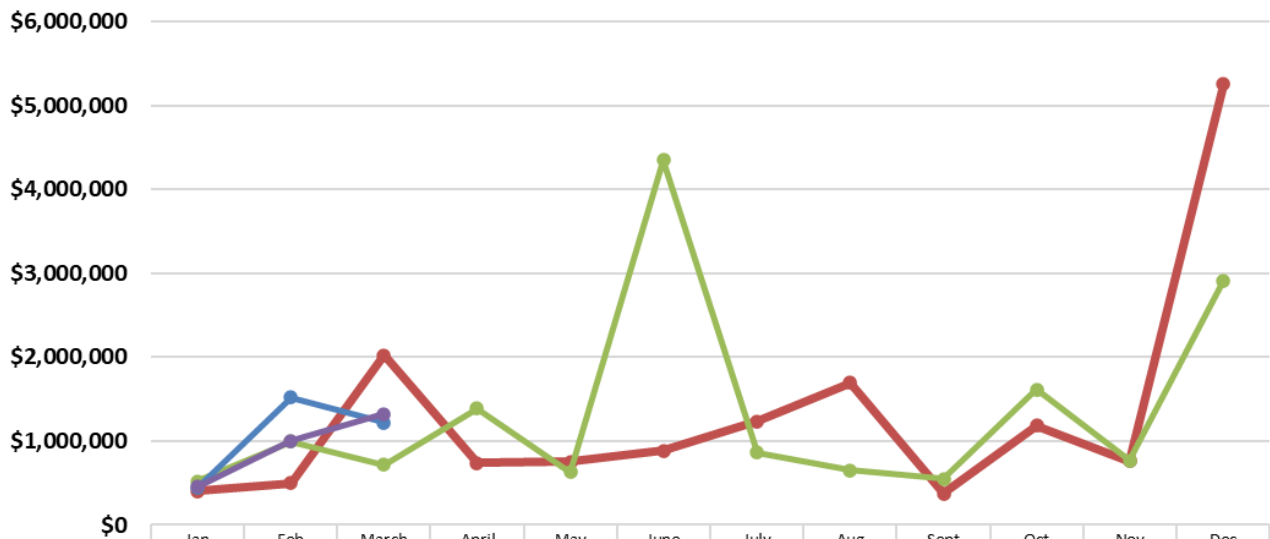
**DEPARTMENT OF DEVELOPMENT
FY 2022 Attainment
July 1, 2021 – March 31, 2022**

**The University of Akron and The University of Akron Foundation
Gifts and Pledges
July 1 - March 31 | FY2020 - FY2022**



	2019-20	2020-21	2021-22
■ Gifts-in-Kind - all others	\$523,514	\$89,433	\$665,959
■ Gifts-in-Kind - corporate	\$33,324	\$98,527	\$5,356
■ Bequests received	\$5,571,329	\$2,013,289	\$803,548
■ Pledges due	\$5,000	\$22,000	\$56,785
■ Cash	\$12,204,237	\$10,655,819	\$9,158,692

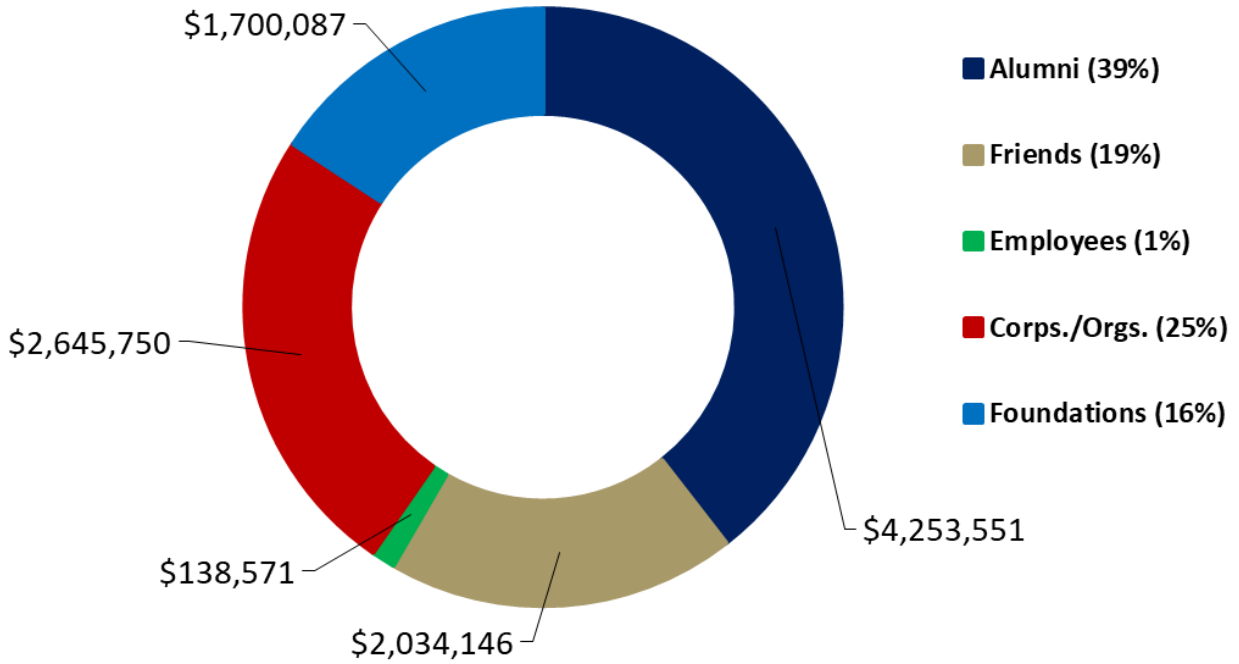
**The University of Akron and The University of Akron Foundation
Monthly Trend Report - Giving
Calendar Years 2020 - 2022**



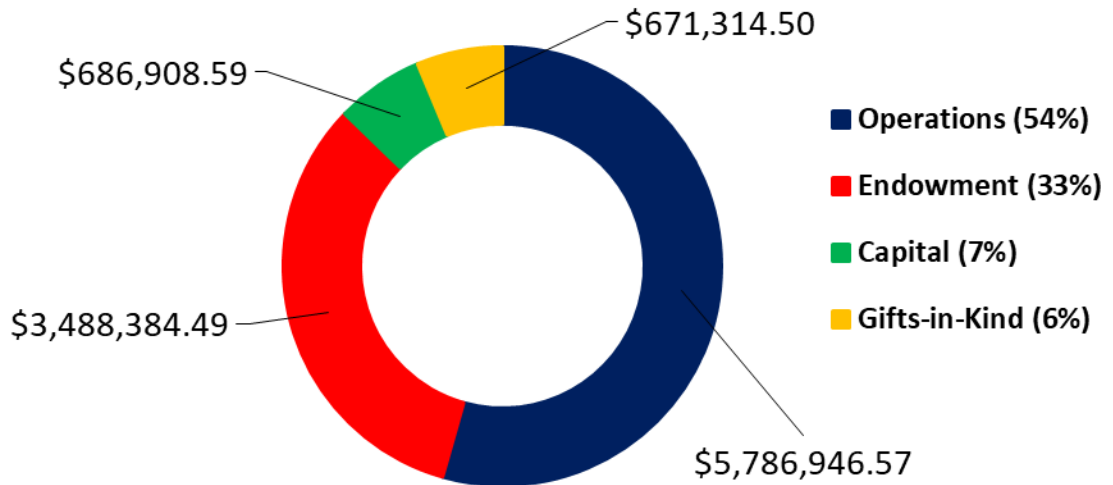
	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
— 2020	\$399,791	\$498,798	\$2,024,510	\$740,291	\$753,893	\$882,533	\$1,232,942	\$1,694,239	\$371,577	\$1,181,409	\$761,137	\$5,251,989
— 2021	\$523,672	\$996,624	\$716,241	\$1,387,823	\$630,317	\$4,350,368	\$865,333	\$651,444	\$547,515	\$1,613,458	\$767,895	\$2,915,173
— 2022	\$440,171	\$1,516,118	\$1,223,152									
— Avg 2020-2022	\$454,545	\$1,003,847	\$1,321,301									

Attachment A

The University of Akron and The University of Akron Foundation
Giving by Constituent Type
July 1, 2021 - March 31, 2022 | FY 2022

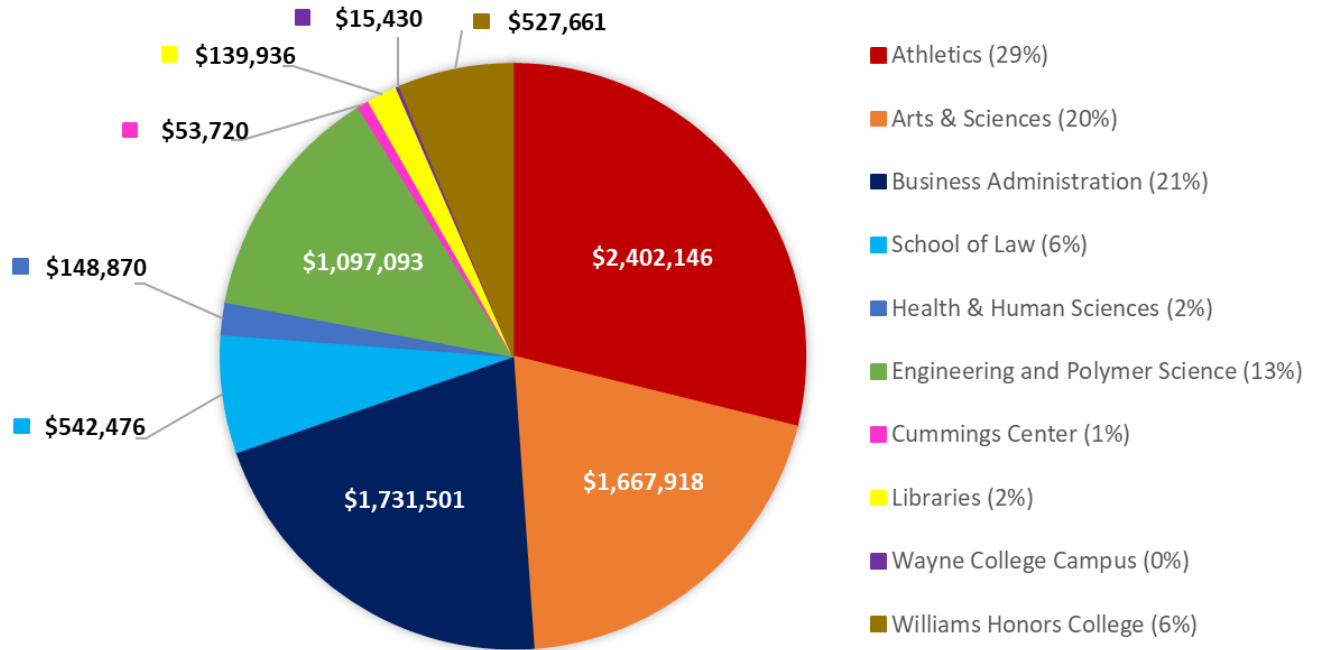


The University of Akron and The University of Akron Foundation
Gifts by Classification Type
July 1, 2021 - March 31, 2022 | FY 2022

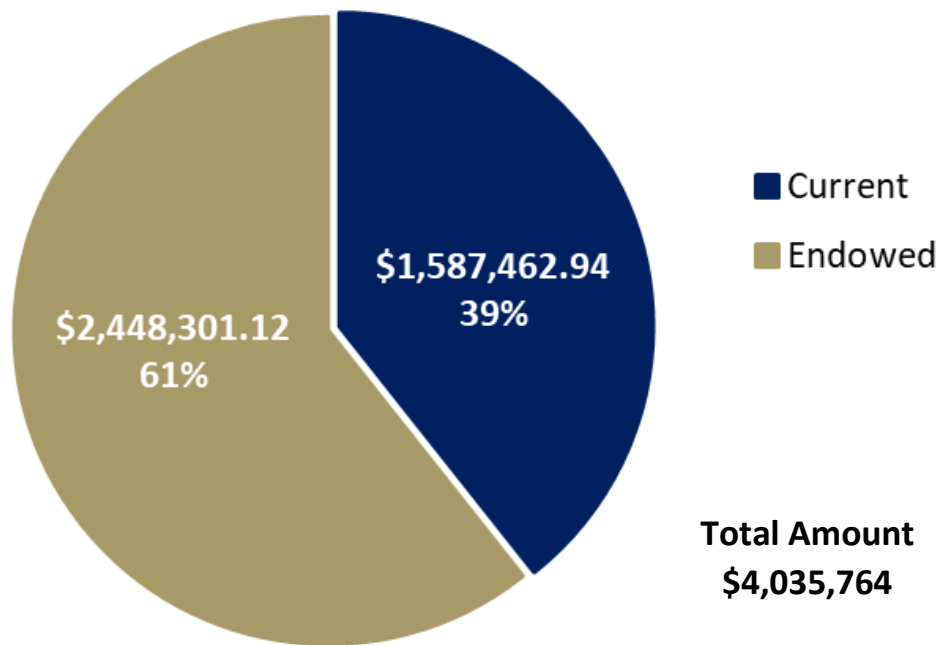


Attachment A

THE UNIVERSITY OF AKRON AND THE UNIVERSITY OF AKRON FOUNDATION
GIFTS (NO PLEDGES) BY ACADEMIC COLLEGE/AREA
JULY 1, 2021 - MARCH 31, 2022 | FY 2022



The University of Akron and The University of Akron Foundation
Giving to Scholarships by Fund Type | Includes Bequests
July 1, 2021 - March 31, 2022 | FY 2022



THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Acceptance of Gift Income Report for July 1, 2021 through March 31, 2022

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on April 27, 2022 pertaining to acceptance of the Gift Income Report for July 1, 2021 through March 31, 2022 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 27, 2022

FINANCE & ADMINISTRATION COMMITTEE

TAB 6

PURCHASES:

- a) \$25,000 TO \$500,000 REPORT**
- b) OVER \$500,000 REPORT**



DATE: April 11, 2022

TO: Dallas A. Grundy, MBA
Senior Vice President and Chief Financial Officer

FROM: *Shandra L. Irish*
Shandra L. Irish
Interim Director of Purchasing

SUBJECT: Board Informational Reports: 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 January and February 2022 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
January 2022
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Ad Astra Information Systems LLC	103986	\$ 95,800	Renew Subscription for SaaS Schedule and Platinum Analytics
	Microsoft Corporation	104016	70,398	Technical Support for Microsoft Products and Services
	LinkedIn Corporation	103987	68,800	Provide LinkedIn License for Entire Campus
	Elsevier Inc.	103899	65,132	Annual Library Software Renewal
	Laketec Communications Inc.	103914	63,178	Aruba Foundation Care Renewal
	Certified Pest Control	102961	59,997	On-Campus Pest Control Services for the Physical Facilities Operations Center
	TargetX.com LLC	103882	56,310	Renewal of License for TargetX Recruitment Suite
	Subtotal		\$ 479,615	
Auxiliary	Mills Entertainment LLC	104001	\$ 135,169	Theresa Caputo Live! The Experience
	Bob McCloskey Agency LLC	103884	50,000	Athletic Insurance Renewal for Student Athletes
	Millcraft Paper Co. Inc.	103933	30,000	Various Paper Stock and Printing Supplies for PACS
	Subtotal		\$ 215,169	
Grant	DELL	Pcard	\$ 53,963	Computer Equipment
		Total	\$ 748,747	

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
February 2022
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Protech Security Inc.	104125	\$ 380,951	Expert Care Security Software Licenses UAPD
	The Lewer Agency	104134	291,210	Spring International Student Health Insurance
	CDW Government Inc.	104136	179,022	Fortinet Security Appliance and License Renewal
	Ekspla-USA Inc.	104088	113,900	Laser for Polymer Engineering
	Mydatt Services Inc.	104052	88,000	Supplemental Safety Services for UAPD
	Exxact Corporation	104097	45,764	Intel Xeon Equipment for Polymer Science and Engineering
	Subtotal		\$ 1,098,847	
Auxiliary	RL Deppmann	R104077	\$ 72,400	PVI Water Storage Tank and Accessories
	Bob McCloskey Agency LLC.	104091	50,000	Insurance Renewal for College Sports
	Subtotal		\$ 122,400	
Grant	Ekspla-USA Inc.	104088	\$ 227,800	Laser for Polymer Engineering
Plant	Feghali Brothers LLC.	104114	\$ 308,000	Buckingham Building McClain Gallery Renovation
	Total		\$ 1,757,047	

Note 1: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$25,000 and \$50,000, respectively.

Note 2: Ekspla-USA Inc. paid by the General fund \$113,900 and the Grant fund \$227,800, respectively.



DATE: April 11, 2022

TO: Dallas A. Grundy, MBA
Senior Vice President and Chief Financial Officer

FROM: Shandra Irish, Interim Director of Purchasing

SUBJECT: Board of Trustees Informational Item: Expenditure Exceeding \$500,000

As requested of me, I provide to you the following correspondence to be shared with the Board of Trustees at its meeting on April 27, 2022. This informational report is intended to satisfy Board of Trustees Resolutions 02-6-22 and 02-7-22 to initiate the competitive bidding process to procure construction contracts for the Lee Jackson Field Track Renovation and InfoCision Stadium Turf Replacement.

1. **Lee Jackson Field Track Renovation – (Locally Funded)**

- Bids on March 28, 2022
- Construction budget \$1,265,000

Low Bidder/Vendor	Bid
Vasco Asphalt Company	1,389,000
Hellas Construction, Inc. – Rescinded bid 04/04/2022	1,350,400
Dunlop and Johnston	1,391,500

An award has been made to Vasco Asphalt Company.

2. **InfoCision Stadium Turf Replacement – (Locally Funded)**

- Bids on March 16, 2022
- Construction budget \$551,715

Low Bidder/Vendor	Bid
Astroturf Corporation	541,953
SprintTurf, LLC	584,660
Field Turf USA, Inc.	560,998
Hellas Construction, Inc.	683,305

An award has been made to Astroturf Corporation.

Department of Purchasing
Akron, OH 44325-9001
330-972-5965 Office · 330-972-5564 Fax

FINANCE & ADMINISTRATION COMMITTEE


TAB 7

CAPITAL PROJECTS REPORT



INTEROFFICE CORRESPONDENCE
Capital Planning and Facilities Management
EXT - 8316 FAX - 5838

TO: Dallas A. Grundy, MBA
Senior Vice President and Chief Financial Officer

FROM: Stephen Myers 
Chief Planning & Facilities Officer

DATE: April 11, 2022

SUBJECT: Capital Planning and Facilities Management: Informational Report for the Board of Trustees as of February 28, 2022.

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 Delivery 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 are 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)	\$1,260,000 State* <u>200,000</u> Local <u>\$1,460,000</u> Total *State Capital Funds		Replace vivarium air handler and condensate piping and humidifiers. <u>Construction schedule: 05/2021 updated to 07/2021 - 06/2022.</u>		Construction 42% complete.
Buckingham McClain Gallery (General Contracting)	\$357,000 State Capital Funds		Renovations and signage for the McClain Gallery. <u>Construction schedule: TBD.</u>		Construction 5% complete.
Campus Air Damper Replacements (General Contracting)	\$665,000 Grant Funds		Replace up to 34 air exhaust and return damper units in 11 campus buildings. Replace pneumatic controls as needed. <u>Construction schedule: 1/22 - 4/22.</u>		Construction 75% complete.
Campus Camera Initiative (General Contracting)	\$460,000 (Phase I) \$800,000* (Phase II) \$TBD (Phase III) Local Funds *\$360,000 of this Phase was funded by the Foundation and \$430,000 by Grant		Phase I: Add 206 digital cameras to entrance/exits of select buildings. Phase II: Add 150 digital cameras to parking decks, open areas, and athletic fields. Phase III: Replace 600 existing analog cameras. <u>Construction schedule Phase II: 3/22 - 9/22 Construction schedule Phase III: TBD.</u>		Phase I closeout complete. Phase II - Construction 5% complete.
Center for Precision Manufacturing (General Contracting)	\$3,250,000 Donations		Renovate the Akron Polymer Training Center building to house the Center for Precision Manufacturing. <u>Construction schedule: TBD.</u>		Design in progress.
Classroom Furniture (Contract)	\$250,000 Local Funds		Replace furniture in select general purpose classrooms. <u>Schedule: 06/2022 - 08/2022.</u>		Fabrication in progress.
Computer Center Air Conditioning Unit Replacements (General Contracting)	\$560,000 State Capital Funds		Replace existing air conditioning units.		Construction complete. 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	
Crouse/Ayer Hall Consolidation (CMR) (BOT Approval: 04/10/19 & 02/12/20)	\$23,260,000 State* 35,000 Local \$23,295,000 Total *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 04/2021 - 01/2023.</u>		Construction 30% complete.
EJT Concrete Repairs (General Contracting)	\$365,000 Local Funds		Repair a portion of the parking deck ramp and portions of the concrete in lower level mechanical rooms. <u>Construction schedule: 06/2021 updated to 10/2021 - 03/2022 (to be completed when weather allows).</u>		Construction 90% complete.
Exchange/ Sumner Street Realignment (General Contracting)	\$250,000 Local Funds		Realign and add a lane to Sumner Street entrance at Exchange Street. <u>Construction schedule: TBD.</u>		To be completed in conjunction with the City of Akron Exchange Street Project.
Fire Alarm Upgrades Phase 6 (General Contracting)	\$840,000 State Capital Funds		Upgrade and replace antiquated fire alarm systems in Bierce Library, Olson Hall, and the College of Business Administration. <u>Construction schedule: TBD.</u>		Re-Bid due 3/22.
InfoCision Stadium Turf Replacement (General Contracting)	\$650,000 Donations		Replacement of original turf in InfoCision Stadium. <u>Construction schedule: 5/22-7/22.</u>		Bids due 3/22.
Infrastructure Improvements - Electrical (General Contracting) (BOT Approval: 10/09/19)	\$1,502,220 State Capital Funds		Campus electrical improvements.		Construction complete. Closeout in progress. Phase 3 Design in progress.
JAR AC #6 (General Contracting)	\$350,000 Local Funds		Replace air conditioning unit #6. <u>Construction schedule: 06/2021 updated to 10/2021 - 12/2021.</u>		Construction complete. 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	
JAR Lighting/Façade Repair (General Contracting)	\$470,000 Local Funds		Replace exterior light fixtures. Repair/replace window system at second floor south façade. <u>Construction schedule: 5/22 - 9/22.</u>	●	Bids due 3/22.
Lee Jackson Field Track Renovation (General Contracting)	\$1,690,000 Foundation LOC The Foundation loaned \$1,690,000 to the University via a line of credit (LOC) for this project.		Renovate the Lee Jackson Field Track Facility. Replace and repair track surface. <u>Construction schedule: 4/22-12/22.</u>	●	Design in progress.
North Quad Piping Replacement (General Contracting)	\$175,000 Local Funds		Replacement of existing piping and valves of the heating hot water supply return system in Spanton Hall. <u>Construction schedule: 5/22-9/22.</u>	●	Bids due 4/22.
North Quad Residence Halls FCU Replacement (General Contracting)	\$1,728,863 Grant Funds		Replace approximately 450 fan coil units in Bulger, Sisler, and Orr Residence Halls. <u>Construction schedule: 05/2022 - 08/2022.</u>	●	Bids due 3/22.
Polsky Arts Center (General Contracting)	\$4,500,000 State* <u>2,000,000</u> Donations <u>\$6,500,000</u> Total *State Capital Funds		Renovate a portion of the Main Street level for an interdisciplinary arts center. Relocate affected occupants within Polsky. <u>Construction schedule: TBD.</u>	●	Design in progress.
SRWC Blue Gym Renovation (General Contracting)	\$1,410,000 Foundation LOC The Foundation loaned \$1,410,000 to the University via a line of credit (LOC) for this project.		Renovate existing gymnasium for Athletics practice facility. <u>Construction schedule: 07/2022 - 05/2023.</u>	●	A/E Contract in progress.
Wonder Bread Site (General Contracting)	\$120,000 Local Funds		Relocate yard material to Lot 29 and aesthetically improve vacated site. <u>Construction schedule: 04/2021 - 06/2022 updated to Spring 2022.</u>	●	Construction 60% 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 JANUARY 1, 2022 THROUGH FEBRUARY 28, 2022

ASEC VIVARIUM AIR HANDLER REPLACEMENT

004-01	Remove and dispose of steam damaged drywall in 3rd floor shaft	\$9,583
005-01	Replace existing 6" campus chilled water butterfly valves	414
006-01	Add high pressure steam condensate line down to D level Mechanical Room	2,463
007-01	Add power and water to room 208 for gecko relocation	2,428
008-01	Add steam trap to low pressure steam riser	1,419
		<u>\$16,307</u>

CAMPUS AIR DAMPER REPLACEMENT

001-01	Modifications to the deteriorated brick between the louvers	\$15,573
		<u>\$15,573</u>

COMPUTER CENTER AIR HANDLER REPLACEMENT

004-01	Furnish and install sequence of operations	\$2,616
		<u>\$2,616</u>

CROUSE/AYER HALL CONSOLIDATION

003-01	Additional drilled pier to straddle the duct bank that conflicted with the piers and grade beams	\$2,854
		<u>\$2,854</u>

EJT CONCRETE REPAIRS

003-01	Relocate air line	\$2,884
004-01	Additional partial depth repairs due to deteriorated concrete	28,419
		<u>\$31,303</u>

Net \$68,653

SECTION

C

State Capital Appropriations

**The University of Akron
State Capital Appropriations
As of the month ended 2/28/2022**

Description	Appropriation	Released	Encumbered	Expended	Not Yet Encumbered	Remaining (Unreleased)
CROUSE/AYER HALL CONSOLIDATION	\$18,060,000	\$17,839,400	\$14,819,534	\$3,019,866	\$0	\$220,600
Capital Appropriation FY21-22	\$18,060,000	\$17,839,400	\$14,819,534	\$3,019,866	\$0	\$220,600

AUBURN SCIENCE & ENGINEERING CENTER VIVARIUM	\$1,254,902	\$1,254,902	\$899,073	\$355,829	\$0	\$0
BASIC RENOVATIONS	6,489,736	5,429,735	131,970	5,297,766	0	1,060,000
BUCKINGHAM BUILDING RENOVATIONS	1,585,752	1,585,752	0	1,585,752	0	0
CAMPUS HARDSCAPE	1,000,000	1,000,000	0	1,000,000	0	0
CAMPUS INFRASTRUCTURE IMPROVEMENTS	3,001,157	3,001,157	122,535	2,878,622	0	0
CROUSE/AYER HALL CONSOLIDATION	4,400,399	4,400,399	0	4,400,399	0	0
WHITBY HALL AIR HANDLER & ROOF	1,200,000	1,200,000	23,438	1,176,562	0	0
Capital Appropriation FY19-20	\$18,931,946	\$17,871,945	\$1,177,016	\$16,694,930	\$0	\$1,060,000

MEDINA BATTERED WOMEN'S SHELTER	\$500,000					\$500,000
CANTON JEWISH COMMUNITY PROJECT	50,000					50,000
SOUTH OF EXCHANGE SAFETY INITIATIVE	100,000	100,000	100,000			0
MCCLAIN GALLERY	357,000	357,000	331,676	25,324	0	0
SUMMIT BATTERED WOMEN'S SHELTER	400,000					400,000
CAMPUS SAFETY GRANT PROGRAM	430,000	430,000	430,000			0
Community Projects FY21-22	\$1,837,000	\$887,000	\$861,676	\$25,324	\$0	\$950,000

ASHLAND COUNTY-W HOLMES CAREER WORKFORCE	\$300,000	\$0	\$0	\$0	\$0	\$300,000
BATTERED WOMEN'S SHELTER MEDINA/SUMMIT	500,000	500,000	222,416	277,584	0	0
BIERCE LIBRARY RENOVATIONS	830,658	830,658	0	830,658	0	0
OHIO CYBER RANGE	1,188,722	1,188,722	0	1,188,722	0	0
WORKFORCED BASED TRAINING & EQUIPMENT	286,667	286,667	0	286,667	0	0
Community Projects FY19-20	\$3,106,047	\$2,806,047	\$222,416	\$2,583,631	\$0	\$300,000

Total	\$41,934,993	\$39,404,393	\$17,080,642	\$22,323,751	\$0	\$2,530,600
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SECTION

D

Photos of Select Projects

ASEC Vivarium Air Handler Replacement



ASEC Vivarium Air Handler Replacement



ASEC Vivarium Air Handler Replacement



Buckingham McClain Gallery



Campus Air Damper Replacements



Campus Air Damper Replacements



Campus Camera Initiative



Center for Precision Manufacturing



Crouse/Ayer Hall Consolidation



Crouse/Ayer Hall Consolidation



Crouse/Ayer Hall Consolidation



EJT Concrete Repairs



JAR AC #6



Wonder Bread Site



FINANCE & ADMINISTRATION COMMITTEE


TAB 8

INFORMATION TECHNOLOGY REPORT



DATE: April 11, 2022

TO: Dallas A. Grundy, MBA
Senior Vice President and Chief Financial Officer

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 ITS Projects and Activities for the Board of Trustees information at its April 27, 2022 meeting. The accompanying report provides a Status of Projects and Activities.

Information Technology Services

Informational Report for the Board of Trustees

April 27, 2022









Prepared effective February 28, 2022






Information Technology Services

TABLE OF CONTENTS

APPLICATION SERVICES PROJECTS & ACTIVITIES.....	1
Data Lake Migration – Phase II	1
New Portal Implementation	1
SaaS ERP System Selection and Implementation	1
Student Bill Redesign.....	1
CYBERSECURITY SERVICES PROJECTS & ACTIVITIES.....	2
Business Continuity (BC) and Disaster Recovery (DR) Program Initiative	2
Data Classification and Governance Initiative.....	2
Identity Management Process Improvement Initiative	2
INFRASTRUCTURE SERVICES PROJECTS & ACTIVITIES.....	3
IPv4 and IPv6 Migration	3
Microsoft OneDrive and SharePoint Migration	3
Network and Telecommunications Continuity Initiative	3
USER TECHNOLOGY SERVICES PROJECTS & ACTIVITIES	4
IT Asset Management System Implementation	4
IT Service Desk Chat Support Implementation	4
IT Service Desk System Implementation	4

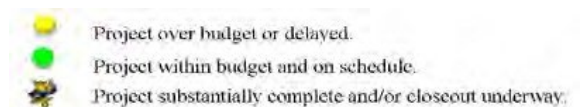
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
APPLICATION SERVICES					
Data Lake Migration - Phase II	None		Continue migration of key institutional data sources to a cloud-based Data Lake solution on Microsoft Azure providing faster performance, scalability, and a central repository for the data necessary to the University's analytics needs. Work on this phase will be provided by Microsoft at no cost to the University. <u>Schedule: 09/2021 – 02/2022 updated to 06/2022</u>		Project activities 20% complete.
New Portal Implementation	None The University expects this will replace existing spend approximating \$40,000 annually.		Implement a portal platform using Microsoft Viva. This migration will provide state-of-the-art technology to replace the current portal. Initial work on this will be provided by Microsoft at no cost to the University. <u>Schedule: 07/2021- 08/2022</u>		Project activities 60% complete.
SaaS ERP System Selection and Implementation	\$19,824,676 General Fund The University expects this will replace existing spend approximating \$2,200,000 annually.		Select and implement a Software-as-a-Service (SaaS) enterprise resource planning (ERP) system to better manage and automate the University's financial, human resource, and student administration functions. Phase 1: Release RFP and select SaaS ERP solution and implementation provider. <u>Schedule: 07/2021 – 12/2021</u> Phase 2: Implement Workday HCM and Financials pillars. <u>Schedule: 12/2021 – 01/2023</u> Phase 3: Implement Workday Student pillar. <u>Schedule: 06/2021 – 09/2024</u>		Phase 1 completed. Phase 2 activities 15% complete.
Student Bill Redesign	\$11,000 General Fund		Redesign student bill to improve the experience for all recipients. The redesign will improve the understanding of current and past charges, along with applied and estimated financial aid. <u>Schedule: 10/2021 – 01/2022 updated to 06/2022</u>		Project Activities 80% 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
CYBERSECURITY SERVICES				
Business Continuity (BC) and Disaster Recovery (DR) Program Initiative	None		<p>Create a policy and program for business continuity (BC) and disaster recovery (DR) for the University developing procedures for each functional unit to continue operations in the event of a system outage, or to recover from a critical outage. This program will improve insurability and reduce risk to the University by defining a process to manage system outages.</p> <p>Phase 1: Create a policy to outline the University's Business Continuity and Disaster Recovery program. <u>Schedule: 03/2022 – 04/2022</u></p> <p>Phase 2: Catalog each functional unit's critical processes and define business continuity options. <u>Schedule: 05/2022 – 09/2022</u></p> <p>Phase 3: Define and test procedures for ITS and the functional units to implement BC/DR processes. <u>Schedule: 09/2022 – 12/2022</u></p>	<p>● Phase 1 activities 10% complete.</p>
Data Classification and Governance Initiative	None		<p>Implement data governance program to define and mark all data and train all constituents to mark and handle data appropriately. This project will reduce the risk of accidental disclosure of sensitive information and reduce the financial risk to the University.</p> <p>Phase 1: Create and document a policy to outline data classification. <u>Schedule: 10/2021 – 02/2022</u></p> <p>Phase 2: Define the data across the organization and apply appropriate classification. <u>Schedule: 03/2022 – 12/2022</u></p> <p>Phase 3: Apply the appropriate classification labels to the data. <u>Schedule: 09/2022 – 09/2023</u></p> <p>Phase 4: Train constituents on how to properly treat data based on its classification. <u>Schedule: 10/2022 – 12/2023</u></p>	<p>● Phase 1 activities complete. Phase 2 activities 10% complete.</p>
Identity Management Process Improvement Initiative	None		<p>Improve the lifecycle management of user accounts. This will improve onboarding for new constituents and address appropriate access to systems automatically.</p> <p>Phase 1: Improve new hire process. <u>Schedule: 10/2021 – 12/2021 updated to 08/2022</u></p> <p>Phase 2: Improve employee separation process. <u>Schedule: 10/2021 – 02/2022 updated to 05/2022</u></p> <p>Phase 3: Improve process for role/department changes. <u>Schedule: 02/2022 – 06/2022</u></p>	<p>● Phase 1 activities 80% complete. Phase 2 activities 60% complete. Phase 3 activities not started.</p>

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					
IPv4 and IPv6 Migration	None		<p>IPv6 is the next generation internet protocol to IPv4. Migration to IPv6 will improve the routing and capacity for the addressing of devices in the University's network. It also improves the security within the network. Finally, this migration provided the opportunity to sell the existing IPv4 addresses to cloud providers.</p> <p>Phase 1: Obtain IPv6 addresses and assess device compatibility. Pilot changes. <u>Schedule: 02/2021 - 12/2021 updated to 08/2021</u></p> <p>Phase 2: Implement necessary configuration changes in network. <u>Schedule: 09/2021 - 06/2022</u></p>		Phase 1 completed. Phase 2 activities 90% complete.
Microsoft OneDrive and SharePoint Migration	None		<p>Migrate individual and departmental file shares on legacy on-premises 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-premises hardware which goes off support in calendar year 2021.</p> <p><u>Schedule: 05/2020 - 06/2021 updated to 06/2022</u></p>		Project activities 90% complete.
Network and Telecommunications Continuity Initiative	None		<p>Implement backup capability for critical communication systems to maintain network and telecommunications connectivity within the campus in the event of a significant outage at the Computer Center. Redundant communications and network hardware is being deployed at two backup sites on the University campus.</p> <p><u>Schedule: 10/2021 – 03/2022</u></p>		Project activities 80% 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
USER TECHNOLOGY SERVICES				
IT Asset Management System Implementation	None		<p>Implement system to track and monitor all University IT hardware and software assets. Leverages functionality provided with the new IT Service Desk System.</p> <p>Phase 1: Setup functionality to use the IT Asset Management module in ServiceDesk Plus. <u>Schedule: 09/2021 – 10/2021</u></p> <p>Phase 2: Inventory and load information for IT hardware assets. <u>Schedule: 11/2021 – 12/2021 updated to 03/2022</u></p> <p>Phase 3: Inventory and load information for IT software assets. <u>Schedule: 01/2022 – 03/2022</u></p>	<p>Phase 1 completed. Phase 2 activities 50% complete.</p>
IT Service Desk Chat Support Implementation	None		<p>Implement chat capability to the IT Service Desk as an additional method of support for end users. Chat will provide a real-time option to support users with support issues. <u>Schedule: 11/2021 – 03/2022</u></p>	<p>All project closeout tasks and activities completed.</p>
IT Service Desk System Implementation	\$333,000 General Fund		<p>Complete migration from an on-premises to a cloud-based IT service desk system. The new system provides a much richer user experience utilizing current AI and automation technology. It is cloud based allowing for easier remote-level support and eliminates the need to refresh supporting hardware.</p> <p>Phase 1: Build out incident management and self-support knowledgebase pieces. <u>Schedule: 03/2021 – 06/2021 updated to 08/2021</u></p> <p>Phase 2: Build out change/project management and remaining features. <u>Schedule: 05/2021 – 08/2021 updated to 05/2022</u></p>	<p>Phase 1 completed. Phase 2 activities 75% complete.</p>

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 9

ADVANCEMENT REPORT



DONOR SPOTLIGHT

Jim '58 and Maureen Kovach

share an affection for the arts and UA, sparking a lifetime of generosity, helping an array of students reach their goals, and assisting several institutional causes.



MEET THE KOVACHS:

■ Jim, a former Key Bank executive, developed his love for the arts in high school and later at UA, where he performed in theatre and radio workshop (pre-WZIP), was a news reporter and disc-jockey on WHKK (now WHLO), guest-hosted a program on WAKR-TV, and performed in Summer Stock.

■ Maureen, a Cleveland native, hosted chamber music programs for East Cleveland Public Library, and she met Jim at a dinner party arranged by mutual friends. They have been married for 58 years and reside in Copley, Ohio.

■ The Kovachs are excited about UA's reemergence as an arts leader in the region, calling the AkronArts initiative highly commendable.

“We are thrilled with the trajectory of what is taking place. President and Mrs. Miller have really rescued the town & gown arrangement and reestablished the prominence of the University's role in delivering the arts to Akron.”

■ Jim lists among his favorite musicals *Le Misérables* and *A Chorus Line*, while Maureen's favorites are also *A Chorus Line* and *Funny Girl*.

■ The Kovachs, in January, established The James and Maureen Kovach Endowed Scholarship for the Performing Arts to assist students earning degrees in theatre, music, or dance at UA. It builds upon the James P. and Maureen C. Kovach Scholarship for Performing Arts that was established in 2011 and funded annually.

Continued on page 2

Continued from page 1

DONOR SPOTLIGHT: JIM AND MAUREEN KOVACH

- Lovers of innovation who have many interests, the Kovachs have philanthropically supported key UA endeavors, including the Steinway Piano Campaign, a character in the 2021 Akron Nutcracker performance at UA, the Steel Drum Band, the Marching Band, and Dance Institute.
- In recognition of their giving and estate gift commitment, they are members of the John R. Buchtel Society and the 1870 Society.
- The Kovachs, who love opera and ballet, also support a variety of other Akron-area arts and community organizations, including Akron

Symphony Orchestra, Weathervane Theater, Tuesday Musical Association, Ohio Shakespeare Festival, Art Sparks, Akron Art Museum, Stan Hywet, Akron-Canton Food Bank, and Salvation Army.

- The Kovachs have provided UA scholarship support for 71 students over the years and maintain warm relationships with several alumni recipients, including Erica Piper of Akron Art Sparks, a local dance program for children.
- The Kovachs attended the wedding of two alumni, recipient Cameron Weichman and his bride, Angelica Fulop.
- Jim, a member of Phi Delta Theta Fraternity, supports the Verlin P. Jenkins Scholarship, honoring Jenkins, also a UA alumnus and Phi Delta Theta member.

The University of Akron offers its profound appreciation to the Kovachs for their commitment to student success and their steadfast assistance to the goals of higher education.

1870 GIVING SOCIETY

The 1870 Society recognizes alumni, faculty, staff, retirees and friends of UA who have named the University as a beneficiary of a planned gift. Legacy gifts are part of a deeply rooted tradition at UA.

Those who establish a planned gift play a key role in securing the University's future. Planned gift donors have remembered UA through a bequest in a will or trust, beneficiary designation of a retirement plan, life insurance policy or life income arrangement. Members receive invitations to special events and University updates.



Welcome New Members Fiscal Year 2022

John & Barbara Gillette
Christopher & Michele Goff
Jerry T. Gowins
David & Linda Hoff
Dr. Ronald F. Levant
Timothy M. McCarragher
Lisa Kaye & Ronald S. Wray

Generous Planned Gifts Received Fiscal Year 2022

Fay Biles	Joan Greenberg
C.P. Chima	Judith Harris
Elton Coleman	William Jenkins
Julia Fouts	Barbara Keene
Paul Fultz	Richard L. Smith
R. Allen Gardner	

THANK YOU!



MATCHING GIFTS

What do Bridgestone, Coca Cola, and Google have in common? They, like thousands more, offer matching-gift programs! When employees at these companies give to qualified charities, like The University of Akron Foundation, their gifts are doubled—sometimes even tripled—at no cost to the employee as part of their corporate philanthropy.

Thousands of companies across the country offer this valuable benefit, and many extend the offer to retirees and part-time workers.

Leading the way at UA for matching gifts are Bridgestone employees, whose matched gifts have resulted in more than \$30,000 this fiscal year in support from the Bridgestone Americas Trust Fund.

To date in FY2022,
UA has received
more than
\$133,000
in matched gifts
from 80 companies
and foundations,
benefitting causes
across campus.

TOP TEN MATCHING GIFT COMPANIES & FOUNDATIONS AT UA

1. Bridgestone Americas Trust Fund	\$30,300.00	6. Northwestern Mutual	\$5,580.70
2. The John S. and James L. Knight Foundation	\$19,788.51	7. Johnson & Johnson	\$5,000.00
3. The GAR Foundation	\$12,500.00	8. Lafarge Holcim	\$4,550.00
4. Deloitte	\$8,650.00	9. PNC	\$3,900.00
5. Nike	\$6,000.00	10. Prudential and ITW (tied for 10 th place)	\$2,250.00 ea.

Go to uakron.edu/development/matching for more information on matching gifts.

NEW NAMED FUNDS ESTABLISHED

January 1, 2022 to present

The University of Akron is honored to assist talented, deserving students through the kindness and generosity of UA alumni and friends, corporations, and foundations, who created the following named funds since January 1, 2022.

Ty Gowins Endowed Scholarship for Baseball

Sue Lee Gravina Memorial Scholarship

James and Maureen Kovach Endowed Scholarship for the Performing Arts

LGBTQ+ Diversity in Experience Scholarship for College of Business Undergraduates

True Wealth Design Scholarship for Financial Planning

Melba Urban Endowed Memorial Scholarship for Women's Golf

Dr. Joan and Mr. Michael Weltzein Endowed Scholarship in Psychology

To view details about these and previously created funds, visit: uakron.edu/development/funds

ADVISORY BOARDS & COUNCILS INVENTORY

as of April 2022

BCAS – Buchtel College of Arts & Sciences

- Advancement Advisory Council
- Arts Advancement Council
- BCAS Alumni Advisory Council
- Center for Intelligence and Security Studies Advisory Board
- School of Education Advisory Board
- School of Education – Barker Center for Economic Education

CEPS – College of Engineering & Polymer Science

- Biomedical Engineering Advisory Council
- CEPS Advisory Council
- CEPS Alumni Advisory Council
- Chemical, Biomolecular, and Corrosion Engineering Council
- Committee for the Future of Civil Engineering
- CS/ CIS Advisory Board (starting-up)
- Construction Engineering Technology
- Electrical Engineering Advisory Council
- Electronic Engineering Technology Advisory Board
- Increasing Diversity in Engineering Academics (IDEAs)
- Manufacturing Engineering Technology (starting next year)
- Mechanical Engineering Advisory Council
- Mechanical Engineering Technology
- Surveying & Mapping Technology
- Women in Engineering Advisory Council

CHHS – College of Health & Human Services

- Alumni Advisory Board (School of Counseling)
- CHHS Alumni Advisory Council
- Community Member Advisory Board (School of Counseling)
- Cyber Forensics Advisory Board (School of Disaster Science & Emergency Services)
- Emergency Management and Homeland Security Advisory Board (School of Disaster Science & Emergency Services)
- Exercise Science Advisory Board (School of Exercise and Nutrition Services)
- Fire Protection and Fire Training Center Advisory Board (School of Disaster Science & Emergency Services)

- Nutrition and Dietetics Advisory Board (School of Exercise and Nutrition Services)
- Preceptor Advisory Board (School of Counseling)
- Police Academy Advisory Board (School of Disaster Science & Emergency Services)
- Respiratory Therapy Advisory Council (School of Allied Health)
- School of Nursing Advisory Board
- Student Advisory Board (School of Counseling)
- Student Advisory Board (School of Speech, Language, Pathology, and Audiology)

CoB – College of Business

- Center for Information Technology and Analytics Advisory Board
- CoB Alumni Advisory Council
- Dean's Advancement Council
- Department of Finance Adv. Board
- Economics Adv. Board
- Fisher Institute for Professional Selling Corporate Partners
- Institute for Global Business Advisory Board
- Institute for Leadership Advancement Advisory Board
- H/R Leadership Advisory Board
- Supply Chain Advisory Board
- Management Advisory Board
- Marketing Adv. Board
- Marketing Jr. Adv. Board
- Risk and Insurance Advisory Board
- School of Accountancy Adv. Board
- School of Accountancy Jr. Adv. Board
- Taylor Inst. for Direct Marketing Ex. Board

WHC – Williams Honors College

- WHC Alumni Advisory Council
-
- BLAC – Black Leadership Alumni Council
 - Law Advancement Council
 - National Alumni Board
 - President's Advisory Council
 - UA Foundation Board
 - Wayne College Community Advisory Council
 - Wayne College Dean's Advisory Board



ALUMNUS SPOTLIGHT
MEET LUIS ESCUDERO MUNIZ '18
"5 UNDER 35" AWARD RECIPIENT



Luis Escudero Muniz

is the owner and operator of El Patron Tequileria & Cuisine in downtown Akron.

Born in Mexcio City, he came to the United States at age two with his parents.

Luis grew-up in Wadsworth and chose to attend The University of Akron because of its location and excellence in engineering.



What does it mean to be selected for the 5 under 35 awards?

Very humbling. I was the first member of my family to attend college so to even be recognized this way is very special to me.

Why did you select The University of Akron?

First off, my parents always wanted me to be an engineer and I knew UA had a very good engineering program. Secondly, I had to stay close to home so that I could work and save money. The only way I could afford school was to work my way through it.

What made you open El Patron as opposed to pursuing a career in Engineering?

I worked for my father in his restaurant business while attending UA. It was during that

time that I learned what my passion was. The more I worked, the deeper my love for traditional Mexican cuisine and tequila grew. However, I wanted to finish my engineering program and graduate.

Once I did, I got to work on opening my own restaurant. As it turns out, I am able to apply engineering principals at El Patron every day including engineering systems, structure, and supply chain.

Luis is professionally certified to educate people on the history and art of tequila making.

He has developed a passion for hospitality and takes pride in providing excellent experiences for his guests.

What does it mean to share your story to student leaders of UA?

I think back to moments when I was frustrated with work, school, or even a relationship and realize that, while important, they were also little blips on the screen. To have the opportunity to encourage students through my story is empowering. I am proud to give back.

TAMPA ALUMNI SOCIAL

The University of Akron Alumni Association hosted its first alumni social of the year in Tampa, Florida at the Tampa Museum of Art. Close to 40 alumni attended where they were

greeted by President and Georgia Miller and received updates on the University. The evening event took place on Saturday, February 5.



Peggy '72 and
Jerry '78 Paradise



Cameron and
Olivia '16 Deems



Celina Bowman (guest) and
Annie Shapren '94



John Adams '88, Kim Cole '93, '95
& Willy Kollman '08, '10

ANNUAL “5 UNDER 35” AWARDS

The annual 5 Under 35 Awards were held on Wednesday, February 23rd at the Jean Hower Taber Student Union. The awards are presented to five University of Akron alumni under the age of 35 who demonstrate excellence in their field and service to their community and alma mater. The awards are uniquely presented in a moderated, open-

forum before student leaders. This year's recipients are:

- EbaNee Bond '18
- Luis Escudero Muniz '18
- Jen Meade '17
- Ellen Lander Nischt '09 '12
- Jeffrey Pritt '13



Left to right: Jen Meade '17, Jeffrey Pritt '13, Ellen Lander Nischt '09 '12, Luis Escudero Muniz '18, and EbaNee Bond '18

FINANCE & ADMINISTRATION COMMITTEE

TAB 10

**UNIVERSITY COMMUNICATIONS AND
MARKETING REPORT**



Intro to UA Self-Mailer

This direct mail piece serves as the Class of 2023's introduction to The University of Akron. Giving students a sneak peek at what life as an Akron Zip will look like, it encourages students to visit campus and follow us on social media to begin experiencing UA for themselves. Two versions of this piece were created to share pertinent information for each student type and will be sent to approximately 11,600 Ohio students and 5,500 out-of-state students.



**WHATEVER
YOUR GOALS,
WE'LL HELP YOU REACH THEM.**

Choose from highly ranked and in-demand academic programs in engineering, business, the arts and sciences, health care, education and technology.
uakron.edu/academics

CAMPUS LIFE

Make the most of your campus experience. Choose from more than 340 student clubs and organizations, cheer on our 17 NCAA Division I sports teams, play in bands, sing in choirs, join Fraternity and Sorority life, lead your peers in student government, serve the community, work on campus and more.
uakron.edu/campus-life

FINANCIAL AID

UA's Tuition Guarantee

Our **Tuition Guarantee Program** ensures that your tuition will not increase over four academic years, allowing you to better predict and plan for the cost of education. uakron.edu/tuition-guarantee

SCHOLARSHIPS

The merit-based **Presidential Scholarship** is automatically awarded to students upon admission to The University of Akron and ranges from \$1,000 to \$7,500 per academic year.

We don't want financial barriers to prevent you from reaching your full potential. That's why we offer additional scholarship awards you may apply for each year.
uakron.edu/scholarships



Admitted Student Rally Towel

Rally towels are being sent to newly admitted students on a rolling monthly basis. Admitted students are encouraged to confirm their enrollment at UA and use their rally towel at our varsity and club athletic events to cheer on the Zips! Students are also reminded that the housing application is open and room selection dates are assigned according to when the application is submitted – another incentive to confirm their enrollment.



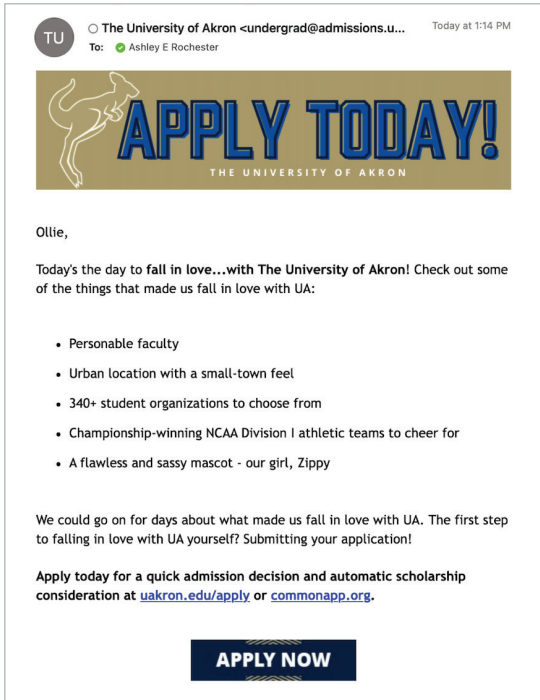
Encourage to Apply Postcard

Admissions is continuously working to encourage students to submit their application to UA. The most recent encourage to apply postcard is being sent to nearly 6,000 class of 2022 high school graduates in Northeast Ohio. We've added a "handwritten" touch to make this postcard more personal, showing students that Admissions is here for them throughout the enrollment process.



Email: Learning Is FUN - Join the Zips Family!

Admissions is actively working to encourage admitted students to confirm their enrollment at UA. The admit student survey email campaign began in mid-February and will continue through National College Decision Day, May 1. The admit student survey campaign encourages students to confirm their enrollment, complete a survey to request additional information about UA if they're still deciding, or report where they'll be attending college if they've committed elsewhere.



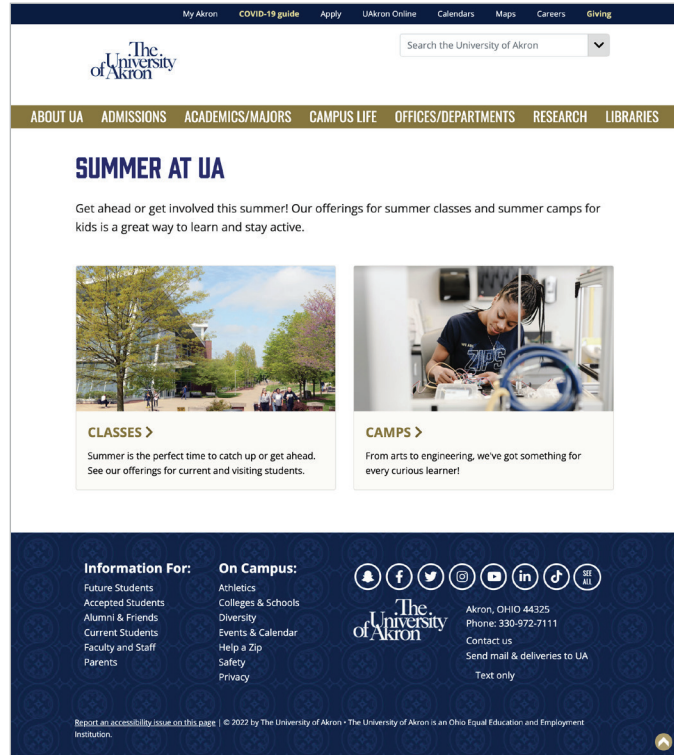
Email: Fall In Love With UA - Apply Today!

While the Office of Admissions is asking admitted students to confirm, they are still encouraging their inquiry students to submit their application to The University of Akron. Encourage to apply emails are sent weekly with additional emails as requested.

WEB TEAM

Summer Camps and Classes at UA

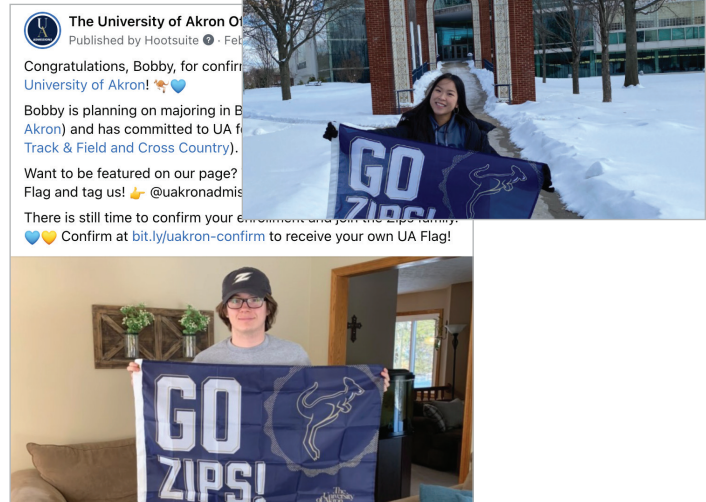
This webpage was developed to support summer camps and classes at UA. UCM also supported summer efforts through a press release that was sent throughout the state to media and family bloggers/influencers, as well as posted to UA social media accounts.



SOCIAL MEDIA

Confirmation Flag Posts

The Office of Admissions is sending UA spirit flags to incoming students who confirm their enrollment and UCM is encouraging them to take a photo and post it to their social media, tagging uakronadmissions. This helps expand our awareness to their followers and generate traffic to our account all while celebrating their confirmation to UA.



UCM/Admissions Promotion of Enrollment Events Through Social Media: Discovering Diversity Day

Discovering Diversity Day is for underrepresented students interested in learning more about The University of Akron and our multicultural excellence and support. The event was specifically for seniors and juniors in high school.



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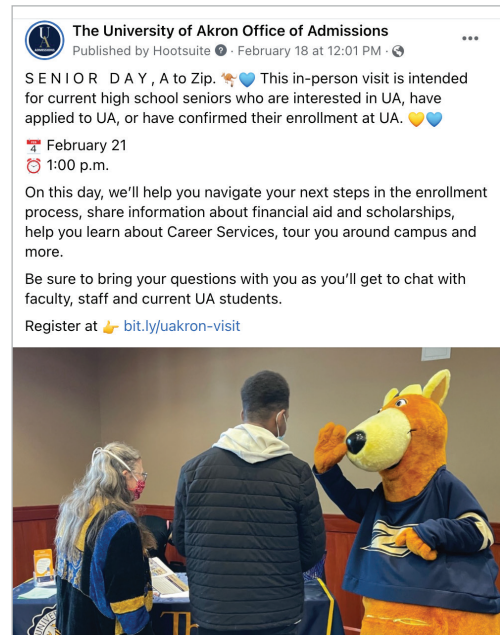


Pre-Med Visit Day

Pre-Med Visit Day provides students with the opportunity to learn more about our academic programs that will best prepare them for medical school, including majors in Biology and Biomedical Engineering.

Senior Day: A to Zip

Senior Day: A to Zip is all about our prospective students. This event is intended for current high school seniors who are interested in UA, have applied to UA and have confirmed their enrollment at UA. On this day, representatives from Admissions help students navigate their next steps in the enrollment process, share information about financial aid and scholarships, help them learn about Career Services, tour them around campus and more.



VIDEO HIGHLIGHTS

Capturing Student and Faculty Achievement

Here are highlights of our work in video since our last report. See the videos on the University's YouTube channel at youtube.com/uakron.

The President's Office



Message to Campus About Enrollment Efforts

Law School



Welcome from the New Dean

College of Business



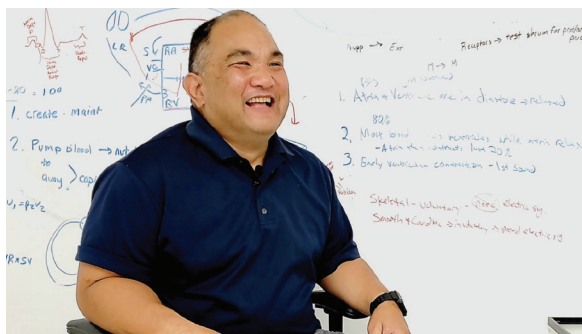
Welcome from the New Dean

Board of Trustees



Meeting Livestream

College of Arts & Sciences



20 Questions with Dr. Ramirez

Student Life



Zippy Goes Sledding

MEDIA RELATIONS

Telling Our Story

The UCM staff have continued to develop and pitch stories and faculty experts to the media. Here are some highlights since the last Board meeting:

- Many UA faculty have served as experts regarding the invasion of Ukraine by Russia:

- Andrew R. Thomas, associate professor of marketing and international business, discussed the current state of the global energy supply with Today's Machining World, and how it ultimately relates to the war in Ukraine.
- David Cohen, professor of political science, director of the Applied Politics program and Ray C Bliss Institute of Applied Politics Fellow, spoke with USA Today about President Biden and his reaction to gas prices during the crisis. He also spoke with WAKR-1590 about the U.S. and its involvement in Ukraine



As the State of Ohio ponders legislation (Ohio House Bill 327) which would prohibit teaching "controversial" topics in higher education institutions, colleges and students spoke up. UA students staged a campus demonstration and sent press releases to garner attention. Coverage of their activities was found in Ohio Capital Journal, Akron Beacon Journal WEWS-TV, WJW-TV and Ideastream radio.

- Sucharita Ghosh, professor and chair of the Economics Department, spoke with WAKR-1590 about how the Russian invasion of Ukraine will have a ripple effect on the global economy.
- Distinguished Professor of Political Science and Interim Director, Ray C. Bliss Institute of Applied Politics, John Green spoke with WAKR-1590 about the State of the Union address, President Biden's role in the unity of NATO during the Russia-Ukraine War, and ceasefire talks between Ukraine and Russia.
- Political Science Professor Karl Kaltenthaler interviewed with WEWS-TV and Akron Beacon Journal on the topic of sanctions and whether they might change Russian behavior in terms of stopping the Russian invasion into Ukraine. He also interviewed with WAKR-1590 regarding how Ukrainian locals feel about the invasion, military strategies, economics and more.

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- Erin Markarius, associate professor of management, shared her expertise on ways employers can welcome back past associates as “boomerang employees” to fill in labor gaps. Her interviews appeared in Financial Times, Trend Fool, Business Fast, Techregister UK, OLT News, The Regina Post and UK Today News.

- Amazon announced new higher education partnerships for its Career Choice program, allowing its employees to take classes tuition-free at UA and other institutions. The Penny Hoarder, Akron Beacon Journal, Daily Magazine, The Columbus Dispatch, WNWO-TV, The Toledo Blade, WCMH-TV and Crain’s Cleveland Business provided coverage.

- The announcement of UA being named the top university in the world for polymer science and plastics engineering by EduRank was welcome news that was shared in both Rubber News and Plastics News.

- Computer information systems professor John Nicholas was interviewed by WAKR-1590 about the types of jobs that will likely be available at the new Intel factory opening in Columbus, and the kind of education a candidate will need to get hired.

- The Akron Beacon Journal shared the appointment of Christine Fowler Mack, current superintendent of Akron Public Schools, as an advisory member of the UA Board of Trustees effective March 1, 2022.

Akron Beacon Journal

Sports Entertainment Lifestyle Opinion USA TODAY Obituaries E-Edition Legals

I don't know about you, but these University of Akron students are feelin' 22 on 2/22/22

Jennifer Pignolet Akron Beacon Journal
Published 6:01 a.m. ET Feb. 22, 2022

[View Comments](#)   

Tuesdays rarely feel like one of those nights for ditching the whole scene, ending up dreaming instead of sleeping and eating breakfast at midnight.

Unless you're turning 22 on Feb. 22 in the year 2022 ... and it's a Tuesday.

Nicole Klenotic and Alexandria Miller, two University of Akron students who will be 22 on 2/22/22, have very different plans for the day.

Instead of breakfast at midnight, Klenotic plans to have dessert for



Everything is coming up 2's for University of Akron student Nicole Klenotic, who turns 22 on 2/22/22. PHIL MASTURZO, AKRON BEACON JOURNAL

The Akron Beacon Journal featured Nicole Klenotic and Alexandria Miller, two University of Akron students who turned 22 on 2/22/22, in a front-page feature story.

- Mahesh Srinivasan, professor of management and director of UA’s Institute for Global Business, provided insight into the impact of the recent Canadian truck driver blockade of the U.S.-Canada Ambassador Bridge over vaccine mandates with Rubber News. Srinivasan said that although an estimated 90% of Canadian truck drivers are vaccinated, the blockade “is an outpouring of bigger issues that are coming through,” such as a driver shortage and the profession being undervalued by consumers.

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UNIVERSITY COMMUNICATIONS AND MARKETING

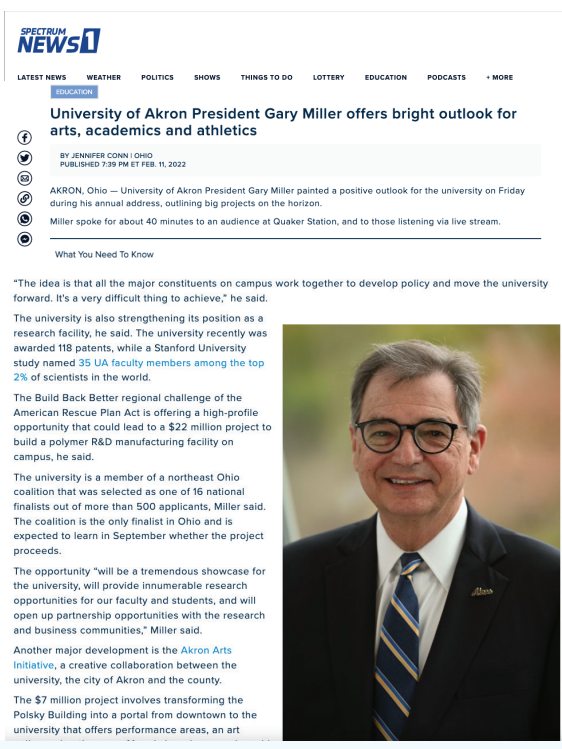
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- Crain's Cleveland Business reported that the UA on-campus food pantry reported a 288% increase between the spring and fall semesters of 2021 as it works to combat food insecurity. Alison Doehring, director of ZipAssist, was interviewed. Open Campus also picked up the article.

- UA senior students Isabella DiFeo and Anesu Chinoda were interviewed by the Akron Beacon Journal where they described the factors that have them considering moving out of Ohio upon graduation for such things as graduate school or finding opportunities at companies in other states. The Times-Reporter and Canton Repository also published the story.

- An editorial by The Los Angeles Times included insight from Dr. Mitchell McKinney, dean of the Buchtel College of Arts and Sciences, on the potential impact of the Republican National Committee advancing a rule that would bar Republican presidential candidates from participating in debates organized by the Commission on Presidential Debates. The editorial was also published by Yahoo! News and MSN.com.

- James Eagan in the School of Polymer Science and Polymer Engineering recently received a grant from the American Chemical Society Petroleum Research Fund to make plastics from carbon dioxide, which would make them biodegradable and have less of a negative environmental impact to landfills and oceans. This announcement was featured in Crain's Cleveland Business.



The screenshot shows a news article from Spectrum News. The article title is "University of Akron President Gary Miller offers bright outlook for arts, academics and athletics". The author is Jennifer Conni, Ohio, published on February 11, 2022. The article text includes: "AKRON, Ohio — University of Akron President Gary Miller painted a positive outlook for the university on Friday during his annual address, outlining big projects on the horizon. Miller spoke for about 40 minutes to an audience at Quaker Station, and to those listening via live stream." A photo of President Gary Miller is included. The article also mentions a \$22 million project to build a polymer R&D manufacturing facility and a \$7 million project to transform the Polsky Building into a portal.

Spectrum News provided coverage of President Miller's first State of the University address, held by the Akron Press Club, where he highlighted the potential opportunity that awaits the University if it receives federal funding as part of a coalition across Northeast Ohio, saying funds would be spent on establishing a polymer research and development facility for the area. The Beacon Journal and Yahoo! News also provided coverage.

Continued from previous page.

- UA President Gary L. Miller and City of Akron Mayor Daniel M. Horrigan's announcement of the establishment of a working group was covered in Crain's Cleveland Business. The group of senior leaders from the City and the University will meet regularly to discuss topics and issues of mutual benefit and coordinate joint activities.

- Research conducted by Siqi Ma, assistant professor in the Department of Management, suggests that the collaborative supply chain professionals we need right now to solve supply chain issues are likely women. The story was covered by Logistics Management, Supply Chain Management Review, Material Handling Product News, Phys.org, Gamers Grade and Supplychain247.com.



Golfweek Pro Courses More

Former golf agent R.J. Nemer is the new dean at University of Akron College of Business

Photo: Mike Cardew/Akron Beacon Journal

Marla Ridenour, Akron Beacon Journal
February 5, 2022 9:00 am ET

Listen to this article

AKRON — In the four times R.J. Nemer has reinvented himself, his decision initially walked hand in hand with doubt.

In this feature story written by a reporter at the Beacon Journal, Robert J. (R.J.) Nemer, who began his role as dean of UA's College of Business on Jan. 31, discussed how his career in law and as a sports agent led him to UA. The story was published by numerous publications in the USA Today Network, including The Canton Repository and The Massillon Independent as well as Golfweek and MSN.com.

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Akron Beacon Journal

Sports Entertainment Lifestyle Opinion USA TODAY Obituaries E-Edition Legals


NEWS

Block by Block 'ambassadors' resume off-campus watch by University of Akron

Eric Marotta
Akron Beacon Journal

Published 5:50 a.m. ET Jan. 22, 2022 | Updated 2:22 p.m. ET Jan. 27, 2022

[View Comments](#) [f](#) [t](#) [e](#)



Zack Brown, a Block by Block ambassador, walks along East Exchange Street with Stephanie DeHart as she trains to be an ambassador in Akron. Mike Cardew, Akron Beacon Journal

Zack Brown has been patrolling an off-campus neighborhood south of East Exchange Street by the University of Akron for years, part of an effort to keep

UA Police Chief Dale Gooding was interviewed for this Beacon Journal story about UA's Block by Block program resuming, with increased attention to off-campus patrolling near the area south of Exchange Street. The story was also published by Yahoo! News.



FINANCE & ADMINISTRATION COMMITTEE

TAB 11

**PUBLIC LIAISON AND
GOVERNMENT RELATIONS UPDATE**

GOVERNMENT RELATIONS UPDATE

March-April 2022

The University of Akron's government relations team communicates 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 March and April, 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 hundreds of public research universities, land-grant institutions, state university systems, and affiliated organizations across the country, to formulate legislative and budgetary requests to both state and federal governments. We worked closely with city and county officials and local government on a variety of issues. We participated in virtual and in-person 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 in this report.

FEDERAL UPDATE



President Gary L. Miller; Steve Millard, President and CEO of the Greater Akron Chamber (GAC); Ali Dhinojwala (UA Polymer Professor); and Brian Anderson (GAC) at the U.S. Capitol.

Build Back Better Advocacy Plans

Representatives from The University of Akron and the Greater Akron Chamber traveled to Washington, D.C. in early March 2022 to advocate for the Phase II application for the Economic Development Administration's (EDA) FY2021 American Rescue Plan Act (ARPA) Build Back Regional Challenge. UA is partnering in the \$75-\$100 million proposal submitted by the Manufacturing Advocacy and Growth Network (MAGNET). UA is leading Project 5: "The Polymer R&D Production Facility," a roughly \$15 million project. Our proposal was one of only 60 selected nationally from a pool of more than 500 to compete for this investment, and it was the only proposal from Ohio selected. We met with the Northeast Ohio congressional delegation, both senators, and Governor DeWine's Washington, D.C. staff to ask them to support our proposal. We received letters of support and calls to the Commerce Secretary in support of the proposal. We also asked that rubber be designated as a national strategic material (this designation was dropped in the 1980s). Such a designation would drive National Science Foundation and other funding support toward research. We also asked for a federal tax credit program for rehabilitating urban office space to housing or other uses. This is in anticipation of reductions in downtown office space post-COVID. In addition to the UA and GAC meetings, UA BOT member Lewis Adkins arranged meetings for President Miller and himself with Congresswoman Shontel Brown and Secretary Marcia Fudge.

Federal Appropriations

UA government relations is working with UA researchers to meet with office staff of UA's congressional delegation and to submit appropriation requests. Our projects focus on sustainability, corrosion, and manufacturing apprenticeship programs.

Ohio Birthday Party

Due to the ongoing COVID pandemic and the limited number of guests permitted at events in federal government buildings in Washington, D.C., we postponed the Ohio Birthday Party, which normally takes place in March, to June 22, 2022. This popular annual event, hosted by The University of Akron with help from many sponsors, draws most of the Ohio congressional delegation and hundreds of guests. We are also planning legislative visits as well as alumni and donor events and visits while in Washington.



Ohio Statehouse

STATE UPDATE

Legislative Meetings and Events

President Miller and UA Government Affairs continue to meet with UA's legislative delegation, Chancellor Gardner, and key policymakers. These meetings inform key decision-makers about UA-related activities and allow us to ask for critical capital budget support and key legislative initiatives.



Governor Mike DeWine speaking at Intel's Launch of Educational and Research Initiatives with Ohio and the National Science Foundation in Columbus, Ohio.

Intel Higher Education Investment Announcement

Intel executives invited Ohio academic leaders, local and federal officials, educators and public officials on March 17 to Columbus State Community College to launch a major education and research initiative to support plans to build two new leading-edge chip factories in Ohio. During the event, they unveiled details of a \$50 million partnership with Ohio colleges and universities, as well as a \$100 million national initiative with the National Science Foundation. The University of Akron is working on an Intel proposal.

Akron Innovation District Meeting



Director Lydia Mihalik

The Greater Akron Chamber (GAC) organized a meeting with Lydia Mihalik, director of the Ohio Department of Development, and members of JobsOhio in Columbus for an initial discussion about Akron becoming an Innovation District. UA would play a key role.

The three existing Innovation Districts in Ohio (Cleveland, Columbus, Cincinnati) are focused on healthcare. Because these investments have and continue to pay off, the State of Ohio has indicated it would like to expand the program to other parts of the state. These expanded Innovation Districts would be smaller in overall investment but still (potentially) yield tens of millions of dollars. We also believe that these expanded districts may (but are not required to) focus on healthcare, so long as they capitalize on a region's unique assets and opportunities. The meeting with Director Mihalik and JobsOhio went well, and UA is working with the GAC to prepare a proposal and to host Director Mihalik in Akron.



EJ Thomas Performing Arts Hall

Capital Budget and Delegation Meetings

On February 28, 2022, UA held a virtual state delegation meeting to continue to educate the UA delegation on UA's capital budget requests, both for the higher education portion of the capital budget and for our community project ask for E.J. Thomas Hall. President Miller and Matt Akers provided updates and discussed capital budget requests, gave a general update on The University, touched on several pieces of legislation that affect The University of Akron and mentioned safety measures that UA has instituted, especially in the South of Exchange area.

We expect the capital budget to be introduced sometime early to mid-May and passed out of both chambers by the beginning of June before the legislature breaks for summer recess. To that end, Matt Akers, Lisa Dodge, and Allison Lawlor met with delegation members in Columbus on Feb.15-16 to discuss UA's ask for E.J. Thomas Hall. Everyone with whom we spoke was very supportive.

Legislative Update

The legislature has been waylaid on their legislative priorities the last couple of months, due to the ongoing redistricting/judicial process continuing from last year. The committees for both chambers, however, have been steadily working through several priority areas such as education (K-12 and higher ed), criminal justice reform, pro-second amendment bills, the capital reappropriations budget, and gubernatorial appointments to various boards and commissions, including the approval of Trina Carter, Christine Mayer, and Brooke Campbell to serve on The University of Akron's Board of Trustees. Below is a summary of legislation affecting UA.

Legislation Affecting UA

HB XXX – The Capital Budget, *Pending Introduction*

While the capital budget has yet to be introduced, the guidance for agencies and community members has been issued. All community entities were to turn in completed capital project summaries to their legislative delegations by March 18, 2022. The House and Senate would then collate all projects, and each member would submit their project list to their respective finance chair on April 1, 2022. The finance chairs would review, have hearings, and vote the bills out.

HB 597 – The Capital Reappropriations Budget, *Enrolled, signed by Governor DeWine*

HB 597 was introduced mid-March and was passed by the legislature and signed by the Governor on March 30. This bill reappropriates previously appropriated capital budget funding from FY20. The University of Akron had a total of \$3,531,970 reappropriated for various projects, including Crouse/Ayer Hall Consolidation, the McClain Gallery of Akron’s Black History and Culture, and the South of Exchange Street Safety Initiative, among several others.

HB 440/SB 241– The Ohio Gains Initiative (Swearingen/White and Cirino/Rulli) *HB 440 was voted out of the Senate and sent to the Governor for his signature, 4/6/2022*

HB 440/SB 241 were drafted and introduced at the request of the Treasurer of State. The goal of the legislation is to decrease borrowing costs and lower the bonding rates of Ohio’s colleges and universities, as well as those of farmers and hospitals. UA’s Dallas Grundy offered written proponent testimony for the legislation in both chambers' Financial Institutions Committees. HB 440 was passed out of committee and the House unanimously and was referred to the Senate Financial Institutions Committee. SB 241 was unanimously passed out of the Senate Financial Institutions Committee and is awaiting a Senate floor vote.

SB 135 – Higher Education Reform Bill (Cirino)

SB 135 was amended heavily in the House Higher Education and Career Readiness Committee and voted out of the committee unanimously. The IUC, at the last committee hearing, offered proponent testimony on the bill. This came after the removal of donor intent language, inclusion of new land conveyance language, and revision of the free speech sections to be acceptable to all parties—especially as the focus of the free speech sections is on the in-classroom discussions and would already be covered by SB 40. SB 135 awaits the Governor’s signature.

HB 29 (Wiggam/A Miller) - Sports Wagering Bill (Antani/Manning, N.) *Enrolled – Effective 3/23/2022*

Legalizes and regulates sports gaming in Ohio through sports gaming proprietors licensed and regulated by the Ohio Casino Control Commission (OCCC) to offer sports gaming online, at sports gaming facilities, and in the form of lottery sports gaming at bars and restaurants. Allows betting on any professional sport or athletic event, any collegiate sport or athletic event, any Olympic or international sports competition event, any motor race event, any esports event, or any other special event OCCC authorizes for sports gaming. Prohibits betting on any sport or athletic event for any primary or secondary school students.

HB 514 – G.R.O.W. Act (Cross/Denson) **Pending in House Higher Education Committee**

The bill requires the Chancellor of Higher Education to award supplemental Ohio College Opportunity Grants (OCO) to eligible students under current law. The bill also requires the Chancellor to establish a Choose Ohio First subprogram to make forgivable loans to nonresident students who meet eligibility requirements and specifies that a student participating in the subprogram must receive a first-time loan of \$10,000 but permits the student to apply for additional loans of \$5,000 for each of the three subsequent academic years. The bill also requires the Chancellor to forgive a participating student's outstanding loans under the subprogram if, after graduating, the student is an Ohio resident. The bill also authorizes a graduate from an Ohio institution of higher education to claim an income tax deduction for up to three years post-graduation and authorizes a refundable income or commercial activity tax credit equal to 30 percent of the compensation paid by an employer to a student intern. President Miller provided written proponent testimony for the bill on April 5.

HB 327 – Divisive Content (Grendell/Fowler-Arthur) **Pending in House Committee**

This bill would prohibit school districts, community schools, STEM schools, state universities, and state agencies from teaching, advocating, or promoting divisive concepts. This is one of two bills that deal indirectly with Critical Race Theory, but the only one to list higher education in the bill's prohibitions. UA has sent professors' critiques of the bill to IUC, which is collecting comments from all IUC institutions and will formulate a common set of talking points for schools to use in advocating for adjustments to the bill. Additionally, President Miller has prepared opposition testimony should the bill have another hearing. NOTE: We believe this bill to be no longer moving because of inappropriate comments by one of the sponsors regarding the Holocaust.

SB XXX – Land Conveyance Legislation (Cirino) **Pending Introduction/Amended into SB 135**

NOTE: The substantive portions of this would-be bill were included in SB 135. The legislation would allow universities to convey land with a price tag of up to \$10 million via the Ohio Controlling Board. This is up from the \$100,000 price tag that was allowed in HB 110. Sen. Cirino would like to help universities sell property "at the speed of business," rather than the current legislative process as prescribed in statute.

HB 529 – Regarding School Curriculum Posting (Hillyer/Roemer) **Introduced**

The legislation would require public and nonpublic schools and public colleges participating in the College Credit Plus Program to post course curricula and other related information online. The material would be posted by July 1 for the upcoming school year, and any adjustments made after the original posting would be added to the website. The sponsor's goal for this legislation is to make sure that parents know and can access what is being taught to their children.

HB 616 – Regarding promotion of teaching of divisive or inherently racist concepts in public schools (Schmidt/Loychik) **Introduced**

This legislation addresses provisions that were included in HB 327 regarding divisive concepts. HB 616 may acquire more portions of HB 327. Currently, HB 616 does not include higher education.

SB 306 – Statewide Tutoring Program (Brenner) *Pending in Senate Primary Secondary Education Committee*

The legislation would create a statewide tutoring program to be developed and implemented by the Ohio Department of Education (ODE) in consultation with the Educational Service Center (ESC) of Central Ohio. It would be utilized by school districts and the regional ESC system to better serve students in need of extra tutoring and remediation in English language arts, math, science, and social studies. Due to Governor DeWine announcing a combined scholarship/mentorship program during his State of the State address, SB 306 was amended to cover only retired teachers, substitutes, and persons who may meet the criteria of a tutor established by ODE. Ed Prep students at Ohio’s colleges and universities were specifically left out of this bill because Gov. DeWine’s tutoring grants will be made available for those institutions.



LOCAL UPDATE

City of Akron and UA Joint Working Group

University of Akron President Gary L. Miller and City of Akron Mayor Daniel M. Horrigan established a working group of senior leaders from the City and the University who meet regularly to discuss topics and issues of mutual benefit and coordinate joint activities. The group's discussions include topics such as safety, economic development, planning and zoning, recruiting and retaining students and city residents, and general information about issues that affect both the City and the University. This working group, which includes UA government affairs, strengthens the collaboration between the City and the University.



South of Exchange Street Safety Initiative

The University of Akron, the City of Akron, and the County of Summit continue to move forward on the South of Exchange Camera Project. If progress continues, cameras should be in place by fall semester 2022.



The Ray C. Bliss Institute of Applied Politics Update

Members of The Ray C. Bliss Institute of Applied Politics have spoken to local and national media and local business, economic, and civic groups about various political issues during the past several months.

Scholarships and Internships

The Bliss Institute is revamping its internship funding model to encourage more students to participate in internships. The Institute also is advertising its scholarship opportunities so that students can apply for the 2022-2023 academic year.

Director Search

On March 28, 2022, the Ray C. Bliss Institute notified elected officials, alumni, students, and friends that J. Cherie Strachan, Ph.D., has been named professor of political science and director of the Ray C. Bliss Institute of Applied Politics. She will begin July 1, 2022, pending approval by the UA Board of Trustees. Strachan received her Master of Arts in Political Science with a Certificate in Applied Politics at UA. We are planning meetings and events to introduce her to elected officials and members of the Bliss Institute's network locally and in Columbus.

Research and Events

The Bliss Institute will host a virtual event on April 28, 2022 to release a full report of a spring survey it conducted focused on political polarization in Ohio. Invitees will include media, elected officials, students, alumni, and friends of the Institute. A press release about the survey will be issued, and the full results will be posted on the Bliss Institute's website.



BOARD OF TRUSTEES PRESENTATION

Provost's Report

John Wiencek
Executive Vice President & Provost

April 27, 2022

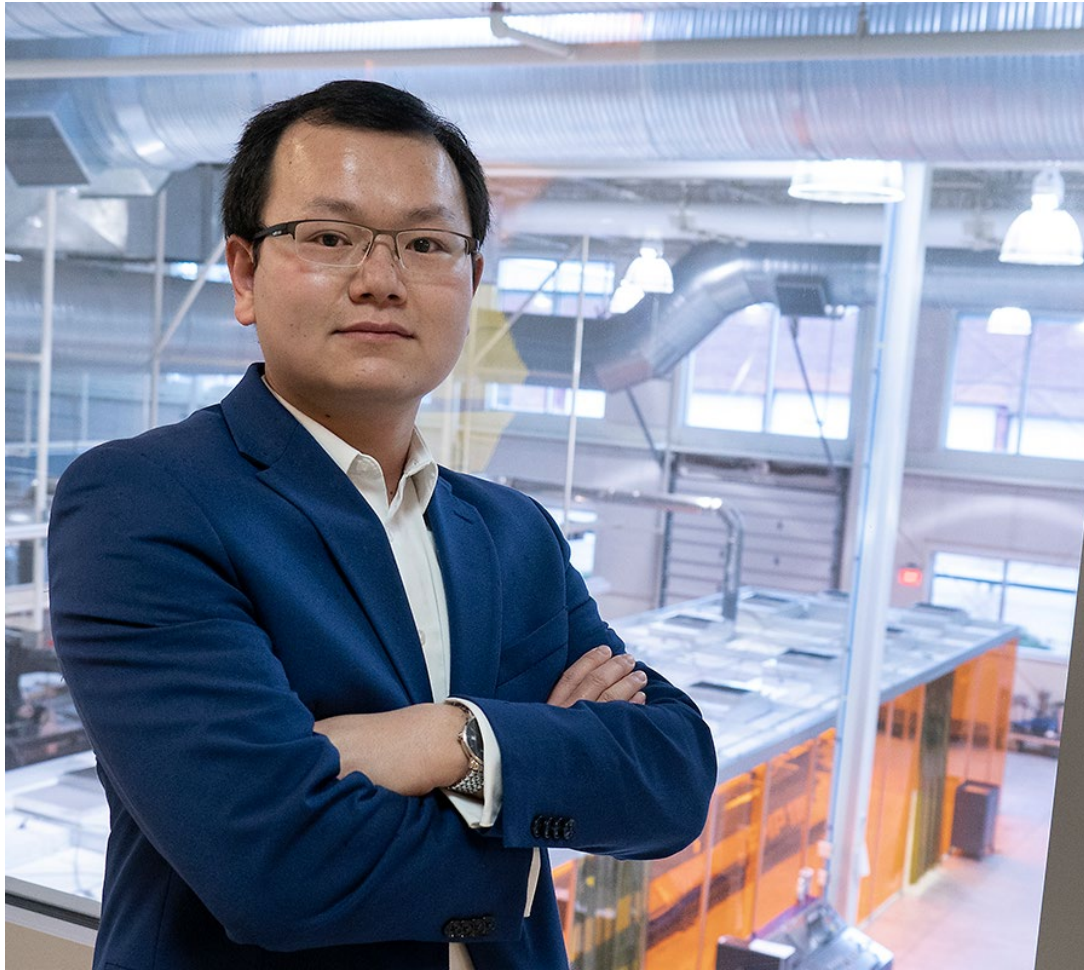


AGENDA

- **Special Recognition for Awards, Patents, and Grant Funding**
- **Welcome Dean Menzemer and Vice Provost Fedearia Nicholson-Sweval**



AWARDS



Dr. Weinan Xu
Assistant Professor
School of Polymer Science
and Polymer Engineering

Awarded the 2022 Polymer Processing
Society Early Career Award

AWARDS



Dr. Sarah St. George
Assistant Professor of Practice
Criminal Justice Studies
Buchtel College of Arts & Sciences

2021 Article of the Year in
Criminal Justice Review

PATENTS



Abraham Joy
Polymer
Science &
Polymer
Engineering



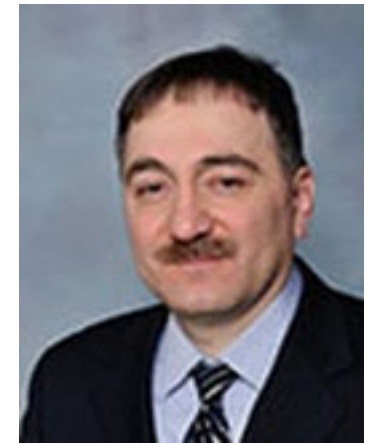
Lu-Kwang Ju
Biomolecular
& Corrosion
Engineering



Joseph Kennedy
Polymer Science
& Chemistry



Marnie Saunders
Biomedical
Engineering



Yilmaz Sozer
Electrical &
Computer
Engineering

GRANT FUNDING



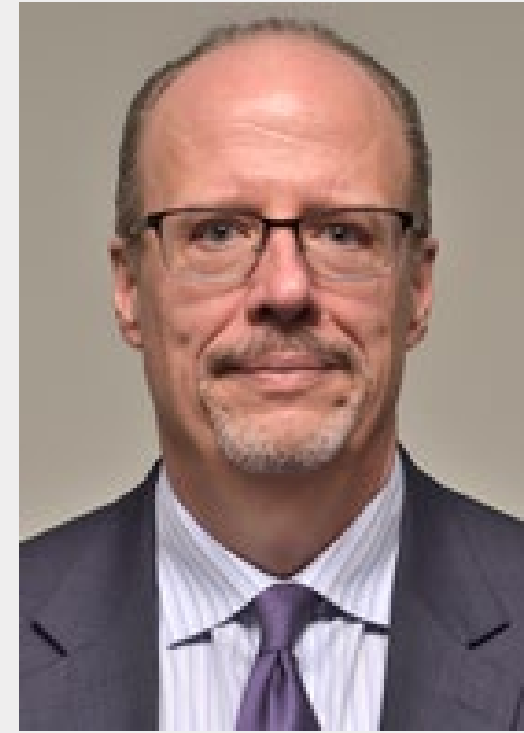
UA's Office of Academic Retention & Support

**Awarded \$1.5 million from the State of
Ohio to support the Choose Ohio First
STEMM Scholarship Program**

LEADERSHIP APPOINTMENTS



Fedearia Nicholson-Sweval
Vice Provost for Student Pathways &
Dean of the Williams Honors College



Craig Menzemer
Dean of the College of
Engineering & Polymer Science

STABILITY

Dean, College of Business (R.J. Nemer)

Dean, School of Law (Emily Janoski-Haehlen)

Dean, College of Engineering & Polymer Science (Craig Menzemer)

Vice Provost for Student Pathways, Dean of Williams Honor College (Fedearia Nicholson-Sweval)

Vice Provost for Enrollment Management (Steve McKellips)

Vice President of Research & Business Engagement (offer/negotiation phase)

Dean, College of Health and Human Sciences (offer/negotiation phase)

Director, School of Nursing (relaunch next Fall)

Director, School of Polymer Science (moving towards offer/negotiation phase)

STRATEGIC PLAN

Timeline:

- October 2019 – President Miller launches “Affirming Our Promises” – Strategic Planning Process
- November 2019 – College 3-year action plans
- February 2020 – University Council Executive Committee adds University-wide Priority List, Drafting starts
- March 2020 – Plan put on paused as pandemic emerges
- October 2020 – Plan relaunched; University Planning Group established
- March 2021 – Short-term goals set, revisit plan and process given impacts of pandemic
- July 2021 – Administration provides feedback to UPG on first plan draft and process (in blue folder)
- October 2021 – New UPG driven process and plan launched to the community

Structure and Oversight:

- Board rule 3359-10-01.1 vests University Council with strategic planning
- University Council has established the University Planning Group (UPG), responsible for all plan aspects
- UPG has recommended Provost as Chair, approved by President Miller
- 2-year plans with overarching goals, reliance on localized goal setting to drive key results
- Framed on Intel Corp OKR approach, customized to AKRs (Aspirations and Key Results)
- Progress report coming with the start of next academic year

STRATEGIC PLAN OVERVIEW

STRATEGIC ACTION PLAN (Present-June 2023)

VISION

The University of Akron will be a leading public urban research university with an unsurpassed commitment to community engagement with a great American legacy city, Akron.

We will be an opportunity university for all types of learners.

We will be known as a willing and constructive partner of business, government, and the non-profit sector.

We will be an institution of innovation willing to invest in unique approaches that increase opportunity for students and reduce costs.

We will be a diverse, equitable, and inclusive university.

We will sponsor an array of superb academic programs relevant to the future.

We will make and keep promises to our students, ourselves, and this community.



Promises

We promise to ensure the long-term viability of the University by ...

We promise to provide flexible learning opportunities and an array of superb academic programs by ...

We promise to increase diversity, equity, and inclusion by ...

We promise to nurture research and innovation by ...

We promise to connect to and serve our community by ...



Promises
Fulfilled



BOARD OF TRUSTEES PRESENTATION

Preparing for Our Higher Learning Commission (HLC) Visit

Cher Hendricks
Senior Vice Provost for Academic &
Faculty Affairs

April 27, 2022



IMPORTANT FUNCTIONS OF ACCREDITATION

- Assess the quality of academic programs at institutions of higher education
- Create a culture of continuous improvement of academic quality at colleges and universities and stimulate a general raising of standards among educational institutions
- Involve faculty and staff comprehensively in institutional evaluation and planning



ACCREDITATION ACTIVITIES

- Accrediting body establishes accreditation standards **[HLC: Criteria]**
- Institution prepares an in-depth self study, measuring itself against the standards **[HLC: Assurance Argument]**
- Accrediting body conducts an on-site evaluation with peer reviewers
- Accrediting body determines accreditation status
- Accrediting body monitors the institution throughout the accreditation period
- Accrediting body periodically reevaluates the institution to determine whether continued accreditation is warranted



CRITERIA FOR ACCREDITATION FROM THE HIGHER LEARNING COMMISSION (HLC)

Criterion 1. Mission

The institution's mission is clear and articulated publicly; it guides the institution's operations.

Criterion 2. Integrity: Ethical and Responsible Conduct

The institution acts with integrity; its conduct is ethical and responsible.

Criterion 3. Teaching and Learning: Quality, Resources, and Support

The institution provides quality education, wherever and however its offerings are delivered.

CRITERIA FOR ACCREDITATION FROM THE HIGHER LEARNING COMMISSION (HLC)

Criterion 4. Teaching and Learning: Evaluation and Improvement

The institution demonstrates responsibility for the quality of its educational programs, learning environments, and support services, and it evaluates their effectiveness for student learning through processes designed to promote continuous improvement.

Criterion 5. Institutional Effectiveness, Resources and Planning

The institution's resources, structures, and processes are sufficient to fulfill its mission, improve the quality of its educational offerings, and respond to future challenges and opportunities.

10-YEAR ACCREDITATION CYCLE



Years 1–3

Prepare Assurance Filing

Institution

May contribute documents to Evidence File and begin writing Assurance Argument for Year 4 [comprehensive evaluation](#).



Year 4

Comprehensive Evaluation

Institution

Submit [comprehensive evaluation](#) materials.

Peer Review

Conduct comprehensive evaluation (with [visit](#)).

HLC Decision Making

Take action on comprehensive evaluation.



HIGHER LEARNING COMMISSION

10-YEAR ACCREDITATION CYCLE



Years 5–9

Prepare Assurance Filing

Institution

May contribute documents to Evidence File and begin writing Assurance Argument for Year 10 comprehensive evaluation.



Year 10

Comprehensive Evaluation for Reaffirmation

Institution

Submit comprehensive evaluation materials.

Peer Review

Conduct comprehensive evaluation (with visit).

HLC Decision Making

Take action on comprehensive evaluation and Reaffirmation of Accreditation.



We are here!



HIGHER LEARNING COMMISSION



HIGHER LEARNING COMMISSION

- **Our 10-year Comprehensive Evaluation is in September 2022**
- Our last 10-year Comprehensive Evaluation visit was 2013
 - We were required to have focused visits in 2015 on (1) assessment and (2) shared governance because of concerns/weaknesses in these areas.
- We had a Year 4 Comprehensive Evaluation in 2017 and were required to provide interim reports in 2018 in the areas of (1) finances, (2) shared governance, and (3) program review (monitoring due to HLC concerns).
- No further monitoring was required based on HLC's review of our 2018 interim reports.

FINAL ITINERARY FOR HLC VISIT FEBRUARY 2016

Time							
Sunday 2/12/2016							
Arrival		@ 2:20PM, AA 3719					
7:00 PM	WORK DAY AT HOTEL - TEAM MEETING & DINNER - HLC TEAM ONLY						
Monday 2/13/2016							
7:00 - 7:45	BREAKFAST AT HOTEL						
7:45 - 8:00	TRAVEL TIME: ROO EXPRESS FROM HOTEL TO THE CIRCLE BY BIERCE LIBRARY						
8:00 - 8:30	INFORMAL GREETING/LEIGH HALL						
8:30 - 9:00	OPENING SESSION WITH PRESIDENT AND DESIGNEES IN BUCHEL HALL, MCCOLLESTER ROOM						
9:00 - 9:45	VPS: LH 414	HONORS: HONORS CONF. ROOM	VPS: LH 414	ATHLETIC ADVISORS: SWRC 233	ACADEMIC ADVISING CENTER: SIMMONS 111	FINANCIAL AID & BURSAR: LH 414	INSTITUTIONAL RESEARCH: STUN 322
10:00 - 10:45	VP FINANCE & ADMIN., CFO, BUDGET, AUDITOR: LH 413	DEANS: LH 414	DEANS: LH 414	STUDENT UNION: MCCOLLESTER	GENERAL EDUCATION COMMITTEE CHAIRS: LH 413	CENTER FOR STUDENT SUCCESS: HONORS CONF. ROOM	MARKETING & COMMUNICATIONS:
11:00 - 11:30	BOT FINANCE COMMITTEE: STUN 335	UNIVERSITY LIBRARIES: BRC 154	GRAD COUNCIL: A&S 124	ASSOCIATE DEANS: STUN 335	ADULT FOCUS & TRANSFER STUDENT & MILITARY: LH 416	ASSOCIATE DEANS: STUN 335	DLRC/CRC/URC/GEAC CURR. REV. COMMITTEES:
11:30 - 1:00	TEAM LUNCH WITH BOARD OF TRUSTEES/STUN 335						
1:00 - 1:45	PROVOST: MCCOLLESTER	HLC CRITERION #2 WRITING TEAM	HLC CRITERION #5 & GOVERNANCE WRITING TEAM: LH 414	HLC FEDERAL COMPLIANCE WRITING TEAM:	HLC CRITERION #4 & ASSESSMENT WRITING TEAM:	HLC CRITERION #3 WRITING TEAM: LH 413	HLC CRITERION #1 WRITING TEAM:
2:00 - 2:45	PRESIDENT: PRESIDENT'S SUITE	CHAIRS: LH 414	PRESIDENT: PRESIDENT'S SUITE	CHAIRS: LH 414	COLLEGE ADVISORS: LH 413	ADMISSIONS & ENROLLMENT: STUN 318	COLLEGE ADVISORS: LH 413
3:00 - 3:45	ERNST & YOUNG:	ASSESSMENT COORDINATORS	ERNST & YOUNG:	ACADEMIC POLICIES COMMITTEE: LH 413	ASSESSMENT COORDINATORS	ACADEMIC POLICIES COMMITTEE: LH 413	FLEXIBLE LEARNING OPPORTUNITIES GROUP:

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 1

PROPOSED CURRICULAR CHANGES

The Academic Issues & Student Success Committee will be asked to consider the following curricular changes at its meeting on April 27, 2022.

New Programs:

Establish a new Master of Biomedical Engineering in the College of Engineering and Polymer Science, Department of Biomedical Engineering, new program proposal.

The proposed new Master of Biomedical Engineering will provide a coursework-only degree that develops deeper technical knowledge in biomedical engineering without requiring an independent research component for students wanting a direct path to industry.

Program Reactivation:

Reactivate the Bachelor of Science, Dietetics Coordinated, in the College of Health and Human Sciences, School of Exercise and Nutrition Sciences, proposal for H40500BST.

This proposal requests to reactivate admissions to the Bachelor of Science, Dietetics Coordinated program in the School of Exercise and Nutrition Sciences. The program reactivation maintains the integrity of the program, decreases cost to the student, increases recruitment opportunities, updates curriculum requirements, and prepares students for the Master of Public Health and other professional graduate programs.

Deactivate Programs:

Deactivate the Master of Science in Education, Principalship, in the Buchtel College of Arts and Sciences, LeBron James Family Foundation School of Education, proposal for 570104MS.

This proposal discontinues the Master of Science in Education, Principalship, due to a streamlining of degree offerings to a single Master of Arts in Educational Administration degree.

Program Revisions With Name Changes:

Revise the curriculum and change the name of the Bachelor of Science, Computer Information Systems, Digital Forensics Technology to the Bachelor of Science, Cyber Forensics in the College of Health and Human Sciences, School of Disaster Science and Emergency Services, proposal for 244304BS.

This proposal changes the name of the Bachelor of Science, Computer Information Systems, Digital Forensics Technology to the Bachelor of Science, Cyber Forensics and revises the curriculum to better reflect the coursework and degree objectives.

Program Name Change:

Change the name of the Master of Taxation, Taxation Direct, MTax to the Master of Taxation, Taxation Online, MTax in the College of Business, School of Accountancy, proposal for 620022MT.

This proposal changes the name of the Master of Taxation, Taxation Direct, MTax to the Master of Taxation, Taxation Online, MTax to better reflect the delivery method of the program.

THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Proposed Curricular Changes

BE IT RESOLVED, that the recommendations presented by the Academic Issues & Student Success Committee on April 27, 2022 for the following curricular changes, as recommended by the Faculty Senate, be approved.

- Establish a new Master of Biomedical Engineering in the College of Engineering and Polymer Science, Department of Biomedical Engineering.
- Reactivate the Bachelor of Science, Dietetics Coordinated, in the College of Health and Human Sciences, School of Exercise and Nutrition Sciences.
- Deactivate the Master of Science in Education, Principalship, in the Buchtel College of Arts and Sciences, LeBron James Family Foundation School of Education.
- Revise the curriculum and change the name of the Bachelor of Science, Computer Information Systems, Digital Forensics Technology to the Bachelor of Science, Cyber Forensics in the College of Health and Human Sciences, School of Disaster Science and Emergency Services.
- Change the name of the Master of Taxation, Taxation Direct, MTax to the Master of Taxation, Taxation Online, MTax in the College of Business, School of Accountancy.

M. Celeste Cook, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 2

PROPOSED 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.

Juris Doctor		83	
Master of Laws		3	
Master of Studies in Law		2	
	School of Law		88
			88
			88
			88
Doctor of Philosophy		8	
	Buchtel College of Arts and Sciences		8
Doctor of Philosophy		16	
	College of Engineering and Polymer Science		16
Doctor of Audiology		12	
Doctor of Philosophy		1	
	College of Health and Human Sciences		13
			37
			37
			37
Master of Applied Politics		2	
Master of Arts		11	
Master of Arts in Education		12	
Master of Arts in Political Science		5	
Master of Fine Arts in Creative Writing		5	
Master of Music		13	
Master of Science		7	
Master of Science in Curriculum and Instruction		5	
	Buchtel College of Arts and Sciences		60
Master of Polymer Science and Polymer Engineering		2	
Master of Science		7	
Master of Science in Chemical Engineering		1	
Master of Science in Civil Engineering		8	
Master of Science in Electrical and Computer Engineering		4	
Master of Science in Mechanical Engineering		8	
Master of Science in Polymer Engineering		1	
	College of Engineering and Polymer Science		31
Master of Business Administration		21	
Master of Science in Accountancy		16	
Master of Science in Management		6	
Master of Taxation		4	
	College of Business		47
Master of Arts		23	
Master of Arts in Education		3	
Master of Arts in Family and Consumer Sciences		1	
Master of Arts in Speech - Language Pathology		28	
Master of Science in Education		13	
Master of Science in Nursing		36	
Master of Social Work		44	

College of Health and Human Sciences		148
Masters Degree Candidates		286
Bachelor of Arts	183	
Bachelor of Arts in Anthropology	9	
Bachelor of Arts in Education	32	
Bachelor of Arts in Fashion Merchandising	1	
Bachelor of Arts in Interior Design	7	
Bachelor of Arts in Mass Media - Communication	1	
Bachelor of Arts in Multidisciplinary Studies	6	
Bachelor of Fine Arts	43	
Bachelor of Music	7	
Bachelor of Science	145	
Bachelor of Science in Education	69	
Bachelor of Science in Organizational Supervision	30	
Buchtel College of Arts and Sciences		533
Bachelor of Science in Aerospace Systems Engineering	17	
Bachelor of Science in Automated Manufacturing Engineering Technology	7	
Bachelor of Science in Biomedical Engineering	46	
Bachelor of Science in Chemical Engineering	46	
Bachelor of Science in Civil Engineering	40	
Bachelor of Science in Computer Engineering	32	
Bachelor of Science in Computer Information Systems	46	
Bachelor of Science in Computer Science	26	
Bachelor of Science in Construction Engineering Technology	13	
Bachelor of Science in Corrosion Engineering	12	
Bachelor of Science in Electrical Engineering	36	
Bachelor of Science in Electrical and Electronic Engineering Technology	9	
Bachelor of Science in Engineering	1	
Bachelor of Science in Mechanical Engineering	138	
Bachelor of Science in Mechanical Engineering Technology	39	
Bachelor of Science in Surveying and Mapping	5	
College of Engineering and Polymer Science		513
Bachelor of Arts	4	
Bachelor of Business Administration	176	
Bachelor of Science in Accounting	28	
College of Business		208
Bachelor of Arts	17	
Bachelor of Arts in Child and Family Development	6	
Bachelor of Arts in Speech - Language Pathology and Audiology	11	
Bachelor of Arts/Social Work	40	
Bachelor of Science in Allied Healthcare Administration	6	
Bachelor of Science in Computer Information Systems	4	
Bachelor of Science in Dietetics	13	
Bachelor of Science in Education	18	
Bachelor of Science in Emergency Management and Homeland Security	7	
Bachelor of Science in Exercise Science	44	
Bachelor of Science in Food and Environmental Nutrition	2	
Bachelor of Science in Nursing	130	
Bachelor of Science in Respiratory Therapy	21	

College of Health and Human Sciences		319
Baccalaureate Degree Candidates		1573
Associate of Applied Science in Criminal Justice Studies	3	
Associate of Applied Science in Paraprofessional Education	1	
Associate of Arts	121	
Associate of Science	44	
Associate of Technical Studies	3	
Buchtel College of Arts and Sciences		172
Associate of Applied Business in Computer Information Systems	6	
Associate of Applied Science in Advanced Manufacturing Engineering Technology	8	
Associate of Applied Science in Construction Engineering Technology	8	
Associate of Applied Science in Corrosion Engineering Technology	4	
Associate of Applied Science in Electrical and Electronic Engineering Technology	7	
Associate of Applied Science in Land Surveying	5	
Associate of Applied Science in Mechanical Engineering Technology	27	
College of Engineering and Polymer Science		65
Associate of Applied Science in Emergency Medical Services Technology	1	
College of Health and Human Sciences		1
Associate Degree Candidates		238

2,222 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 2016							204,446
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
Summer 2020	82	258	166	59			565
Fall 2020	73	692	151	39	3	32	990
Spring 2021	247	1,648	359	42	1	99	2,396
AY 2020-2021	402	2,598	676	140	4	131	3,951
Summer 2021	81	259	149	34			523
Fall 2021	68	594	109	32	2	26	831
Spring 2022							0
AY 2021-2022	149	853	258	66	2	26	1,354
Total Degrees Awarded through Fall 2021							228,151

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring**

Following are the names of prospective degree candidates who have applied by Monday, March 28, 2022. 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.

Law Degree Candidates

School of Law

Juris Doctor

Zachary M. Abbey
Jennifer Araya
Michael A. Arnold
Toren A. Bakula
Joanne Baron
Erin Barstad
Phillip Bounthisavath
John G. Burns
Dominie H. Burwell
Dominic Carano
Maria Carroll
Gloria M. Castillo
Matthew J. Chalfant
Jasmine N. Chandler
Jillian J. Chapman
Brody J. Clinite
Noah Y. Cohen
Sarah M. Conard
Madeline G. Connolly
Jonathan T. Cope
Andrew C. Costigan
Jacob R. Davis
Trinity M. Davis
Darbi N. DeHaven
Vincent R. Drago
Joseph E. Durbin
Anthony J. Embacher
Jacob W. Faulk-King

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring**

Amanda R. Filippi
Morgan M. Foster
Lyndsey N. Gallwitz
McKenzie K. Gerzanics
Andrew C. Glantz
Mackenzie L. Godwin
Laura N. Grimes
Luke Hamilton
Charles A. Howe
Kaitlyn E. Hulten
Zachary J. Jones
Patrick M. Kabasinski
Andrew Karpinski
Katrina K. Keogh
Michael Knopf
Michael P. Kranek
Daniel P. Krupko
Mandie M. LaNeve
Kellie M. Lockemer
Katie M. Lukosavich
Philip O. Martin
Kyle McCree
Hunter G. Miller
Katherine J. Mills
Jackson M. Moberg
Lance D. Morrison
Olivia M. Mullen
Nathanael C. Newcomer
Shawn Oneail
Christopher Pace
Acadia E. Palocko
Theno K. Pantelides
Maxwell Y. Peltz
Jacob G. Raymore
Bailey Ricci
David T. Robinson
Audrey J. Saler
Normajean Selby
Nicole L. Sergov
Michael E. Shaw
William M. Somodi
Andrew W. Stein
Rachel Stermer
Sydney L. Stroia
Jason J. Tipton
Allicyn R. Tocco
James C. Tollon
Anthony Tomusko
Raylyn M. Trice
Cory W. Verba

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Michael P. Vigorito
Eric W. Walker
Wendy J. Watkinson
Frank D. Wenner
Matt J. Wilson

Master of Laws

Amber S. Petrig
Matt J. Wilson
Anni Wojcieszko

Master of Studies in Law

Tiana T. Tavares
Ryan A. Wolf

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Doctoral Degree Candidates

Buchtel College of Arts and Sciences

Doctor of Philosophy

Jason A. Bella
Rebecca S. Eagle
Sanjay Gaire
Ravindra Gudneppanavar
Derek J. Jurestovsky
Jennifer M. Piechowski
Gabor D. Smith
Samsara I. Soto

College of Engineering and Polymer Science

Doctor of Philosophy

Abdulaziz S. Alzahrani
Sreevalli Bokka
David M. Hirt
Rui Huang
Mangaldeep Kundu
Yun Yu Lai
Che-Kuan Lin
Suresh T. Narute
Dipak Pukale
Tanvir Quasem
Md. Hasan Rahman
Anwar Sadek
Tarig Hyder Mekki Sadig
Aida Shahrokhian
Sihan Wang
Dezhen Wu

College of Health and Human Sciences

Doctor of Audiology

Ash Aesram
Munibah R. Ali
Kyndell Belcher
Alex R. Belinsky
Meghan C. Fuller
Patricia R. Graziose
Kristina C. Katanic
Stephanie R. Noeller
Nicole M. Smith
Sydney Trathen

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Benjamin D. Wilkinson
Holly N. Yako

Doctor of Philosophy

Elise A. Mollohan

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Masters Degree Candidates

Buchtel College of Arts and Sciences

Master of Applied Politics

Alexis N. Adleta
Jonathan Alvares

Master of Arts

Holly C. Baker
Laura A. Ellacott
Ashley A. Haas
Kaylyn M. Hampshire
Jacob M. Henderson
Ronnie L. Holman
Kristen M. Misbrener
Rachael L. Reynolds
Xiomara A. Santiago
Abigail R. Shoop
Emily J. Topilow

Master of Arts in Education

Sara Bradford
Laura E. Chadima
Yolanda S. Daniels
Sumedha Gajbhiye
Gabrielle N. Gannon
Dana L. Graham
Kaylee M. Hildenbrand
Jessica A. Hogan
Amy J. Sanders
Nicole W. Tuttle
Sarah A. Wyatt
Chelsea Young

Master of Arts in Political Science

Derrick P. Arroyo
Lazar Bogicevic
Jennifer M. Deaton
Victoria L. Fusco
Dean C. Ramicone

Master of Fine Arts in Creative Writing

Thomas I. MocarSKI
Mary H. Ozbolt

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Margaret E. Perduyn
Rachel E. Roberts
Cristopher C. Shell

Master of Music

Evan M. Campus
Maria A. Carmona Ruiz
Tyler L. Dixon
Chase W. Dunaway
Marie L. Gallardo
Maura L. Kardasz
Katherine O. Lundy
Michael D. McGroarty
Amanda Paust
Joshua J. Pittman-Jones
Joshua J. Pittman-Jones
Katharine K. Reed
Mikayla J. Stockhaus

Master of Science

Nina C. Boyer
Trevor R. Dwyer
Austin D. Firth
Evin R. Hessel
Andrew S. McGee
Jacob M. Tallon
Shuiliang Yu

Master of Science in Curriculum and Instruction

Karlie A. Baker
Tara R. Cardenas
Steven P. Carozza
Jordyn N. Etling
Emily R. Smith

College of Engineering and Polymer Science

Master of Science in Electrical and Computer Engineering

Israel O. Koiku
Huseyin Salis
Senol Sancar
Nicholas M. Seifert

Master of Polymer Science and Polymer Engineering

Mason L. Averill

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Christopher M. Kriebel

Master of Science

YiFang Ding
Zehao Fan
Sri Ranga Sai Teja Gorantla
Prudhvi Kishan Kotamarthy
Gayathri Mahendran
Cole P. Sutyak
Jingfan Wei

Master of Science in Chemical Engineering

Shane M. Sturm

Master of Science in Civil Engineering

Thomas S. Carnes
Hiba El Rassi
Derek A. Hauff
Khaled F. Mahmoud
Seth A. Parker
Jesse L. Rufener
Caleb A. Sprague
Samantha J. Zidd

Master of Science in Mechanical Engineering

Salem A. Alkhelaiwi
Christopher J. Chatfield
Michala M. Dauterman
Noah J. Feldstein
Spencer D. Matthews
Clinton M. Pernack
Kelvin X. Tsagli
Samuel R. Weeman

Master of Science in Polymer Engineering

Udayan Jayant Dabke

College of Business

Master of Business Administration

Mohamed Salem Abd Salam
Salem A. Alkhelaiwi
Brian C. Auffenberg
Kelly Bray

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring**

Robert E. Cade
Jonathan Clark
Kara J. Dotterer
Jennifer A. Durra
Elizabeth A. Fladung
Paige L. Freel
Rebecca M. Hartman
Trisha L. Holland
Marko C. Horattas
Paul A. Kaiser
Nicholas Kopczak
Varvara Lissichkina
Emily L. Shinko
Robert W. Smith
Alyssa M. Thomas
Caitlin E. Vari
Amanda M. Wanner

Master of Science in Accountancy

Jin F. Chen
Fredella Eudisia Adenike Coker
Valerie N. Cooke
Rebecca M. Cooper
Kayla M. Evans
Samuel K. Filler
Sophia M. Francis
Erin E. Gatto
Andrew J. Hillier
Michael J. McMullen
Jacinta M. Pikunas
Thomas P. Rovnak III
Alpha Yaya Souare
Katelyn E. Stanoch
Aurelia S. Turner
Nicholas A. Wolski

Master of Science in Management

Adam I. Coard
Mark A. Corroto
Kyle N. Cramer
Joseph P. DiCosimo
Anusha Kolukuluri
Hannah J. Long

Master of Taxation

Matthew A. Loudon
Miya M. Timura

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Joshua Wenhold
Ian P. Witsaman

College of Health and Human Sciences

Master of Arts in Speech - Language Pathology

Carly J. Baker
Emily Barrett
Matthew R. Britton
Miranda Cox
Megan A. Deluga
Kristen M. Dickerhoof
Cheyenne Eggens
Brooke Gallmeier
Sarah M. Gerber
Lauren E. Harkins
Lauren A. Huber
Lauren Jeunnette
Nomiki D. Kalikatzaros
Karina J. Kennedy
McKayla J. Krizman
Bridget K. Lucey
Erin D. McIntosh
Breanna Mehringer
Julia C. Misencik
Paige E. Mobley
Casey L. Mullett
Emma Olszak
Melissa A. Parish
Meliah B. Roman
Ellen Rosenfeldt
Mary K. Royster
Chrisanna Sandham
Emily J. Simon

Master of Arts

Allison E. Blocher
Skylar Bukszar
Dioswal P. Cook
Cheri D. Cooper
Kimera D. Dean
Emma G. Eastwood
Victoria N. Frazier
Destiny Grant
Drew M. Hershberger
Delaney J. Hustak
Hayley J. Jones
Miranda M. Manning

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Hannah B. McDonald
Ivy L. Novosel
Hannah L. O'Neil
Sarah F. Plesz
Maura Ruff
Paige E. Rutledge
Troy J. Sidner
Courtney M. Sokira
Christen N. Takacs
Meagan Tanner
John T. Warmus

Master of Arts in Education

Caitlyn M. Dubeansky
Meghan N. Holden
Brandon A. Johnson

Master of Arts in Family and Consumer Sciences

Sarah A. Psihountakis

Master of Science in Education

Nina C. Bianco
Walter D. Brady
Gregory N. Burns
Liann Cox
Jerry G. Fitschen
Robert W. Kinley
Samuel J. Kukura
Brooke M. Lamoureux
Allison Lipely
Hanna Mungo
Prisca N. Ngolo
Zach M. Poe
Jace L. Roundtree

Master of Science in Nursing

Jenna R. Berryhill
Kerry L. Braucher
David N. Carr
Breanna L. Charles
Jordin M. Cochran
Julia A. Cristino
Marc G. Dantimo
Sarah E. DePietro
John A. Dietz
Shawn R. Dobbins

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring**

Holly Fasone
Lauren E. Fial
Jessica N. France
Ashley N. Hess
Erin G. Kilbane
Steve S. Lambrou
Nicole M. Lehrer
Heather J. Mahmood
Cody S. Mccullough
Kayla M. McPherson
Kristen N. Meenan
Brittany Morrow
Tammy M. Nau
Heather M. Neely
Angela G. Perella
Josephine Petrovich
John M. Popovich
Troy A. Roebuck
Mikayla R. Rorar
Amanda E. Schaffer
Megan N. Shull
Leah M. Stuck
Emma C. Tilow
Angela K. Tomasulo
Emily D. Vartenuk
Joshua L. Vicory

Master of Social Work

Sarah M. Ballash
Logan M. Baughn
Shakee R. Bellamy
Jennifer M. Boerwinkle
Rachel R. Bourn
Suzanne Bradshaw
Hannah E. Brotherton
Samantha L. Cameron
Alexis Carder
Jonathan D. Covert
Haley D. Davis
Alexis N. Ewing
Oluyemisi Fafiyebi
Esther K. Harsh
Megan N. Hoyt
Stephanie Hylton
Jasmine C. Jones
Elizabeth A. King
Jessica M. Knight
Rebekah E. Matheny
Jamie L. Messenger

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring**

Rose M. Morgan
Sarah L. Mullen
Jason F. Myers
Matt Nelson
Jordan J. Neundorfer
Ashlie S. Pethtel
Mychael L. Pope
Candice L. Riley
Rebecca L. Salapack
Randra Simkins
Paris M. Skinner
Yvette Smiley
Angela M. Smith-Misja
Jacqueline M. Storey
Shana L. Thomas
Hayley Thron
Amanda M. Trainer
Kia L. Tyler
Kathryn M. Vajda
Amanda Wille
Joshua A. Williams
Linda K. Wolbert
Marcia L. Zdravchev

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Baccalaureate Degree Candidates

Buchtel College of Arts and Sciences

Bachelor of Arts in Anthropology

David W. Carr
Hannah L. Curtis
Rebecca L. Glatz
Raenelle Kathlia M. Irons
Hannah L. Jackson
Stephanie N. Kassos
Russell Pier
Isabella F. Pieri
Lily M. Wolski

Bachelor of Arts in Fashion Merchandising

Zoe-Lanese I. Martin

Bachelor of Arts in Interior Design

Samantha R. Clapper
Dorothy L. Fleming
Erica J. Kaufman
Grace E. Pickens
Lindsay M. Shook
Gracie E. Walker
Faith A. Zager

Bachelor of Arts in Mass Media - Communication

Latrelle D. Johnson

Bachelor of Arts in Multidisciplinary Studies

George R. Allen
James P. Diestel
Linda D. Grimes
Michelle A. Haley
Nicholas J. Kilway
Reilly Kocab

Bachelor of Science in Organizational Supervision

Charles Amankwaa
Sam S. Chrisant
Amanda A. Cooper
Bondy L. Cooper
Constance M. Dean

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Domoniek Erby
Matthew Flynn
Abigail D. Francis
Kailah A. George
Dennis W. Grinder
Kelly M. Henderson
Aishah M. Hunter
Atalanta E. Kelsey
Rhiannon K. Kirby
Jessica C. Komer
Hunter M. Kutsch
Shannon C. Long
Richard W. Martin
Anthony Mottley
Cynthia Nixon
Jerry H. Puryear
Devante J. Reid
Ryan C. Shepherd
Christina M. Shumaker
Matthew R. Sutton
Justina K. Uren
Joseph J. Valent
Kyle M. Walker
Tonya Wilde
Jack Wolf

Bachelor of Arts

Nahida Abbas
Stevie R. Allen
Enrique S. Antonio
Nimra Asif
Jesse B. Auman
Tatiana C. Avdelas
Khaliunaa Baasankhuu
Jacqueline Pokuaa Badu
Blake Baldwin
Imari N. Barnes-McCoy
Sydnie E. Barnette
Myranda L. Battista
Manav Beniwal
Devynne M. Booker
Christina S. Bristow
Diamond A. Brown
Erin E. Brown
Caleb S. Burdett
Brogan C. Burns
Caroline E. Burns
Caitlin Campbell
Shane M. Christman

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Prospective Degree Candidates for 2022 Spring**

Parker J. Coddling
Elizabeth A. Cooper
Nicholas A. Crawford
Darnell E. Crider-Harris
Vincent A. Cucuzza
Hannah L. Curtis
Cadence G. Dangerfield
Arial M. Degroff
Kayla R. Del Rio
Anna E. Dennison
Natalie S. Diekman
Jaret R. Distel
Emma E. Dudones
Anthony E. Edgell
Joseph Eisenmann
Ty L. Ellis-Clouser
Cale N. Fellenstein
Parker L. Fergason
Juliana N. Fierro
Ashton D. Franks
Colleen M. Gaffney
Christian C. Gambol
Jaina J. Gedeon
Lauren G. Gilliland
Leah M. Gombosch
Owen P. Goodheart
Dante R. Grassi
Michaela C. Griggs
Gregory W. Gross
Samantha Guest
Hunter G. Hamann
Timothy Harmon
Alexis Hartung
Kristin N. Hastings
Jeanne E. Haverhill
Gregory C. Hildebrandt
Jennifer L. Hockman
Caliyah L. Hogan
Tifani M. Holmes
Arianna G. Homan
Abigail E. Hoover
Sofia E. Horner
Jade L. Houston
Emerald Huffman
Philip W. Hunt
Gregory K. Hustak
Daisha M. Inge
Madison J. Kalpac
Annabella R. King
Adaline M. Kinney

**The University of Akron
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Irene Kotyk
Cody B. Kowalczyk
Anna M. Kruse
Jamyia S. Kyle
Krish R. Lamba
Lauryn P. Laney
Christian Lara
Ryan Laverick
Ryan Laverick
Justin J. Lee
Hanna F. Lidderdale
Kylee J. Lines
Jessica R. Long
Mackenzie J. Long
Jeffrey R. Longville Jr
Scott A. Lowe
Amber N. Mack
Douglas A. Madore
Casey L. Marinics
Taylor J. Marino
Ariana R. McElwain
Halle J. McHenry
Maria Meris
Emily E. Meyer
Daniel Michaud
Kendall N. Miller
Laney R. Miller
Quaiann Miller
Sydney E. Mima
Jonathan P. Minnich
Christopher J. Mobley
Samuel R. Monnin
Johnnie Monroe
Caitlin J. Moore
Sylvia R. Moran
Aubrey R. Morris
Claire G. Morris
Arianna I. Murphy-Zarazua
Jordan A. Nash
Colleen M. Neitzel
Chris Ng
Randy T. Nguyen
Paulina Nogaj
Delius D. Norman
Emily K. Norris
Lana Norris
Tyler M. Oswald
Margaret A. Owino
Matthew R. Paydo
Clare P. Phillips

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Clarysa L. Philpot
Amanda E. Piekarz
Russell Pier
Emily A. Pierson
Camryn E. Pillar
Eleanor Plaster
Haley D. Preston
Hannah M. Prezenkowski
Marija Prodanovic
Brianna N. Pulley
Andrew D. Quesenberry
Destinee D. Ragins
Lila A. Rajkoummale
Rachel M. Randolph
Sarah A. Rich
Jenna L. Ritchey
Hannah E. Ross
Alyssa F. Rowan
Faith M. Rush
James D. Scheall
Sydney Schertzinger
Mara S. Schmutz
Madeline R. Schrimper
Benjamin T. Schroeck
Alexandra D. Schueneman
Matthew R. Seaver
Jerriann E. Sexton
Nour Shakaki
Armani L. Shepherd
Sarah Y. Shively
Paige L. Shultz
Elaine N. Slaby
Maria A. Small
Liam M. Smartt
Madisyn R. Smith
Madisyn R. Smith
Madisyn R. Smith
Jennifer S. Stein
Allyson R. Steinberger
Octavia C. Stokes
Bradley J. Stoll
Vega R. Stone
Rebekah M. Swango
Madison B. Swann
Grace D. Thanasiu
Lexus E. Thornton
Fortune A. Uzo-Ngerem
Emma J. VanHoose
Thalya Verde
Hailey Vieltorf

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Prospective Degree Candidates for 2022 Spring**

Elisse C. Von Duhn
Andrew W. Wagner
Monde Wakunguma
Nicholas A. Welch
Ashley N. White
Alexandria J. Wiley
Sataira P. Williams
Bethany M. Witwer
Jasmine D. Woods-Martir
Reese M. Young
Amanda Zerby

Bachelor of Arts in Education

Mackenzie A. Albaugh
Benjamin Bone
Kaylee R. Brazek
Alaina J. Calame
Lindsay R. Collier
Adam W. Conner
Vinny J. Craig
Reed A. Delauder
Kaitlyn R. Dotterer
Ashton D. Franks
Emily C. Grau
Kayla M. Haag
Miranda N. Hirsch
Eric T. Hull
Logan G. Hunt
Rachael L. Kindig
Elizabeth M. Kovacs
Marlaina K. Kurt
Alyssa M. Mattica
Kendall N. Miller
John J. Morrison
Naomi Nagy
Kristina A. Nemes
Justin E. Persinger
Colton P. Ritchey
Allison L. Rosato
Brandon Rose
Anthony D. Ruegg
Collin D. Ryan
Brandon D. Slider
Jamie I. Specht
James A. Stern

Bachelor of Fine Arts

Abigail J. Boenig-Dombek

**The University of Akron
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Hailey R. Burris
Stephen Cistone
Kara K. DeVol
Marissa K. Doi
Daniel A. Domer
Abigail Donkin
Christopher J. Dowling
Janae M. Droder
Andrew j. Durdak
James C. Edwards
Shonna M. Faust
Lauren K. Ferster
Elysia N. Fornaro
Zachary T. Gill
Alexis Hartung
Kelly Hyland
Rachel L. Koller
Derick J. Leach
Carolyn A. Lott
Madison A. Martin
Patrick J. Merhar
Natalie M. Metzgar
Vickie L. Morman
Halle R. Newman
Brenna R. Nicholas
Abbey N. O'Neal
Emily A. Osselborn
Sophia R. Pallotta
Lekesha M. Parkman
Elizabeth Q. Payne
Samuel W. Pullen
Miranda R. Purdy
Brittany T. Ruth
Mariam R. Saadani
Jacob T. Scott
Kohl M. Spieker
Fiona M. Szeles
Jacob L. Vickers
Kaitlyn S. Watts
Hannah L. Wile
Rachel V. Wilson
Gabrielle L. Zink

Bachelor of Music

Nicholas E. Burwell
Curtis S. Lacey
Curtis S. Lacey
Scott C. Schlegel
Nicholas A. Stutzman

The University of Akron
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Prospective Degree Candidates for 2022 Spring

Mitchell F. Watson
Mitchell F. Watson

Bachelor of Science

Sonia Achaleke
Jibran S. Adil
Eli Alassaf
Sameer M. Ali
Madeline A. Avey
Samantha Bagatti
Bret T. Baker
Kaleigh R. Baker
Pedro A. Barnes
Brandon A. Basile
Aaron H. Belcher
Tushar Beniwal
Erin N. Beskitt
Hilda Boateng
Anxhela Bofe
Angela E. Brkic
Aliyah S. Brown
Cara J. Bunner
Rachel E. Cain
Sachin Chirravuri
Victoria R. Clelland
Hailey B. Clere
Kendall D. Conners
Nathaly D. Contreras Cisneros
Angela M. Copploe
Travis C. Darago
Roger L. Davis
Taylor A. Dean
Mina Djuric
McKenzie E. Duluc
Maria E. Elsoury
Noah A. Fisher
Jason Fosu
Julius Fout
Faith D. Fox
Elizabeth J. Franks
Mackenzie B. Frato
Kamryn L. Goodrick
Sierra N. Gregel
Spencer A. Griffiths
Mary M. Grmek
Jacob S. Gruber
Summer Gulla-Swaino
Abigail L. Hartzler
Sophie G. Hartzog

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Jacob S. Haschak
Sofia Henell
Colt M. Hennessey
Blake High
Kelly R. Hoefle
Zachary J. Houghtaling
Alexandra N. Houglan
Angelo Howze
Kayla Hunt
Collin Hyre
William D. Imes
Jalen A. Jackson
Leah E. Jennings
Logan H. Jones
Kristin N. Keenan
Megan C. Kelly
Terrell Kemp
Matthew T. Kieke
Madhavi T. Kumar
Manwel A. Labib
Brittne Lawson
Katelyn Lemr
Brooke A. Loftis
Mckenzie D. Ludt
Christian Mammana
Kailey L. Maroni
Zachary M. Mattiuz
Nicholas V. Mazzocca
Tanner J. McGrath
Brooks T. McKinley
Abigail C. McMullen
Aislinn S. Meaney
Kaila N. Mickle
Salina C. Mikityuk
Curtis J. Newlands
Maria C. Newlon
Tyler Nguyen
Ethan R. Niedermier
Nemanja Ninkovic
Teagan J. Ochaya
Mase Omeradzic
Dylan R. O'Neill
Ariel J. Onyak
Ingrid B. Owusu
Semir Palic
Anna L. Perry
Alexander S. Peters
Mackenzie N. Quinn
Anisha Rai
Elisa Reed

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Angelica M. Regueiro
Megan Reynold
Marissa M. Riddle
Alexandria J. Ripley
Bethany J. Roberson
Kassandra A. Roemer
Seth Rohrabaugh
Alison M. Ruf
Nicole M. Sabol
Ashleigh N. Sakiewicz
Majd J. Salem
Charles E. Sanders
Gracie M. Sands
Vada A. Sayers
Braden A. Schaeffer
Danielle F. Schneider
Caitlyn E. Schooner
Alyssa P. Shafer
Richard A. Shaffer
Qyra L. Sims
Nathan C. Skaggs
Shelby L. Skelton
Lauryn E. Slazinski
Jacob J. Sly
Rachel E. Southworth
Michael L. Spotleson
Maura R. Springer
Madison K. Srail
Sri Krishna R. Srinivasa
Andre E. Starks
Alexis Steer
Theodore StevensKennedy
Ronald L. Stewart
Sam A. Sulik
Ashley Summers
Li Sun
Abigail K. Suncire
Destiny A. Sunday
Jamie M. Taylor
Cole J. Thompson
Christina M. Tucker
Brittany A. Vanasse
Justin A. Vaughan
Kaden A. Vavra
Elisse C. Von Duhn
Sydney J. Ward
Claudia C. Williams
Nicole T. Woods Johnson
Mercan Z. Yalvac
Nathan J. Zurzolo

The University of Akron
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Prospective Degree Candidates for 2022 Spring

Bachelor of Science in Education

Julia C. Adams
Suad A. Alzahrani
Kiarra M. Anderson
Leasha M. Bailey
Halle N. Baker
Ashley D. Baldwin
Kayla R. Barreca
Shelby Beck
Brian J. Breen
Kristina J. Brown
Nicole M. Butsch
Sydney Cargill
David E. Cinco
Anika M. Conley
Tiffany R. Cubic
James D. Cuckler
Maria Davis
Ever F. Daw-Powers
Riley I. Dean
Gabriela I. Detorakis
Allison M. Dunkle
Cody A. Durbin
Hannah M. Engle
Emily M. Farley
Emma R. Fleck
Mikayla Foose
Keegan C. Gallagher
Jenna M. Garey
Madison L. Gault
Jacob Hammond
Brittany A. Hanlon
Sara E. Hiland
Christina L. Holden
Alexis A. Humphrey
Callia A. Hutchison
Bailey E. Jedel
Kelly T. Johnson
Madison P. Jones
Sara N. Kapeluck
Jourden A. Knotts
Faith N. Land
Kendall J. Lawson
Ashley Leatherman
Jessica M. Lewers
Alex M. Mangano
Elizabeth A. Mawhinney
Mikayla McBride
Alise Morales

The University of Akron
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Prospective Degree Candidates for 2022 Spring

Jer'Lana F. Noel
Mia C. Owen
Kayleigh E. Penton
Kayla Phillips
Danielle N. Primovero
Hanna R. Reljin
Lauren N. Reynolds
Brooke R. Richards
Mecca M. Sawyer
Rachel I. Schar
MaKaila N. Shaw
Daniel J. Sheets
Jessica A. Smead
Bridget K. Smith
Leah S. Sorensen
Jamie I. Specht
Amy E. Stewart
Lauren A. Tackaberry
Katlynn N. Vanzant
Nickolas J. Wyant
Shannan M. Young

College of Engineering and Polymer Science

**Bachelor of Science in Automated Manufacturing
Engineering Technology**

Kyle Craft
William E. Korecky
Ryan K. Moeller
Sarah C. Park
Alexander A. Schooley
Chris D. Sexton
Cedric Zollet

Bachelor of Science in Computer Information Systems

Alan A. Alba
Malinda L. Blake
John T. Crynick
Spencer D. Csaky
Johnathon M. Davidson
Michael T. Decarlo
Nick A. Derusso
Dil Dhital
Ryan M. Frederick
Eva A. Gaspar
Eva A. Gaspar
Benjamin R. Gommel
Johnathon W. Harvey

**The University of Akron
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Prospective Degree Candidates for 2022 Spring**

Tyler J. Hawkins
Jalill N. Hayes
Bryson K. Hunt
Danial Javanmard Fasihdel
Cavin H. Jones
Gavin M. Kaiser
Thomas J. Keener
Carter Kilby
Jacob G. Knoll
Andrew J. Kolibab
Ashley Lopez
Jacob Luma
Tyler J. Meek
Richard R. Melendez
Thomas Mendiola
Drake N. Miller
Scott A. Moskal
David N. Mugongo
Andrew P. Ozanich
Niccolo P. Pedone
Bedha Phuyal
Brandon A. Pocsics
Ryan M. Rebholz
Kellen D. Roth
Adam W. Saunier
Johnathon Smith
Zhenming Song
Jacob M. Stanley
Todd J. Starkey
Nicholas H. Vance
Matthew Whisman
Kyle Workman
Haodong Xue

**Bachelor of Science in Construction Engineering
Technology**

Michael C. Amentini
Jason J. Bickhart
Zachary Burke
Elijah M. Dadbeh
Levi L. Durst
Hernan E. Garay
Alex N. Gill
Matthew C. Hallworth
Casey R. Hart
Jacob D. Huey
Steven A. Sabatino
Vaneet Singh
Spencer L. Smole

The University of Akron
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Prospective Degree Candidates for 2022 Spring

**Bachelor of Science in Electrical and Electronic
Engineering Technology**

Dylan J. Anderholm
Gregory M. Grzywna
Keith L. Hamrick
Jonathan A. Handwerk
Jeremy Light
Justin L. Mitchell
John E. Scott
Joshua C. Stoll
Adam C. Wolfe

Bachelor of Science in Mechanical Engineering Technology

Aaron Arbogast
Jonathan M. Arelt
Lauren M. Auchman
Jacob A. Breiding
Austin J. Bright
Sean D. Cannon
Bryce Collin
Matthew D. Colvin
William J. Congrove
Antonio M. Crenshaw
Jordan D. Crookston
Adam Farabaugh
Daniel D. Gabel
Brittany N. Gilmour
Tristen C. Gooding
Noah A. Hedrick
Kolby L. Hirschfelder
Brandon R. Johnson
Taylor Locke
Michael J. Lovick
Paul B. Maximovich
Hunter S. Mitton
Logan R. Morris
Audrey A. Nemeth
Jacob M. Noffsinger
Joshua R. Powell
Dakota L. Schandel
Steven J. Sharp
Brice M. Shipe
Michael W. Smith
Tyler J. Smith
Johnathan M. Stevens
Jonah A. Stupar
Nathan T. Timms
Ronson I. Tucker

The University of Akron
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Prospective Degree Candidates for 2022 Spring

William O. Tuttle
Gavan J. Vanover
Myles Walker
David A. Wilson

Bachelor of Science in Aerospace Systems Engineering

Emily E. Armbrust
John J. Bush
James R. Campbell
Alyssa Carnicella
Ryan M. Cooper
Michael P. Downs
Christopher J. Kuhn
Christopher J. Liebhart
Bradley R. Molnar
Nicholas D. Motter
Tayler S. Powell
Sarah R. Pratt
Brett W. Preslar
James A. Soroczak
Matthew A. Stanko
Alexander D. Swartzentruber
Lukas B. Thompson

Bachelor of Science in Biomedical Engineering

Riham K. Alabed
Maya A. Ariza
Rheem Attia
Natalia A. Barbato
Kyla M. Beville
Thomas E. Bihary
Casey I. Borrelli
Sara E. Bowen
Jamie O. Bowers
Megan A. Bruns
John M. Cassetty
Allyson J. Chamberlin
Roshini Chandran
Chloe A. Davidson
Nicole A. Dembiczak
Timothy J. Dick
Austin T. Fowkes
Mitchell J. Gagnon
Jessica A. Galford
Sofia Elena Gonzalez Gaytan
Madison A. Koontz
Julia L. Leavitt
Reagan M. Lindsay

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Angelina M. Marchio
Jacob H. Marsh
Emily A. McGrath
Julia M. McGrew
Victoria R. McLaughlin
Loren E. Meade
Aldi Novianto
Alexandra Paxitzis
Kevin M. Philipps
Quinn A. Piorkowski
Emily L. Popio
Rachel C. Post
Pratima Rai
Olivia Renkel
Nicole Rizkala
Elizabeth C. Scheatzle
Maddison Schutt
Ivana K. Shah
Zara Siddiquee
Benjamin H. Stalls
Allison K. Testa
Austin C. Wagner
Andrea M. Zuccaro

Bachelor of Science in Chemical Engineering

Ian M. Adams
Noah R. Alfman
Alyssa J. Baumann
Calvin P. Baumann
Sean M. Billy
Kathryn L. Bischof
Tyler J. Bracewell
William G. Brown
Brian Cameron
Shelby M. Daniels
Amara S. Davis
Zachary J. Dewitt
Kristina P. Dyshko
Tyler J. Fialko
Hailey A. Gerrow
Amy R. Gravenstein
Zain J. Haider
Samantha M. Heid
Noah R. Henry
Maria B. Hernandez
Timothy C. Hudak
Dunia K. Jaffal
Michelle C. Martin
Justine E. May

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Heaven M. Miller
Paul R. Monroe
Isabelle J. Moryan
Mary P. Nicodemus
Moises Kevin Pembele
Eleanor Plaster
Nathan L. Reinarts
David S. Rinehart
Walter G. Romano
Quentin P. Russell
Turner M. Schilling
Arturo E. Seijas Morillo
Alexander G. Sherry
Alexandra R. Simler
Samantha G. Starkey
Julia N. Syme
Jarod J. Thorman
Grace M. Tolhurst
Nicole M. Vickerman
Vema Z. Wamba
James C. Wills
Taylor L. Wilson

Bachelor of Science in Civil Engineering

Kyle M. Best
Tetyana Buniak
Kyle Burgan
Michael L. Burnley
Matthew T. Callahan
Charles J. Cassaro
Anna L. Cermak
Nathanael J. Channels
Timothy C. Channels
Ben T. Colston
Konner W. Demattio
Adam J. Dougher
Vincent N. Dragich
Rachael G. Drewes
Hesham M. Eldesouky
Scott Essig
Noor Fahoum
David A. Fell
Brandon A. Gibson
Shane G. Graham
Molly S. Green
Daniel E. Gustafson
Collin D. Hunter
David R. Johnson
Ryan T. Kilhoffer

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Kendall M. Kubus
Sean D. Mach
Benjamin M. Mallinak
Adam S. Michel
Claire N. Novak
Kara E. Ross
Michael J. Russell
Daniel S. Schullek
Thomas J. Sheldon
Carlos J. Simarro
Ryan E. Talbott
Rebecca L. Thieret
Emmaline G. Thompson
Gerard T. Vilc
Sarah E. Watson

Bachelor of Science in Computer Engineering

Nicole E. Baldy
Brandon T. Bannavong
Gabriel J. Bennett
Moni K. Bhattarai
Jack W. Bullock
Robert E. Connolly
Ryan C. DeBoer
Drake A. Drivere
Derek A. Dunn
Luke F. Everhart
Elena M. Falcione
Temilolu C. Fayomi
Lillian J. Gonzalez
Adam L. Holl
Noah A. Lamadanie
Brandon W. Leap
Lindsay Liebrecht
Daniel W. Martin
Tyler Moff
Jalan Niroula
Daniel M. Onderak
David C. Owens
Dhanapati Pokhrel
Jakob M. Reiter
Luke J. Rogers
Rachel A. Rummer
Shawn L. Smalley
Isaac W. Stecker
Matthew S. Stran
Ashok Tamang
Jaret A. Varn
Wilson J. Woods

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Bachelor of Science in Computer Science

Zachary C. Becker
Max E. Davitt
Jackson D. Dickinson
Matthew E. Dray
Frederick D. Fikter
Katherine P. Grimm
Stephan R. Gunawardana
Loi Ha
Nicholas C. Horvath
Tara N. Khanal
Jeremiah S. Kleiber
Nick D. Kucek
Trevor J. Laboe
Thomas M. Laggan
Caleb H. Maurice
Caleb D. Minard
Andrew L. Murphy
Allan R. Nash Jr.
Keith D. Ratchford
Douglas M. Rudy
Collin J. Schaefer
Faith M. Sekerak
Stephen W. Shears
Yuvraj Subedi
Connor L. Taylor
Jesse M. Wood

Bachelor of Science in Corrosion Engineering

Donovan B. Fagan
Landon Fricker
Trey Fricker
Robert A. Giebel
Michael A. Hinnebusch
Amanda N. Jaycox
Seungyun Ryu
Michaela N. Schaber
Padraig I. Stack
Karey M. Steinmetz
Marcus N. Yudt
Austin S. Zody

Bachelor of Science in Electrical Engineering

John Albrecht
Braeden A. Balch
Dawson W. Beachy
Gabriel J. Bennett

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Prospective Degree Candidates for 2022 Spring**

Elliott A. Boudreau
Matthew Bunn
Anthony N. Carmany
Jacen C. Conlan
Justin D. Courser
Grant W. Crump
Patrick A. Davis
Niyubuntu Desire
Trey G. Dillan
Quinn S. Dong
Alexander J. Fuller
Vincent R. Garbonick
Nicholas A. Garrett
Gabriel Glor
Zachariah J. Green
Karson W. Lorey
Isaac C. Lucas
David J. Lyogky
John R. Martaus
Ryan C. Matthews
Landon J. Miller
Adam L. Miner
Lee V. Paolucci
Joseph D. Pesantez
Zachary A. Pilar
Matthew D. Pyle
Cole B. Russell
Haitham H. Saleh
Stevan Veselinov
Benjamin H. Vitu
Sydney M. Worthy
Jared D. Zepp

Bachelor of Science in Engineering

Aaron M. Hartsock

Bachelor of Science in Mechanical Engineering

Nathaniel T. Ackerman
Ahmed M. Alzanbaqi
Nathaniel C. Anderson
Jacob E. Arnold
Cihan Bagcioglu
Max A. Bailey
Courtney L. Banks
David M. Bartsch
Devin R. Baughn
Luke A. Bear
Emily D. Beck

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Prospective Degree Candidates for 2022 Spring**

Gabriel J. Bennett
Brett M. Biederman
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Spencer T. Brodie
Tyler R. Brown
Jordyn L. Bryner
Jazmin V. Buenrostro
Lauren N. Cash
Matthew D. Chilton
Andrew C. Chong
Scott A. Compton
Sarah D. Conrad
Nelson F. Custer
Robert L. Davis
Joseph J. Dennis
Alexander R. Devore
Nathan L. Dobben
Kennedy M. Dunn
Jeffrey D. Eckelberry
Karl H. Ehrenfeld
Anthony Falletta
Erica T. Ferguson
Timothy C. Flanagan
Michael A. Fleming
Derek S. Ford
Garret C. Freund
Dominic P. Frisone
Antonino Genovese
Nicholas C. Green
Maria R. Griffin
John A. Griffiths
Duncan S. Hamilton
Craig D. Hanchett
Jenne E. Harasin
Logan L. Hathaway
Annabelle L. Hegeman
Logan L. Henderson
Ryan Herring
Kyle A. Holland
Ryan G. Hosso
Kaitlyn L. Hubeny
Jacob J. Hutcherson
Charlotte M. Hyland
Austin J. Iodice
Aden T. Johnson
Clay A. Johnson
Carter L. Joliat
Hannah J. Jordan
Abdul-Muizz A. Kamal-Muili
Jasmeen Kaur

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Georgia Kiko
Adam N. Kilo
Alexander R. Kittle
Tyler T. Kraft
Alexa L. Langenfeld
Benjamin E. Laughrey
Joseph N. Lawton
Ethan R. Loeb
Nelson Lopez Mazariegos
Matthew J. Mahoney
Evan S. Makuch
Mitchell S. Makuch
Daniil Mamedov
John R. Marchetta
Chayse S. Marmo
Alex J. Martin
Henry A. Martin
Nathan D. Mayer
Colton D. McAfee
Sutherland R. Mckelvey
Sean E. McKinney
John E. Milbrandt
Sidney P. Mingle
Logan R. Mitchell
Wesley E. Moats
Leah K. Molenda
Troy D. Molinar
Luke Z. Musil
Michael D. Nagel
Tyler N. Napolitano
Sydney E. Nedlik
Zachary M. Nelsen
Bamidele Oluwadare
Jaber Omayan
Wyatt A. Openshaw
Timothy Oswald
Stephen T. Patrick
James M. Patton
Clark N. Pearce
Charlotte M. Pease
Jacquez M. Peek
Matthew J. Perison
Adam J. Pianalto
Garret J. Pyatt
Emad S. Qureshi
Natalie S. Richards
Matthew J. Riczo
Leo P. Rieger
Kody M. Rinkevich
Owen M. Roach

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Sean M. Roehrs
Joseph R. Rozic
Bryce N. Ruda
Leslie M. Sawyer
Spencer R. Scheufler
Logan J. Segal
Ryan M. Serraglio
Taylor M. Sharrits
Adam C. Shuppe
Michael C. Simon
Michael P. Skerlong
Wyatt C. Smith
Logan E. Springer
Austin R. Squire
Matthew D. Stang
Justin R. Stimson
Jacob D. Storrow
Andrew M. Strahler
Nicholas J. Thomas
Christopher C. Tvaroch
Ethan T. Vogt
William J. Wenzel
Christopher M. Wertenberger
Cameron R. Wilson
Sumner R. Wilson
Denis V. Zaikov
Zachary Zatta

Bachelor of Science in Surveying and Mapping

William J. Bailey
Hannah E. Carter
Brian T. Fay
Nicholas W. Gyurky
Kurt A. Ingalls

College of Business

Bachelor of Arts

Tori Anderson
Isabella DiFeo
Nicholas A. Funk
Xavier D. Swiger

Bachelor of Business Administration

Ben M. Adams
Tessa M. Adams
Miranda Akins

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring**

Joni Q. Allen
Samuel W. Amory
Eliana L. Anderson
Alexander S. Bahas
William S. Barnby
Leanna M. Barnhart
Lauren E. Becker
Aaron J. Benchoff
Aaron J. Benchoff
Ryan W. Bergstrom
Charlie M. Bond
Kyle J. Boron
Traiana M. Boyer
Dietrich J. Boysel
Maxwell L. Brainard
Luke D. Brand
Jack S. Brokloff
Rebecca A. Bronstrup
Tyler M. Brown
McDonough B. Buckner
Aron L. Butler
Sutherlynd Butler
Ashlee Butryn
Kyle M. Callihan
Iva M. Carrington
Hannah E. Carter
Dylan R. Casler
Casey T. Chaffins
Anesu Chinoda
Blake A. Coffman
Benjamin J. Collins
Dylan Conner
Zachary E. Corby
Kassi G. Cyrus
Gino D'Aloiso
Karlton L. Daniels
Madison Danna
Adetutu Daranijo
Collin R. Davis
Hunter C. Davis
William W. Davis
Jarod Deagan
Brady A. Dearth
Savtej S. Dhillon
Austin J. Dillon
James Dinh
Damjan Djosanovic
Mia S. Dodds
Andrew S. Doepker
Noah K. Dunaj

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring**

Zach T. Dunphy
Justin P. Eckman
Amily C. Effler
Tyler Elkins
Alan El Rassi
Brooke Fabrizi
Wade R. Farley
Gabriella Fennell
Ryan J. Fenton
Spencer Flack
Allison N. Francis
Garrett M. Franczek
Benjamin S. Fuller
William G. Gallien
Olivia Gardner
Lauren M. Gentile
Andrew A. Gianni
Riley Gibbs
Jesse M. Giffin
Kyle C. Goodrich
Alex Grdic
Jenna M. Grear
Santina M. Griffith
Gabriella F. Gullo
Alexander K. Hall
Anna F. Harrison
Brock H. Hawkins
Timothy O. Heydinger
Mitchell B. Hoerig
Mary G. Hoffman
Tabitha Holbert
Robert B. Hoobler
Scott R. Horvath
Nikolas J. Hudock
Jalen A. Hurd
Zachary K. Jackson
Andrew Kandel
Drina Kearns
Stephen R. Ketchum
Kyra L. Keurentjes
Ethan D. Knott
Annaleigh J. Koch
Emma E. Kavscek
Dominick F. Kriz
Kyle Kwasniewski
Gabrielle A. Laplaca
Weston S. Latham
Kokou K. Ledi
Adelina V. Leskiv
Matthew J. Leu

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring**

Matthew L. Marchionda
Angelo J. Mariola
Alexa D. Martin
Kailey E. Marty
Adam J. Maruschak
Bryce R. McAfee
Kyle M. Mccaffrey
Grant J. McConnell
Andrew R. McFadden
Nicholas M. McFadden
Elia A. Meltzer
Vincent C. Miceli
Ava G. Miller
Sydney R. Miller
Joshua D. Milush
Christopher Mitchell
Bryanna L. Nagy
Louis N. Nagy
Allison N. Neubauer
Ivan Nikolic
Andrew T. Novak
Justin N. Ollis
Megan O'Quinn
Cole M. Orcutt
Sofia G. Palma
Brennon E. Panovich
Hinal Patel
Jasmine N. Penny
Derek S. Pryber
Jessica N. Ranftl
Ryan T. Richards
Austin L. Ritter
Omran A. Saleh
Erica Sams
Jacob B. Schurr
Mason F. Scott
Andrew R. Shotts
Craig S. Sibbio
Harrison E. Sims
Logan Sims
Derek J. Sinclair
Ethan M. Slike
Nicholas J. Smith
Hunter W. Snell
Devin K. Sorrell
Gabriella F. Sterry
Tyler V. Syrone
Eric J. Szabo
Cecily P. Taylor
Shai Aire Thompson

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring**

Sam R. Tojaga
Tyler Tolarchyk
Dominic A. Traganza
Steven M. Tsengas
Dylan C. Underwood
Gary M. Utt
Esha S. Vartak
Claire E. Vaughan
John E. Wade
Izabella G. Waid
Cade N. Wakim
Andrew Watts
Matthew A. Weber
Brandon S. Welsh
Jacqueline G. Wendel
Tyler J. Westren
David A. Wewer
Samantha Wilhelm
Megan L. Williams
Tyler G. Yelling
Caden P. Zahler
Tyler R. Zimmer
Kyle A. Zubricky

Bachelor of Science in Accounting

Morgan E. Andrews
Zachary Bezon
Yuchen Cai
Isabella DiFeo
Anthony M. Dottore
Norman G. Elias
Devontae M. Glover
Dayjon Harris
Victoria C. Horoschak
Kaylyn L. Hoschar
Kyle L. Latham
Gurtaj Mangat
Kelsey W. McDowell
Romarrius Mcelroy
Colin Mcgrath
Alexis L. Mendoza
Alexandria J. Miller
Deloni M. Page
Tami H. Peterson
Alexander G. Plant
Matthew J. Raley
Benjamin E. Revay
Hannah P. Rugg
Matthew F. Spotleson

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Martin B. Thompson
Lourdres M. Varvel
Diana K. Vires
Katelyn R. Withrow

College of Health and Human Sciences

Bachelor of Arts in Child and Family Development

Kira M. Jones
Amari R. King-Johnson
Brynn K. Miller
Florence K. Pilipili
Angel B. Rushubirwa
Deanna M. Shriver

Bachelor of Arts in Speech - Language Pathology and
Audiology

Claire E. Barrick
Hannah Dawson
Logan P. Faith
Natalie E. Kirk
Rhiannon L. Miller
Abigail L. Reardon
Cassandra J. Riebau
Megan E. Robinson
Megan E. Sawyer
Jane A. Stauffer
Emma A. Walsh

Bachelor of Science in Allied Healthcare Administration

Jennifer R. Holobaugh
Timothy A. Hughes
Madison N. Murphy
Daniel Pawlowski
Emma L. Thurston
Hanna C. Willoughby

Bachelor of Science in Computer Information Systems

Dakota R. Clark
Kurt J. Ekensten
John G. Estes
Asa J. Roberts

Bachelor of Science in Emergency Management and Homeland
Security

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Marguerite H. Bonos
Thomas S. Masteller
Alec M. Montgomery
Dylan L. Ostrander
Anthony R. Smith
Adam T. Travis
Megan R. Vocatura

Bachelor of Science in Food and Environmental Nutrition

Brianna Polito
Jessica L. Shell

Bachelor of Science in Respiratory Therapy

Turki M. Alanazi
Ziad E. ALdossari
Zainab Almarzooq
Reem A. Alrashed
Zahra Y. Alwatyan
Elise M. Brechbuhler
Hailee M. Cigany
Tatianna M. Daly
Brooke L. DeJournett
Izabel G. Eastwood
Elise M. Fine
Waad Hajib
Maria A. Hughes
Lindsey R. Ina
Gabriella Iosue
Narayani Khanal
James C. Mason
Caitlin M. Rheaume
Mackenzie A. Schultz
Dina A. Torchilo
Makenzie L. Vannatten

Bachelor of Arts

Braedyn J. Ayers
Emily G. Christopher
Alayna M. Dunphy
Amanda S. Fontana
Breana Griffin
Erin L. Hewitt
Cassidy C. Laizure
Meghan R. Moench
Renee E. Nussbaum
Cadyia Pugh
Paige A. Rider

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Maurine C. Speight
Samantha J. Stanic
Susan Tharp
JoHanna R. Thompson
Paige L. Vineyard
Emma J. Vosniak

Bachelor of Arts/Social Work

Mary Aspery
Lisa C. Bake
Brooke E. Beans
Megan R. Beebe
Allison E. Bell
Leona Y. Boswell
Karmiesha A. Curtis
Tori S. Davidson
Ellon M. Gibson
Kayla M. Giltz
Brian D. Glazer
Anne L. Heller
Paige F. Howe
Colton A. Jenkins
Tyrah E. Jeter
Arwen E. John
Christy Lile
Amelia E. Logan
Kenneth E. Lyons
Fatimah R. Manjaroe
Katherine E. McDaniel
Dominique McIvery
Josie N. Michel
Jennifer D. Mora
Kayla Musselman
Kelly Nickson
Sarah Nist
Nicole D. Perkins
Rhianna D. Ramos
Jordyn Robinson
Autumn T. Sayre
Cati B. Semer
Melissa D. Shaughnessy
Isabella M. South
Amanda Trimble
Miranda Twiggs
Hailey Vasko
Cierra M. Wheeler
Kathryn J. Yanchak
Amanda R. Zepernick

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Bachelor of Science in Dietetics

Michaela L. Campbell
Alayna Harstine
Katie A. Holladay
Julia A. Lee
Michael Manzo
Christopher W. Milhoan
Ryan M. Rock
Jenna L. Rodgers
Morgan D. Stocker
Alexandra S. Uhalley
Camellia Williams
Ramin A. Youssefi
Carlyn M. Zahner

Bachelor of Science in Education

Justin N. Bernstein
Jordyn Dawson
Logan Day
Jon-Carl S. Hostetler
Benjamin D. Incontro
JoAnna Jackson
Jacob W. Jacoby
Dustin C. James
Amir D. Moore
Cameron J. Palermo
Nene Puplampu
Robert C. Richmond
Trevon Rogers
Matt Slepski
Megan B. Szabo
Luke Trese
Bryan Trimble
Tate S. Wargo

Bachelor of Science in Exercise Science

Carly R. Anenson
Shawna B. Bailey
Zoi Balamouti
Rebecca L. Beitko
Brandon Bischof
Gideon O. Boamah
Abigail J. Boenig-Dombek
Marissa L. Brady
Gabrielle Brown-Mitchell
Morgan Cadmus
Megan L. Cercone

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring**

Marissa Common
Mallory L. Compson
Katie E. Crane
Arash Daraie
Allen A. Davis
Chase E. Demeter
Colton K. Dowd
Kaitlin E. Eckman
Quinten M. Garver
Alex Grieshop
Tyler M. Grine
Elizabeth J. Gurko
Jacob S. Hailey
Sophia Leto
MacKenzie P. Lynden
Nicole Marston
Kaylan M. Mayes
Mikaila McCourt
Katerina A. Michlik
Jaden Nguyen
Tori Y. Norman
Mariah R. Reeder
Jacob C. Schulz
Jaylynn J. Simon
Samuel T. Snyder
Emily M. Szekely
Christopher J. Talion
Sydney N. Tekempel
Sarah E. Temple
Christina A. Verkhovliak
Milton Wilson
Shatiera L. Wood
Neven Zelich

Bachelor of Science in Nursing

Adam C. Aberegg
Lindsey E. Adams
Ebunoluwa O. Adedeji
Olivia R. Antenucci
Ashten D. Antigo
Thomas G. Baker Jr.
Lauren M. Barrett
Savannah J. Bayes
Edward E. Beard
Rebecca L. Bebout
Tamara E. Belcher
Sarah A. Bereznay
Titus Bixler
Emalee G. Black

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring**

Paul O. Bonyo
Alexandra E. Braman
Elizabeth K. Bridgeman
Alaina A. Budimlic
Madison Butler
Madison T. Butrey
Emily M. Byerly
Beth Carter
Taylor R. Conley
Cody J. Cromer
Madison E. Cropper
Madison M. Culp
Michelle L. Damron
Taylor R. Detling
Nicole M. Dinardo
Katelynn DiPietro
Mariah Dixson
Amariana L. Dortch
Jordan Dubenion
Madison R. Erickson
Nathan Flacke
Maddison N. Fogt
Sara B. Foster
Donnesha Fountain
Kelsey Francis
Jiaxin Gao
Kevin J. Giannetti
Anneliese M. Goetz
Taylor Gulla-Swaino
Darius T. Harris
Heidi R. Hartzler
Mackenna E. Hatfield
Abigail N. Held
Renee M. Hill
Seth A. Hill
Jacob A. Hoffa
Bethany A. Hrabusa
LaToya Huddleston
Alana M. Hunter
Nisya K. Hunter
Tatyana A. Jenkins
Cayleigh F. Jogan
Mikayla C. Johnson
Celeste E. Kidd
Karlee G. Kirby
Toni R. Kirk
Mark A. Knaus
Tchami J. Kouatchoua
Alexis C. Kramer
Taylor N. Kuruzovich

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring**

Alyssa E. Leach
Kamryn N. Leising
Nathaniel A. Lewis
Janna R. Loucks
John G. Lowe
Devin Malaney
Alexis M. Malish
Joanne M. Marcelli
Rondeshah McCargo
Jesse A. McCullough
Amber L. McGannon
Joel P. McMullen
Kelly Mhoon
Danielle N. Michalec
Dax O. Mickley
Clara Miller
Manisha Mishra
Tyler S. Mitchell
Lavern F. Nerlich
Sydney R. Newell
Demetria A. Nicolaou
Susan K. O'Brien
Inna J. Olesh
Autumn M. Oshell
Shannon L. Pasternak
Amber N. Patterson
Haley J. Perkins
Madison L. Plucinsky
Kathryn M. Pond
Kiandra Powell
Lauren E. Price
Ann M. Redle
Emily E. Romaso
Melanie S. Rorar
Amber E. Rymers
Brianna N. Rypinski
Hannah R. Scott
Zarina D. Serikbaeva
Audrey M. Shaffer
Ciarra Shaffer
Sarita Sharma
Diana L. Shulik
Benjamin L. Simmons
Cortney Slaven
Ashleigh R. Slusarczyk
Lilly E. Smucker
Vitaliy Smuk
Alayna Stoller
Sidney A. Tekancic
Peyton T. Tender

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring**

Victoria E. Tesar
Dontesia Turner
Lillian L. Uzl
Zachary L. Vitu
Taylor E. Voltz
Darijana Vujica
Emily R. Walsh
Margaret E. Watson
Amanda L. Westbrooks
Hannah L. White
Samantha M. Wingren
Kara Winters
Sadie R. Wood
Elizabeth M. Woods
Olivia G. Woods
Jodi L. Yost

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Associate Degree Candidates

Buchtel College of Arts and Sciences

Associate of Applied Science in Criminal Justice Studies

John T. Fink
Brandon Kreiner
Madeleine K. Reese

Associate of Applied Science in Paraprofessional
Education

Sarah A. Zenner

Associate of Arts

Razan O. Abdelqader
Joshae' T. Ackles
Riley R. Alchier
Lalyn Arnold
D'miyah Banks
Emma Barna
Paige L. Benham
Kylee Bernel
Oscar Bhujel
Shyanne Brown
Angelia Bryan
Taya A. Carlton
Dyson A. Carter
Pakoa Chan
Becca B. Chanay
Jacob P. Christopher
Isabella D. Clements
Dominick C. Crosier
Cameron Curto
Swa B. Da
Richard H. Day
Jovana Djuric
Connor J. Donahue
De'Wayne L. Dukes
Elizabeth M. Duncan
Antaniyha D. Easter
Jasmine Eastman
Emily M. Farley
Irene Garcia Cruz
Aknyha Gary
Victoria K. Gary
Sunshine M. Gasper
Soneya Ghatani
Ellon M. Gibson

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring**

Ay'lonnie R. Gilbert
Dikchya Gurung
Sarah W. Haiss
Abigail G. Hasinski
Karissa B. Hauke
Grace T. Haydu
Veronica R. Hoff
Deanna Horner
Paige F. Howe
Devin M. Huwig
Bailey E. Jedel
Lilly A. Johnston
Alexis K. Katzenmeyer
Lauren Kujath
Christian Lara
Pelden Lepcha
Orion W. Lewis
Ethan D. Lilley
Kia Lor
Louie Luong
Kenneth E. Lyons
Andrew Magons
Madison A. Martin
Zoe-Lanese I. Martin
Joesiah McCann
Arlissa Mccullough
Deja' J. Meekins
Dameon L. Meriweather
Yaladar Mi
Mariah L. Miller
Paige M. Mitchell
Taylor N. Murphy
Devion Murry
Olivia Nash
Korn Kanihk Norn
Noria I. Nuru
Lisa R. O'Connor
Olivia R. Ortiz
Trenton A. Pierce
Erionna E. Portis
Ashley M. Price
Larry F. Purnell
Jerry H. Puryear
Jabari Queener
Ranjan Rai
Giustina Ricchiuti
Nicole I. Rogers
Karlea R. Rollins
Christian Ross
Kaylea Rudibaugh
Salam Said

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Ashmita Sanyashi
Autumn T. Sayre
Rachel I. Schar
Lena E. Semertsidis
Janae S. Shaw-Fudge
Somer J. Silcox
Abigail P. Simkanin
Briasia Smith
Chantel Smith
Sajank A. Soen
Lacey Somerville
Brittany C. Stacho
Troy-Shawn M. Starks
Abigail J. Stopka
Julia Subba
Rosina Subba
Kylie A. Tennant
Alanna M. Thomas
Alyssa Thomas
Shelby D. Thomas
Oliver D. Thompson
Morgan D. Tyler
Vallery G. Vang
Vargas Vang
Simara Vines
Wylie Vue
Kiyara N. Wade
Shakhia J. Weems
Chloe R. White
Nautica C. Whooper
Adrianna Wilson
Brian E. Wilson
Alexis A. Wines
Jenna M. Wright
Trishchin J. Yates
Reese M. Young

Associate of Science

Jonathan W. Baker
Rebecca L. Bebout
Titus Bixler
Maxwell L. Brainard
Victoria Carmany
Timothy C. Channels
Taylor R. Conley
DeAnna M. Cooley
Nelson F. Custer
Amara S. Davis
Cody Dilgard

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Trent J. Dixon
Jared R. Durieux
Sally A. Grosser
Jacob R. Halvorsen
Heidi R. Hartzler
Jacob S. Haschak
Mackenna E. Hatfield
Allison N. Hier
Seth A. Hill
Tabitha Holbert
Marie Leach
Aaron J. Learmonth
Nathaniel A. Lewis
John G. Lowe
MacKenzie P. Lynden
Alex J. Martin
Michelle C. Martin
Jesse A. McCullough
Michael D. Nagel
Megan M. Neff
Lisa R. O'Connor
Shannon L. Pasternak
Tami H. Peterson
Ralph N. Polk III
Jamal Price
Austin L. Ritter
Jenna L. Rodgers
David S. Romero Herrera
Tyler Roth
Celtic L. Schmaltz
Harrison E. Sims
Logan Sims
Alexander Swinehart

Associate of Technical Studies

Raphael M. Cross
Hailee S. Jones
Adam T. Travis

College of Engineering and Polymer Science

Associate of Applied Business in Computer Information Systems

Johnathon M. Davidson
Gavin M. Kaiser
Logan M. Mehringer

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Thomas Mendiola
Niccolo P. Pedone
Jayson M. Sutter

**Associate of Applied Science in Construction Engineering
Technology**

Michael C. Amentini
Levi L. Durst
Alex N. Gill
Matthew C. Hallworth
Jacob D. Huey
Steven A. Sabatino
Spencer L. Smole
Alec M. Zenk

**Associate of Applied Science in Corrosion Engineering
Technology**

Noah A. Donges
Gorden W. Goodman
Arturo E. Seijas Morillo
Tyler J. Smith

**Associate of Applied Science in Electrical and
Electronic Engineering Technology**

James M. Dollman
Andrew Furness
Gregory M. Grzywna
Jeremy Light
Connor M. McCready
John Renteria Ludena
Tavis M. Rutledge

Associate of Applied Science in Land Surveying

Nicholas W. Gyurky
Kurt A. Ingalls
Thomas E. McMullen
Tyler S. McQueen
Dickson M. Mmbali

**Associate of Applied Science in Advanced Manufacturing
Engineering Technology**

Kyle Craft
Noah A. Donges
Jacob A. Fildes Pander
Alex Houseworth
William E. Korecky

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2022 Spring

Alexander A. Schooley
Chris D. Sexton
Gerald L. Smith

Associate of Applied Science in Mechanical Engineering
Technology

Mohammed Albogami
Philip Antol
Owen P. Baker
Brandon J. Baumgardner
James M. Bock
Matthew D. Colvin
Antonio M. Crenshaw
Joshua C. Egolf
Terra Fisher
Sarah L. Fraser
Stephanie J. Gerber
Sandor Hegedus
Alfie Meynard A. Hinapis
Kolby L. Hirschfelder
Daquan M. Jones
Michael J. Lovick
Anthony J. Mazzola
Jeffrey C. Miller
Reid D. Miller
Alexander D. Morley
Derek A. Parks
Andrej Petrovski
Dayvon Z. Robinson
John D. Schoonover
Dale R. Sirl
Gavan J. Vanover
Elijah W. Yoder

College of Health and Human Sciences

Associate of Applied Science in Emergency Medical
Services Technology

Dakota M. Fisher

2,222 Total Degrees

THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Proposed Degree Recipients for Spring 2022

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on April 27, 2022 pertaining to The University of Akron's Prospective Degree Candidates for 2022 Spring, contingent upon candidates' fulfillment of requirements, be approved.

M. Celeste Cook, Secretary
Board of Trustees

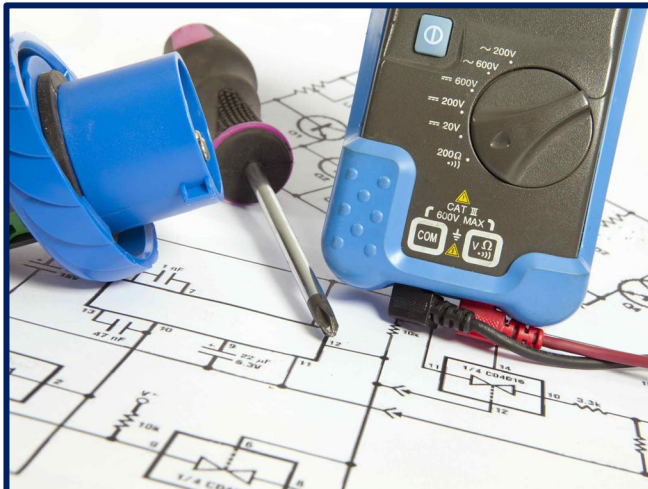
April 27, 2022

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 3

RESEARCH REPORT

RESEARCH & SCHOLARLY ACTIVITIES



Research and Scholarly Activities Highlights

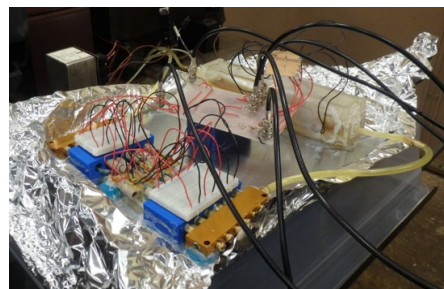
Select awards received, January-March 2022

College	Department	Title	Sponsor	Award Amount	PI and Co-PI(s)
BCAS	Geosciences	CAREER: Experimental Investigation of Viscous Anisotropy of Foliated Rocks: Implications to the Strength of the Mid to Lower Continental Crust	National Science Foundation	\$ 96,813	Holyoke III, Caleb W
CEPS	Biomedical Engineering	Identifying Therapeutic Vulnerabilities of Bone Marrow Driven Recurrence of ER+ Breast Cancer	U.S. Army Medical Research Command	\$ 1,132,200	Tavana, Hossein
CEPS	Civil Engineering	Establishing Minimum Specification Parameters for Cold Mix Used in Winter Pothole Patching	Federal Highway Administration via University of Cincinnati	\$ 72,958	Abbas, Ala R
CEPS	Electrical & Comp Engineering	TCRP D-19 Detecting and Mitigating Low- Level DC Fault Currents in Transit Systems	U.S. Department of Transportation via National Academy of Sciences	\$ 250,000	Sozer, Yilmaz
CEPS	Mechanical Engineering	Glenn Engineering and Research Support (GEARS) Program	NASA Glenn Research Ctr at Lewis Field via HX5	\$ 563,605	Daniels, Christopher C
CEPS	School of Polymer Sci & Engr	Combining enzymatic epoxidation of soybean oil-based bio-resin and cost-advantaged, superior, carbonized, biomass filler powders to create circular economy thermoset hybrid bio-composites	Department of the Air Force via Bioindustrial Manufacturing and Design	\$ 60,000	Soucek, Mark
CHHS	Speech-Language Path/ Audiology	The Interprofessional-Hearing Early Access Response through Telepractice (I-HEART) Project	U.S. Department of Education	\$ 249,998	Houston, K. Todd
CHHS	Speech-Language Path/ Audiology	Pharmaceutical Interventions for Noise-Induced Hearing Loss-Acute Exposure Treatment (PINIHL-AET)	U.S. Army Medical Research Command via Washington University in St Louis	\$ 88,268	Sonstrom Malowski, Kristine E
Other	EXL Center	Summer/Fall 2021 Mobile Neighborhood COVID Education and Vaccination Service Campaign	Centers for Disease Control & Prevention via Summa Health System	\$ 25,200	Seher, Christin L
Other	VP Research & Dean, Grad School	Midwest I-Corps Hub	National Science Foundation via University of Michigan	\$ 63,814	Allen, Philip A
Wayne	Library Administration-Wayne	The University of Akron Celebrating Ohio Book Awards & Authors (COBAA) Project	Institute of Museum and Library Services via State Library of Ohio	\$ 1,980	Lerch, Maureen T

Technology Transfer and UA Research Foundation Highlights

UA startup company Zsense receives \$256,000 STTR award

Zsense, an Akron-based company that is developing oil condition monitoring technology from UA, has been selected to receive a prestigious National Science Foundation (NSF) Small Business Technology Transfer (STTR) award. Zsense will receive \$256,000 in NSF grant funding to develop a smaller and more robust version of its prototype to be tested in actual customer environments. The company's technology enables better predictive maintenance of motors and reduces equipment failure. The technology was developed by Professor of Mechanical Engineering **Jiang Zhe**. Dr. Zhe's research group participated in UA's I-Corps Site and NSF's I-Corps Teams program to understand the market for the technology.



Zsense's initial oil condition monitor prototype

UA I-Corps program recognized in Deshpande Foundation report



Dr. Miller accepts a Deshpande Symposium award

The University of Akron Research Foundation (UARF) and UA's I-Corps Sites program were highlighted in a Deshpande Foundation report, which goes to a nationwide network of like-minded practitioners focused on accelerating innovation and entrepreneurship across the college and university environment. UA's I-Corps program won the 2021 Deshpande Symposium Award for Exemplary Practice in Technology Commercialization Award. I-Corps was recognized for its strong commitment to building programs that accelerate innovations from laboratory research to commercialization for both university and community inventors. Raj Melville, executive director of the Deshpande Foundation, noted that UA's I-Corps site "best exemplified a strong commitment to building programs that accelerate innovations from the laboratory and research into commercialization across institutions." The

Deshpande Foundation report highlighted significant successes UA has achieved since this award, including receiving major grant funding to expand the I-Corps program from 60 to 120 teams per year.

UARF's STRIDE Accelerator graduates its fourth cohort

UARF's STRIDE Accelerator, a 5-month program that assists companies that are creating high-tech physical products, has graduated its fourth cohort of startup companies. The STRIDE Accelerator has a competitive application process and is open to startup companies from across Northeast Ohio. Selected companies learn best practices in building a minimum viable product, branding and marketing, and pitching for investment. This STRIDE cohort included 3 UA affiliated companies from mechanical engineering, civil engineering and the School of Law. STRIDE Accelerator graduates have raised \$3.8 million, launched 2 new products, and achieved one startup exit.

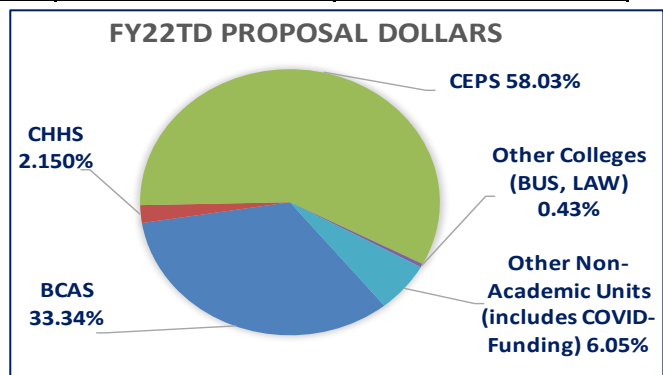
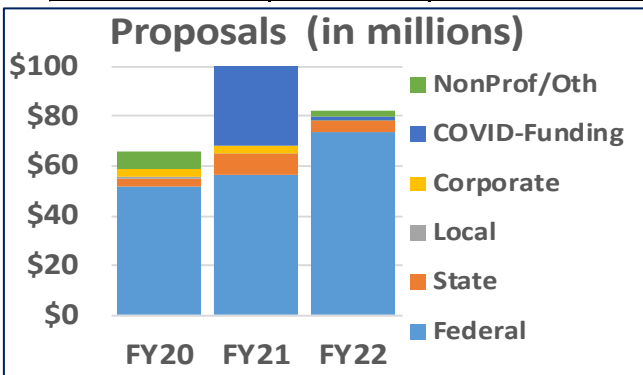
STRIDE
HARD TECH ACCELERATOR

PROPOSALS (New and Continuing)

FY20	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	148	\$ 51,454,013	\$ 12,706,130	\$ 1,411,893
State	16	\$ 3,755,881	\$ 331,478	\$ 522,996
Local	4	\$ 68,995	\$ -	\$ -
Corporate	40	\$ 3,547,351	\$ 588,522	\$ -
NonProfit	59	\$ 6,274,577	\$ 999,746	\$ 2,400,344
Other*	3	\$ 339,287	\$ -	\$ -
Total	270	\$ 65,440,103	\$ 14,625,876	\$ 4,335,233

FY21	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
COVID-Funding	6	32,691,927	-	-
Federal	143	56,747,627	13,982,139	2,694,768
State	15	8,482,552	1,529,314	74,222
Local	5	89,392	-	-
Corporate	34	2,548,098	602,015	-
NonProfit	43	4,389,905	509,345	1,495,156
Other	2	326,999	95,789	-
Total	248	105,276,499	16,718,603	4,264,146

FY22	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
COVID-Funding	3	\$ 1,600,587	\$ -	\$ -
Federal	139	\$ 73,828,302	\$ 12,451,789	\$ 431,947
State	20	\$ 4,239,710	\$ 403,046	\$ 16,494
Local	4	\$ 70,751	\$ -	\$ -
Corporate	19	\$ 519,965	\$ 57,134	\$ -
NonProfit	26	\$ 1,686,007	\$ 198,209	\$ 1,179
Other	3	\$ 27,466	\$ 7,207	\$ 1,200
Total	214	\$ 81,972,789	\$ 13,117,385	\$ 450,820



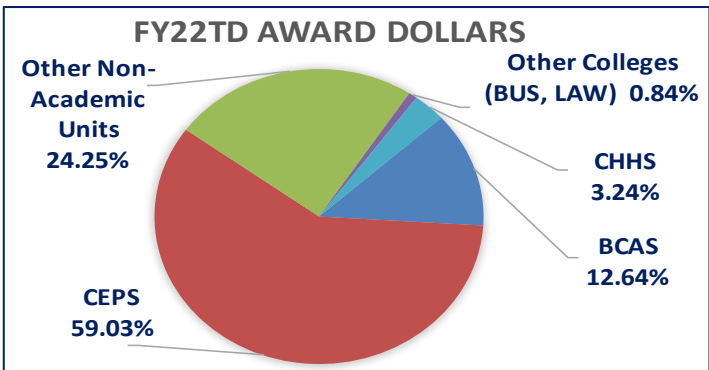
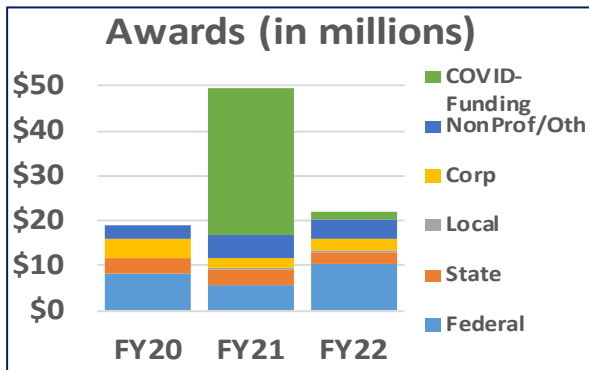
*Other is comprised of sponsor types: individual, non-U.S. government, and other universities.
 This report may co-report with UA's Development Office.

A W A R D S

FY20	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	36	\$ 8,225,448	\$ 1,782,344	\$ 64,722
State	13	\$ 3,356,151	\$ 162,712	\$ 2,210,800
Local	7	\$ 140,566	\$ 6,029	\$ -
Corporate	54	\$ 4,176,209	\$ 1,118,673	\$ -
Non-Profit	39	\$ 1,425,007	\$ 158,212	\$ 90,702
Other*	18	\$ 1,787,617	\$ 395,092	\$ 413,755
Total	167	\$ 19,110,999	\$ 3,623,061	\$ 2,779,979

FY21	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
COVID Funding	6	\$ 32,691,927	\$ -	\$ -
Federal	37	\$ 5,587,443	\$ 1,095,581	\$ 202,701
State	9	\$ 3,733,592	\$ 112,418	\$ 2,666,638
Local	5	\$ 108,946	\$ 6,013	\$ 28,850
Corporate	41	\$ 2,264,997	\$ 502,553	\$ -
Non-Profit	25	\$ 899,295	\$ 83,623	\$ -
Other*	22	\$ 4,210,909	\$ 866,259	\$ 117,713
Total	145	\$ 49,497,108	\$ 2,666,448	\$ 3,015,901

FY22	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
COVID Funding	2	\$ 1,598,587	\$ -	\$ -
Federal	45	\$ 10,238,149	\$ 2,068,742	\$ 473,256
State	10	\$ 2,870,412	\$ 102,551	\$ 2,046,300
Local	7	\$ 145,718	\$ 5,937	\$ 28,510
Corporate	37	\$ 2,557,676	\$ 609,075	\$ -
Non-Profit	31	\$ 1,810,093	\$ 149,740	\$ 157,281
Other*	22	\$ 2,700,313	\$ 559,563	\$ 233,701
Total	154	\$ 21,920,948	\$ 3,495,608	\$ 2,939,048



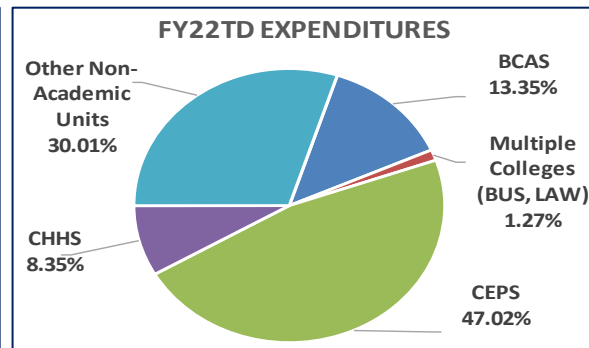
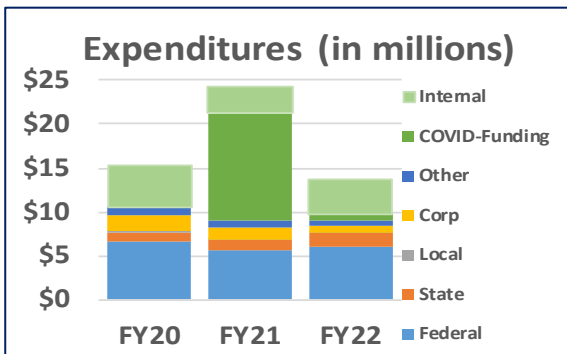
*Other is comprised of sponsor types: individual, non-U.S. government, and other universities. This report does not include testing agreements and may co-report with UA's Development Office.

RESEARCH EXPENDITURES

FY20	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 10,532,416	\$ 2,163,814	
Federal	\$ 6,546,270	\$ 1,678,421	
State	\$ 1,159,987	\$ 4,772	
Local	\$ 59,655	\$ 3,872	
Corporate	\$ 1,875,696	\$ 429,235	
Other*	\$ 890,807	\$ 47,514	
Internal	\$ 4,857,848	\$ -	\$ 2,450,154
Grand Total	\$ 15,390,264	\$ 2,163,814	\$ 2,450,154

FY21	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 21,285,679	\$ 1,778,903	\$ (1,862)
COVID Funding	\$ 12,340,090	\$ -	
Federal	\$ 5,659,306	\$ 1,383,102	
State	\$ 1,118,812	\$ 24,497	
Local	\$ 127,422	\$ 4,286	
Corporate	\$ 1,357,908	\$ 335,697	
Other*	\$ 682,140	\$ 31,321	\$ (1,862)
Internal	\$ 3,000,937	\$ -	\$ 340,367
Grand Total	\$ 24,286,616	\$ 1,778,903	\$ 338,505

FY22	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 9,760,345	\$ 1,631,509	
COVID Funding	\$ 831,943	\$ -	
Federal	\$ 6,110,433	\$ 1,348,964	
State	\$ 1,556,959	\$ 77,934	
Local	\$ 38,316	\$ 4,495	
Corporate	\$ 706,982	\$ 172,073	
Other *	\$ 515,712	\$ 28,042	
Internal	\$ 3,996,159	\$ 101,942	\$ 580,758
Grand Total	\$ 13,756,504	\$ 1,733,450	\$ 580,758



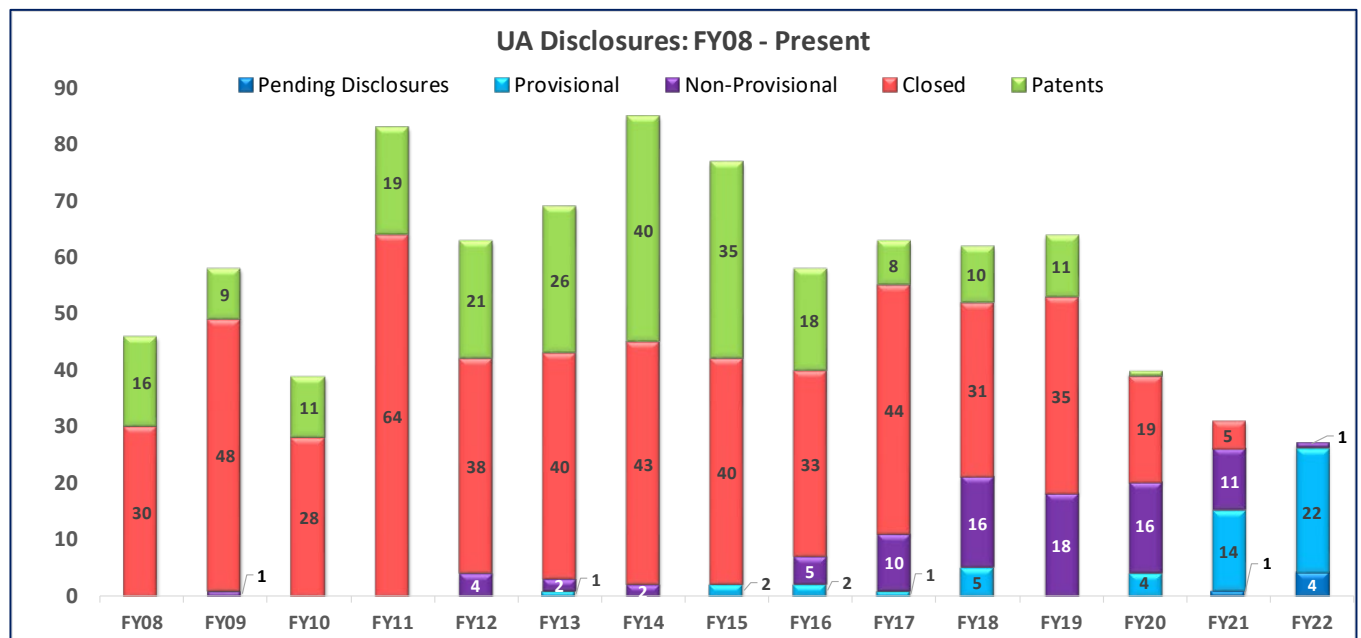
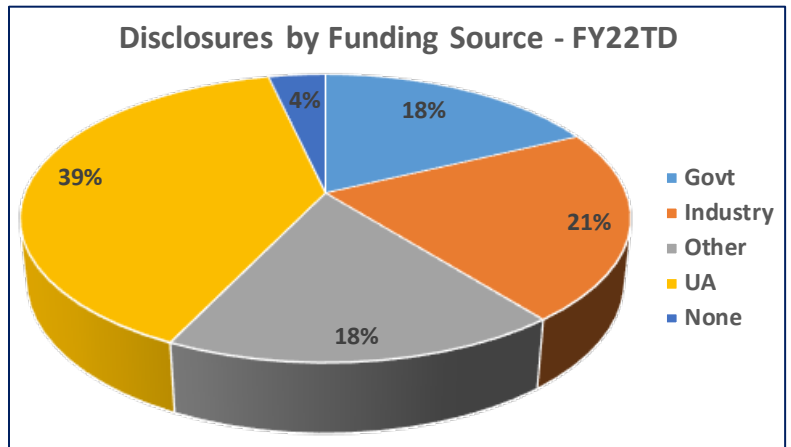
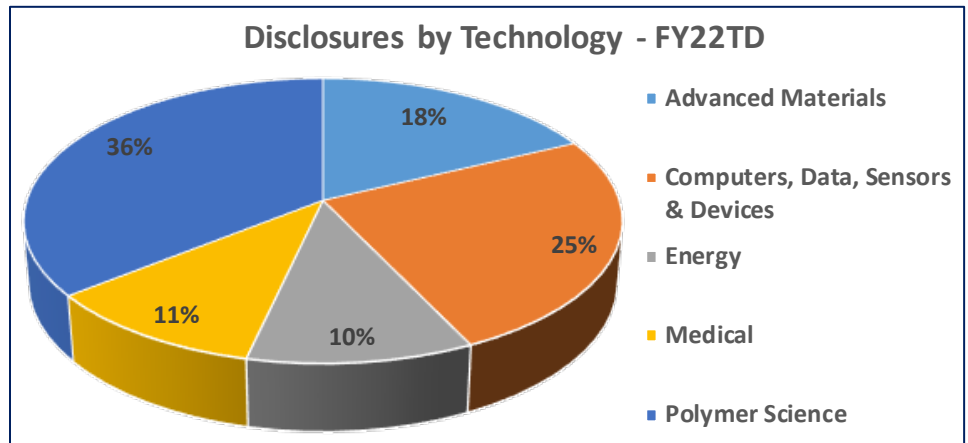
External "Other" sponsor types are foundation/nonprofit, individual, non-U.S. gov't. and other universities. External expenditures includes expenditures on research and other sponsored programs.

Internal research expenditures include specific research-related accounts, such as startup funding.

Technology Transfer: Invention Disclosures and Patent Activity FY08 to present

Disclosures submitted in FY22 to date continue in a variety of fields, with 54% being in advanced materials and polymer science. All are being assessed regarding the technology and potential market. 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, 2021 to March 31, 2022
(Sorted by Funding Source & Technology)**

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
11,069,894	7/20/2021	Crosslinked Polymer Binders for Electrochemical Energy Storage Devices	Yu Zhu and Feng Zou	CEPS	Advanced Materials	Govt
11,180,877	11/23/2021	Electrospun Aligned Nanofiber Adhesives with Mechanical Interlocks	Shing-Chung Wong	CEPS	Advanced Materials	Govt
11,066,316	7/20/2021	Treatment of Oil and Grease in Water Using Algae	Lu-Kwang Ju and Majid Hosseini	CEPS	Biotechnology	Govt
11,063,759	7/13/2021	Blockchain-Empowered Crowdsourced Computing System	Jin Wei-Kocsis, Yifu Wu and Gihan Janith Mendis Imbulgoda Liyangahawatte	CEPS	Computers, Data, Sensors & Devices	Govt
11,103,613	8/31/2021	Phosphorylated Poly(Ester-Urea) Based Degradable Bone Adhesives	Matthew Becker and Vrushali Bhagat	CEPS	Medical	Govt
11,207,676	12/28/2021	Lab-On-A-Chip (LOC) for Biomimetic Bone Remodeling Analysis	Marnie Saunders	CEPS	Medical	Govt
11,116,211	9/14/2021	Modification of Segmented Polyurethane Properties by Copolymerizing with Pendant Functionalized Diols	Abraham Joy, Chao Peng, Zhuoran Li, Nicholas Nun and Apoorva Vishwakarma	CEPS	Polymer Science	Govt
11,225,543	1/18/2022	Softening Thermoplastic Polyurethanes Using Ionomer Technology	Matthew Becker, Robert Weiss, Zachary Zander, Don Wardius, Karl Haider and Bruce Lawrey	CEPS	Advanced Materials	Industry
11,225,654	1/18/2022	Biofunctional Materials	Ping Wang, Minjuan Zhang, Hongfei Jia, Archana Trivedi and Masahiko Ishii	CEPS	Biotechnology	Industry
11,236,323	2/1/2022	Biofunctional Materials	Ping Wang, Minjuan Zhang, Hongfei Jia, Archana Trivedi and Masahiko Ishii	CEPS	Biotechnology	Industry
11,128,248	9/21/2021	DC Input Current Ripple Reduction in SRM Drive for High Volumetric Power Density Applications	Yilmaz Sozer	CEPS	Computers, Data, Sensors & Devices	Industry
11,146,125	10/12/2021	Permanent Magnet Machine	Kenneth Webber, Delynn Streng, Iftekhar Hasan, Yilmaz Sozer, Alejandro J. Pina Ortega, Jeffrey T. Klass and Mohammad R. Islam	CEPS	Computers, Data, Sensors & Devices	Industry
11,233,445	1/25/2022	Acoustic Noise Mitigation System for an Electric Machine	Yilmaz Sozer and Yusuf Yasa	CEPS	Computers, Data, Sensors & Devices	Industry
11,264,877	3/1/2022	Axial Flux Machine	Yilmaz Sozer	CEPS	Computers, Data, Sensors & Devices	Industry

**U.S. Patents Issued from July 1, 2021 to March 31, 2022
(Sorted by Funding Source & Technology)**

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
11,155,668	10/26/2021	Contact-Killing, QAC Functionalized Thermoplastic Polyurethane for Catheter Applications	Matthew Becker, Zachary Zander, Sean Chambers, Alec Cerchiari and Willie C. McRoy Jr.	CEPS	Medical	Industry
11,084,952	8/10/2021	Functionalized Polymer Compositions for Low VOC Coalescence of Water Based Emulsions	Mark Soucek, Brian Makowski and Anisa Cobaj	CEPS	Polymer Science	Industry
11,174,501	11/16/2021	Enzyme Processing of Soybeans Into Intact Oil Bodies, Protein Bodies, and Hydrolyzed Carbohydrates	Lu-Kwang Ju	CEPS	Biotechnology	Other
11,208,340	12/28/2021	Multi-step Method for Producing Algae Products	Lu-Kwang Ju	CEPS	Biotechnology	Other
11,190,752	11/30/2021	Optical Imaging System and Methods Thereof	Yang Liu	CEPS	Computers, Data, Sensors & Devices	Other
11,058,469	7/13/2021	Minimal Shock Set Screw	Ajay Mahajan, Jason King, Greg Norman and Tim Paul	CEPS	Medical	Other
11,197,873	12/14/2021	Azolium Salts for Treatment of non-muscle invasive Bladder Cancer	Wiley Youngs, Phillip Abbosh, Michael Stroymer, Marie Southerland and David Weader	BCAS	Medical	Other
11,142,596	10/12/2021	High Molecular Weight Polyisobutylenes and Polyisobutylene Networks From Liquid Polyisobutylenes by Thiol-Ene Clicking	Joseph P. Kennedy, Turgut Nugay and Nihan Nugay	CEPS	Polymer Science	Other
11,161,928	11/2/2021	Star Isobutylene-Based Thermoplastic Elastomers	Joseph P. Kennedy, Turgut Nugay and Nihan Nugay	CEPS	Polymer Science	Other
11,077,631	8/3/2021	Continuous Roll-to-Roll Process Design for Vertical Alignment of Particles Using Electric Field	Mukerrem Cakmak and Saurabh Batra	CEPS	Advanced Materials	UA
11,162,978	11/2/2021	Method of Operating Scanning Thermal Microscopy Probe For Quantitative Mapping of Thermal Conductivity	Jiahua Zhu and Yifan Li	CEPS	Computers, Data, Sensors & Devices	UA
11,221,292	1/11/2022	Method Utilizing In-Situ, Subsurface, Near Infrared Spectroscopy to Detect Buried Human Remains	Afrin Jahan Lopa, David Perry, Timothy Matney and Linda Barrett	BCAS	Computers, Data, Sensors & Devices	UA

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 4

STUDENT SUCCESS REPORT

REPORT TO THE ACADEMIC ISSUES AND STUDENT SUCCESS COMMITTEE DIVISION OF STUDENT AFFAIRS APRIL 2022

OHIO DEPARTMENT OF HIGHER ED UNVEILS COLLEGIATE PURPLE STAR



Randy Gardner, Chancellor, Ohio Department of Higher Education (center) and Mary Rossett (third from left), Director, University of Akron Military Services and co-chair, Ohio Veterans Education Council (OVEC), announcing Collegiate Purple Star directive

At a ceremony in Columbus on March 8, Randy Gardner, Chancellor of the Ohio Department of Higher Education (ODHE), introduced the Collegiate Purple Star, a designation to recognize public and independent colleges and universities in Ohio that are supportive and inclusive of military-connected students. Mary Rossett, Director of Military Services at the University of Akron and co-chair of the Ohio Veterans Education Council (OVEC), is proud of the strong collaboration between ODHE and OVEC, which she credits for the measure's drafting and adoption by the office of Governor Mike DeWine.

VETERAN RECEIVES CLEVELAND CAVALIERS/OHIO CAT SCHOLARSHIP



The Cleveland Cavaliers and Ohio CAT awarded their Veterans Scholarship to McKenzie K. Gerzanics, an active member of the Army National Guard, a third-year student in the University of Akron School of Law, and University of Akron Student Trustee. She serves currently as a veteran liaison in UA's Military Service Center, helping University staff process and verify educational benefits for student veterans.

Pictured (right to left): Second Lieutenant (2LT) McKenzie Gerzanics and Staff Sergeant (SSG) Robert Tromp

DIRECTOR OF ZIPASSIST HONORED



Ali Doehring, director of [ZipAssist](#), received the 2022 David Hoch Memorial Award for Excellence in Service by [Ohio Campus Compact](#) for her commitment to service-learning community engagement and demonstration of outstanding leadership in furthering the civic mission of The University of Akron (UA), all benefiting student support. This award is given annually to at least one faculty or staff member from an Ohio Campus Compact member school to recognize outstanding work in service-learning and/or civic engagement. It is named for the late David Hoch, dean of Honors at the University of Toledo, who served as director of service learning from 1999 to 2005. ZipAssist acts as a central information hub,

designed to share resources and deliver support and assistance to help students be successful at UA. Doehring also manages an emergency assistance grant program for students experiencing unforeseen financial hardship, which has assisted more than 600 students with emergency grants. She has advanced Help-A-Zip (UA's intervention program for students with personal or academic difficulties) and developed a robust food pantry program that serves more than 1,000 students per semester. Such initiatives have created lasting relationships between UA and community agencies, which also have connected nonprofit organizations with students interested in public service. "We applaud your continued leadership and dedication to integrating community engaged learning into undergraduate education," Richard Kinsley, executive director of Ohio Campus Connect, wrote in the award letter to Doehring.

CAREER SERVICES INTERNSHIP AND CAREER FAIR

Career Services and Student Employment hosted The UA Internship and Career Fair in February. Over 70 employers participated including: ALDI Inc., Amazon, Charles Schwab Corporation, CrossCountry Mortgage, Fastenal, Goodyear Tire & Rubber Company, Jarrett, National Interstate Insurance, OhioGuidestone, Piedmont Plastics, Swagelock Company, The J.M. Smucker Company, and Valmark Financial Group.



VIRTUAL NE OHIO REGIONAL CAREER EXPLORATION FAIR

UA Career Services and Student Employment participated in this virtual collaborative event for employers to connect with students and alumni looking for internships, co-ops, or full-time jobs of all majors. Eleven Northeast Ohio colleges and over 220 employers participated and connected with students from all institutions.



PART-TIME AND STUDENT EMPLOYMENT JOB FAIRS



Career Services and Student Employment held Student Employment and Part-Time Job Fairs in March. Students met with over 60 employers including: Akron Zoological Park, Amazon, Bellefaire JCB, Camp Otty'Okwa, City of Akron, FedEx, Cleveland Guardians, Firestone Country Club, Great Lakes Brewing Company, Red Oak Behavioral Health, Sheetz, Sherwin-Williams Company, T-Mobile, and The YMCA.

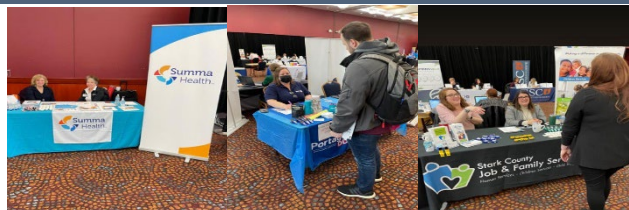
LAUNCH TO GRADUATION



In collaboration with Career Services and Student Employment, the College of Arts and Sciences, College of Business, and College of Health and Human Sciences held Launch to Graduation events with over 120 students in attendance across three events. These gatherings were intended for students graduating in 2022 to talk with Career Services, Academic Advising, Office of the Registrar, Student Accounts, and the Graduate School to ensure they are ready for their upcoming graduation.

SOCIAL WORK AND BEHAVIORAL HEALTH CAREER FAIR

The School of Social Work and Family Sciences, with Career Services and Student Employment, hosted the Social Work and Behavioral Health Career Fair In March. 56 agencies participated including: Akron Children's Hospital, Beech Brook, Child Guidance & Family Solutions, City Year, KidsLink, Stark County Job & Family Services, Summa Health, The Village Network, and Victim Assistance Program.



VIRTUAL INFO SESSIONS



Career Services and Student Employment hosted many virtual info sessions throughout this semester to help students learn about career related topics and prepare for networking events. Info sessions topics include Career Fair Prep, Mico-Internships, Elevator Pitches, Resumes, Interviewing, and Graduate School Planning. Students can register for future prep sessions on Handshake.

CAREER SERVICES LAUNCHES EMPLOYER SPOTLIGHTS ON SOCIAL MEDIA



Career Services and Student Employment uses Instagram Stories to feature employers who market their opportunities and organizations. Some employers that have been spotlighted include: Akron Public Schools, Aultman Hospital, CSA Group, National Interstate Insurance, Papa Pals, and Union Home Mortgage.

BEST PRACTICES FOR EDUCATION MAJORS

In March, Best Practices for Education Majors was held in conjunction with the School of Education. Educators from local K-12 school systems participated in an employer panel. Students also had the opportunity to conduct a mock interview with educators.



CAREER SERVICES AND BCAS COLLABORATE IN POSTER PROJECT



At the request of Dean Mitchell McKinney, Career Services and Student Employment coordinated a poster project with the Buchtel College of Arts and Sciences (BCAS) and their academic departments. Career Services' graphic design intern created posters to highlight majors and careers that are now showcased on the first floor of the Buchtel College of Arts and Sciences.

HANDSHAKE EMPLOYER CONTACTS WHO ARE UA ALUMNI

Our job board, Handshake, has a new feature to identify employer contacts who are UA alumni. Career Services and Student Employment shares this data monthly with The Alumni Association.



SWRS SEES CONTINUED GROWTH

Utilization of Student Wellness and Recreation Services has grown more than 40% since 2021, in response to greater participation in campus programs and the easing of COVID restrictions. Additional Group Fitness sessions have been added in response to increased demand, including cycling, yoga, circuit training, power yoga, Zumba, and Pink Gloves Boxing.



Club participants have been excited to practice and compete throughout the spring semester, with many teams gearing up for regional and/or national championship tournament. Club teams have traveled for numerous competitive events, including Wrestling, Bowling, Running, Dodgeball, English Equestrian, Men's Lacrosse, Competitive Pistol, Rifle, Women's Volleyball, Ice Hockey Club, and Ultimate Frisbee.

SWRC AND ONAT FACILITIES WELCOME REGIONAL AND NATIONAL COMPETITIONS

SRWC is honored to be the site for many regional and national events:

- Great Lakes Futsal hosted the USYF Great Lakes Regional Championships, bringing teams from Ohio, Michigan, Pennsylvania, Indiana, and Kentucky
- For the first time, Adaptive Sports Ohio hosted the 6th Annual Akron Rhinos Rugby Tournament in SRWC, which drew teams from Ohio, Michigan, and Illinois
- The National Wheelchair Basketball Association (NWBA) hosted the Women's National Championships April 22-24. This was our first time hosting the event, which was awarded to SRWC because of impressive regional events hosted previously with Cleveland Wheelchair Cavaliers team



In addition, the Ocasek Natatorium (ONAT) hosted events throughout the spring semester:

- Two YMCA Divisional Championship swim meets that brought more than 20 YMCA programs from across the region
- Ohio High School Athletic Association Division I and Division II Sectional Swimming Championships. These events brought 17 Division I and 43 Division II programs to campus for the first leg of the OHSAA Swimming and Diving State Tournament
- Lake Erie Swimming Inc. (LESI) hosted the 2022 Senior Championships that brought more than 25 local USA Swimming Organizations together for year-end championships
- USA Diving, with American Flyers Diving Team, hosted the Spring USA Regional Diving Championships, one of 12 hosted nationally and included teams from Ohio, Pennsylvania and Michigan



The University Council Recreation and Wellness Committee and SRWS were excited to bring back the RooFit Health and Wellness Challenge in January. 38 teams, with a total of 159 participants, accrued points weekly during the 8-week program. The winning teams were:

- 1st: Toby Flenderson, team members: Derek Brown, Matthew Lumpp, Colleen Lazzaretti, Cynthia Harm, and Lissia Gerber
- 2nd: The Regi-STAR Team, team members: Kimberly Lynn Proctor, David Bird, Michelle Jenson, LaToya Poulson, and Nicole Whitmer
- 3rd: Let's Get Our Fit Together, team members: Emily Lee, Bonita Byrd, Peggy Walchalk, Timothy McCarragher, and Kristine Kraft
- Most Improved: The Top3, team members: Rene Molenaur, Wendy Lampner, and Ling Qian

ESPORTS VARSITY - RAINBOW 6 (R6) SIEGE TEAM CROWNED CHAMPIONS



- University of Akron's Rainbow 6 Siege Team won the Collegiate eSports Association (CEA) R6 Invite League Championship March 23

- League of Legends team and Overwatch team continue to compete in the MAC esports league
- Valorant, Rainbow 6 Siege, Hearthstone, Rocket League and Fortnite will conclude their seasons in late spring

MORE ESPORTS NEWS

- eSports and Epic Games partnered to support an event hosted by the Esports Event Management class in the College of Business. Epic supplied prizes and assistance for the April 21 meeting
- eSports Club Teams conducted a 48-hour charity stream April 8-10, which was streamed on twitch.tv
- Varsity tryouts concluded in March, with more than 600 students vying for spots on our varsity esports teams

UNIVERSITY OF AKRON TO HOST OHIO ESPORTS CHAMPIONSHIP

The Ohio High School Esports State Championship is set for June 17-19. 48 high schools will be represented at the event, which will span 6 different game titles and bring an estimated 2,500 competitors and their families to campus. The championship will be held in the Jean Hower Taber Student Union Ballroom.

ESPORTS SUMMER CAMP COMING IN JULY

The Esports Summer Camp set for July 11-22 is currently 75% full and is expected to completely fill to capacity by May.

GREEK LEADERSHIP AWARDS

Fraternity and Sorority Life celebrated the 46th annual Greek Leadership Awards March 13. Thirteen chapters submitted award applications in the areas of academic programming, alumni outreach, campus and Greek involvement, member development, public relations, recruitment innovation and retention, risk management, and service commitment. The Dean's Cup Award to recognize one Interfraternity Council (IFC) fraternity for overall chapter excellence went to the men of Phi Delta Theta. The Praestantia Award, honoring one Panhellenic Council (PHC) sorority for overall chapter excellence, went to the women of Delta Gamma. Riley Dodds of Delta Gamma was selected as PHC Chapter President of the Year, Dylan Davis of Sigma Alpha Epsilon for IFC Chapter President of the Year, and DeLoni Page of Zeta Phi Beta Sorority, Inc. for National Pan-Hellenic Council (NPHC) Chapter President of the Year. Elizabeth Cooper, Janna Loucks, Arianna Murphy-Zarazua, Megan Sheets, Bridget Smith, Matthew Stang, Shelise Stinson, Claire Struhsaker, Matthew Topiack received the Order of Omega Thomas J. Vukovich Award for Outstanding Leadership in recognition of their achievements and contributions to the community. Jena Mies received the Innovation in Leadership Award for creativity and adaptability. Jesse Auman of Phi Delta Theta was named Greek Man of the Year. Emma Walsh of Delta Gamma was honored as Greek Woman of the Year.



Pictured Above: Jesse Auman, Greek Man of the Year, and Emma Walsh, Greek Woman of the Year pose with Dr. John A. Messina, Vice President of Student Affairs, at the Greek Leadership Awards.

CAMPUS PROGRAMS RECOGNIZES BLACK HISTORY MONTH

Campus Programs seeks to support the campus community by raising awareness through different programming initiatives. More than 10 departments and student organizations hosted 15 programs throughout February for Black History Month, with over 1,100 in attendance. Activities drawing the largest attendance included “Judas and the Black Messiah,” sponsored by Campus Programs and Black Students United; Black Business Expo; “Drunk with the Wine of World” with Rev. Dr. Marvin A. McMickle, sponsored by the Office of Inclusion and Equity; and The Black Experience Panel: Navigating Race in Your Career.

COLLABORATIONS KEY TO AN INSPIRING WOMEN’S HISTORY MONTH



Pictured Above: Two ladies take a moment for the camera while at the Women’s Empowerment Luncheon

Over 850 attendees participated in Women’s History Month events in March that were coordinated by 14 university departments or student organizations. Programs touched on topics such as women’s empowerment, entrepreneurship, mental health, racial justice, civil rights, and women in STEM. Highlights included International Women’s Day, Women’s Empowerment Luncheon, Women’s Studies Program with guest speaker Linda Sarsour, and the Women in STEM panel.

FRATERNITY AND SORORITY LIFE (FSL)

In February, nearly 360 students attended presentations by Tina VanSteenbergen and Dan Fail on Collegiate Issues, sponsored by the Office of Fraternity and Sorority Life. Tina addressed the sorority community, with a focus on sisterhood, confidence, and body image. Dan spoke to the fraternity community and discussed masculinity, toxic masculinity, and brotherhood.

NEW MEMBER CONVOCATION

In collaboration with IFC and PHC, the Office hosted New Member Convocation March 7. New Member Convocation served as an opportunity for new members to meet their peers in other chapters, learn about the governing councils, and have discussion about their personal, chapter, and community values. The Office facilitated a presentation on alcohol, title IX, hazing, and mental health resources. 41 new members were in attendance.

GREEK LIFE COMMUNITY HONORED FOR ACADEMIC ACHIEVEMENT

UA’s fraternity and sorority community was praised nationally this spring by Gamma Sigma Alpha, one of three Greek honor societies, for academic achievement. The University of Akron also was recognized during the February Association of Fraternal Leadership and Values (AFLV) Central Conference in Indianapolis for being named overall GPA winner for fall 2020 and spring 2021.

SERVEAKRON NEWS

In recognition of National Volunteer Week (April 17-23) serveAkron volunteered with Haven of Rest, One of a Kind Pet Rescue, Akron Canton Regional Foodbank, Keep Akron Beautiful, and hosted a campus clean-up day. In addition to providing direct volunteer opportunities, serveAkron hosted the Impact Breakfast April 21, with proceeds from ticket sales going to a local community partner. The organization also hosted UA Remembrance Day to bring the campus community together to honor UA lives lost over the past

year. ServeAkron will continue to facilitate Drop-In-Service opportunities to benefit Locks of Love and the annual Leggett Community Learning Center Easter Egg Hunt. Additionally, serveAkron will host 20 community partners in the Jean Hower Taber Student Union to recruit students for summer volunteer opportunities.

SUPER SERVICE SATURDAY

During spring semester, serveAkron hosted two Super Service Saturdays per month and one Drop-In-Service event per week. With these 14 events, 28 hours of hands-on service were offered to UA students. Almost 5,000 hours of community service were logged by more than 180 participating students. Community partners that benefited through these events include: ACCESS, Inc., Haven of Rest, Akron Canton Regional Foodbank, Hope and Healing, One of a Kind Pet Rescue, and Walls of Love, which is a new community partner organization that provides emergency resources to people in crisis.



Pictured Above: Five UA students volunteered with the Salvation Army February 26th



Pictured Above: 25 Zips pose together after a Super Service Saturday with Walls of Love. These students packaged and hung emergency toiletry kits on the Schrank practice field for fellow Zips in need

THE SOURCE – ROOCLUSIVE SPACE

In collaboration with USG, the SOuRCe has coordinated *RooClusive Space*, office space designated for use by recognized student organizations who seek to support inclusion, equity, and diversity at the University of Akron. All 12 available spaces have been claimed by the following organizations: Pride in STEM, Minority Association of Pre-Medical/Pre-Health Students, Student African American Brotherhood, UALatinos, LGBTUA, Indian Student Association, Akron Community Empowerment Alliance, International Student Organization, Hillel, USG-Diversity Affairs, Akron Equity Pride, and Muslim Student Association.

ZIPS PROGRAMMING NETWORK (ZPN)

ZPN presented 14 events with a total attendance of more than 1,300 students since the beginning of the semester. Collaborations among student organizations and departments across campus to engage a broader range of students emerged as a highlight this semester. Partnerships with Campus Programs, Residence Hall Programming Board, Residence Hall Council, Undergraduate Student Government, Indian Student Association, and Hindu Student Council were highly successful. Another highlight of the semester was Cupcake Wars. 20 student organizations signed up to participate in a friendly cupcake decorating competition on March 14. Organizations brought their teams of four to play “minute to win it” games to win toppings and decorate based on their board game. In 1st place, Engineering Student Council; 2nd place, American Sign Language Association; 3rd place, Residence Hall Council.



Pictured Above (left to right): Student leaders from Engineering Student Council, American Sign Language Association, and Residence Hall Council with their winning cupcakes

7:17 SERIES



Pictured Left: On a cold February evening, more than 300 guests enjoyed singer Manny Torres, 7:17 Coffeehouse in SU Starbucks

Pictured Right: Comedian Reem Edan entertained over 200 attendees in March as part of UA Leads



NRHH SELECTS UA STUDENT LEADER AS PRESIDENT OF THE YEAR



Luke Trese, president of the University of Akron Chapter of National Residence Hall Honorary (NRHH), was named the 2022 NRHH President of the Year. NRHH is a leadership-based honorary comprised of exemplary residential students who value recognition and service. The award is given to honor the outstanding service of an NRHH Chapter President at an affiliated school who has a direct positive impact on their school, region, and National Association of College and University Residence Halls (NACURH).

RESIDENCE LIFE AND HOUSING ACTIVITIES

Since July 2021, more than 19,000 students have participated in over 150 programs.

February

- UA LEADS —National Residence Hall Honorary (NRHH) Alumni Panel, “If I Knew Then What I Know Now”
- Leadership, Education, and Programming (LEAP) Program—Bowling Night
- UA LEADS—Mental Health Awareness Panel
- National Association for Campus Activities (NACA) -- NACA LIVE in Kansas City, Missouri
- LEAP Program—Board Games and Pizza
- Central Atlantic Affiliate for College and University Residence Halls (CAACURH) Regional Business Conference/Virtual
- Free Money Game Show
- LEAP Program—Trivia Wheel

March

- Comedian Reem Edan, Part of UA Leads
- LEAP Program—March Madness Brackets
- LEAP/RA Program—Crime Investigation
- UA LEADS—Zips Explore the World
- Spicer—Irish Celebration
- HCORR—Journey to Japan
- South —Greek Olympic Games
- Bulger—France
- March 11: Spanton Zips to Sweden
- March 11: Ritchie/Sisler Zip Around the Ivory Coast

USG, COUNSELING AND TESTING CENTER SUPPORT ACTIVE MINDS

This year USG, encouraged by Counseling and Testing Center (CTC) Executive Director Dr. Juanita Martin, reestablished a chapter of Active Minds on campus and sponsored a mental health roundtable series to let speakers from Active Minds meet with various student groups (athletes, men, students of color etc.) to help decrease stigma around mental health concerns and treatment. Dr. Martin serves as advisor for the chapter.

TAKING CARE WEEK

CTC sponsored Taking Care Week in February, during which more than 600 students participated in a programming series that included a variety of UA departments and offices. Each day focused on ways students could enhance their Emotional Self, Physical Self, Taking Care of Others and Future Self. Events included activities such as creating Get Well cards for children in Akron Children's Hospital, health screenings, a stress management fair that included biofeedback, a workshop on Emotional Management through Writing and a workshop on how to be a LGBTQ+ ally.

DEAR WORLD



Pictured left to right: Juliana Fierro, Asha Brown, and Bill Torgler shared their stories at Dear World

After a decade, Dear World returned to The University of Akron January 25-26. This interactive photography experience invited participants to write a powerful, personal statement and step before the camera. More than 150 students, staff, and faculty participated. The photos presented many stories, including some that focused on the mental health of many Zips. The experience included seven Zips who took to the stage to share their stories.

ZIPASSIST HOSTS INFORMATION SESSION APRIL 28

ZipAssist/Off-Campus Living and Commuter Resources will co-host a University sponsored table with Adult Focus for the Summit County Eviction Prevention Summit April 28.

LET'S GROW AKRON TAPS ZIPASSIST

Heather Barhorst, Coordinator of Campus Cupboard, was selected to participate in Let's Grow Akron's community garden organizers training. This five-week course equips participants with skills and resources needed to develop a manage an outdoor community garden.

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, over 600 referrals have been received.

CAMPUS CUPBOARD

Campus Cupboard has engaged nearly 457 students this semester, a 287% increase from Spring 2021. Visits to the walk-in pantry have increased 165%. With full-time staffing, the Campus Cupboard continues to meet the demands of students and offer programs to minimize stigma and increase awareness of services. ZipAssist continues to offer evening hours on Tuesdays, Wednesdays, and Thursdays until 7:30pm.

Action Items for Consent Agenda Consideration:

April 27, 2022

Presiding:
Bryan C. Williams

1

Revise University Rule 3359-1-05, President of the university

2

Rescind and Reissue University Rules:
3359-3-01, Office of finance and administration;
3359-5-01, Office of information technology services; and
3359-6-01, Office of capital planning and facilities management

3

New University Rule 3359-3-07, Office of university purchasing

4

Revise University Rule 3359-20-05.3, Textbooks, teaching aids, supplies, offices, and classrooms

5

Revise University Rule 3359-20-06.1, Part-time faculty appointments

6

Revise University Rule 3359-26-05, Separation from the university

7

Reissue University Rule 3359-48-01, Athletic policy; rescind University Rules 3359-48-01, Coaching and departmental information; 3359-48-02, Academics and admissions; 3359-48-03, Athletic policy; 3359-48-04, University of Akron athletic department drug education and testing, and 3359-48-05, Interim student athlete code of conduct

8

Revise University Rule 3359-60-02, Undergraduate admissions



Office of the Vice President &
General Counsel

DATE: April 18, 2022

TO: Dr. John M. Wiencek
Executive Vice President & Provost

FROM: John J. Reilly
Associate Vice President and Deputy General Counsel
Assistant Secretary, Board of Trustees

RE: **Summary of Agenda Items for the April 27, 2022 Meeting of the Rules Committee of The University of Akron Board of Trustees**

The Rules Committee will be asked to consider revisions to the following Rules at its meeting on April 27, 2022.

1. O.A.C. 3359-1-05 - President of the university.

The proposed updates to this Rule in Section (G) will expand the authority of the President to compromise, adjust, and settle any litigation against the University in an amount not to exceed \$250,000. All such settlements will be in privileged consultation with the chair of the Board of Trustees, the chair of the Finance and Administration Committee of the Board and the General Counsel. All settlements shall remain subject to any necessary approval by the Ohio Attorney General. The Rule also will be updated in Section (D) to clarify conferral of degrees by the President and in Section (H) to include the University Council as one of the constituency representative bodies informed by the President in the event of the need to implement an emergency Rule.

2. O.A.C. 3359-3-01 – Officers of finance and administration; O.A.C. 3359-5-01 – Officers of the vice president and chief information officer division; and O.A.C. 3359-6-01 – Office of the vice president for capital planning and facilities management.

The proposed revisions to these three Rules are consistent with the vice-presidential Rules that were modified at the February meeting of the Board of Trustees and will further update and streamline University Rules to provide greater organizational flexibility and operational efficiencies. As amended, the

Rules acknowledge the authority of the President under 3359-1-05, including the ability of the President to delegate authority, while at the same time permitting vice presidents and directors to organize, staff, and operate their respective areas consistent with University Rules and policies.

3. O.A.C. 3359-3-07 – Office of university purchasing.

This new Rule collects the University’s purchasing policies in a single Rule, replacing language that previously had been contained under O.A.C. 3359-3-01, and retains existing purchasing controls, including identifying the individuals holding contract signature authority on behalf of the University. Updates to the Rule incorporate by reference collective purchasing opportunities available to the University as a state entity and modify the University’s construction bidding threshold to be consistent with the threshold set by the Ohio facilities construction commission pursuant to Ohio Administrative Code Section 153:1-9-01, which is the standard broadly used by state universities. Proposed revisions also include an increase to existing bidding thresholds, increasing the amount for the purchase of goods from \$25,000 to \$75,000 and for services from \$50,000 to \$100,000. The current bidding thresholds have not been updated since 2003 and do not reflect pricing increases in the current environment and the decrease of personnel resources within the Office of Purchasing. The modified limits will permit the Office of Purchasing to devote more time to institutional priorities and to higher risk purchases, rather than to routine transactions.

4. O.A.C. 3359-20-05.3 – Textbooks, teaching aids, supplies, offices, and classrooms.

Revisions to this Rule have been proposed and approved by the Faculty Senate and have been accepted by the President and the Executive Vice President and Provost. Updates to O.A.C. 3359-20-05.3 clarify the process for textbook selections between faculty and the bookstore.

5. O.A.C. 3359-20-06.1 – Part-time faculty appointments.

Updates to this Rule have been proposed by the Office of Human Resources and have been approved by the Executive Vice President and Provost. Revisions to the Rule clarify the responsibilities of, and privileges afforded to part-time faculty. The details for how teaching load-hours are assigned to part-time faculty also has been clarified in the Rule.

6. O.A.C. 3359-26-05 – Separation from the university.

This Rule is being updated to reflect changes in the processes that employees follow for separation from the University and to make this Rule consistent with other recently modified University Rules.

7. O.A.C. 3359-48-01 – Coaching and departmental information; O.A.C. 3359-48-02 – Academics and admissions; O.A.C. 3359-48-03 – Athletic policy; 3359-48-04 – University of Akron athletic department drug education and testing; and 3359-48-05 – Interim student athlete code of conduct.

The Department of Athletics has undertaken a full consolidation of the five existing Rules that relate to Athletics into a single new Rule, O.A.C. 3359-48-01 – Department of athletics. Through the consolidation process, the new Rule has been updated to better reflect Department of Athletics' structure and operations and to provide greater operational flexibility as strategic initiatives evolve. The new Rule also eliminates duplications with other University Rules (e.g. discipline processes) and detailed processes that are more fully governed by external entities, such as the NCAA or the Mid-American Conference (e.g. drug testing.) These matters now will be reflected in the Department of Athletics' standard operating procedures, Student-Athlete Handbook, and/or compliance manual, where appropriate

8. O.A.C. 3359-60-02 – Undergraduate admissions.

Revisions to this Rule have been proposed and approved by the Faculty Senate and have been accepted by the President and the Executive Vice President and Provost. Updates to O.A.C. 3359-60-02 reflect a test-optional admission process and the potential for home-school and GED applicants.

Please let me know if you have any questions or if I can be of further assistance.

cc: Gary L. Miller
M. Celeste Cook
Paula Neugebauer

President of the university.

- (A) The board shall elect a president of the university to hold office at its discretion, in accord with its authority set forth in section 3359.03 of the Revised Code. The following procedures shall serve to guide the selection process, unless revised as provided herein.
- (1) In recognition of the legitimate concerns and interests of faculty, staff, academic and senior administration, students, alumni and community leaders, the search committee will involve such appropriate constituencies in the search process as follows:
 - (a) Prior to the invitation for nominations or applications of candidates, the presidential advisory and screening committee shall offer university constituency groups the opportunity to provide input concerning the proposed criteria, process and scheduling for the search process. The representative constituency and advisory groups may include, but are not limited to a representative from: the council of deans; department chairs; faculty senate; senior administration; contract professional advisory committee (CPAC); staff employee advisory committee (SEAC); university council; the Akron chapter of the American association of university professors (Akron AAUP); students, and community leaders.
 - (b) The board will consider the recommendations from all constituency groups, but retains the final authority to determine the criteria, process and schedule for the search.
 - (2) Pursuant to the bylaws of the board of trustees, the chairperson of the board shall name four voting trustees as a presidential advisory and screening committee with the following responsibilities:
 - (a) To make initial and ongoing recommendations to the full committee regarding the criteria, process, and scheduling for the search for the president;
 - (b) To recommend executive search firms for consideration by the full committee; and
 - (c) To conduct those activities related to the search as may be assigned by the chairperson of the search committee.
 - (3) The presidential search committee shall consist of:

- (a) The entire board of trustees, including student trustees and advisory trustees, convened as a committee of the whole; and
 - (b) The elected leader (i.e. president or chair) of the following constituency groups:
 - (i) University council;
 - (ii) Faculty senate;
 - (iii) CPAC;
 - (iv) SEAC;
 - (v) Undergraduate student government; and
 - (vi) Akron AAUP.
 - (c) Members of the search committee who are not members of the board of trustees shall be required to execute a confidentiality agreement as a condition of participating on the search committee.
 - (d) Members of the search committee shall participate in all discussions and meetings of the presidential search committee and shall have access to all presidential search materials.
- (4) The search committee shall recommend by consensus those individual(s) to be considered for employment as president by the board of trustees.
- (5) The foregoing procedures for the selection of the president by the board of trustees shall not be construed to limit, reduce, modify or relinquish any authority, responsibility, or discretion of the board to employ the president and govern the university consistent with the powers conferred upon the board by law. The board has the final authority to select and employ the president. Notwithstanding anything herein to the contrary, these procedures shall not be deemed to be mandatory, but shall be considered directory in nature; and, may be revised, in whole or in part, upon a majority vote of the board of trustees at any regular or special meeting, without the necessity of prior notice thereof.

- (B) The president is the executive head of all university colleges, branches, schools, and departments and thus, responsible for general supervision of all its interests. Within general policies of the board, the president shall lead in fostering and promoting education, instruction, research and scholarly activity, and public service as its primary aims. Each year the president shall submit to the board a report on the institution's activities, plans, current and future needs and other relevant data. The president shall attend all meetings of the trustees and address to them matters of institutional importance. The president is the official medium of communication between the university, the board and its committees, possessing the exclusive right to transmit proposals from the faculty and staff--either as a group or as individuals--to the board. This exclusive right of the president shall not abridge the right of trustees to communicate directly with faculty, staff, or other employees of the university; and, no employee shall incur any penalty or sanction whatsoever in connection with such communications.
- (C) By virtue of administrative assignment, the president is a member of the faculty senate and of each college faculty and thus, may preside at every meeting thereof, if the president so wishes. The president shall appoint all committees of the faculty senate unless their memberships are designated by rule. The president shall see that measures of the faculty senate, which have been properly submitted to and approved by the board, are implemented and shall ensure that directives of the board relative to internal administration are carried out.
- (D) The president has authority in all matters of student discipline in accordance with the rules and regulations of the board. The president shall oversee preparation of the annual budget and advise the board on all financial matters; shall preside at commencement and all other public academic occasions; and shall confer such appropriate degrees and honors of all colleges and schools as are granted by the institution. The president shall have authority and responsibility to oversee intercollegiate athletics and ensure compliance with NCAA and conference rules. The president shall oversee and foster relationships with legislative representatives, community, and municipal leaders, state and national higher education officials, professional associations, other educational institutions, business leaders, and other various publics of the university and higher education. The president shall assume a primary role in fund raising on behalf of the university.
- (E) The president, or the president's designee, is authorized to recommend to the board of trustees for employment, including compensation therefor, or for removal, all full-time administrative officers, faculty, contract professionals, and unclassified staff members whose total annual earnings exceed seventy-five thousand dollars. . Although the president may delegate authority to appropriate officials, the president shall retain final authority and responsibility for administration of the university in accord with the bylaws and regulations of the board. Delegation of major areas of

authority or responsibility shall be in writing and shall be reported to the board of trustees prior to implementation.

- (F) The board delegates authority to the president or the president's designee(s) to employ, set compensation for and remove full-time administrative officers, faculty, contract professionals and unclassified staff members whose total annual earnings are less than seventy-five thousand dollars, and all part-time employees and classified staff. Any authority or responsibility of the president may be delegated by the president to any other full-time administrative officers, members of the faculty or contract professionals of the university, subject to any limitations set forth by action of the board of trustees. Delegation of major areas of authority or responsibility shall be in writing and shall be reported to the board of trustees prior to implementation.
- (G) The president is authorized and empowered to compromise, adjust, and settle any and all claims, actions, causes of action, demands, costs, expenses, and any and all other damages in connection with any lawsuit filed for or against the university in an amount not to exceed two hundred fifty ~~twenty-five~~ thousand dollars, upon such terms and conditions as the president shall deem reasonable and best. All such settlements shall be made in privileged consultation with the chair of the board of trustees, the chair of the finance and administration committee of the board of trustees, and ~~upon advice of~~ the general counsel, and All such settlements shall be subject to any necessary approval of the attorney general and the court in which the action is pending, and such other requirements as are mandated by law. Further, the president is empowered to execute such agreements of settlement and perform such acts as are reasonable and necessary to effect this settlement authority.
- (H) When in the judgment of the president the safety and well-being of students, faculty or staff, or university property is endangered, or when necessary to comply with the requirements of federal or state laws or regulations or when circumstances require the promulgation of rules without the benefit of prior review and approval of the board of trustees and/or the faculty senate and university council, the president, upon advice of the general counsel, is authorized and empowered to promulgate rules for the governance of the university and provide for filing of such rules in compliance with section 111.15 of the Revised Code. The president shall immediately inform the board of trustees and when appropriate the faculty senate and university council of any rules promulgated pursuant to this authority.
- (I) Subject to the authority of government vested by law in the board of trustees, the authority and responsibility for the internal administration of the university is delegated to the president of the university of Akron and shall in fact be exercised by the president. The president may consult extensively with appropriate student, faculty, employee, and administrative groups. However, administrative decisions in

all matters of operation of the university of Akron shall be the responsibility of the president, subject to appropriate review and/or approval by the board of trustees, notwithstanding any other delegation of authority or responsibility to any student, faculty, employee, or administrative group. Any delegation of authority by the president shall be accompanied by appropriate standards of guidance in the exercise of such delegated authority and shall be accompanied by periodic review.

- (J) For reasons of protocol or otherwise, the president shall have the right to execute or by express written direction to delegate the authority to execute any contract. Contracts may only be executed on behalf of the university of Akron as authorized in the bylaws, regulations, and rules of the board; and except as expressly provided, no employees, agents, or other representatives whatsoever of the university of Akron shall have any contracting authority to bind the university of Akron. Contracts shall not be authorized unless executed in accord with policies and rules established by the board and the president. Except for routine contracts and purchases authorized by rules of the board, contracts shall be reviewed for legal form and sufficiency by the office of general counsel prior to their execution.
- (K) When authorized by the board of trustees, the president may serve on corporate boards in a representative capacity on behalf of the university. In such instances, the president shall keep the board of trustees informed regarding such activities and shall consult with and obtain prior approval from the board of trustees, unless otherwise authorized by the board of trustees, regarding the president's participation in any change in the mission, governance or legal structure of the entity or any commitment of university assets in connection with the president's service while acting in a representative capacity with the entity. For purposes of this provision, the term "assets" shall be liberally and broadly construed to include anything of value, including but not be limited to capital, real or personal property, financial resources, personnel, "in-kind" contributions as that term is commonly known in higher education, or other such form of value.

Effective: [5/07/2022](#)

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 11/04/1977, 02/16/1987, 07/20/1990, 05/22/1991, 12/23/1995, 09/04/1997, 11/24/2001, 06/25/2007, 02/27/2009, 12/26/2013, 02/01/2015, [12/15/2018](#)

THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Revision of Rule 3359-1-05
President of the university

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to revise rule 3359-1-05 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 27, 2022

3359-3-01 The office of finance and administration.

(A) President of the university. As specified in chapter 3359-1-05 of the Administrative Code, the president is executive head of all university colleges, branches, schools and departments, possessing duties, responsibilities, and powers as delineated in the rules of the university of Akron.

(B) Senior vice president and chief financial officer.

(1) The senior vice president and chief financial officer shall be appointed by the board upon recommendation of the president; shall hold office at the discretion of the president; and shall report to the president consistent with the administrative reporting line then in effect.

(2) The senior vice president and chief financial officer shall be responsible for oversight and management of functions encompassed by the division of finance and administration, including all fiscal operations, financial planning and budgeting, and such operational functions of the university as assigned, consistent with university rules and policies or as directed by the president.

(3) The senior vice president and chief financial officer shall:

(a) Oversee, in consultation with the finance and administration committee of the board, the investment and management of university assets, including real estate;

(b) Prepare the annual budget;

(c) Oversee the collection and reporting of financial and operational data required for accreditation, compliance, assessment, budgeting, and planning;

(d) Oversee university administrative departments and offices, consistent with university rules and policies or as directed by the president;

(e) Execute contracts on behalf of the university, consistent with university rules and policies; and

(f) Perform other such duties as may be assigned by the president.

(C) The senior vice president and chief financial officer shall have the authority to organize and staff the division of finance and administration to meet its operational responsibilities, consistent with university rules and policies and the authority of the president.

Replaces: 3359-3-01

Effective: 05/07/2022

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: Prior to 11/04/77, 12/31/86, 12/22/89, 07/20/90,
03/20/91, 05/22/91, 09/21/95, 11/20/96, 4/28/97,
11/24/01, 04/11/03, 06/15/03, 02/12/05, 06/25/07,
02/27/09, 05/22/11, 06/30/11, 10/06/11, 06/28/12,
02/14/13, 02/01/2015

THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Recission of Rule 3359-3-01
Reissue of Rule 3359-3-01
The office of finance and administration

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to rescind rule 3359-3-01 and reissue as new rule 3359-3-01 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 27, 2022

3359-3-01

Officers of finance and administration.

(A) The president of the university, as specified in rule 3359-1-05 of the Administrative Code, the president is executive head of all university colleges and departments possessing duties, responsibilities and powers as delineated in the bylaws.

(B) Vice president for finance and administration and chief financial officer.

(1) The vice president for finance and administration and chief financial officer shall be appointed by the board upon recommendation of the president, shall hold office at the discretion of the president, and shall be responsible to the president.

Notwithstanding the direct reporting relation between the vice president for finance and administration and chief financial officer to the president, it shall be the duty and responsibility of the vice president for finance and administration and chief financial officer to coordinate with and keep the senior vice president and provost and chief operating officer informed in advance on all matters, initiatives, or decisions within their area of responsibility that involve academic matters, or that have a reasonable expectation of involving or affecting the academic programs, activities, or directions of the university.

(2) The vice president for finance and administration and chief financial officer shall be responsible for the supervision and administration of functions encompassed by the division of finance and administration, including all fiscal operations, financial planning and budgeting, treasury services, student financial services, labor relations, human resources, purchasing, Hower house, parking services, dining services, telecommunications and other auxiliary services.

(3) The vice president for finance and administration and chief financial officer shall be responsible for the financial administration of the university including budgeting; the collection, deposit, and disbursement of all funds; purchasing and risk management; central stores; insurance plans of the university; and the development of budgets for auxiliaries operated by others, such as the E. J. Thomas performing arts hall, university housing, rubber bowl, athletics, and the student union.

(4) The vice president for finance and administration and chief financial officer shall, in consultation with the finance, fiscal policy and investment committee of the board, oversee the investment and management of funds. The vice president for finance and administration and chief financial officer receives and has custody of university equipment, gifts and property listed in the departmental inventories; and is responsible for the safekeeping of financial

records, papers, or instruments of value including, but not limited to, notes, stocks, bonds, financial obligations, securities, investments, funds, or any other item or information serving to document or assist with the financial management of the university.

- (5) The vice president for finance and administration and chief financial officer shall be responsible for acquisition of land, negotiation of leases, and negotiation of financial matters, such as sale of notes and bonds, all subject to approval of the president and board.
- (6) The vice president for finance and administration and chief financial officer shall be responsible for administration of the functions of parking services, dining services, materials handling, retail service, telecommunications, the John W. Heisman lodge, and Hower house.
- (7) The vice president for finance and administration and chief financial officer, along with the president and the senior vice president and provost and chief operating officer, may execute contracts on behalf of the university of Akron. Others may execute contracts only as authority is specifically designated by these regulations.
- (8) The vice president for finance and administration and chief financial officer shall perform such other duties as may be assigned by the president.

(C) Associate vice president for treasury and financial planning.

- (1) The associate vice president for treasury and financial planning shall be appointed by the board upon recommendation of the president, shall hold office at the discretion of the president, and shall be responsible to the president through the vice president for finance and administration and chief financial officer.
- (2) The associate vice president for treasury and financial planning shall be responsible to the vice president for finance and administration and chief financial officer for the administration of the functions encompassed by the separate offices of resource analysis and budget, treasury services, and foundation accounting.
- (3) The associate vice president for treasury and financial planning shall be responsible for the scheduling of functions at the John W. Heisman lodge.

- (4) The associate vice president for treasury and financial planning shall be responsible for financial analysis and development of resource opportunities.
- (5) The associate vice president for treasury and financial planning shall assist the vice president for finance and administration and chief financial officer by performing those duties as may be assigned by the vice president for finance and administration and chief financial officer.

(D) Associate vice president/controller.

- (1) The associate vice president/controller shall be appointed by the board upon recommendation of the president, shall hold office at the discretion of the president, and shall be responsible to the president through the vice president for finance and administration and chief financial officer.
- (2) The associate vice president/controller shall be responsible to the vice president for finance and administration and chief financial officer for the administration of the functions encompassed by the separate areas of purchasing, student accounts/bursar, the controller, and the fiscal operation of the office of research administration.
- (3) The associate vice president/controller shall maintain accounting records, on a consistent basis, in which all funds, accounts, receipts, expenditures, and financial matters of the university shall be entered and posted in conformity with generally accepted accounting principles, so as to show fully and clearly at all times the financial condition of the university.
- (4) The associate vice president/controller shall keep an inventory of all university property used for instructional, research, and residential purposes, and statistics as to the use thereof, and its condition.
- (5) The associate vice president/controller shall prepare periodic financial reports for presentation to the board by the vice president for finance and administration and chief financial officer and shall also prepare periodic financial reports for presentation to various state and federal agencies, as required by state and federal agencies.
- (6) The associate vice president/controller shall be responsible for the receipt of and disbursing of all funds, and shall assist the treasurer in the investment of all available current funds.

- (7) The associate vice president/controller shall perform other duties as may be assigned by the vice president for finance and administration and chief financial officer.

(E) Director of purchasing.

- (1) The director of purchasing shall be appointed by the board upon the recommendation of the president and shall hold office at the discretion of the president. The director of purchasing shall be responsible to the president through the vice president for finance and administration and chief financial officer.
- (2) The director of purchasing conducts routine purchasing, accounting, and budget control transactions in accordance with good business practice and, where applicable, the regulations of the state of Ohio. The purchasing procedures to be followed shall be:
 - (a) Contracts involving the expenditures of money within the limits fixed by board appropriation may be made on behalf of the university by the president, vice president for finance and administration and chief financial officer, director of purchasing, or senior vice president and provost and chief operating officer, within the scope of their authority, as set forth in the bylaws and regulations of the board.
 - (b) The dean of the university libraries and the law librarian may make contracts for the purchase of library books and periodicals and to execute license agreements for additional library resources, within their budgets for the respective libraries.
 - (c) The director of E. J. Thomas performing arts hall may purchase the services of performing artists and enter into contracts with these artists on behalf of the university. The athletic director may execute contracts with other colleges and universities for intercollegiate athletic events.
 - (d) Purchases shall be made on forms containing certificates indicating the tax exempt status of the university.
 - (e) A competitive bid process and/or a negotiation process, as approved by the director of purchasing and the office of general counsel, shall be utilized in all cases where the goods to be purchased shall cost in excess of twenty-five thousand dollars or services to be purchased shall cost in excess of fifty thousand dollars, and contracts for the purchase of such

goods or services shall be awarded in accordance with established university procedures.

(f) Any purchase of goods that cost less than twenty-five thousand dollars or services that cost less than fifty thousand dollars may be submitted to vendors for competitive bidding. In determining whether competitive bidding and/or negotiations shall be appropriate, the director of purchasing shall consider the availability of source of materials or services or whether timely quotations for such materials or services are already available. The foregoing requirements for competitive bidding shall not apply to:

(i) The purchase of stock for purposes of resale in campus stores;

(ii) The purchase of books or publications for the campus libraries;

(iii) Situations involving emergencies;

(iv) The purchase of proprietary goods or services that are only available from a sole source;

(v) Professional contracted services;

(vi) The purchase of goods or services from vendors covered by consortium group contracts such as the state of Ohio, inter-university council of Ohio (IUC), and community, university, and educational cooperative and purchasing association (CUE); or

(vii) Any approved negotiation processes.

The director of purchasing shall take full advantage of state of Ohio contracts with suppliers negotiated by the Ohio department of administrative services, state purchasing department. The director of purchasing shall also make efficient use of the inter-university council purchasing contracts and other cooperative purchasing association contracts available to state universities.

(g) Any purchase of construction services in excess of fifty thousand dollars must be by competitive bid. For construction services in excess of fifty

thousand dollars, a request for competitive bid must be advertised in a newspaper of general circulation and/or other electronic means approved by the director of purchasing.

The limitations provided in this authority shall not be avoided through multiple purchases of goods or services under the limits authorized or through aggregations or purchases at the same or different times.

- (h) Any purchase of goods or services in excess of five hundred thousand dollars, except for subcontracts issued through externally funded research grants and contracts for which the university is the grantee, shall be submitted to the board for prior approval. All purchases of goods in excess of twenty-five thousand dollars and services in excess of fifty thousand dollars, but less than five hundred thousand dollars, including all subcontracts through externally funded grants, shall be reported to the board.

Except where prohibited by law, competitive bidding requirements of the university may be waived under limited and exceptional circumstances. Exceptional circumstances which warrant the waiver of competitive bidding include, but are not limited to, responding to emergencies resulting from fire, flood, freezing, or other acts of God or force majeure, situations in which it may reasonably be determined by a prudent person standard that there is substantial financial or other risk or substantial financial or other opportunity to the university such that the risk or opportunity clearly warrants waiver, as well as emergencies necessitated by the immediate need to comply with laws or regulations affecting persons or property owned, leased, or operated by the university.

In order to implement the procedure to waive competitive bidding, the appropriate vice president must provide such request for waiver to the director of purchasing in advance with a written certification by the vice president as to the rationale supporting the need to waive competitive bidding. The director of purchasing shall review all requests for waiver with the office of general counsel, and the director of purchasing shall make the final decision as to whether the waiver shall be authorized based on the guidelines in this rule.

Purchases resulting from the waiver of competitive bidding shall be separately identified in the vendor reports provided to the board of trustees at the next regularly scheduled meeting of the board of trustees. In no event shall the director of purchasing waive competitive bidding for any purchase in excess of five hundred thousand dollars.

The limitations provided in this authority shall not be avoided through multiple purchases of goods or services under the limits authorized or through aggregations or purchases at the same or different times.

- (i) The director of purchasing shall search for new vendors and contractors, especially vendors and contractors owned and operated by individuals categorized as minorities, and shall honor state laws concerning purchasing set aside rules favoring minorities, and shall communicate to others on campus the desirability of using minority vendors.
- (j) The purchase of insurance occasionally can be more economical and efficient through direct placement rather than competitive bid. In such instances, the trustees must be notified of action taken and the vice president for finance and administration and chief financial officer shall report why the purchase was done by direct placement rather than through competitive bid.
- (k) The director of purchasing shall perform other duties as assigned by the vice president for finance and administration and chief financial officer.
- (l) The director of purchasing shall establish a travel program for all employees at the university of Akron, which will provide for consistency with all university rules and practices and prohibitions that are not consistent with such program. Such program shall be subject to review and approval by the vice president for finance and administration and chief financial officer and the vice president and general counsel.

(F) Treasurer.

- (1) The treasurer shall be appointed by the board upon recommendation of the president, shall hold office at the discretion of the president and shall be responsible to the president through the vice president for finance and administration and chief financial officer.
- (2) The treasurer shall be responsible for coordinating activities with portfolio managers appointed by the board and evaluating endowment fund investment performance based on board policies.
- (3) The treasurer shall be responsible for the management and investment of operating funds, including the monitoring of investment managers and overseeing their compliance with board policy concerning securities, quality

constraints, and maturity guidelines as well as recommending modifications to the strategic policies.

- (4) The treasurer shall prepare periodic financial reports on endowment and operating funds for presentation to the board by the vice president for finance and administration and chief financial officer.
- (5) The treasurer shall be responsible for relations with financial institutions and for soliciting and evaluating general banking services.
- (6) The treasurer shall assist in the evaluation of capital asset financing alternatives through bonds, notes, leases, or by other means.
- (7) The treasurer shall perform such other duties as may be assigned by the vice president for finance and administration and chief financial officer.

(G) Director of the office of resource analysis and budget.

- (1) The director of the office of resource analysis and budget shall be appointed by the board upon recommendation of the president, shall hold office at the discretion of the president, and shall be responsible to the president through the vice president for finance and administration and chief financial officer.
- (2) The supports the annual development of the general fund and auxiliary budgets for both the Akron and Wayne college campuses, including development of salary fringe benefits, and fixed obligation expenses. The office of resource analysis and budget also develops initial revenue estimates based on a variety of criteria, such as projected credit hours, number of students, consultation with the Ohio board of regents, and approved rates.
- (3) During the fiscal year, the office of resource analysis and budget monitors and analyzes actual revenues, salaries, and other expenditure components compared to budget; provides support to all units regarding their budgets; researches areas of inquiry and suggests methods for accomplishing objectives; confirms salary funding availability for each position based on information provided by the initiating unit; and administers deficit account monitoring to ensure compliance with the board of trustees' policy prohibiting departments from operating with deficit balances.
- (4) In addition, the office of resource analysis and budget also distributes monthly computer-generated reports such as budget statements, processes all general

fund and auxiliary budget amendments, provides supporting information to campus committees as requested, creates ad hoc reports based on campus-wide and senior management inquiries, projects tuition, fees, and state subsidy revenues utilizing computer models developed by the office, and provides and prepares financial materials for submission by the vice president for finance and administration and chief financial officer to the board of trustees.

- (5) The director of the office of resource analysis and budget is responsible to associate vice president for treasury and financial planning, who reports directly to the vice president for finance and administration and chief financial officer. In addition to these duties, this office shall perform such other duties as may be assigned by the vice president for finance and administration and chief financial officer.

(H) Associate vice president for auxiliary enterprises.

- (1) The associate vice president for auxiliary enterprises shall be appointed by the board upon recommendation of the president, shall hold office at the discretion of the president, and shall be responsible to the president through the vice president for finance and administration and chief financial officer.
- (2) The associate vice president for auxiliary enterprises shall be responsible to the vice president for finance and administration and chief financial officer for the administration of the functions encompassed by the separate offices of parking services, dining services, retail operations, printing services, materials handling, the Hower house, and telecommunications.
- (3) The associate vice president for auxiliary enterprises shall be responsible for administration of the services provided by the department of central stores. The disposal of surplus equipment and supplies is the responsibility of the director of materials handling. The director of materials handling will follow the disposal procedures as outlined in the surplus property recycling handbook.
- (4) The associate vice president for auxiliary enterprises shall assist the vice president for finance and administration and chief financial officer by performing those duties as may be assigned by the vice president for finance and administration and chief financial officer.

(I) Director of student accounts/bursar.

- (1) The director of student accounts/bursar shall be appointed by the board upon the recommendation of the president, shall hold office at the discretion of the president, and shall be responsible to the president through the vice president for finance and administration and chief financial officer.
 - (2) The director of student accounts/bursar oversees the update of published tuition and fee schedules and maintenance of system tables necessary to access the accurate student fees each semester.
 - (3) The director of student accounts/bursar is responsible for overseeing the process of providing accurate and timely student account information, collecting and processing payments for tuition and fees, and ensuring the timely deposit of university funds.
 - (4) The director of student accounts/bursar is responsible for offering payment plan options and the collection of delinquent accounts.
 - (5) The director of student accounts/bursar coordinates the distribution of the appropriate tax statement to students annually on tuition charges assessed that may be eligible for a tuition tax credit.
 - (6) The director of student accounts/bursar is responsible for the disbursement of financial aid and delivering refunds of excess payments.
 - (7) The director of student accounts/bursar shall perform such other duties as may be assigned by the vice president for finance and administration and chief financial officer.
- (J) Other administrative officers and assistants. Such other administrative officers and assistants as are needed to carry on effectively the work of the university may be appointed by the board upon recommendation of the president of the university who shall define their duties and responsibilities.

3359-5-01 The office of information technology services.

(A) President of the university. As specified in chapter 3359-1-05 of the Administrative Code, the president is executive head of all university colleges, branches, schools, and departments, possessing duties, responsibilities, and powers as delineated in rules of the university of Akron.

(B) Chief information officer ("CIO.")

(1) The CIO shall be appointed by the board upon recommendation of the president; shall hold office at the discretion of the president; and ultimately reports to the president consistent with the administrative reporting line then in effect.

(2) The CIO shall be responsible for oversight and management of functions encompassed by the office of information technology services, including networking, academic learning technologies and distance learning, information resource management and dissemination, information management systems, and such operational functions of the university as assigned, consistent with university rules and policies or as directed by the president.

(3) The CIO shall:

(a) Oversee and coordinate the management of, and budgeting for information and instructional technology services at the university;

(b) Develop and implement the strategic planning of technology initiatives in support of the university's academic and administrative functions;

(c) Serve as liaison to university technology related committees, either directly or through delegation;

(d) Provide advice and recommendations to senior leadership on information and instructional technology issues; and

(e) Perform other such duties as may be assigned by the president.

(4) The CIO shall have the authority to organize and staff the office of information technology services to meet its operational responsibilities, consistent with university rules and policies and the authority of the president.

(C) Chief information security officer ("CISO.")

(1) The CISO, at the direction of the CIO, will manage and guide the prioritization, design, development, testing, and implementation of security initiatives for the university's information and instructional technology and infrastructure, including security investigations and implementation of corrective actions as needed.

(2) The CISO will review and approve applications systems and infrastructure to ensure quality and security.

(3) The CISO will support the CIO in the areas of governance, project management, personnel, financial, contractual, programmatic requirements, and security.

(4) The CISO will chair and coordinate the activities of the university's information technology services program advisory committee ("ITSPAC.")

Replaces: 3359-5-01

Effective: 05/07/2022

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 12/31/86, 12/22/89, 07/20/90, 09/21/95, 04/28/97,
11/24/01, 11/17/02, 04/11/03, 02/12/05, 06/25/07,
01/31/15

THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Recission of Rule 3359-5-01
Reissue of Rule 3359-5-01
The office of information technology services

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to rescind rule 3359-5-01 and reissue as new rule 3359-5-01 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 27, 2022

3359-5-01

Officers of the vice president and chief information officer division ("VPCIO" division).

(A) The president of the university, as specified in rule 3359-1-05 of the Administrative Code, is executive head of all university colleges, branches, schools, and departments possessing duties, responsibilities, and powers as delineated in the bylaws.

(B) Vice president for information technology and CIO.

(1) The vice president for information technology and CIO shall be appointed by the board upon recommendation of the president, shall hold office at the discretion of the president, and shall be responsible to the senior vice president and provost and chief operating officer.

Notwithstanding the direct reporting relationship between the vice president for information technology and CIO to the senior vice president and provost and chief operating officer, it shall be the duty and responsibility of the vice president for information technology and CIO to coordinate with and keep the president informed in advance on all matters, initiatives or decisions within their area of responsibility that involve academic matters, or that have a reasonable expectation of involving or affecting the academic programs, activities, or directions of the university.

(2) The vice president for information technology and CIO is responsible for information services including networking, learning technologies and distance learning, information resource management and dissemination.

(3) In the areas of information technology, the vice president shall contribute to the strategic planning process through the design and implementation of management information systems; advocate for the advancement of technology for information research, management, and dissemination; provide advice and evaluation about existing technology projects and oversight of continuing projects; and encourage interfaculty collaborations in academic and administrative computing.

(4) The vice president will advance the work of the university computing committees through sponsorship of joint efforts; and collaborate with relevant university committees to expand the consensus, support, and resources for common technology initiatives in academic research, student service, and administrative areas. The vice president will also plan for the technological infrastructure to support facility, academic, and administrative plans, and will advise the president and provost on major university projects.

- (5) To fulfill responsibilities for this position, the vice president will:
- (a) Provide leadership for "VPCIO" division consisting of applications systems services; network and communication services; hardware operations and operating systems services; learning technologies and scholar/learner services;
 - (b) Serve as liaison to appropriate university technology related committees;
 - (c) Serve as a member of and/or advisor to appropriate administrative bodies on matters related to instructional technology;
 - (d) Maintain authority over information services and other direct reporting responsibilities as required;
 - (e) Share responsibility and decision making for allocation of technology funds with other senior level administrators;
 - (f) Enhance effective communication between internal and external information and instructional technologies constituencies and service providers, as well as with statewide and national organizations;
 - (g) Recommend information and instructional technologies budget priorities to the president and provost and serve as principal advisor to the provost on information and instructional technologies issues;
 - (h) Serve as a resource to promote information and instructional technologies integration among all units, including the schools and colleges, extended campuses, administrative units, libraries and service units, to ensure efficient use of information technology and to facilitate the integration of information and instructional technologies into the curriculum; and
 - (i) Represent the university of Akron and serve as its chief information officer and spokesperson on matters related to information management and dissemination, computing, and instructional technology.
- (6) The vice president for information technology and CIO shall perform such other duties as may be assigned.

(C) Director of applications systems services.

- (1) The director of applications systems services shall be appointed by the board upon recommendation of the president; and shall hold office at the discretion of the president; and shall be responsible to the president through the vice president for information technology and CIO.
- (2) The director of applications systems services will provide vision and leadership in the strategic planning, development and implementation of applications information services technology.
- (3) The director of applications systems services will be responsible for planning, directing and managing application systems services which includes enterprise resource planning (ERP) ("Peoplesoft"), new development, non-ERP business applications, database management, finance, decision support systems "DSS", data warehouse and the "UA" web.
- (4) The director of applications systems services shall assist the vice president for information technology and CIO by performing those duties as may be assigned.

(D) Director of network and communications services.

- (1) The director of network and communications services shall be appointed by the board upon recommendation of the president; and shall hold office at the discretion of the president; and shall be responsible to the president through the vice president for information technology and CIO.
- (2) The director of network and communications services will be responsible for the strategic planning and implementation of the complex hardware and software communications infrastructure technologies to provide internet, intranet, and telephone services to the entire enterprise.
- (3) The director of network and communications services shall be responsible for management of all university network hardware and software, supporting voice, data, and video communications.
- (4) The director of network and communications services shall assist the vice president for information technology and CIO by performing those duties as may be assigned.

(E) Director learning technologies and scholar/learner services.

- (1) The director learning technologies and scholar/learner services shall be appointed by the board upon recommendation of the president; and shall hold office at the discretion of the president; and shall be responsible to the president through the vice president for information technology and CIO.
- (2) The director learning technologies and scholar/learner services will direct the operational, personnel, and planning functions of the learning web, computer based education and testing, multi-media learning technologies and new media center and audio visual services.
- (3) The director learning technologies and scholar/learner services shall assist the vice president for information technology and CIO by performing those duties as may be assigned.

(F) Director hardware operations and operating systems.

- (1) The director hardware operations and operating systems shall be appointed by the board upon recommendation of the president; and shall hold office at the discretion of the president; and shall be responsible to the president through the vice president for information technology and CIO.
- (2) The director hardware operations and operating systems will provide vision and leadership in the strategic planning, development, and implementation for hardware operations and operating systems for the university's enterprise server and desktop systems.
- (3) The director hardware operations and operating systems will be responsible for planning, directing and managing hardware operations and operating systems for enterprise server and desktop systems.
- (4) The director hardware operations and operating systems will be responsible for planning, directing and managing the help desk computer lab services and training.
- (5) The director hardware operations and operating systems shall assist the vice president for information technology and CIO by performing those duties as may be assigned.

(G) Project management, continuous quality improvement and security officer.

- (1) The project management, continuous quality improvement and security officer shall be appointed by the board upon recommendation of the president; and shall hold office at the discretion of the president; and shall be responsible to the president through the vice president for information technology and CIO.
 - (2) The project management, continuous quality improvement and security officer will manage and guide the prioritization, design, development, testing and implementation activities for projects using state of the art project software and appropriate standards.
 - (3) The project management, continuous quality improvement and security officer will coordinate all planning and develop policies to ensure secure, efficient, and appropriate use of resources.
 - (4) The project management, continuous quality improvement and security officer will review and approve applications systems and infrastructure to ensure quality and security.
 - (5) The project management, continuous quality improvement and security officer will support the vice president for information technology and CIO in the areas of governance, project management, personnel, financial, contractual, programmatic requirements and security.
 - (6) The project management, continuous quality improvement and security officer shall assist the vice president for information technology and CIO by performing those duties as may be assigned.
 - (7) The project management, continuous quality improvement and security officer ensures that data systems and databases are protected from unauthorized users; and organizes the security investigation and implementation of corrective actions.
- (H) Assistant to the vice president for information technology and CIO budget/technical.
- (1) The assistant to the vice president for information technology and CIO budget/technical shall be appointed by the board upon recommendation of the president; and shall hold office at the discretion of the president; and shall be responsible to the president through the vice president for information technology and CIO.
 - (2) The assistant to the vice president for information technology and CIO

budget/technical will assist in the development, coordination, and management of the "VPCIO" division budget resources as well as providing technical assistance in the analysis of budget data, formulation of technical reports, retrieval of data, and special projects as needed.

- (3) Assistant to the vice president for information technology and CIO budget/technical shall assist the vice president for information technology and CIO by performing those duties as may be assigned.
- (I) Assistant to the vice president for information technology and CIO disaster recovery and special projects.
- (1) The assistant to the vice president for information technology and CIO disaster recovery and special projects shall be appointed by the board upon recommendation of the president; and shall be responsible to the president through the vice president for information technology and CIO.
 - (2) The assistant to the vice president for information technology and CIO disaster recovery and special projects shall plan, organize and manage disaster recovery and similar functions related to information systems.
 - (3) The assistant to the vice president for information technology and CIO disaster recovery and special projects plans and manages the selection of off-premise storage facilities and resources needed for recovery operations, and directs the establishment of related plans and procedures.
 - (4) The assistant to the vice president for information technology and CIO disaster recovery and special projects shall assist the vice president for information technology and CIO by performing those duties as may be assigned.
- (J) Other administrative officers and assistants. Such other administrative officers and assistants as are needed to carry on effectively the work of the university may be appointed by the board upon recommendation of the president of the university who shall define their duties and responsibilities.

3359-6-01 Office of capital planning and facilities management.

(A) President of the university. As specified in rule 3359-1-05 of the Administrative Code, the president is executive head of all university colleges, branches, schools, and departments, possessing duties, responsibilities, and powers as delineated in the rules of the university of Akron.

(B) Chief planning and facilities officer.

(1) The chief planning and facilities officer shall be appointed by the board, upon recommendation of the president; shall hold office at the discretion of the president; and ultimately reports to the president through the administrative reporting line then in effect.

(2) The chief planning and facilities officer shall be responsible for oversight and management of the office of capital planning and facilities management and shall serve as the primary advisor to the administration on physical planning, construction, maintenance, and safety; and, shall be responsible for the direction and supervision of all physical planning, construction, maintenance, and safety of the university, including the provision of design advice, and services in all matters pertaining to capital improvements on behalf of the university of Akron.

(3) The chief planning and facilities officer shall:

(a) Assist the president and other administrative officers to identify and implement programs and strategies that will provide comprehensive and preventative capital planning guidance to the university of Akron;

(b) Review, advise, and assist with planning and construction documents, including contracts related to capital improvements and maintenance at the university of Akron;

(c) Maintain the professional qualifications necessary to serve in the position;

(d) Review, advise, and assist with property acquisitions and leases;

(e) Coordinate capital improvements and services for the university of Akron with the appropriate state of Ohio departments, liaison with the city of Akron, county of Summit, and state of Ohio planning authorities, including the office of the state architect; and

(f) Oversee the safekeeping of all construction drawings, specifications, and similar documents related to university capital projects.

(C) The chief planning and facilities officer shall have the authority to organize and staff the office of capital planning and facilities management to meet its operational responsibilities, consistent with university rules and policies and the authority of the president.

Replaces: 3359-6-01

Effective: 05/07/2022

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 10/21/89, 7/20/90, 5/22/91, 9/21/95, 8/9/96,
4/28/97, 11/24/01, 6/25/07, 01/31/2015

THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Rescission of Rule 3359-6-01
Reissue of Rule 3359-6-01
Office of capital planning and facilities management

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to rescind rule 3359-6-01 and reissue as new rule 3359-6-01 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 27, 2022

3359-6-01

Office of the vice president for capital planning and facilities management.

- (A) President of the university. As specified in rule 3359-1-05 of the Administrative Code, the president is executive head of all university colleges, branches, schools and departments, possessing duties, responsibilities and powers as delineated in the bylaws.
- (B) In accordance with section 3345.15 of the Revised Code, the vice president for capital planning and facilities management shall be appointed by the board, upon recommendation of the president, and shall hold office at the discretion of the president.

Notwithstanding the direct reporting relation between the vice president for capital planning and facilities management to the president, it shall be the duty and responsibility of the vice president for capital planning and facilities management to coordinate with and keep the senior vice president and provost and chief operating officer informed in advance on all matters, initiatives, or decisions within their area of responsibility that involve academic matters, or that have a reasonable expectation of involving or affecting the academic programs, activities, or directions of the university.

- (1) The vice president for capital planning and facilities management shall serve as the primary advisor to the administration on physical planning, construction, maintenance and safety; and, shall be responsible for the direction and supervision of all physical planning, construction, maintenance and safety of the university, including the provision of design advice, and services in all matters pertaining to capital improvements on behalf of the university of Akron.
- (2) Specific duties of the vice president for capital planning and facilities management shall include responsibility for management of the office of capital planning and facilities management, environmental and occupational health and safety, physical facilities, university police and supervision of the planning, safety, maintenance, and police staffs, and directing and monitoring all associated matters on behalf of the university of Akron, including for example:
 - (a) Review, advise, and assist with planning and construction documents, contracts, policies, procedures, practices, actions, or any matter having legal significance to the capital improvements, maintenance and safety of the university of Akron;
 - (b) Administrative review of judicial decisions, legislative or governmental regulatory developments, and recommendations for compliance

procedures or strategies;

- (c) Review, advise, and assist with property acquisitions, leases, labor relations, and personnel matters, and construction related insurance matters;
 - (d) Advise and assist with compliance reviews by governmental agencies, higher education regulatory agencies and internal audits; and
 - (e) Assist the president and other administrative officers to identify and implement programs and strategies that will provide comprehensive and preventative capital planning guidance to the university of Akron.
- (3) The vice president for capital planning and facilities management, director of architectural services and capital planning, and associates or assistants thereto shall maintain the professional qualifications for appointment as university architect.
- (4) The vice president for capital planning and facilities management, shall coordinate capital improvements and services for the university of Akron with the state of Ohio department of administrative services, board of regents, and provide appropriate liaison with the city of Akron, county of Summit, and state of Ohio planning authorities. The vice president for capital planning and facilities management shall serve as liaison with the office of the state architect.
- (5) The vice president for capital planning and facilities management shall oversee the safekeeping of all construction drawings, specifications, and similar documents or instruments.
- (C) The director of architectural services and capital planning shall be appointed by the board upon recommendation of the vice president for capital planning and facilities management through the president and shall hold office at the discretion of the president.
- (1) The director of architectural services and capital planning shall be responsible to the vice president for capital planning and facilities management. The duties of the director shall include the responsibility to develop and implement an ongoing and comprehensive plan with respect to the capital improvements for the university. This shall include focusing planning strategies, budgeting and analysis, coordination of assignments and staffing.

- (2) With prior approval and at the direction from the vice president for capital planning and facilities management, the director of architectural services and capital planning shall fulfill the duties of the vice president.
- (D) The assistant vice president for campus safety (AVPCS) shall be appointed by the board upon recommendation of the vice president for capital planning and facilities management through the president and shall hold office at the discretion of the president. The AVPCS must maintain current certification from the Ohio peace officers training academy.
- (1) The AVPCS of university police shall be responsible to the vice president for capital planning and facilities management. The duties of the AVPCS shall include the responsibility to supervise the administrative, operational, financial, and personnel activities of the university police department, environmental and occupational health and safety (EOHS), locking systems, and grounds department. The AVPCS shall provide overall management coordination of all assigned administrative areas and execute such other responsibilities as may be assigned by the vice president for capital planning and facilities management. Generally, the AVPCS is charged with the responsibility to protect members, property, guests, and visitors of the university community and the duty to enforce the law.
 - (2) The AVPCS is authorized to compel compliance with all appropriate federal, state, local and university rules and regulations, laws and ordinances. To the extent permitted by law, the AVPCS may issue stop work and cease and desist orders or other such actions or orders deemed necessary to any individuals or departments on or affecting the university.
- (E) The director of environmental and occupational health and safety shall be appointed by the board upon recommendation of the AVPCS through the vice president for capital planning and facilities management through the president and shall hold office at the discretion of the president. The director must maintain current certifications from the Ohio fire marshal's office, Ohio environmental protection agency and the occupational safety and health act (OSHA). The director shall serve as a resource to the university for the implementation and continuous improvement of its environmental management system and the coordination with other safety programs as deemed necessary.
- (1) The director of environmental and occupational health and safety shall be responsible to the AVPCS. The duties of the director shall include the responsibility to supervise the administrative, operational, financial, and personnel activities of the safety department. The director shall provide overall management coordination of all assigned administrative areas and

execute such other responsibilities as may be assigned by the AVPCS. Generally, the director is charged with the responsibility to protect members, property, guests, and visitors of the university community and the duty to enforce the law.

- (2) The director of environmental and occupational health and safety is authorized to compel compliance with all appropriate federal, state, local and university rules and regulations, laws and ordinances. To the extent permitted by law, the director of environmental and occupational health and safety may issue stop work and cease and desist orders or other such actions or orders deemed necessary to any individuals or departments on or affecting the university.
 - (3) The radiation safety officer shall report to the director of environmental and occupational health and safety and perform such duties as set forth in rule 3359-20-05.9 of the Administrative Code.
- (F) The director of physical facilities shall be appointed by the board upon recommendation of the vice president for capital planning and facilities management through the president and shall hold office at the discretion of the president.
- (1) The director of physical facilities shall be responsible to the vice president for capital planning and facilities management. The duties of the director shall include the responsibility to supervise the administrative, operational, financial, and personnel activities of physical facilities. The director shall provide overall management coordination of all assigned administrative areas and execute such other responsibilities as may be assigned by the vice president for capital planning and facilities management.
 - (2) The director of physical facilities is authorized to compel compliance with all appropriate federal, state, local and university rules and regulations, laws and ordinances, for his/her supervised employees. The director of physical facilities is responsible for the maintenance of the physical environment of the university including buildings, equipment, grounds, and other physical facilities.

3359-3-07 **Office of university purchasing.**

(A) President of the university. As specified in chapter 3359-1-05 of the Administrative Code, the president is executive head of all university colleges, branches, schools, and departments, possessing duties, responsibilities and powers as delineated in the rules of the university.

(B) Director of purchasing.

(1) The director of purchasing shall be appointed by the board upon the recommendation of the president; shall hold office at the discretion of the president; and shall report to the president consistent with the administrative reporting line then in effect.

(2) The director of purchasing shall be responsible for the oversight and management of the department of purchasing as it conducts routine purchasing, accounting, and budget control transactions, consistent with good business practice and applicable federal, state, and local laws.

(3) The director of purchasing shall have the responsibility and the requisite authority to execute contracts for the purchase of equipment, materials, supplies, and services for the university.

(C) Competitive procurement process.

(1) Unless otherwise provided in this chapter 3359-3-07 of the Administrative Code, all equipment, materials, supplies, and services shall be purchased through solicitation of competitive bids or proposals except in the following instances:

(a) Where such equipment, materials, supplies, or services are purchased pursuant to sections 4115.31 to 4115.35 and section 5147.07 of the Revised Code; or

(b) Where the amount of such purchase of equipment, materials, and/or supplies is less than seventy-five thousand dollars; or

(c) Where the purchase of services, or any combination of services, equipment, materials, and supplies, is less than one hundred thousand dollars; or

(d) Where the purchase is for the construction, addition, alteration, structural, or other improvements of a university building or structure and the purchase is for an amount less than the bidding threshold established in chapter 153:1-9-01 of the Administrative Code.

(2) The limitations provided in this authority shall not be avoided through multiple purchases of goods or services under the limits authorized or through aggregations or purchases at the same or different times.

(3) The above threshold amounts notwithstanding, the university may require competitive bidding for purchases below these threshold amounts if it determines that such bidding is in the best interest of the university.

(4) Contracts shall be awarded to the lowest responsible and responsive bidder that best meets the needs of the university. The university may accept or reject any or all bids or proposals in whole or by item. For any contract authorized by the university's policy on purchasing, the university is authorized to make multiple awards as provided for in the university's request for bids or proposals.

(D) Exemptions from the competitive procurement process.

(1) The purchase of goods or services through non-profit or governmental agencies or consortia, including but not limited to the inter-university council of Ohio, whose contracts meet the competitive bidding requirements, as determined by the university, and upon terms and conditions that are in the best interest of the university.

(2) In accordance with section 5513.01(B) of the Revised Code, purchases through Ohio department of transportation agreements, for machinery, materials, supplies, or other articles upon such terms and conditions that are in the best interest of the university.

(3) The purchase of books, periodicals, and other learning resources for the university libraries' collections.

(4) The contracting for entertainment acts, performers, and artists, and their selected, required, or contractually mandated promoters or associated vendors.

(5) The purchase of stock merchandise for purposes of resale in campus retail locations.

(6) The negotiation of a contract following a request for proposals that by its nature solicits a response that includes multiple options or variable terms.

(E) Waiver of competitive bidding.

(1) Except where prohibited by law, competitive bidding requirements of the university may be waived under limited and exceptional circumstances. Exceptional circumstances which warrant the waiver of competitive bidding include, but are not limited to:

(a) The need for certain professional, technical, and specialized services, where such services are temporary in nature, there are sufficient economic interests to support such a waiver, and where such terms and conditions are in the best interest of the university;

(b) Emergencies resulting from fire, flood, freezing, or other acts of God or force majeure situations in which it may reasonably be determined by a prudent person standard that there is substantial financial or other risk, or substantial financial or other opportunity to the university, such that the risk or opportunity warrants waiver, as well as emergencies necessitated by the immediate need to comply with laws or regulations affecting persons or property owned, leased, or operated by the university; or

(c) Equipment, materials, supplies, or services can be purchased only from a single

supplier ("sole source.")

(2) In order to implement the procedure to waive competitive bidding, the appropriate supervisor must provide such request for waiver to the director of purchasing with a written certification by the supervisor as to the rationale supporting the need to waive competitive bidding. The director of purchasing shall review all requests for waiver with the office of general counsel, and the director of purchasing shall make the final decision as to whether the waiver shall be authorized based on the information provided and the guidelines in this rule. Purchases resulting from the waiver of competitive bidding shall be separately identified in the vendor reports provided to the board of trustees at the next regularly scheduled meeting of the board of trustees. In no event shall the director of purchasing waive competitive bidding for any purchase in excess of five hundred thousand dollars.

(F) Contract signature authority.

(1) Subject to the scope of their authority and consistent with applicable budgetary limitations and the requirements of university rules, policies, and procedures, the following university titles are authorized to enter into contracts on behalf of the university:

(a) Contracts involving the expenditures of money may be entered into by the president, the executive vice president and provost, the senior vice president and chief financial officer, and the director of purchasing;

(b) The dean of the university libraries and the law librarian may enter into contracts for library books, periodicals, and other learning resources, subject to the budgets for the respective libraries;

(c) The director of theater operations may enter into contracts for entertainment acts, performers, and artists, and their selected, required, or contractually mandated promoters or associated vendors; and

(d) The director of athletics may execute contracts with other colleges and universities for intercollegiate athletic events and competitions.

(2) Contracts entered into by the university should be upon terms and conditions as are in the best interest of the university and are subject to review for legal form and sufficiency by the office of general counsel.

(G) Any purchase of goods or services in excess of five hundred thousand dollars, except for subcontracts issued through externally funded research grants and contracts for which the university is the grantee, shall be submitted to the board of trustees for prior approval. All purchases of goods in excess of seventy-five thousand dollars and services in excess of one hundred thousand dollars, but less than five hundred thousand dollars, including all subcontracts through externally funded grants, shall be reported to the board as an information item.

(H) The director of purchasing shall take into consideration potential opportunities for new

vendors and contractors, especially minority business enterprises certified by the state of Ohio equal employment opportunity coordinator, and enterprises operated by historically disadvantaged owners. The university shall honor state laws concerning purchasing set aside rules and shall communicate to others on campus the desirability of using a variety of vendors.

(I) The purchase of insurance occasionally can be more economical and efficient through direct placement rather than competitive bid. In such instances, the board of trustees must be notified of action taken and the senior vice president and chief financial officer shall report the rationale for a purchase of insurance through direct placement rather than competitive bid.

Effective: 05/07/2022

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Issue of Rule 3359-3-07
The office of university purchasing

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to create rule 3359-3-07, be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 27, 2022

3359-20-05.3 Textbooks, teaching aids, supplies, offices, and classrooms.

(A) Textbook selection.

- (1) Although selection of textbooks is the prerogative of the instructor(s) and subject to departmental policies, faculty members must keep in mind their responsibilities to students in choosing textbooks. Textbooks should be selected carefully, and cost should be kept as low as possible ~~to be consistent with~~ while maintaining quality education. No textbook should be required by an instructor for any class if it is to be used only for occasional consultation. Faculty should remember that requiring the purchase of a textbook places an obligation upon them to ensure that that text is an integral and extensively used part of the course.
- (2) Changes of textbooks should be made only for sound pedagogical reasons. Normally textbooks should be retained by an instructor for at least one year. Last minute changes in book orders should ~~not be made~~ be avoided, since such alterations are inconsiderate of both students and those responsible for the ordering and stocking of course materials.

(3) Faculty members may opt into or opt out of the following textbook auto-adoption policy, with allowance to include only specified courses while excluding others. In the event that a faculty member has opted into the textbook auto-adoption policy and has not identified a textbook and other teaching materials prior to the first day of class registration, the university bookstore may assume that the faculty member will use the same textbook (including edition and format) and other materials they had used the last time they taught the course if the following three conditions are met:

- (a) The individual faculty member (or, for team taught courses, a specific team of faculty) who has been identified to teach a course in an upcoming semester has taught the course within the past two academic years;
- (b) The university bookstore references this policy and makes at least one attempt to notify the faculty member (by both email and campus mail at least two weeks prior to the first day of class registration) of its intent to assume they will use the same textbook (including edition and format) and other materials they had used the last time they taught the course; and
- (c) The university bookstore references this policy and makes at least one attempt to notify the faculty member (by both email and campus mail within one week of making that assumption) that it has assumed that they will use the same textbook (including edition and format) and other materials they had used the last time they taught the course.

In the event that a faculty member has not been identified when students are first able to register for a course, the university bookstore also may assume that a subsequently identified faculty member will use the same textbook (including edition and format) and other materials they had used the last time they taught the

course after the adoption deadline if the first and third conditions are met and it has made at least one attempt to notify the faculty member of its intent to do so at least two weeks prior to making the assumption.

(B) Teaching aids.

- (1) The university operates FM station WZIP and faculty members may present programs over this medium.
- (2) Computer services are available for faculty use, particularly in research activities, according to computer center policy and resource limitations.
- (3) The learning technologies and scholar/learner services under the vice president for information technologies assists in the development of computer-based education software and the preparation of non-broadcast educational videotapes, original artwork, and photographic materials for faculty in support of classroom instruction along with films, slide/sound sequences, and multi-image presentations.
- (4) Teaching aids such as slides, graphs, film strips, and videotapes and audio/visual equipment are distributed by audio visual services.

(C) Supplies and requisitions.

- (1) The director of purchasing is authorized to commit the university for all purchases of goods and services. Commitments by any other member of the faculty or staff are in direct violation of the guidelines established by the board. Commitments made outside of these guidelines are not binding on the university and invoices covering these commitments may not be honored.
- (2) University requisition forms are provided by the purchasing department and must be used for all purchases of goods or services. Completed requisitions are to be forwarded to the purchasing department for processing and should include an accurate description of the material or service desired, suggested vendors, approximate cost, required delivery date and location, account code to be charged, and authorized signatures.
- (3) The purchasing department follows bidding procedures as required by the state of Ohio and the university board of trustees. Any specifications, quotations, or correspondence pertaining to the desired purchase should be forwarded to the purchasing department with the requisition. The final selection of sources and vendors is the responsibility of the director of Purchasing. Sources suggested by the departments will be used whenever economically feasible.
- (4) If a department wishes a rush order, they should deliver the completed requisition to the purchasing department. Departments should realize that rush should be used only when absolutely necessary.
- (5) After the order has been placed, the vendor receives an official university of Akron purchase order and the requisitioning department is sent a weekly computer printout

which shows by account number all purchases made during the previous week.

- (6) All deliveries to central stores will be received, checked, logged, and forwarded to the proper department. Central stores should be notified immediately of any shortage, damage, or incorrect material received. Vendors should send all invoices to the purchasing department. If a department receives an invoice by mistake, it should be returned to the purchasing department for payment.
 - (7) Some miscellaneous office supplies and furniture can be purchased directly from central stores. A supplies catalog listing all items carried and their approximate costs is issued periodically to each department. A department wishing to buy such items from central stores should send a requisition describing the materials requested. All orders will be delivered by special services.
 - (8) The sale or disposal of any item is the responsibility of the director of purchasing. If a department has items they wish to dispose of, they should send a requisition to the purchasing department explaining exactly what action is needed.
- (D) University offices and classrooms.
- (1) Requests for permission to change classrooms must be directed to the registrar. No change in classroom from that assigned on the regular schedule may be made without the permission of the registrar. Permission to use any classrooms for any purpose must be obtained from the registrar.
 - (2) Offices are provided by the university for all full-time faculty members and are assigned as needed. Each faculty member is expected to establish regular office hours and post classroom and office schedules on standard university forms.
 - (3) Office and classroom furniture and equipment should not be removed from the assigned room without notifying property accounting. Whenever a faculty member wishes to transfer equipment, service from the department of physical facilities should be requested. Custodians are authorized to make temporary shifts in the location of classroom chairs. Any damaged, malfunctioning, or lost equipment should be reported to the department of physical facilities.
 - (4) All requests for use of university facilities, other than for regularly scheduled classes, must be directed to the office of the vice president for finance and administration. As the conference and meeting rooms are used frequently, faculty members are advised to schedule rooms well ahead of the times when they are needed. The serving of beverages and/or food should be arranged beforehand through the appropriate office.

Effective: [05/07/2022](#)

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 11/27/89, 07/20/90, 05/22/91,07/31/92,
09/16/96, 06/25/07, [01/31/2015](#)

THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Revision of Rule 3359-20-5.3
Textbooks, teaching aids, supplies, offices and classrooms

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to revise rule 3359-20-5.3 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 27, 2022

Part-time faculty appointments.

(A) Definition of part-time faculty.

- (1) The designation of lecturer is used for part-time faculty members. Part-time faculty are appointed for a particular term, upon recommendation of the department chair and approval of the dean of the college and the president or the president's designee(s). Part-time faculty service requirement is limited to teaching responsibilities; all other activities are voluntary and shall not be considered to constitute full time responsibilities. The responsibilities of part-time faculty are:
 - (a) Develop the course syllabus for each section taught (unless the syllabus is standardized by the department);
 - (b) Hold classes on a regular basis according to the university schedule;
 - (c) Keep required student grades [in accordance with rule 3359-20-05.1 of the Administrative Code](#);
 - (d) Maintain the confidentiality of student records;
 - (e) Maintain office hours or another method of allowing students in their classes to meet with them;
 - (f) Prepare and grade tests, quizzes, and other student assignments;
 - (g) Attend scheduled departmental meetings when possible; [and](#)
 - (h) Provide current vitae and teaching portfolio to the department.

(B) Definition of teaching portfolio.

- (1) The teaching portfolio is a file that is held by the department for each individual part-time faculty member. Items to be contained in the teaching portfolio for part-time faculty members are:
 - (a) Current vitae;
 - (b) Chair, mentor, or peer evaluations using documented expectations and evaluation methods standardized in the department or college;

- (c) Student evaluations using a standardized departmental form;
- (d) Course syllabus;
- (e) Other course information such as classroom assignments and tests;
- (f) Integration of innovative approaches to teaching: ~~and such as:~~
 - ~~(i) Computerized models~~
 - ~~(ii) Lectures using integrated technology~~
 - ~~(iii) Amount and quality of course material using the world wide web~~
 - ~~(iv) Student projects using technology~~
- (g) Participation in departmental workshops.

(2) The responsibility for keeping the teaching portfolio up to date lies with the part-time faculty member.

(C) Definition of relevant experience.

Relevant experience is work experience that is directly related to the anticipated university of Akron teaching assignment.

(1) Relevant work experience includes, but is not limited to:

(a) Teaching experience;

(b) Professional experience, including:

(i) Clinical or professional experience;

(ii) Similar teaching experience at another university;

(iii) Relevant special licensures or certificates through a recognized organizational body (local, state, or federal government or professional organization); and

(2) Record of activity in a relevant professional organization.

~~(1) Relevant experience is work experience that is directly related to the teaching~~

~~responsibility the part-time faculty member will have at the university of Akron.~~

~~(a) Relevant work experience includes, but is not limited to:~~

~~(i) Teaching experience~~

~~(ii) Professional experience~~

~~(a) Clinical experience~~

~~(b) Similar teaching experience at a university~~

~~(c) Relevant special licensures or certificates through a recognized organizational body (local, state, or federal government or professional organization)~~

~~(b) Record of activity in a relevant professional organization~~

(D) Excellence in teaching.

(1) Excellence in teaching is documented by the part-time faculty member's teaching portfolio. Any item in the teaching portfolio may indicate excellence in teaching; however, when documenting classroom performance, excellence is demonstrated by scores that are consistently above the department mean in the following areas:

(a) Student evaluations;

(b) Peer evaluations; and

(c) Supervisor evaluations.

(2) Additional items include, but are not limited to:

(a) Relevant awards;

(b) Relevant commendations; and

(c) Faculty development, including:

(i) Attendance at relevant workshops; and

(ii) Relevant presentations.

(E) Assignments and load ceilings for part-time faculty.

(1) Part-time faculty members may be assigned to more than one department.

- (a) ~~Salary grade structure~~ Rank shall be consistent throughout colleges. ~~Appointments shall be made using the salary grade chart.~~
- (b) The level of ~~salary grade~~ rank of the appointment may be determined independently by each department and college based upon approved guidelines as outlined in paragraphs (H) and (I) of this rule.

(2) Part-time faculty members perform teaching responsibilities necessitated by enrollment demand; all assignments are dependent on expertise, enrollment and need. The needs of the individual college/department are determined by the dean and subject to approval by ~~in conjunction with~~ the ~~senior~~ executive vice president and provost.

(3) ~~In order to provide maximum flexibility for academic units;~~ The maximum teaching load for part-time faculty in any given semester (fall or spring) or summer session is determined by the office of academic affairs (OAA) and will be made available by the office of human resources. ~~may teach up to twelve credit hours in any given semester (fall or spring).~~

(a) Compensation for ~~the~~ teaching ~~of~~ twelve credit hours in any given semester or summer session shall not constitute de facto ~~full~~ time full-time employment.

(b) Part-time faculty are appointed for one academic term. A part-time faculty member does not have a reasonable expectation of reappointment for the next academic term unless he or she receives from the department chair, school director, or dean written notice of a teaching assignment for the next academic term.

~~(c) No more than twenty-one total credit hours shall be assigned to any part-time faculty member for any academic year. The academic year is defined as fall and spring semester.~~

~~(4) Part-time faculty shall be compensated for teaching no more than nine credit hours during the summer session.~~

(F) Recommended privileges that shall be made available to part-time faculty within the constraints of departmental space, ~~and~~ budgets, and available resources; include:

- (1) Faculty/peer mentor;
- (2) E-mail account;
- (3) Access to computer and internet connection with e-mail capabilities;
- (4) Access to telephone, voice mail and campus mailboxes;
- (5) Access to work space/office;
- (6) Access to ~~secretarial~~ administrative support;
- (7) Access to duplication services for coursework and examinations;
- (8) Full access to university libraries;
- (9) Opportunities for interaction with full-time faculty and information about departmental activities; and
- (10) Opportunities for and ability to contribute to discussions of curriculum issues.

(G) Recognition of part-time faculty commitment to programs across the institution is important. Demonstration of this recognition, within the constraints of departmental space, ~~and~~ budgets, and available resources may include but is not limited to:

- (1) Support for professional development;
- (2) Opportunity to request sections and teaching times;
- (3) Awards;
- (4) Including part-time faculty in professional opportunities; and
- ~~(5) The department may seek input from part-time faculty regarding curricular issues~~

~~(6)~~(5) Re-classification to higher salary graderrank if the specified criteria are met.

(H) Appointment contract periods, salary and graderrank levels.

(1) Contract periods shall be for the duration of the academic term for which the part-time faculty member has been appointed.

~~(a) Up to twenty one credit hours per academic year~~

~~(b) Nine credit hours during the fifteen week summer session~~

~~(c) Semester to semester contracts dependent on enrollment and need~~

(2) Appointment and rank.salary grades ~~(salaries of current part time faculty will not be reduced as a result of this policy.)~~

(a) Assistant lecturer:

~~(i) Salary range: no less than six hundred dollars per credit hour~~

~~(ii)~~(i) Master's degree with relevant experience; or

~~(iii)~~(ii) Bachelor's degree with twenty discipline related graduate credit hours.

(b) Associate lecturer:

~~(i) Salary range: no less than seven hundred dollars per credit hour~~

~~(ii)~~(i) Master's degree with sixty semester hours of university level teaching experience, documented excellence in teaching, and relevant experience; or

~~(iii)~~(ii) Master's degree with fifteen credit hours of discipline related post master's level coursework, and relevant experience.

(c) Senior lecturer:

~~(i) Salary range: no less than eight hundred dollars per credit hour~~

~~(ii)~~(i) Relevant doctoral degree; or

~~(iii)~~(ii) Master's degree with one hundred semester hours of university level teaching experience, documented excellence in teaching, and relevant experience

(d) Special lecturer:

(i) Minimum of a bachelor's degree and/or related experience; and

(ii) Written justification and proof of a search for a qualified instructor with relevant credentials are required for the office of ~~the senior vice president and provost~~ academic affairs to approve the position.

~~(3) Salary ranges in all part time categories shall be reviewed annually by the planning and budget committee of university council.~~

~~(4)~~(3) Initial appointment shall be based upon credentials of the individual as they apply to the specific responsibilities and assignment at the university of Akron.

(a) The highest degree attained is that degree directly related to the teaching responsibility the part-time faculty member will have at the university of Akron;

(b) Relevant experience as defined in paragraph (C)(1) of this rule;

(c) The exact salary within the specified category is dependent on the credentials as determined by the department that the individual is assigned subject to the approval of the appropriate department chair, dean, and OAA; and ~~the office of the senior vice president and provost~~

(d) For both consistency across the institution and given the definition of part-time faculty in paragraph (A)(1) of this rule, the following shall not be considered for initial appointment:

(i) Publishing record of the individual; and

(ii) Service to the institution.

~~(5) Existing part-time faculty shall first be classified subject to the specific criteria for part-time faculty. Further considerations may be given for their efforts and~~

~~service at the university of Akron. These considerations shall be based upon relevant work experience and teaching experience as follows:~~

- ~~(a) Professional work experience as it relates to teaching assignment~~
- ~~(b) Expertise in one's field~~
- ~~(c) Professional development~~
- ~~(d) Additional degree or certificate completion~~
- ~~(e) Documented excellence in teaching~~

(I) A change in ~~grade~~[rank](#) for a part-time faculty member may be recommended by the department chair and considered by the appropriate dean and the [executive vice president and provost](#) once the part-time faculty member has obtained the minimum credentials necessary for the next [rank grade](#) level [as detailed in Section 3359-20-06.1\(H\) of the Administrative Code.](#) ~~Changes in grade and salary can be effective in either the fall or spring semester. These changes shall be based upon:~~

~~(1) Excellence in teaching as documented in the individual's teaching portfolio. The following shall be used to evaluate classroom performance (See paragraph (B) of this rule for further information on teaching portfolios and paragraph (D) of this rule for further information on excellence in teaching):~~

- ~~(a) Student evaluations~~
- ~~(b) Peer evaluations~~
- ~~(c) Supervisor evaluations~~
- ~~(d) Innovation in teaching techniques and through the use of technology~~

~~(2) Completion of the next relevant degree~~

~~(3) A minimum of one hundred semester hours of university level teaching experience is needed for persons without the relevant doctoral degree to obtain a senior lecturer status. However, one hundred semester teaching hours does not guarantee the part-time faculty member the rank of senior lecturer in a de facto manner.~~

~~(4) Part time faculty have the right to appeal the classification level to the appropriate department chair. In the event the issue is not resolved, then the part-time faculty member may appeal the decision to the appropriate dean, and then to the office of the provost.~~

[\(J\) Part-time faculty may be eligible for merit recognition consistent with office of human](#)

resources policies and procedures then in effect.

~~(J) Items to be considered when determining merit recognition for part-time faculty. Each item in this section is to be taken as it applies to the teaching responsibilities of the individual at the university of Akron.~~

~~(1) Items to be considered for merit increases:~~

~~(a) The individual's teaching portfolio as defined in paragraph (B) of this rule~~

~~(b) Professional development specific to the course being taught~~

~~(i) Continuing course work toward a relevant degree~~

~~(a) Transcript required showing yearly progress~~

~~(b) Evidence of a plan of study provided~~

~~(c) Course work within the last eighteen months~~

~~(ii) Work toward an additional relevant certificate or licensure~~

~~(a) Evidence of course work is needed within the last eighteen months~~

~~(b) Evidence of clinical work~~

~~(c) Evidence of a professional plan of study~~

~~(d) Evidence of relevant continuing work experience with increased responsibilities in area of expertise~~

~~(iii) Continuing education units in relevant areas of instruction as required by professional field (verification of attendance required)~~

~~(iv) Evidence of membership and active participation in professional organizations~~

~~(v) Conference attendance related to the field of instruction such as the opportunity to meet a specific departmental need through conference attendance and/or attendance at professional meetings that are agreed upon in advance by the part-time faculty member and the department. The department may provide funds for travel and attendance when possible.~~

~~(2) Items that are not to be considered for merit increases:~~

~~(a) Publishing record~~

~~(b) Service or committee work~~

~~(3) Merit may include one or more of the following:~~

~~(a) Reappointment~~

~~(b) Increase in compensation~~

~~(c) Support for professional development~~

(K) Part-time faculty rank ~~do not hold academic rank, and their grade~~ designation is in no way related to the rank designations of full-time faculty.

(L) The initial graderank of a part-time faculty member is recommended by the department chair and approved by the executive vice president and provost ~~dean of the college and the provost.~~

(M) If a part-time faculty member subsequently becomes a member of the full-time faculty, years of service as a part-time faculty member cannot be counted toward tenure or promotion.

(N) Assignments for part-time teaching, day and evening, are made on the recommendation of the department chair with the approval of the dean of the college responsible for the course.

~~(O) A completed application and acceptance agreement for part-time teaching at the university of Akron must be on file in the dean's office for each part-time faculty member. An application and acceptance agreement must also be completed with each change in grade designation.~~

~~(P)~~(O) Each semester the appropriate dean will notify each part-time faculty member in writing of specific class assignments.

~~(Q)~~(P) Additional considerations.

Responsibilities which shall not be required of part-time faculty:

(1) Conference attendance or presentations: and

(2) Attendance at social functions whether on or off campus.

~~(R)~~(Q) Part-time faculty grievance procedures are set forth in rule 3359-23-02 of the Administrative Code and faculty manual.

Effective: [5/7/2022](#)

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 09/16/1996, 01/13/1997, 09/28/1997, 11/12/1997,
08/06/2001, 05/24/2002, 12/21/2002, 08/20/2004,
11/05/2004, 05/23/2013, 12/26/2013, 02/21/2014,
02/01/2015, 12/15/2018, [12/22/2019](#)

THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Revision of Rule 3359-20-06.1
Part-time faculty appointment

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to revise rule 3359-20-06.1 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 27, 2022

3359-26-05 Separation from the university.

(A) Service with the university of Akron may be interrupted and/or terminated as a result of:

- (1) Resignation;
- (2) Retirement;
- (3) Discharge for cause;
- (4) Layoff or a reduction in force; ~~for a period of more than twelve consecutive months.~~
- ~~(5) Failure to respond to a return to work request within ten days, following layoff or at the expiration of an authorized period of leave.~~
- ~~(6)~~ (5) Failure to report for work or failure to report off work for a three-day period; or
- ~~(7)~~ (6) Non-renewal.

(B) Resignation.

In the event of a resignation, an employee should provide written notice to the immediate supervisor and to human resources at least two weeks in advance of the last working day at the university.

Once a resignation has been submitted and accepted by the employee's immediate supervisor, it may not be withdrawn by the employee without the specific approval of the immediate supervisor and the chief human resources officer.

(C) "Clearance ~~Form~~ Process."

- (1) A "clearance process" must be completed by all employees exiting the university and may be required for interdepartmental transfers. The process ensures all outstanding obligations to the university are satisfied by the existing employee prior to separation and releases any payroll due to separating employees.
- (2) An anonymous exit survey is provided as part of the clearance process to all exiting employees. Employees should contact human resources to request an in person exit interview.

~~A "Clearance Form" must be completed by all full-time and part-time regular employees who are exiting the university and may also be required for interdepartmental transfers. Payroll will not issue the final compensation check without a completed "Clearance Form." Clearance forms can be obtained from the human resources web page.~~

(D) Establishing last day worked.

A terminating employee's "last day worked" shall be the actual day on which the employee last performed assigned duties. The last day worked cannot be extended by use of accrued vacation, compensatory time or sick leave unless such sick leave has been

certified by a physician. In the case of a retirement only, with the approval of the supervisor, accrued vacation or compensatory time may be used to extend the last day worked.

(E) Retirement.

~~Assistance with retirement processing for all employees considering retirement from school employees retirement system "SERS," public employees retirement system "PERS," state teachers retirement system "STRS," or an approved alternative retirement system "ARP" is coordinated by benefits administration. Initial contact with that office should occur no less than three months prior to the anticipated effective date of retirement.~~

(1) Assistance with retirement processing for all employees considering retirement from school employees retirement system "SERS," public employees retirement system "PERS," state teachers retirement system "STRS," or an approved alternative retirement system "ARP" is coordinated by benefits administration. Initial contact with the office of human resources should occur no less than three months prior to the anticipated effective date of retirement.

~~(1)~~ (2) Payment of sick leave at the time of retirement.

- (a) At the time of retirement from the university of Akron, an employee with ten or more years of service with the state of Ohio shall be compensated in an amount not to exceed one-fourth the value of accrued but unused sick leave credit based upon the employee's rate of compensation at the time of retirement. The maximum payment shall be two hundred forty hours.
- (b) The payment of sick leave under this policy cancels the balance of sick leave accrued by the employee at the time of retirement. Payment will be made only once to any employee.

~~(2) Retirement contribution refund.~~

- ~~(a) If an employee leaves the university prior to retirement and wishes a refund of SERS, STRS or PERS contributions, the employee should contact SERS, STRS or PERS directly for information and forms.~~
- ~~(b) Contact benefits administration to schedule an exit interview to obtain information concerning insurance, retirement, vacation, completion of the "Clearance Form," etc.~~

(F) Other separations.

(1) For other circumstances which result in an employee leaving the university - medical disability, involuntary termination, etc., - specific university rules, policies and/or procedures apply. Among these are Ohio civil service laws, local collective bargaining agreements, bureau of worker's compensation regulations, and selected university rules and policies.

(2) Retirement contribution refund.

If an employee leaves the university prior to retirement and wishes a refund of SERS, STRS or PERS contributions, the employee should contact SERS, STRS or PERS directly for information.

~~For other circumstances which result in an employee leaving the university—medical disability, involuntary termination, etc.—specific policies and/or procedures apply. Among these are Ohio civil service laws, local collective bargaining agreements, bureau of worker's compensation regulations, and selected university policies.~~

(G) Unemployment.

Employees who do not work ~~are temporarily unemployed~~ during break periods or between terms and have reasonable assurance of work when the break period between terms ends or the next term begins are not covered under the Ohio unemployment compensation laws and are ineligible for unemployment compensation benefits.

(H) Payment of compensatory time and unused vacation accrual at the time of separation:

- (1) A non-exempt (hourly) employee will receive payment for all accumulated compensatory time at the hourly rate of pay in effect at the time of separation.
- (2) Payment for accrued and unused vacation leave shall be made only upon separation of service from the university of Akron. Such payment shall be made in a lump sum based on the rate of compensation in effect at the time of separation for any accrued but unused vacation leave, subject to the following maximums:
 - (a) Exempt employees, eligible for vacation accrual, ~~shall be compensated~~ in the amounts provided for in rule 3359-11-03 of the Administrative Code ~~for a maximum of one hundred seventy-six hours.~~
 - (b) Non-exempt (hourly) employees, ~~eligible for vacation accrual,~~ shall be compensated for a maximum of that earned in three years of service.

Effective: 05/07/2022

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Effective Dates: 05/22/1991, 11/24/2001, 06/25/2007, 05/09/2014,

02/01/2015, [12/15/18](#)

THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Revision of Rule 3359-26-05
Separation from the university

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to revise rule 3359-26-05, be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 27, 2022

3359-48-01 **Athletic policy.**

(A) Statement on athletics.

(1) Purpose.

The university of Akron has established an NCAA Division I (FBS) athletics program to provide high-quality opportunities for student-athletes via athletic scholarships, practices, and competition. Competitive athletic programs contribute significantly to the learning and development of students, and the athletic programs are designed to work in harmony with the essential educational objectives of the institution. Intercollegiate competition in NCAA athletics helps to foster an enthusiastic sense of shared allegiance and collegiality among students, faculty, staff, alumni, and the greater Akron community.

The department of athletics seeks excellence in all areas and strives for balance within its athletics programs. The university's intercollegiate athletics programs are intended to encourage in their participants a desire for excellence, respect for teammates and opponents, fair play, teamwork, leadership, perseverance, integrity, and physical fitness. Athletics provides opportunities for student-athletes to understand the rewards that come from dedication to a larger purpose and to develop their personal, physical, and intellectual skills. The achievements in the competitive arena, in the community, and in the classroom will continue as university of Akron student-athletes, coaches and staff share in the commitment to excellence. Athletics shares with the university a commitment to cultural diversity and equal opportunity. Further, athletics is committed to sound fiscal decision-making and operating with integrity.

(2) Governance.

The university of Akron shall maintain active membership in the NCAA Division I (FBS) and the Mid-American Conference (MAC). In accordance with this membership, the institution and its department of athletics shall adhere to all NCAA and MAC rules. These rules govern areas of eligibility, recruiting, financial aid, practice, and competition, among others.

Ultimately, the university president is responsible for the administration of all aspects of the athletics program. This responsibility has been delegated by the president to the director of athletics for daily management and implementation.

The members of the department of athletics (students and employees) are subject to all university rules.

(3) Staffing.

(a) Coaches.

The university will maintain a coaching staff that represents the best in athletics instruction and who possess the ability to motivate and inspire student-athletes.

Coaches are primarily teachers and share with the members of the university community the responsibility to educate, train, and assist in the formation of the students entrusted to them. Coaches are expected to abide by the highest standards of personal conduct and are expected to be role models for their student-athletes.

(b) Administrative staff.

The university will provide administrative staffing to support the department of athletics, ranging from leadership to supportive roles. The administrative staff will be charged with ensuring fiscal responsibility, rules compliance, maintaining a focus on student-athlete experience, engaging the university and greater Akron communities, and aligning the department's activities with the goals of the university as a whole.

(c) Faculty athletics representative.

The university president shall designate a faculty athletics representative to serve the department of athletics in an advisory capacity, provide support to student-athletes and coaches, provide faculty perspective in athletics matters, and to act as a liaison among student-athletes, coaches, staff, and members of the faculty. This appointee shall hold a faculty rank at the university of Akron and shall not hold an administrative or coaching position in the department of athletics.

(4) Student athlete conduct.

Student-athletes shall represent the university of Akron in a positive manner. They shall be students first, maintaining a focus on academic integrity, making progress toward their degree, and ultimately graduating. Further, student-athletes are expected to conduct themselves with integrity, sportsmanship, honesty, pride, and humility.

The university of Akron has a highly visible and successful athletics program. The student-athletes' public exposure in the competitive arena and the media place them among the most visible groups in the university community, the city of Akron, Summit county, and the state of Ohio. What they do and the way they do it is often highlighted, placing them in a public position, which requires exemplary behavior.

University of Akron student-athletes are totally responsible for their own behavior. They are expected to obey all applicable laws, rules, and regulations. If student-athletes do not meet these requirements, they are subject to the university code of student conduct and any relevant athletics policies and procedures. The department of athletics shall maintain a student-athlete handbook detailing specific expectations, and coaches may supplement departmental requirements with individual team rules.

(B) Health and wellbeing.

(1) Insurance.

The risk of injury or illness is always present, regardless of athletics participation. Although the athletic department works diligently to minimize the risk of athletics injury, there is always the possibility of injury through participation in a sports activity. Therefore, the university of Akron shall maintain a supplemental insurance policy to complement existing family plans and other available forms of insurance for use when a student-athlete suffers an injury due to participation in their sport.

(2) Drug education and testing.

Substance abuse is a serious health and safety concern in our society, with negative and sometimes deadly effects. The use of illegal substances is a crime and the use of performance enhancing drugs is detrimental to student health and is a form of cheating.

The department of athletics at the university of Akron firmly believes that substance abuse can have a negative effect on the performance of the student-athlete, both in the classroom and on the playing field. Increased drug and alcohol education and counseling, although critical, are not sufficient by themselves to prevent substance abuse. Drug testing is necessary both to deter drug use and to detect such use as it occurs. Therefore, the department of athletics maintains a rigorous drug testing program, which strictly enforces the prohibition against the use of illegal and performance enhancing drugs.

Students who participate in intercollegiate athletics at the university of Akron are required to participate in the university's drug and alcohol education program and comply with its drug testing policy. Students-athletes also are subject to NCAA and conference regulations concerning prohibited drug and alcohol use and their respective drug-testing requirements.

(C) Admissions.

The university of Akron shall admit student-athletes in accordance with the admissions criteria for all students.

(D) Financial aid.

The university of Akron is committed to a scholarship-based athletics model, where student-athletes receive scholarship support for their athletic participation. To that end, the university shall support athletic scholarships at a "fully-funded" model for athletics, when financially possible. The department of athletics will have the autonomy to determine scholarship allocations among sports, within the budgets provided and in accordance with applicable regulations.

(E) Academic support.

The university of Akron and its department of athletics are committed to the academic success of student-athletes. To support this commitment, an athletics academic support

staff will be maintained to aid student-athletes in their academic endeavors. This academic support program will prioritize student-athlete academic success, while monitoring academic progress and academic eligibility. However, the ultimate responsibility for athletic eligibility and academic performance rests with the student-athlete.

Replaces: 3359-48-01, 3359-48-02, 3359-48-03,
3359-48-04 and 3359-48-05

Effective: 05/07/2022

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 05/22/91, 01/31/2015

THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Recission of Rules 3359-48-01 through 3358-48-05
Reissue of Rule 3359-48-01
Athletic Policy

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to rescind rules 3359-48-01, 3359-48-02, 3359-48-03, 3359-48-04 and 3359-48-05, and reissue as new rule 3359-48-01 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 27, 2022

TO BE RESCINDED

3359-48-01 Coaching and departmental information.

(A) Awards for varsity letter winners.

(1) Award procedure.

At the completion of their regular schedules, all head coaches will submit a list of athletes eligible for awards to the office of the director of sports information. Athletes who have lettered will pick up their various letter awards from the athletic equipment manager after the season's banquet. In addition, a list of special award winners must be submitted to the office of the director of sports information at least one week prior to the season's banquet. Those special awards will be distributed to the athletes at the season's banquet. Please review recent banquet programs for a listing of these awards. Any coach wishing to initiate an additional special award must obtain approval from the athletic director.

(2) Athlete, manager, and trainer awards.

The following awards will be presented upon completion of a varsity season of competition:

(a) Varsity awards:

Participation	Male	Female
First year	Windbreaker	Windbreaker
Second year	Jacket	Jacket
Third year	Blanket	Blanket
Fourth year	Watch	Watch

- (b) The initial recommendation for award consideration must be made by the head coach of the sport in which the student has engaged.
- (c) All final recommendations for awards shall be made through the director of athletics.
- (d) The requirements for earning a letter shall be at the discretion of the head coach of each sport. However, there shall be the following stipulations:
 - (i) An award is a special accomplishment for performance during a contest. The determining factor for earning an award is playing time.

- (ii) The respective head coach for each sport shall determine how much playing time is needed.
 - (iii) All seniors who have participated for four years may earn an award regardless of playing time.
 - (iv) A coach may recommend an award be granted to an athlete whose potential for outstanding performance has been interrupted for reasons of injury or illness. Such a recommendation by a coach will have to be accompanied by strong supportive evidence.
 - (v) Each head coach shall turn in their requirements for earning a letter to the office of the director of athletics.
 - (vi) A student must maintain academic eligibility throughout the semester of his/her regular competitive season.
 - (vii) A student-athlete may win only one award per academic year. A second award will be in the form of a certificate.
- (e) General requirements pertaining to all athletic awards should be:
- (i) The student must represent himself/herself, the sport, the program, and the university in a creditable and complimentary manner.
 - (ii) Student must adhere to all university, program, and team rules and regulations.
 - (iii) Student must demonstrate a genuine interest in and dedication to amateur athletics and his/her sport.
 - (iv) Student must be a full-time student making normal progress toward a degree.
 - (v) Student must maintain academic eligibility throughout the semester(s) of his/her competition.
 - (vi) Transfers from four-year institutions and junior colleges who have lettered at those institutions will continue to receive their successive letter awards as if they began their careers at the university of Akron. In the case of a junior college transfer who has lettered in a particular sport at the junior college, the athlete has a choice of the "A" blanket or "A" jacket, providing he/she meets the requirements of earning a letter.
- (f) Individual sports awards. The following format shall be used as a basis for individual incentive type awards for each sport:

- (i) A most valuable player award (touchdown club award).
- (ii) A captain's award.
- (iii) Each coach may designate other categories of awards, not to exceed four awards.

(3) Banquets.

Banquets honoring respective athletic teams and individuals will be arranged through the athletic director's office and all institutional events will comply with national collegiate athletic association (NCAA) restrictions. Dates and times of banquets will be announced in advance with consultation of coaches. Players, coaches, and other support staff will be invited with the approval of the director of athletics. Guests will be admitted at a minimal charge. Banquets are a budget item.

(B) Car coach program.

The athletic department supervises a "car-coach" program for athletic personnel provided with a courtesy car through area car dealers. The responsibility for the maintenance of this car rests entirely with the designated athletic representative who is entrusted with the privilege. The director of athletics will determine allocation of all courtesy cars. It is incumbent upon each courtesy car recipient to maintain good relations with his/her respective dealership. Agreements as to use, mileage, and duration of service, are at the sole discretion of the respective dealership. All cars must be returned immediately upon request. However, no athletic representative may participate in the program without first obtaining a one-million dollar automobile liability policy to indemnify the university. A current record of the policy must be on file with the director of athletics. Failure to secure a liability policy in said amount will terminate individual use of a car through this program.

(C) Cheerleaders.

The university of Akron cheerleaders are a departmental organization open to all full-time students in good academic standing. The program is directed through the university of Akron's athletic department. The assistant athletic director is the advisor for the group. Responsibilities will include the coordination of the cheerleading unit for the calendar year and overall direction and implementation of all activities. Responsibility for practice and game supervision will be delegated each season by the advisor to a designated coach. Male and female students comprise the Zip cheerleaders. The zip mascot, "Zippy," is also under the direction of the athletic department.

Tryouts are held in the second semester (normally late spring) of each school year at the JAR arena. High school seniors who are eligible to enter the university of Akron in the fall semester are also welcome to attend. A listing of the judging criteria is published

four weeks prior to the selection date. Practice dates with coaching supervision are provided at the university of Akron in advance of tryouts. Non-partisan judges are selected to choose the squad.

(D) Dance squad.

The university of Akron dance squad is a departmental organization open to all full-time female students in good academic standing. The program is directed through the university of Akron's athletic department. The assistant athletic director is the advisor for the group. Responsibilities will include the coordination of the dance squad for the calendar year and overall direction and implementation of all activities. Responsibility for practice and game supervision will be delegated each season by the advisor to a designated coach. The zip dance squad is comprised of female students.

Tryouts are held in the second semester (normally late spring) of each school year at the JAR arena. High school seniors who are eligible to enter the university of Akron in the fall semester are also welcome to attend. A listing of the judging criteria is published four weeks prior to the selection date. Practice dates with coaching supervision are provided at the university of Akron in advance of tryouts. Non-partisan judges are selected to choose the squad.

(E) Contest and travel squad allowances.

The following is a list of NCAA sanctioned and university approved travel squad and contest limitations. Coaches are to strictly adhere to these provisions. NCAA legislation controls playing and practice seasons during the academic year. This period must be defined by each respective coach and be on file in the director of athletics office prior to the initial practice session.

	Maximum contests or dates	Players	Manager	Trainer	Other*	Coaches	Total
Baseball	70 contests†	22	1	1	3	2	29
Basketball	28 contests	15	1	1	1	3	21
Cross Country	9 dates	8	1			1	10
Football	11 contests	64	3	3	7	11	88
Golf	28 dates	7				1	8
Riflery	14 dates	8**				1	9
Soccer	22 contests ††	18	1	1		2	22

	6 dates †††						
Softball	60 contests	22	1	1	1	2	27
Tennis±	30 dates ***	9	1			1	11
Track ±±	24 dates	25	1			2	28
Volleyball	32 dates ††	12	1	1	2	2	18
	6 dates †††						

† (with no more than 60 during the traditional segment)

†† (during the traditional segment)

††† (during the non-traditional segment)

± (including not more than 10 individual singles or doubles tournaments that are counted as single dates of competition)

±± (indoor/outdoor)

* As approved

** Lake Erie match (16 allowed)

*** Tournaments count as one date

(F) Athletic equipment room policy.

(1) Equipment issue and laundry policy.

(a) Athletic equipment and laundry service will be provided to varsity athletic teams only.

(b) The following sports will be stored in JAR equipment room:

Men's/women's cross country, men's/women's track, volleyball, golf, men's/women's tennis, men's/women's basketball, softball, baseball, riflery, soccer (MH).

Football, as well as the athletic laundry, will be housed at Buchtel field.

(c) The issuance of equipment and clothing is restricted to the number of athletes in each sport as indicated below:

Men's/women's cross country	15 athletes
Men's/women's basketball	17 athletes
Baseball	30 athletes
Softball	30 athletes
Football	130 athletes
Golf	12 athletes
Men's/women's tennis	15 athletes
Men's/women's track	40 athletes
Volleyball	18 athletes
Soccer	30 athletes

(2) Equipment issue and recovery procedures.

- (a) Athletic equipment that is issued will be recorded on equipment cards by equipment room attendant.
 - (b) Each athlete will be issued practice equipment and mesh laundry bag if approved by their respective coach.
 - (c) Special equipment and clothing will be issued on a required basis. Laundry service will be provided at least once per day.
 - (d) Dirty items will be prepared for laundering by the athlete. The manner of preparation will be determined by the equipment room personnel. Clean clothing will be distributed from the equipment room.
 - (e) All equipment issued must be returned within three days of the end of the season or when the coach informs the athletic equipment manager that the athlete is no longer on the team. It is the athlete's responsibility to see that the equipment issued is returned to the proper place in the equipment room in good condition. At this time, any lost or damaged equipment or clothing will be evaluated and the athlete will be notified of the action that will be taken for lost or damaged equipment or clothing.
 - (f) Failure to return equipment or clothing will result in university action in the form of a financial hold on records and transcripts.
- (3) Any item of equipment or clothing which is lost or damaged through neglect and/or modification by an athlete, will be charged to the respective athlete. Failure to pay for the item will result in university action in the form of a financial hold on records

and transcripts. The only person authorized to modify equipment or clothing is the athletic equipment manager.

Replaces: 3359-48-01

Effective: 01/31/2015

Certification:

Ted A. Mallo
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 05/22/91

359-48-02 Academics and admissions.

(A) Athletic academic assistance.

(1) Purpose.

The university of Akron athletic department has developed a separate program to assist student-athletes in successfully obtaining a degree and ultimately satisfy their career objectives. The thrust of the program is to assist and coordinate with various academic auxiliaries and instructional personnel available resources for the student-athlete. Accurate record keeping, charting of academic progress, and NCAA rule compliance will also be monitored. However, the ultimate responsibility for athletic eligibility rests with the student-athlete and his/her respective coach.

The coordinator for academic advising for student-athletes shall serve as a liaison between the athletic department and all faculty, staff, and university personnel regarding academic concerns and procedures. Coaches are explicitly prohibited from making contact with faculty and university administrative and academic personnel regarding academic matters unless contacted directly by a faculty member. All academic services provided by the athletic department shall be in total compliance with our institutional responsibility as it relates to conference and NCAA rules, regulations, agreements, precedents, and published interpretations.

(2) Academic standards.

Every student-athlete who participates in intercollegiate athletics becomes a member of a team. By accepting this privilege of team membership, student-athletes accept the following responsibilities in addition to their regular responsibilities as students.

The major purpose of the athletic department is to have each student-athlete pursue and obtain an academic degree. Student-athletes have the responsibility of attending class on a regular basis, of completing all classroom assignments, and of conducting themselves in all academic matters in ways that are consistent with acceptable classroom performance. The student-athlete is required to meet all university and college academic requirements as well as the eligibility rules of the university, NCAA, and conference. Although academic progress and eligibility are monitored by the athletic department, it is the responsibility of the student-athlete to insure that applicable requirements are being met.

If students have questions regarding eligibility requirements, they should consult with the coordinator of academic advising for student-athletes. Important academic requirements include the following items:

- (a) To be eligible to practice or compete, all student-athletes must be registered for a

minimum of twelve semester hours.

- (b) Freshmen must maintain a minimum grade-point average their first semester of residence in order to be eligible for competition the second semester.
- (c) In order to be eligible for competition and grants-in-aid, student-athletes must meet additional requirements.
 - (i) A minimum of twenty-four semester hours which count toward the student's degree requirements with a 1.800 grade-point average at the start of the sophomore year.
 - (ii) A minimum of forty-eight semester hours which count toward the student's degree requirements with a 2.00 grade-point average at the start of the junior year.
 - (iii) A minimum of seventy-two semester hours which count toward the student's degree requirements with a 2.00 grade-point average at the start of the senior year.
 - (iv) A minimum of ninety-six semester hours which count toward the student's degree requirements with a 2.00 grade-point average at the start of the fifth year.

(B) Admissions.

The following admission guidelines have been established for student-athletes:

- (1) New freshmen must be admitted and registered no later than the first day of the term.
- (2) Transfer students must be admitted no later than the fifth class day of the term.
- (3) An out-of-state student-athlete who does not meet the recommended admission guidelines must be eligible to receive financial aid, based on NCAA eligibility requirements, to be admitted to the university of Akron. [NCAA Bylaw 14.3]
- (4) The following itemized list should aid in processing student-athletes for admission to the university of Akron.
 - (a) Admissions will send an application to potential scholarship athletes upon request.
 - (b) If the athlete's scholarship pays room and board, inform admissions so they can write "football (sport example) athlete" at the top of the application. The admissions office will send admit letter which addresses the athletic scholarship.
 - (c) All new freshmen and transfer students must attend an orientation program. This program includes academic advising and course registration.

- (d) In order to schedule student-athletes to come at a particular time (all in the same week, for example), contact the admissions office. A "block" of appointments will be reserved.
 - (e) The admissions office will mail promotional literature about the university to recruits. (This is a required regulation by the NCAA.) To receive such items, send student's name, address, high school, year of graduation, and intended college major (if possible) to the admissions office.
 - (f) Campus profiles are available free. If a supply of viewbooks is needed, they must be ordered in April. The department will be billed for the viewbooks ordered.
 - (g) The admissions officers are happy to talk to any prospective athletes. It is helpful if they are called ahead of time (extension 7077) so they know a little about the student.
 - (h) For questions regarding a student's qualifications for admission, contact the assistant athletic director, who in turn will communicate with admissions.
- (5) Application procedures.

The appropriate process should be followed depending on the incoming student's status.

- (a) New freshman (a high school graduate who has never attended college):

Applications for non-Ohio residents are reviewed separately. An admissions officer can help with the criteria. The university of Akron administers a residual ACT once a month. This test is for students who will attend the university of Akron, but have not taken the ACT. Registration forms are available in the admissions office. This residual test will not satisfy NCAA core-course compliance standards.

- (i) The student-athlete must submit a completed application with the non-refundable processing fee. (This fee is NOT waived for scholarship student-athletes.)
 - (ii) The student-athlete must request a high school transcript and ACT or SAT scores to be sent to the admissions office.
 - (iii) Once all credentials are received, the admissions office will review the application and send the appropriate letter. Admitted students will be assigned an orientation date.
- (b) Transfer (a high school graduate who has attended one or more regionally-accredited colleges):

Note: multiply quarter hours by two-thirds to convert to semester credits (example: forty-five credits times two-thirds equals thirty semester credits).

A high school transcript and ACT/SAT results are required only if the transfer has completed less than twelve credits.

Admissions standards for particular colleges differ. Please consult an admissions officer for specific details.

- (i) The student-athlete must submit a completed application with the non-refundable processing fee.
- (ii) The student-athlete must request official transcripts from all colleges attended and have each sent to the admissions office.
- (iii) Once all credentials are received, the admissions office will review the application and send the appropriate letter. Admitted students will be assigned an orientation date based on their college (arts & sciences, engineering, education, business administration, fine & applied arts, or nursing) and will meet with their assigned academic adviser during the transfer orientation program.

(6) Athletic eligibility lists - rules and regulations.

The athletic eligibility lists must be submitted to the registrar's office by the assistant athletic director.

- (a) Each list should be submitted six weeks prior to the date of the first competition for each sport.
- (b) Each list should be in alphabetical order and should include the potential athletes' social security numbers.

(7) Freshmen eligibility.

To be eligible to receive an athletic grant-in-aid, practice and compete all freshmen at the university of Akron must be determined a qualifier by NCAA clearinghouse pertaining to NCAA bylaw (1.2). These requirements include:

- (a) A minimum of thirteen core courses with at least four years of english, two years of math at the level of algebra I or higher, two years of natural or physical science (including one laboratory course), two years of social science, one additional year of courses in english, math or natural or physical science and two additional years designated courses.

The record of the above courses and course grades must be certified by the initial-eligibility clearinghouse using an official high school transcript or official

correspondence forwarded directly from the high school or upon a high-school transcript forwarded by an institutions admissions office, and

- (b) A minimum combined score on the SAT verbal and math sections or a minimum sum score on the ACT as specified in bylaw 14.3.1.1.1. The required SAT or ACT score must be achieved under national testing conditions on a national testing date (i.e. no residual campus testing or regional testing dates).

International students must meet the NCAA initial eligibility requirements established for their respective country's school system. Reference the NCAA guide to "International Academic Standards for Athletic Eligibility."

(8) Freshman ineligibility

A freshman who does not meet the requirements of NCAA bylaw (14.3) is ineligible to practice or compete for one academic year (fall/spring semesters). The student must be in residence that one academic year and pass twenty-four hours of semester coursework (no duplicate credit) and achieve at least an overall 1.800 grade-point average.

(9) Full-time status.

- (a) A student must be enrolled for at least twelve semester credits.

- (i) Co-op students are considered full-time students under certain published criteria.
- (ii) Credit equivalency for developmental courses may be used to satisfy full-time enrollment requirements. However, a student-athlete may receive credit for only a maximum of twelve "developmental" hours of coursework. Completion of all developmental work must occur within the student-athlete's freshman year in school.
- (iii) Courses enrolled for a "repeat-for-change-of-grade" basis may be used to satisfy enrollment requirements, but can only be used to satisfy the twenty-four semester hours requirement between competitive seasons once.

(10) Normal academic progress rule.

Eligibility for regular-season competition after the student's first academic year in residence or after the student has used one season of eligibility in a sport shall be based on:

- (a) Satisfactory completion of an accumulative total of semester credits which is equivalent to the completion of an average of at least twelve semester credits during each of the previous academic terms in academic years in which the student has been enrolled, or

- (b) Satisfactory completion of twenty-four semester credits of acceptable degree credit since the beginning of the student's last season of competition.
 - (i) Effective fall 1983, developmental courses will count toward the twenty-four credits needed for normal progress by virtue of a policy change which makes developmental courses mandatory in the freshman year.
 - (ii) Bypass credit, advanced placement and military credit can be used to satisfy the twenty-four credit rule.
 - (iii) Transient credit with proper authorization can be used to satisfy the twenty-four credit rule.
 - (iv) Repeat for change of "D" grade:
 - (a) If a student-athlete repeats a course in which a grade of "D" was earned, only one attempt will count toward normal progress.
 - (i) If original "D" course was counted toward normal progress, the second attempt cannot be used.
 - (ii) If original "D" course did not count toward normal progress, the second attempt may be counted.

(11) Five-year limit.

A student-athlete must complete four seasons of eligibility within five calendar years from initial date of full-time enrollment.

(12) Transfer students.

A transfer student from a four-year institution shall not be eligible until the student has fulfilled a residence requirement of one full academic year (two full semesters), passed twenty-four semester credits, and one full calendar year has elapsed from the first regular registration and attendance date at this institution.

The following exceptions apply to transfer student eligibility:

- (a) A transfer student from a junior college who graduated from high school as a qualifier is immediately eligible if he/she:
 - (i) Graduated from a junior college, or
 - (ii) Has completed forty-eight/seventy-two hours of transferable degree credit with a 2.00 grade-point average (see NCAA Manual) (excluding summer sessions) and all junior college work is degree applicable.
- (b) A transfer student from a junior college who did not graduate from high school as

a qualifier is immediately eligible if he/she graduated from a junior college and completes forty-eight/seventy-two hours of transferable degree credit with a 2.00 grade-point average (see NCAA Manual).

(c) A transfer student from a four-year school is immediately eligible if he/she:

- (i) Transferred from a branch campus which did not have an athletic program.
- (ii) Transferred from an institution which discontinued the sport in which the student participated.
- (iii) The student qualifies under the exempt sports enumerated in NCAA legislation.

For other exceptions for student-athletes who have transferred from either an American or foreign institution, please contact the assistant athletic director for compliance.

(13) Information.

A student seeking admission to the university of Akron should apply or write to the "Office of Admissions, 166 Fir Hill, The University of Akron, Akron, Ohio 44325-2001," or phone (330) 972-7100. The student seeking admission to the graduate school should communicate directly with the "Graduate School, 138 Fir Hill, The University of Akron, Akron, Ohio 44325-2101" or phone (330) 972-7663. Law school information is available from the "School of Law, Grant and East Center Streets, The University of Akron, Akron, Ohio 44325-2901," or phone (330) 972-7331.

(14) Course progress checks.

All student-athletes will have regular grade report checks completed by each instructor. Periodically in the semester, the office of academic advising for student-athletes will coordinate receipt of academic information relating to student-athletic grades, absences and other pertinent academic information. Each coach will be given a composite of their individual report and should meet with the coordinator of academic advising for student-athletes as well as the athletic administrator in charge to review problems. At no time is any coach to have contact with instructors regarding a student-athlete's academic standing.

(15) Classroom locations.

Consult the campus map and legend on the front cover of the current schedule of classes bulletin for the abbreviations and locations of all facilities. Room assignments are listed in this schedule of classes bulletin. Room changes will be posted near the door of the original classroom.

Replaces: 3359-48-02

Effective: 01/31/2015

Certification: _____
Ted A. Mallo
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 5/22/91, 08/06/01

TO BE RESCINDED

359-48-03 Athletic policy.

(A) Statement on athletics.

The mission of the department of athletics is to provide opportunities for competition in intercollegiate athletics and in doing so, to support the educational mission of the university of Akron. Competitive athletic programs can contribute significantly to the learning and development of students and all university athletic programs are designed to be in harmony with the essential educational objectives of the institution. Intercollegiate competition in organized athletics helps to foster an enthusiastic sense of shared allegiance and collegiality among students, faculty, staff, alumni, and the greater Akron community.

Academics: The student-athlete is first and foremost a student. The university of Akron is committed to being an environment of teaching and learning that fosters the development of students and the understanding that the assumption of personal responsibility is at the heart of the educational experience. All student-athletes must make a total commitment to academic integrity.

Student life: Student-athletes are integrated into the student body and thus held to the same standards of conduct as all other students. As such, each student-athlete has the responsibility to fulfill clear expectations related to academics, athletics, rules compliance, community service and citizenship.

Coaching staff: The university will maintain a coaching staff of men and women who represent the best in athletics instruction and who possess the ability to motivate and inspire the student-athletes. Coaches are primarily teachers. They share with the members of the university community the responsibility to educate, train, and assist in the formation of students entrusted to them. Coaches are expected to abide by the highest standards of personal conduct, and are expected to be role models for their student-athletes in how to pursue success with integrity.

Athletic administration: The department of athletics will endeavor to maintain a high-quality, competitive athletics program within the financial resources available and consistent with the academic mission of the university. The department strives to ensure all constituents are treated with courtesy, professionalism and hospitality whenever at an athletic venue.

Conclusion: The department of athletics vigorously works for excellence in all areas and strives for balance within its athletics programs. The university's intercollegiate athletics programs are intended to encourage in their participants a desire for excellence, respect for teammates and opponents, fair play, teamwork, leadership, perseverance, integrity and physical fitness. Athletics provides opportunities for student-athletes to understand the rewards that come from dedication to a larger purpose and to develop their personal, physical and intellectual skills. The achievements on the field, on the court, in the community and in the classroom will continue as university of Akron student-athletes, coaches and staff share in the commitment that our proud tradition be maintained. Athletics shares with the university a commitment to cultural diversity and equal opportunity for men and women, wide participation in intercollegiate athletics, and, in these and in all other respects, adheres to the principles that govern the "NCAA," "Mid-American Conference," and the university of Akron.

Code of Ethics:

Student-athletes are expected to conduct themselves with integrity, sportsmanship, honesty, pride, and humility.

The purpose of intercollegiate athletics is to provide an opportunity for student-athletes to develop their potential as a skilled athlete in an educational setting.

The university of Akron has a highly visible and successful division I NCAA and MAC intercollegiate program. The student-athletes public exposure in the competitive arena and the media place them among the most visible groups in the university community, the city of Akron, Summit County, and the state of Ohio. What they do and the way they do it is often highlighted, placing them in a public position, which requires exemplary behavior.

University of Akron student-athletes are totally responsible for their own behavior. They are expected to obey the laws, rules, and regulations of all these "communities." If student-athletes violate these laws, they must be prepared for the penalties that may be imposed through the university student code of conduct.

A student-athletes behavior has a definite impact on the reputation of the athletic department and on the attitude that the surrounding communities have toward student-athletes in general.

The conduct of the student-athletes will be closely scrutinized as they sit in the classroom, as they compete on-campus, as they travel, and as they compete off-campus. Student-athletes will be looked upon as role models, particularly by young children, and it is important that their personal conduct be above reproach at all times.

(B) Ethical conduct.

All student-athletes shall deport themselves with honesty and sportsmanship at all times so that intercollegiate athletics as a whole, the university of Akron and they, as individuals, shall represent the honor and dignity of fair play and the generally recognized high standards associated with wholesome competitive sports.

A student-athlete who is found to have engaged in unethical conduct shall be ineligible for intercollegiate competition in all sports. Unethical conduct consists of, but is not limited to:

- (1) Fraudulence in connection with entrance or placement examinations;
- (2) Engaging in any athletics competition under an assumed name or with intent otherwise to deceive;
- (3) Dishonesty in evading or violating NCAA regulations;
- (4) Knowingly furnishing the NCAA or the individual's institution false or misleading information concerning the student's involvement in or knowledge of a violation of NCAA regulations.

(C) Complimentary tickets - varsity athletes.

University of Akron student-athletes will receive four complimentary admissions for each home contest in their respective sport. Complimentary tickets to away contests will be limited and based on availability.

Prior to each contest, the competing student-athlete must designate the names of family members, relatives or fellow students through a pass list provided by the coaching staff. Under NCAA regulations, no more than one of the four complimentary admissions available to the student-athlete may be provided to anyone other than family members, relatives, or fellow students (i.e., a "wild-card" admission). A fellow student is defined as anyone attending a four-year collegiate institution.

In addition to a student-athlete's own family members, relatives, or fellow students, specific family members or relatives of a teammate are permitted to use the student-athlete's complimentary admissions if so designated. Teammates may not utilize another student-athlete's one "wild-card" admission (that is, a person other than a family member, relative, or fellow student).

Designees of the student-athlete should report to the designated player pass gate with proper identification to gain admission. Failure by the student-athlete to sign up for complimentary tickets on the pass list prior to the contest will result in their guests having to purchase tickets.

Under no circumstances will complimentary tickets be issued to student-athletes.

(D) Agents.

An individual shall be ineligible for participation in an intercollegiate sport if he/she ever has agreed (orally or in writing) to be represented by an agent for the purpose of marketing his/her athletic ability or reputation in that sport. Further, an individual shall be ineligible for intercollegiate competition if he/she enters into a verbal or written agreement with an agent for future professional sports negotiations that are to take place after the individual has completed his/her eligibility in that sport.

Likewise, an individual shall be ineligible if he/she (or his/her relatives or friends) accepts transportation or other benefits from any person who wishes to represent the individual in the marketing of his/her athletic ability.

(E) Professional sports counseling panel.

To enable student-athletes to resolve the complexities of professional contracts and the regulation of agents, the university of Akron has formed a professional sports counseling panel. This group functions under the provisions of NCAA bylaw (12.3.4) and is intended to assist student-athletes in making decisions regarding professional contracts, provide a realistic appraisal of his/her potential for becoming a professional athlete, and regulate activity of agents and professional teams.

It is permissible for an authorized institutional professional sports counseling panel to:

- (1) Review a proposed professional sports contract.
- (2) Advise a student-athlete about a future professional career.

- (3) Provide direction on securing a loan for the purpose of purchasing insurance against a disabling injury.
- (4) Meet with the student-athlete and representatives of professional teams.
- (5) Communicate directly (e.g. in-person, by mail or telephone) with representatives of professional athletics team to assist in securing a tryout with that team for the student-athlete.
- (6) Assist the student-athlete in the selection of an agent by participation with the student-athlete in interviews of agents, by reviewing written information player agents send to the student-athlete and by having direct communication with those individuals who can comment about the abilities of an agent (e.g. other agents, a professional league's player association); and
- (7) Visit with player agents or representatives of professional athletics teams to assist the student-athlete in determining his or her market value (e.g. potential salary, draft status).
- (8) Student-athletes should consult the director of athletics office regarding the professional sports counseling panel or questions involving agents and professional contracts.

(F) Gambling activities.

Staff members of the athletics department and student-athletes shall not knowingly:

- (1) Provide information to individuals involved in organized gambling activities concerning intercollegiate athletics competition;
- (2) Solicit a bet on any intercollegiate team;
- (3) Accept a bet on any team representing the institution;
- (4) Participate in any gambling activity that involves intercollegiate athletics through a bookmaker, a parlay card or any other method employed by organized gambling;
- (5) Solicit or accept a bet on any intercollegiate competition for any item (e.g. cash, shirt, dinner) that has tangible value.

(G) Housing.

- (1) On-campus: returning student-athletes will be notified by the housing office

during the spring semester to pick up housing contracts in the residence hall office. Students should indicate roommate and location preference on the contract and return it to the housing office by the indicated due date. Non-scholarship housing student-athletes will need to make a specified deposit by the due date. Upperclassmen have first choice of housing location.

- (2) Off-campus: student-athletes who wish to live off-campus should seek permission from their head coach prior to the last day of classes of the spring semester. The head coach will notify the athletic department administrator in charge of housing of the change.
- (3) Living allowance: if the student-athlete has been awarded an athletic living allowance, he/she may pick up a check in the accounts receivable office on or after the first of each month.
- (4) Residence hall fees: if the student-athlete's athletic award covers residence hall costs, the residence hall bill will be paid automatically. If the athletic award covers only part of the residence hall costs, it will be necessary for the student-athlete to pay the balance by the due date.

(H) Insurance.

The risk of injury or illness is always present whether a student is engaged in intercollegiate athletics or not. Although a diligent effort is made by the athletic department to minimize the risk of athletic injuries to students, there is always the possibility of injury through participation in a sports activity. Therefore, the university of Akron has adopted insurance policies to complement existing family plans and other available forms of insurance. University policy forbids payment for any expenses related to injury or illness which is not sustained as a result of authorized athletic pursuits. The university of Akron insurance policy is as follows:

- (1) A university of Akron student-athlete is covered under the athletic department's sponsored accidental medical insurance program which provides benefits in the event of an accidental injury during an intercollegiate, organized sports activity.
- (2) The university of Akron intercollegiate athletic insurance coverage is considered secondary. A claim cannot be submitted under the university of Akron's policy until all other valid and collectible group medical insurance policies (such as parental insurance coverage through the parent's personal or place of employment under which the student-athlete is insured as an eligible dependent) has been resolved. All bills received from providers of service

(doctor, hospitals) that relate to an injury must be submitted to the student's or his/her parent's insurance company first.

- (3) In the event a balance remains after the insurance company has made full payment, the bill must be submitted with the remaining balance and copies of any insurance company payments to the athletic business office. In the case of bills denied (or partially denied) by the student's or his/her parent's insurance carrier, send the insurance letter of denial along with the itemized bills to the athletic business office within ninety days of when service was provided to prevent the claim's referral to a collection service.
- (4) All student-athletes must complete the insurance information form. This form provides the necessary information to secure secondary coverage. Student-athletes may not practice or compete until the insurance information form is completed.
- (5) The university of Akron cannot pay for injuries that are not a sports specific injury. The university does not pay for accidents and/or illnesses not related to athletics. The university is not liable for injuries (athletic or otherwise) which occur during unsupervised, unprogrammed hours, whether this occurs on or off campus.
- (6) Processing insurance claims.
 - (a) Student must submit insurance claims to his/her own insurance company immediately upon receipt of bills from the doctor, hospital, or any other provider of service.
 - (b) If student has no personal, family, or work related insurance, or if his/her insurance does not cover the entire claim, the claim and all pertinent invoices should be sent along with a letter of denial to the athletic business office.
 - (c) The balance of the claim will be submitted to the athletic insurance carrier for payment. Submit all unpaid or denied claims to the business office within ninety days of service.
- (I) Eligibility for competition.
 - (1) Eligibility for competition subsequent to the student-athlete's first academic year in residence or after the student-athlete has utilized one season of eligibility in any sport at the certifying institution shall be determined by the student-athlete's academic record in existence at the beginning of the fall term of the regular academic year, based upon:

- (a) Satisfactory progress prior to each fall term of a cumulative total of academic semester hours equivalent to an average of at least twelve semester hours during each of the previous academic terms in academic years in which the student-athlete has been enrolled in a term or terms;
or
 - (b) Satisfactory completion of twenty-four semester hours of academic credit since the beginning of the previous fall term, seventy-five per cent of the hours must be completed before the summer semester. A maximum of six hours may be used for satisfactory progress during the summer semester.
- (2) Terms under which eligibility is to be continued:
- (a) A student-athlete shall not participate in intercollegiate athletic competition unless the student-athlete has achieved the following minimum accumulative grade-point average, based on the maximum 4.0:
 - (i) During each term of the first year of enrollment: 1.800
 - (ii) During each term of the second year of enrollment: 1.800
 - (iii) During each term of the third year of enrollment: 2.000
 - (iv) During each term of the fourth year of enrollment: 2.000
 - (v) During each term of the fifth year of enrollment: 2.000
- (3) At least twelve semester hours of credit must be scheduled and attempted during the season of competition and/or practice. A senior student-athlete in their last semester of coursework need only complete those hours necessary to earn that particular degree regardless if the number is less than twelve.
- (4) A minimum of twenty-four semester hours must be earned during the freshman year; seventy-five per cent or eighteen hours must be completed prior to the summer term. Only six hours may be taken during summer sessions to meet the satisfactory progress requirement to maintain eligibility and athletic financial aid. By the end of the sophomore year (maximum of six credit hours in summer sessions), a student-athlete must earn a minimum of forty-eight semester hours to maintain eligibility and financial aid. At the end of the junior year, the total of new completed hours must total seventy-two earned hours. If a student-athlete returns for a fifth year, a minimum of ninety-six semester hours must be earned. A student-athlete completing eligibility as a graduate student must meet full-time graduate

enrollment.

- (5) A minimum grade-point average must be maintained for enrollment (see scale above). After four semesters, a student-athlete must maintain a minimum 2.00 grade-point average.

(J) Freshmen eligibility.

- (1) To be eligible to receive an athletic grant-in-aid, practice, and compete, all freshmen at the university of Akron must be determined a qualifier by the NCAA clearinghouse pertaining to NCAA bylaw (14.3). These requirements include:
 - (a) A minimum of thirteen core courses with at least four years of English, two years of math at the level of algebra I or higher, two years of natural or physical science (including one laboratory course), two years of social science, one additional year of courses in English, math or natural or physical science and two additional years designated courses.
 - (b) The record of the above courses and course grades must be certified by the initial-eligibility clearinghouse using an official high school transcript or official correspondence forwarded directly from the high school or upon a high-school transcript forwarded by an institutions admissions office, and
- (2) A minimum combined score on the SAT verbal and math sections or a minimum sum score on the ACT as specified in bylaw 14.3.1.1.1. The required SAT or ACT score must be achieved under national testing conditions on a national testing date (i.e. no residual campus testing or regional testing dates).
- (3) Foreign students must meet the NCAA initial eligibility requirements established for their respective country's school system. Reference the NCAA guide to "International Academic Standards for Athletic Eligibility."

(K) Freshmen ineligibility.

A freshman that does not meet the requirements of NCAA bylaw (14.3) is ineligible to practice or compete for one academic year (fall/spring semesters). The student must be in residence that one academic year and pass twenty-four hours of semester coursework (no duplicate credit) and achieve at least an overall 1.80 grade-point average.

(L) Financial Aid.

"Financial aid" is funds provided to student-athletes from various sources to pay or assist in paying their cost of education at the institution. Financial aid includes all institutional financial and permissible non-instructional aid as listed below:

- (1) All funds administered by the institution (e.g., scholarships, grants, loans, work-study program assistance, on-campus employment, and tuition waivers).
- (2) Aid from government or private sources for which the institution is responsible for selecting the recipient or determining the amount of aid, or providing matching or supplementary funds for a previously determined recipient.
- (3) Off-campus employment earnings and other sources of aid during the academic year.
- (4) For the student-athlete recruited by the institution, financial aid awarded through an established and continuing outside program (e.g., national football foundation) for the recognition of outstanding high school graduates in which athletics participation may be a major criterion. This aid counts against an institution's sport-by-sport financial aid limitations and also against the individual's full grant-in-aid limit.
- (5) Financial aid received from anyone upon whom the student-athlete is naturally or legally dependent.
- (6) Financial aid awarded solely on basis having no relationship to athletic ability.
- (7) Financial aid awarded through an established and continuing outside program (e.g., national merit scholar) in which athletics participation is not the major criterion, and which does not count against an institution's sport-by-sport financial aid limitations, but which counts against the recruited student-athlete's full grant-in-aid limit.
- (8) For the student-athlete not recruited by the institution, financial aid awarded through an established and continuing outside program (e.g., national football foundation) for the recognition of outstanding high school graduates, in which athletics participation may be a major criterion. This aid does not count against an institution's sport-by-sport financial aid limitations but does count against the individual's full grant-in-aid limit.

- (9) When considering an institutional athletics grant-in-aid, all of the above sources of income for any individual student-athlete are considered. A student-athlete's entire financial aid package cannot exceed the institution's established cost of attendance for tuition, fees, room, board, and books. It is not permissible to exceed this established cost.

(M) Exempted financial aid.

The following institutional financial aid is exempt and is not counted in determining a student-athlete's full grant-in-aid or in the institution's financial aid limitations:

- (1) An honorary award for outstanding academic achievement or an established institutional research.
- (2) Legitimate loans, based on a regular repayment schedule, available to all students and administered on the same basis for all students.
- (3) Government grants for educational purposes such as Pell grants benefits received under the G.I. Bill of Rights, military reserve training program, special United States government entitlement programs and state government awards to disabled veterans.

(N) Tuition and fees.

Any student-athlete who receives athletic financial aid to pay for coursework must sign and return the copy of the scholarship award proposal to the financial aid office. Financial aid which the student-athlete has accepted and which can be used to pay for classes will be subtracted from the amount of his/her fee invoice.

- (1) If tuition is fully paid by an athletic scholarship, the student-athlete will receive a copy of the paid fee invoice along with a validation sticker. Athletic aid cannot be used to pay for parking, change fees, or late fees.
- (2) If tuition is partially paid by an athletic scholarship, the student-athlete must return the invoice to the cashier along with payment for the balance due by the due date.
- (3) Any time a registration change is made, the student-athlete must request a new fee invoice in order for his/her available financial aid to be directly applied to the new fees.

(O) Employment.

- (1) A student-athlete may receive earnings from legitimate on- or off-campus

employment during semester or term time in combination with other financial aid included in the student-athlete's individual financial aid limit up to the value of a full grant plus \$2,000.00, provided:

- (a) The student-athlete has spent one academic year in residence at the certifying institution; and
 - (b) The student-athlete is eligible academically to compete for the institution.
- (2) Prior to the commencement of employment, the student-athlete and the employer must sign a written statement to be kept on file in the athletics department, which specifies the following:
- (a) The student-athlete's compensation may not include any remuneration for value or utility that the student-athlete may have for the employer because of publicity, reputation, fame or personal following that he or she has obtained because of athletics ability;
 - (b) The student-athlete is to be compensated only for work actually performed; and
 - (c) The student-athlete is to be compensated with the going rate in that locality for similar services.
- (3) A student-athlete who is not receiving institutional financial aid may earn legitimate income in excess of a full grant-in-aid, provided neither members of the athletics department nor representatives of the institution's athletics interests are involved in arranging the employment.
- (4) A student-athlete receiving financial aid under this paragraph may obtain a job within seven days prior to the beginning of the institution's Christmas vacation period, provided it is a prerequisite to securing the employment. The income so derived from the additional week's employment need not be computed in determining the student's maximum allowable financial aid. However, any earnings for work performed after the first day of classes shall be countable.
- (P) Renewals and nonrenewal of athletic scholarship.
- (1) Athletic grant-in-aid allocations are awarded on a yearly basis. The renewal of institutional financial aid based on any degree of athletic ability shall be made on or before July first prior to the academic year in which it is to be effective. The institution shall promptly notify in writing each student-athlete who received an award the previous academic year and who has eligibility

remaining in the sport in which financial aid was awarded the previous academic year whether the grant has been renewed or not renewed for the ensuing academic year. Notification of financial aid renewals and non-renewals must come from the institution's regular financial aid authority and not from the institution's athletic department.

- (2) If the institution decides not to renew or decides to reduce financial aid for the ensuing academic year, the institution shall inform the student-athlete in writing that he or she, upon request, shall be provided a hearing before the institutional agency making the award. The institution shall have established reasonable procedures for promptly hearing such a request and shall not delegate the responsibility for conducting a nonrenewal hearing to the university's athletics department or its faculty athletics committee. The decision to renew or not renew the financial aid is left to the discretion of the institution, to be determined in accordance with its normal practices for student generally.
 - (3) Institutional financial aid based in any degree on athletics ability may not be increased, decreased, or canceled during the period of its award:
 - (a) On the basis of the student's athletics ability, performance or contribution to a team's successes; or
 - (b) Because of an injury that prevents the recipient from participating in athletics; or
 - (c) For any other athletics reason.
- (Q) Summer financial aid.

An athletic grant-in-aid for summer school shall be determined by the athletic department on a yearly basis. Summer aid is not guaranteed. Approval of aid is at the discretion of each head coach and dollars allocated from the athletic department. The procedures are as follows:

- (1) To be eligible for summer financial aid, the student-athlete shall be receiving an athletic grant-in-aid for the current academic year. The aid received during the summer cannot exceed the scholarship equivalency received during the regular school year.
- (2) Coaches will be notified of summer school budget by February of each academic year. Head coaches shall notify student-athletes of summer school availability, requirements and deadline for requests.

- (3) A summer grant-in-aid award shall fund tuition only. This shall not include books or living allowance, these expenses are the student's responsibility.
 - (4) Head coaches are required to provide a list of summer school recipients by April of each academic year to the athletic department.
 - (5) Student-athletes shall receive written notification of a summer grant-in-aid award by the financial aid office.
 - (6) Student-athletes may not receive summer scholarship dollars to repeat a course that was withdrawn or received an "F" because of lack of attendance.
 - (7) Any student-athlete receiving a summer grant-in-aid award that receives an "F" or withdraws after the refund period shall be required to reimburse the athletic department.
 - (8) Any reduction or cancellation of aid is permissible only if such action is taken for proper cause by the regular disciplinary or financial aid authorities of the institution and the student-athlete has been provided written notice of an opportunity for a hearing.
- (R) Financial aid grievance procedure.
- (1) Student-athletes will be notified in writing of reduction or cancellation of athletic financial aid. Upon receipt of this notification instructions will be provided regarding the process required to schedule a financial aid hearing.
 - (a) The athletic scholarship hearing board shall be comprised of the director of student financial aid, who shall serve as chair of the committee, and two other voting members as appointed by the vice president for student affairs.
 - (b) The board shall convene to hold hearings relative to the reduction or cancellation of athletic financial aid.
 - (c) Athletes who have received notification of reduction or cancellation of aid and who wish to use the appeal procedure shall give written notice to the director of student financial aid of their request for a hearing.
 - (d) The director of student financial aid shall schedule the hearing and shall send the athlete notice of same. Such notice shall include the date, time, and location of the hearing.
 - (e) A written list of witnesses and their relevance must be given to the chair of the board at least one day prior to the hearing. Also, if the representative

of the athletic department or the student-athlete intends to have an advisor present, that individual must be identified in writing one day prior to the hearing.

- (f) The hearing shall be conducted as follows:
- (i) A representative of the athletic department shall appear first and provide a rationale for the reduction or cancellation of the athletic grant-in-aid. The presentation shall be in the presence of the student-athlete.
 - (a) The presentation shall be made by the coach if possible. An advisor may be present, but can only participate in an advisory capacity. If the coach cannot present the case, the name of the replacement should be submitted to the chair of the board with an explanation of why the coach could not present the case.
 - (b) The department of athletics may present witnesses in support of its case or, with the approval of the chair of the board, written statements may be submitted. The testimony of witnesses may be by question and answer or by narrative.
 - (c) At the completion of testimony by each witness, members of the board may ask questions. The student-athlete may also ask questions, but the questions must be directed through the chair of the hearing board.
 - (ii) After the athletic department has presented its case, the student-athlete shall put forward his/her case.
 - (a) The athlete has the right to representation in an advisory capacity and the right to produce evidence.
 - (b) The student-athlete may choose to have an open hearing. If so chosen, the student-athlete must request the open hearing in writing at least one day prior to the scheduled hearing. If no request is made to the director of student financial aid, the hearing will be closed.
 - (c) The student-athlete may introduce written statements, produce witnesses, and/or testify personally. A list of witnesses and their relevance must be presented to the chair of the board at least one working day prior to the hearings.

- (d) Testimony of the witnesses may be by question and answer or by narrative. Written statements may be submitted.
- (e) After the student-athlete has finished presenting each witness, members of the hearing board may question that witness and/or the student-athlete.
- (f) The representative of the athletic department may also ask questions of the witness and/or the student-athlete, but the questions must be directed through the chair of the board.
- (iii) The chair of the board shall have the right to exclude evidence if determined to be irrelevant to the issue at hand or merely cumulative. The number of witnesses may be restricted if it appears that participation is irrelevant or merely cumulative.
- (g) After testimony, the hearing board shall render a decision. The decision shall be final.

Replaces: 3359-48-03

Effective: 02/01/2015

Certification:

Ted A. Mallo
Secretary
Board of Trustees

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TO BE RESCINDED

3359-48-04 University of Akron athletic department drug education and testing.

(A) Purpose.

- (1) Substance abuse is a serious health and safety concern in our society, with negative and sometimes deadly effects. The use of illegal substances is a crime and the use of performance enhancing drugs is detrimental to student health and is a form of cheating. Alcohol use by student-athletes under the legal drinking age is illegal and the excessive use of alcohol by students who are of legal drinking age is strongly discouraged.
- (2) The department of athletics at the university of Akron firmly believes that substance abuse can have a negative effect on the performance of the student-athlete, both in the classroom and on the playing field. Increased drug and alcohol education and counseling, although critical, are not sufficient by themselves to prevent substance abuse. Drug testing is necessary both to deter drug use and to detect such use as it occurs. Therefore, the department of athletics has adopted a rigorous drug testing program, which strictly enforces the prohibition against the use of illegal and performance enhancing drugs.

Students who participate in intercollegiate athletics at the university of Akron are required to participate in the university's drug and alcohol education program and comply with its drug testing policy. Students-athletes also are subject to NCAA and conference regulations concerning prohibited drug and alcohol use and their respective drug testing requirements.

(B) Organization.

- (1) The NCAA executive committee has final authority over the procedures and implementation of the NCAA drug-testing program.
- (2) The athletics department has final authority over the university of Akron drug-testing program, which is conducted by a licensed drug-testing laboratory selected by the university.
- (3) The licensed drug-testing laboratory selected to conduct testing on behalf of the university will be required to demonstrate, to the satisfaction of the university, proficiency in detection and confirmation of the banned substance categories on the NCAA list of banned-drug classes.
- (4) All drug-testing results and reviews will be considered confidential student education records.

(C) Drug and alcohol education.

The department of athletics' drug and alcohol education program is an ongoing, comprehensive program designed to educate student-athletes about the adverse effects of substance abuse and to encourage them to engage in responsible behavior. Each member of every intercollegiate athletic team at the university of Akron is required annually to participate in drug education activities.

(D) Prohibited substances.

- (1) The university of Akron adopts and incorporates the NCAA banned substance list as of the date of drug testing, copies of which are available from the department of athletics at the university of Akron and on the NCAA website, www.ncaa.org. The student-athlete is responsible for knowing the banned substances identified on the NCAA site and, if uncertain whether a substance is banned, to consult with the team physician or the head athletic trainer.
- (2) Alcohol. Alcohol is a mood-altering substance that can cause significant health risks when used in excess. Alcohol consumption is illegal and unacceptable for individuals under the legal drinking age and excessive alcohol use by individuals of legal drinking age is strongly discouraged. Alcohol-related violations of the law, including but not limited to driving while impaired and underage possession or consumption of alcohol, shall constitute a violation of this policy.
- (3) Performance enhancing drugs. Performance enhancing drugs are medically harmful and are expressly prohibited by the university of Akron, the mid-American conference and the NCAA. Federal, state and local laws also prohibit the sale, distribution and/or use of many of these substances. Examples of performance enhancing drugs include, but are not limited to steroids and other anabolic agents that are identified annually on the NCAA banned-drug classes list, as well as agents used to block/mask detection, which also are identified annually on the NCAA banned-drug classes list.
- (4) Street drugs. Street drugs, including but not limited to schedule I, II and III drugs such as marijuana, amphetamines and opiates, have the potential to cause physical harm and dependence. The use of these drugs also may impair performance and reaction time, possibly resulting in injury to student-athletes or others during an athletic activity. Street drugs are expressly prohibited by the university of Akron, the mid-American conference and the NCAA. Federal, state and local laws also prohibit the sale, distribution and/or use of many of these substances.
- (5) Dietary/nutritional supplements. The university of Akron and its athletics personnel do not distribute or encourage the use of any dietary/nutritional supplements that have not been approved by the NCAA for distribution by member institutions. Student-athletes, who take a dietary/nutritional substance that contains banned substances or take permissible substances without proper physician supervision,

endanger their own health and safety and the health and safety of others during an athletic activity.

Student-athletes are solely responsible for any dietary/nutritional supplement they ingest, (including supplements that are labeled as vitamins/minerals), which may contain banned substances. The discovery of banned substances through a drug test is a violation of this policy, even if the substance was ingested through a dietary/nutritional supplement. Student-athletes should not use any dietary/nutritional supplement without first consulting with their physician and the head athletic trainer.

- (6) Medical exceptions and prescription drugs. It is recognized that some banned substances may be necessary for legitimate medical purposes. The university allows for an exception to this policy if there is a documented medical history that demonstrates the need for use of the substance, including documentation of all relevant prescription information. Medical exceptions will be reviewed on an individual basis, but will not be granted unless all supporting documentation is provided to the team physician.

Student-athletes must have a current, valid prescription from a licensed physician to them in order to take prescription medications. The identification through a drug test of an otherwise banned prescription medication will result in the student-athlete receiving a positive drug test result under any of the following circumstances.

- (a) Taking prescription medications without a current, valid prescription.
- (b) Taking medication from an old prescription without knowledge of the head athletic trainer and without the supervision of a physician.

Student-athletes not under the care of the medical staff for an injury/illness (including rehabilitation) should not use medication from an earlier-issued prescription without permission from a physician and/or athletic trainer.

(E) Drug testing procedures.

- (1) The analytical goal for our testing component is to ensure the sensitivity and specificity necessary to detect drug users. The standard used for a positive test is the same standard used by the NCAA to trigger NCAA discipline. The exception to this testing standard is in the Opiate class of drugs. This means that should an administered drug test evidence any level of use, the university may institute discipline in accord with its own policy. The department of athletics, through a licensed drug-testing laboratory, shall conduct testing for banned substances, including performance enhancing substances. It is a mandatory condition for participation in the intercollegiate athletic program at the university of Akron that

each student-athlete who is on a team's roster participates in the testing procedures.

- (2) All student-athletes are eligible for testing at any time in accord with this policy. All student-athletes are eligible to be selected for every test. NCAA post season qualifying student-athletes may be subjected to additional drug testing at their post-season events. All student-athletes are subject to year round testing by the NCAA on the university of Akron campus. Any student-athlete who tests positive in the NCAA drug testing program is subject to discipline by both the NCAA and the university of Akron.
- (3) Student-athlete selection and notification.
 - (a) No advance notice of testing will be given. Types of testing include:
 - (i) Random testing. Periodic testing of a portion of the total student-athlete population for each sport. The list of students to be tested will be generated randomly by computer from each team roster. All student-athletes are eligible for each test; provided, however that student-athletes listed on the roster who have exhausted their eligibility or who have career-ending injuries will not be selected for random testing, but are eligible for reasonable suspicion testing.
 - (ii) Total team testing. The entire roster of a team may be selected for testing at any time or at the request of a department of athletics administrator or athletic coach.
 - (iii) Reasonable suspicion testing. All student-athletes may be tested individually or as part of a regularly scheduled test. This test will be used for student-athletes who demonstrate symptoms or behaviors that are indicative of the use of banned substances. Student-athletes who have exhausted their eligibility or who have career-ending injuries, but who remain on athletic scholarship, also will be eligible for individual, reasonable suspicion testing.
 - (b) An athletic department staff member will notify the student-athlete of a drug test during an athletic department sponsored function. Student-athletes selected for testing must report to the designated collection station at the assigned time.
 - (c) An athletic department staff member must be in the collection station to certify the identity of the student-athletes selected for testing. Student-athletes selected for testing must present picture identification to enter the collection station. In the event the student-athlete does not have picture identification available, the athletic department will use other means to certify the student's identity.

- (4) Student testing.
- (a) Student-athletes are required to annually execute a consent to testing form provided by the department of athletics. Student-athletes will be tested in accordance with the protocol developed by the licensed drug-testing laboratory with which the university contracts to conduct student-athlete drug testing.
 - (b) Only those persons authorized by the collection station supervisor will be allowed in the collection station.
 - (c) The collection station supervisor may release a sick or injured student-athlete from the collection station or may release a student-athlete to return to competition or to meet academic obligations only after appropriate arrangements for having the student-athlete tested have been made and documented.
 - (d) A copy of information concerning the testing procedures is available from the sports medicine staff.
 - (e) Failure to comply with the collection process; to arrive at the collection station at the designated time without justification; to provide a specimen according to protocol; to attempt to dilute, tamper with or falsify a sample; or to use a masking agent will be deemed as a positive test result.
 - (f) Student-athletes who refuse to execute the required consent to testing shall be prohibited from participating in intercollegiate athletics for the remainder of the academic year. A non-recruited student-athlete in sports other than those involved in the NCAA's year-round drug-testing program may participate in preseason practice activities prior to the team's first contest or date of competition without signing the drug-testing consent form. The failure of a student-athlete to participate in any phase of testing and/or required counseling procedures will be considered, for disciplinary purposes, to be a positive test result.
- (F) Voluntary disclosure/safe harbor.
- (1) Any student-athlete who has engaged in the use of prohibited substances is encouraged to seek assistance from the athletics department by voluntarily disclosing such use. The student-athlete may initiate evaluation or counseling by contacting a coach, athletic trainer or team physician. This arrangement is confidential and if the student-athlete seeks assistance prior to being identified as having violated this policy or being notified that s/he must undergo drug testing, the impermissible use will not be deemed a violation for the purpose of assessing sanctions under this policy. Notwithstanding the foregoing, a student-athlete still may be subject to sanction by the NCAA or the conference if the student-athlete

tests positive for a banned substance during an NCAA administered drug test.

- (2) A student-athlete may remain in the safe harbor program for a reasonable period of time, (not to exceed thirty days) as determined by the treatment plan. The treatment plan will be developed by the athletic department drug policy management team ("management team"), in consultation with the student-athlete. The management team consists of: a senior associate athletic director, the administrator for the student-athlete's sport (or designee), the head athletic trainer, the team physician and a counselor approved by the athletic department. However, the student-athlete may not be permitted to continue participation in intercollegiate athletics if the athletic director and the team physician determine that there is an associated health risk, and may return only when it has been determined by the athletic director, in consultation with the management team, that re-entry into intercollegiate sports is safe and appropriate. In order to exit the safe harbor program, the student-athlete will be required to undergo and successfully pass a drug test. Positive test results from drug tests that are administered as part of the safe harbor program shall not count as a positive test result for purposes of section G. While complying with the plan of the Safe Harbor Program, the student-athlete would not be included in the list of student-athletes eligible for institutional drug testing. However, the student-athlete in the safe harbor program will be eligible for selection for NCAA drug testing. If any obligation required by the safe harbor program is violated or if continued drug use is detected, this will be deemed a second positive drug test under this policy and the student-athlete will be removed from the safe harbor program.
 - (3) While in the safe harbor program, if the student-athlete regains eligibility to participate in intercollegiate sports, that student-athlete may be required to undergo periodic unannounced follow-up tests at the discretion of the athletics director (or designee) and the consulting physician or head athletics trainer.
 - (4) The voluntary safe harbor program provisions apply only one time per student-athlete, and only for the first disclosure of personal use of banned substances.
- (G) Notification and secondary testing requests.
- (1) Notification of specimen A positive test results.
 - (a) For student-athletes who have a positive finding, the laboratory will contact the director of sports medicine. The director of sports medicine will make a written notation of the test results and may, in the director's discretion, request written notification from the lab.

- (b) The athletic department shall notify the student-athlete of the finding. Upon informing the student-athlete of a positive test result, the athletic department will notify the student, in writing, of the right to request that specimen B be tested to review the accuracy of the positive finding. The student-athlete must make the request to the director of athletics in writing within seven days after receipt of the specimen A results.

(2) Specimen B testing.

- (a) A laboratory other than the one that analyzed the student-athlete's specimen A must conduct the testing and analysis of specimen B. The laboratory chosen by the student-athlete must meet industry standards for drug testing. The department of athletics will notify the original lab to release specimen B for testing by the lab selected by the student-athlete.
- (b) The student-athlete will be required to pay the university for the cost of the testing in advance. In the event that the specimen B findings are negative, the university will cause the student to be reimbursed in full for the cost of the test.
- (c) Sanctions will remain in place until the results of specimen B are received. These results will be shared with the student-athlete upon receipt by the department of athletics.

(H) Penalties.

(1) Performance enhancing drugs.

(a) First positive.

- (i) The team physician, director of sports medicine, athletic director, and head coach will be notified. At the athletic director's discretion, the parents of a student-athlete who is under twenty-one years of age may be notified.
- (ii) The student-athlete will be suspended from twenty-five per cent of all regularly scheduled competition (standard rounding rules apply [e.g., greater than 1.5 equals 2 games]) during the current or upcoming playing and practice season commencing from notification of test results.
- (iii) The student-athlete must also undergo a counseling program designated by the university of Akron.
- (iv) At the conclusion of the suspension period, the student-athlete must pass a subsequent drug test to be eligible to return to athletic competition.
- (v) The student-athlete will be subject to future testing at the discretion of the

department of athletics.

(b) Second positive.

- (i) The team physician, director of sports medicine, athletic director, and head coach will be notified. At the athletic director's discretion, the parents of a student-athlete who is under twenty-one years of age may be notified.
- (ii) The student-athlete will be suspended from fifty per cent of all regularly scheduled competition (standard rounding rules apply [e.g., greater than 1.5 equals 2 games]) during the current or upcoming playing and practice season commencing upon notification of test results. Suspension may be carried over to the next seasons regularly scheduled competition.
- (iii) The student-athlete must again undergo a counseling program designated by the university of Akron.
- (iv) At the conclusion of the suspension period, the student-athlete must pass a subsequent drug test to be eligible to return to athletic competition.
- (v) Return to athletic activities is at the discretion of the athletic director and head coach.
- (vi) The student-athlete will be subject to future testing at the discretion of the department of athletics.

(c) Third positive.

- (i) The team physician, director of sports medicine, athletic director, head coach and parents of a student-athlete who is under twenty-one years of age will be notified.
- (ii) The student-athlete will be suspended from all athletic activities for a period of one year, commencing upon notification of test results.
- (iii) The student-athlete's scholarship (if applicable) will be revoked.
- (iv) The student-athlete must undergo a treatment program at the student-athlete's own expense.
- (v) At the conclusion of the one-year period, the student-athlete must pass a subsequent drug test to be eligible to return to athletic activities.
- (vi) At the conclusion of one year and completion of the treatment program, the student-athlete may request reinstatement into the athletic program.
- (vii) Return to athletic activities is at the discretion of the athletic director and

head coach.

- (viii) Reinstatement to athletic activities will not include reinstatement of the student-athlete's scholarship (if applicable) unless otherwise determined by the athletics director in the exercise of the athletics director's discretion.

(2) Street drugs or other substances.

(a) First positive.

- (i) The team physician, director of sports medicine, athletic director, and head coach will be notified. At the athletic director's discretion, the parents of a student-athlete who is under twenty-one years of age may be notified.
- (ii) The student-athlete must undergo a counseling program designated by the university of Akron.
- (iii) The student-athlete will be subject to future testing at the discretion of the department of athletics.

(b) Second positive.

- (i) The team physician, director of sports medicine, athletic director, and head coach will be notified. At the athletic director's discretion, the parents of a student-athlete who is under twenty-one years of age may be notified.
- (ii) The student-athlete will be suspended from twenty per cent of all regularly scheduled competition (standard rounding rules apply [e.g., greater than 1.5 equals 2 games]) during the current or upcoming playing and practice season commencing upon notification of test results. Suspension may be carried over to the next seasons regularly scheduled competition.
- (iii) The student-athlete must again undergo a counseling program designated by the university of Akron.
- (iv) At the conclusion of the suspension period, the student-athlete must pass a subsequent drug test to be eligible to return to athletic competition.
- (v) The student-athlete will be subject to future testing at the discretion of the department of athletics.

(c) Third positive.

- (i) The team physician, director of sports medicine, athletic director, and head coach will be notified. At the athletic director's discretion, the parents of

a student-athlete who is under twenty-one years of age may be notified.

- (ii) The student-athlete will be suspended from fifty per cent of all regularly scheduled competition (standard rounding rules apply [e.g., greater than 1.5 equals 2 games]) during the current or upcoming playing and practice season commencing upon notification of test results. Suspension may be carried over to the next seasons regularly scheduled competition.
- (iii) The student-athlete must again undergo a counseling program designated by the university of Akron.
- (iv) At the conclusion of the suspension period, the student-athlete must pass a subsequent drug test to be eligible to return to competition.

(d) Fourth positive.

- (i) The team physician, director of sports medicine, athletic director, head coach and parents of student-athlete who is under twenty-one years of age will be notified.
- (ii) The student-athlete will be suspended from all athletic activities for a period of one year, commencing upon notification of test results.
- (iii) The student-athlete's scholarship (if applicable) will be revoked.
- (iv) The student-athlete must undergo a treatment program at the student-athlete's own expense.
- (v) At the conclusion of the one-year period, the student-athlete must pass subsequent drug test to be eligible to return to athletic activities.
- (vi) At the conclusion of one year and completion of the treatment program, the student-athlete may request reinstatement into the athletic program.
- (vii) Return to athletic activities is at the discretion of the athletic director and head coach.
- (viii) Reinstatement to athletic activities will not include reinstatement of the student-athlete's scholarship (if applicable) unless otherwise determined by the athletics director in the exercise of the athletics director's discretion.

(3) Positive test results are not negated at the end of each academic year. Positive test results accumulate over the student-athlete's career at the university of Akron. A positive test result in the student-athlete's first year followed by another positive test result in the student-athlete's second year would invoke procedures listed in

"second positive" in the penalty section.

- (4) Any encouragement, persuasion, or assistance to the student-athletes in the use or procurement of illicit drugs or sport-enhancing substances by university employees is strictly prohibited. A student-athlete having knowledge of such activity should inform either the university physician or an athletic administrator.
- (5) Under NCAA bylaw reference 10.2, athletic department staff members must inform the athletic director when they have knowledge that a student-athlete is using a substance on the list of banned drugs.

(I) Drug testing review procedure.

- (1) A The student-athlete may request a review of the accuracy of a positive finding in writing, including supporting evidence, directed to the university president within five business days from the date of notification of a positive finding.

The university president or the president's designee will convene an ad hoc committee to review the request as well as the supporting evidence. No members of the department of athletics may participate as members of the committee. The committee may request the student's presence, if deemed necessary, at a review meeting to discuss the evidence presented.

- (2) The committee will notify the athletic director and the student of its decision within seven days of the committee meeting.

(J) Restoration of eligibility.

- (1) Before a student-athlete is considered for eligibility restoration, the athletic department will test the student-athlete for the presence of banned substances.
- (2) Student-athletes who are ineligible as a result of a positive drug test shall be subject to testing by the athletic department at any time during their remaining period of ineligibility.
- (3) Student-athlete requests for reinstatement of eligibility will not be considered until after the student-athlete retests negative and the athletic director has received the results.

(K) NCAA drug testing.

- (1) The university of Akron adopts the list of banned substances as determined by the NCAA.
- (2) Use of banned substances:
 - (a) The NCAA regularly establishes a list of banned substances. Failure to share with appropriate university authorities the knowledge of use of any banned

substance is improper. Student-athletes should not assume that the list is limited to street drugs. Some of the banned substances can be found in prescription and over-the-counter medications such as cold remedies and nutritional supplements. Therefore, before taking any medication or nutritional supplement, student-athletes are advised to consult with their team trainer or team doctor.

- (b) Strict penalties have been established for first and subsequent violations of the NCAA banned substances rules. In addition, student-athletes who refuse to participate in drug testing or who attempt to manipulate a drug test to cause an incorrect result will also receive a penalty.
- (c) The NCAA executive committee has been authorized to determine the time and methods for drug testing of student-athletes. Students-athletes are selected randomly for testing during the regular season and prior to, or immediately following, any post-season championship or certified football game.

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TO BE RESCINDED

3359-48-05 Interim Student Athlete Code of Conduct.

- (A) The primary purpose of the university of Akron's department of intercollegiate athletics is to further the educational mission of the university by developing the student-athlete as a total person. We foster a collegiate experience that promotes academic achievement, athletic excellence and social responsibility. We celebrate the success of our student-athletes to cultivate the pride, enthusiasm and commitment among faculty, staff, students, alumni and the greater Akron community.

As a department of intercollegiate athletics we are committed to the following core values: accountability, diversity, integrity, loyalty, pursuit of excellence, responsibility, sportsmanship and teamwork.

All student-athletes shall deport themselves with honesty and sportsmanship at all times, so intercollegiate athletics as a whole, the university of Akron and they, as individuals, shall represent the honor and dignity of fair play and the generally recognized high standards associated with competitive sports.

- (B) Standards of conduct.

- (1) It is a privilege and not a right to be a student-athlete and every student-athlete is expected to conduct himself/herself in a manner that exhibits honor and respect to the team, department, university and surrounding community for the duration of his/her tenure as a student-athlete. As a member of the student body at the university of Akron, each student-athlete must act in accordance with all university rules and regulations, including: the university's student code of conduct, university rules 3359-41-01 to 3359-41-08 of the Administrative Code, available at <http://www.uakron.edu/studentlife/sja/codecon.php>; The residence hall handbook, available at http://www.uakron.edu/reslife/docs/reshallhand_2007-08.pdf; the athletic policy, university rule 3359-48-03 of the Administrative Code; and athletic department drug education and testing, university rule 3359-48-04 of the Administrative Code. In addition, student-athletes also must comply with applicable rules and regulations issued by the following authorities (hereafter referenced as governing authorities):
- (a) Municipal ordinances and state and federal laws, both civil and criminal (laws);

- (b) National collegiate athletic association (NCAA);
 - (c) Mid-American conference (MAC);
 - (d) Western intercollegiate rifle conference (WIRC) (rifle program);
 - (e) Mid Atlantic conference (MAC) (rifle program);
 - (f) Department of intercollegiate athletics (university of Akron athletics); and
 - (g) Sports program team rules (team rules).
- (2) For clarification, student-athletes should consult with a member of the coaching staff and/or administration. Violation of any of the standards of conduct encompassed in these authorities may result in discipline as described in paragraph (F)(10) of this rule as well as civil and/or criminal liability. All documented violations of applicable rules and regulations will be reported to the appropriate office or authorities at the university of Akron and may result in further disciplinary action.

(C) Definitions.

- (1) Student-athlete. Once a student matriculates at the university of Akron and is accorded the status of a varsity athlete, or during the time that a student is in attendance at summer orientation, s/he is expected to act in accordance with this code of conduct until the completion of eligibility and/or receipt of athletic related financial aid, including semester and summer breaks, or such time that s/he is no longer a student-athlete at the university of Akron.
- (2) Team function. An athletic team function is defined as any official or sanctioned gathering, whether on or off campus, where the intent or reason to gather is to conduct business or engage in activities related to the team's purpose, and organized, arranged or initiated by athletic department staff, or team members.
- (3) Hazing. Hazing is defined as doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person, regardless of the willingness of the participant.

Such actions and situations include, but are not limited to:

- (a) Forcing or requiring the drinking of alcohol or any other substance.

- (b) Forcing or requiring the eating of food or anything an individual refuses to eat.
 - (c) Calisthenics (i.e., push-ups, sit-ups, jogging, running, knee-bends).
 - (d) Paddle swats, trading cracks.
 - (e) Line-ups (i.e., yelling at people in any formation or harassing them).
 - (f) Forcing or requiring the theft of any property.
 - (g) Road trips (i.e., dropping someone off to find their way back).
 - (h) Scavenger hunts.
 - (i) Sleep deprivation.
 - (j) Nudity at any time.
 - (k) Conducting activities, which do not allow adequate time for study (i.e., not allowing attending class, missing group projects).
 - (l) Running personal errands for the member(s) (i.e., driving to class, cleaning up their individual rooms, serving meals, picking up dry cleaning).
 - (m) Requiring the violation of university rules or federal, state or local law.
- (4) Sportsmanship. Sportsmanship shall be defined in accordance with the standards of the NCAA, mid-American conference, WIRC, mid Atlantic conference and the university department of intercollegiate athletics. Good sportsmanship is evidenced by accepting defeat without complaint, victory without gloating and treating opponents with fairness, generosity and courtesy. Sportsmanship includes respect for oneself, teammates, coaches, officials, opponents and property. Sportsmanship also requires maintaining self-control and refusing to be drawn into or encourage physical conflict not otherwise required by proper execution of the sport. All student-athletes are obligated to represent themselves, their team, university of Akron athletics, the university of Akron, their families and their communities with the highest level of sportsmanship.

(D) Prohibited conduct.

- (1) Prohibited conduct includes violation of any of the standards of conduct identified in paragraph (B) of this rule. By way of illustration only, and without limitation of the standards of conduct, student-athletes must not

violate any of the policies described below.

- (a) Nutritional or dietary supplements. Many nutritional/ dietary supplements contain substances banned by the NCAA. The U.S. food and drug administration does not strictly regulate the supplement industry, and the purity and safety of nutritional and dietary supplements cannot be guaranteed. Impure supplements may lead to a positive NCAA drug test and affect the eligibility of student-athletes. To avoid a possible violation, student-athletes should contact the team physician or athletic trainer and consult the list of banned drugs as described in NCAA division bylaws.
- (b) Sportsmanship and respect. At all times, student-athletes are required to comport themselves in a manner that is respectful of themselves, their team, the university and its athletic department, game officials, opponents, and property. Unsportsmanlike conduct, as defined by the NCAA, mid-American conference, WIRC, mid Atlantic conference or the university of Akron is prohibited. Student-athletes are to refrain from disrespectful conduct such as; profane, abusive, demeaning, harassing, threatening or obscene expression; or deliberate damage to equipment or property.
- (c) Unexcused class absences, academic appointments and poor academic performance. Student-athletes are required to attend all classes, academic appointments and tutoring appointments and to fulfill course load and academic performance requirements, in accord with the attendance policy. Failure to meet such obligations may affect eligibility to participate in team sports and scholarship eligibility as well as academic standing. Please refer to the student-athlete handbook for the class attendance policy.
- (d) Failure to meet team obligations. Student-athletes must complete training requirements; arrive promptly for team practices, meetings and departures for away games and other team events; attend team functions; and otherwise fulfill their responsibilities as team members. Absences must be excused in advance by the head coach unless an unforeseeable emergency arises.
- (e) Special notice on social networking web sites. As a representative of the department of intercollegiate athletics and the university of Akron, you are always in the public eye. Please keep the following in mind as you participate on social networking web sites:

- (i) Anything posted online is available to anyone in the world. Any text or photo placed online is out of your control the moment it is placed online - even if you limit access to your site.
 - (ii) You should not post any information, photos or other items online that could embarrass you, your family and/or team, the department of intercollegiate athletics or the university of Akron. This includes information, photos and items that may be posted by others on your site.
 - (iii) You are required to abide by the social networking policy published in the student-athlete handbook.
 - (iv) Behavioral expectations in the online world are the same as in the off-line world. Student-athletes may face discipline or sanctions for policy violations revealed online.
- (f) Gambling. University rule 3359-41-02 of the Administrative Code defines student misconduct to include: gambling or games of chance as defined in the Ohio Revised Code and ordinances of the city of Akron. Student-athletes also are subject to applicable rules and regulations regarding gambling that are issued by the NCAA, mid-American conference, mid Atlantic conference and WIRC.
- (i) Prohibited acts include, but are not limited to:
 - (a) Providing information to individuals involved in organized gambling activities concerning intercollegiate athletics competition;
 - (b) Soliciting a bet on any intercollegiate team;
 - (c) Accepting a bet on any team representing the institution;
 - (d) Soliciting or accepting a bet on any intercollegiate athletics competition for any item that has tangible value (i.e., cash, clothing or equipment, meals);
 - (e) Participating in any gambling activity that involves intercollegiate athletics or professional athletics through a bookmaker, parlay card or any other method employed by organized gambling.
 - (ii) For additional information, see paragraph (F) of rule 3359-48-03 of the Administrative Code and the NCAA statement concerning

gambling, attached at exhibit A.

- (g) Academic integrity. University rule 3359-41-02 of the Administrative Code defines student misconduct to include plagiarism, cheating or other forms of academic dishonesty.
- (i) Examples of violations of academic integrity include, but are not limited to:
 - (a) Using any of the following materials or information without properly acknowledging the source of the information (whether the source is oral or written): the actual works or ideas of another; a paraphrase of the words or ideas of another; illustrative material created by another; or facts, statistics or any other information that is not common knowledge.
 - (b) Rearranging words, phrases or sentences without properly acknowledging the source of the original information.
 - (c) Taking words or phrases from a source, verbatim, without placing them in quotation marks, even if the source of the information is acknowledged.
 - (d) Substituting synonyms for words used in another work without acknowledging the source and quoting material taken directly from that source.
 - (e) Paraphrasing information in a way that changes its meaning.
 - (f) Summarizing another work without properly acknowledging the original source.
 - (g) Using the same organizational structure as another source without properly acknowledging that source.
 - (h) Citing sources that were not used.
 - (i) Purchasing a paper from a website or another person and submit it as your own.
 - (j) Using the same paper in two different classes without receiving prior permission from both instructors.
- (h) Alcohol. University rule 3359-41-02 of the Administrative Code defines student misconduct to include: unauthorized consumption, possession or

distribution of alcoholic beverages.

- (i) Prohibited acts include, but are not limited to:
 - (a) Possessing or consuming alcohol if under the age of twenty-one.
 - (b) Operating a motor vehicle while under the influence of alcohol.
 - (c) Misrepresenting one's age for the purpose of purchasing, possessing or consuming alcohol.
 - (d) Purchasing, furnishing or serving alcohol to or for an underage person.
 - (e) Being dangerously intoxicated to the point where state law mandates being taken into custody.
 - (f) Other prohibited acts as outlined in the student code of conduct or the residence hall handbook.
 - (g) Violations of additional team rules regarding alcohol use.
 - (h) Consumption of alcohol during team travel or at team functions.
- (i) Other drugs. University rule 3359-41-02 of the Administrative Code defines student misconduct to include: possession, use or distribution of marijuana or any narcotic, hallucinogenic or other drug in either the refined or crude form which is prohibited by law:
 - (i) Prohibited acts include, but are not limited to:
 - (a) Possessing or using illegal substances, as defined by law.
 - (b) Possessing or using controlled substances as defined by law (provided that controlled substances may be taken pursuant to a properly issued prescription in the amount prescribed).
 - (c) Distributing, selling or possessing with the intent to distribute illegal or controlled substances, as defined by law.
 - (d) The use of tobacco products by a student-athlete during practice, competition or other team functions.
 - (e) Other prohibited acts as described in the student code of conduct or the residence hall handbook.

- (j) Hazing. Hazing in connection with membership or participation in university athletic teams or team activities is strictly prohibited. See paragraph (C)(3) of this rule.
- (k) Violence. University rule 3359-41-02 of the Administrative Code defines student misconduct to include: detaining, holding intimidating, injuring or threatening injury or threatening to injure or coerce by bodily harm any person lawfully on property owned, leased or operated by the university or in housing occupied or used by recognized University student groups or within the disciplinary authority of the university. In addition to these policies, the student may be subject to sections 3345.22 and 3345.23 of the Revised Code.
- (l) Sexual assault. University rule 3359-41-02 of the Administrative Code defines student misconduct to include: sexual harassment, sexual assault, misconduct or imposition.
- (m) Harassment. University rule 3359-41-02 of the Administrative Code defines student misconduct to include: harassment, verbal, written, electronic or otherwise, including but not limited to, sexual, racial, ethnic or religious harassment that causes harm of any nature. For more information, see the university of Akron's sexual harassment policy, university rule 3359-11-13 of the Administrative Code at <http://www.uakron.edu/ogc/docs/11-13.pdf>
- (n) Civility statement. The university of Akron is an educational community of diverse peoples, processes and programs. While all of us have our individual backgrounds, outlooks, values and styles, we all share certain principals of personal responsibility, mutual respect and common decency. Our campus culture requires we maintain and extend those principals, for without them, we cannot thrive as a humane and worthwhile university. Further information is available at: <http://www.uakron.edu/studentlife/sja/docs/civili.pdf>.

(E) Reporting obligation.

Every student-athlete is obligated to report his or her violations of this code of conduct to his or her head coach or to the director of athletics (or his or her designee) within twenty-four hours of such violation. This obligation applies for the entire time that an individual is a student athlete, including semester and summer breaks. For those violations that are not uniquely related to the department of intercollegiate athletics (i.e. violations other than those in paragraphs (D)(1)(a) to (D)(1)(d) of this rule), the head coach or the director of

athletics (or his or her designee) shall notify the director of the department of student conduct and community standards.

(F) Disciplinary process and sanctions.

- (1) The department of intercollegiate athletics disciplinary process is independent of and supplements the university judicial process. The department of intercollegiate athletics may impose sanctions that are related to athletic participation, which are in addition to those that may be imposed by law or by other offices within the university, including but not limited to the department of student conduct and community standards and the office of residence life. Sanctions will vary depending on the type and circumstances of the violation, but may include loss of athletics program eligibility and/or scholarship.
- (2) When the department of intercollegiate athletics becomes aware of an alleged violation of this code of conduct that is related uniquely to that department, the senior athletics administrator will take reasonable steps to verify the validity, reliability and accuracy of the report. These steps may include interviews of students, employees and non-university persons having knowledge of relevant facts; examination of documents; and other steps necessary for the senior athletics administrator to determine the merits of the report. A meeting with the student-athlete will ordinarily occur before any discipline is imposed; however, in extenuating circumstances that affect the health and safety of the student-athlete or others, the senior athletics administrator may suspend the student-athlete from athletic participation before the meeting.
- (3) When the department of intercollegiate athletics becomes aware of an alleged violation of this code of conduct that do not relate uniquely to that department, the senior athletics administrator shall notify the department of student conduct and community standards, which will implement its disciplinary process in accord with the code of student conduct. In addition, the senior athletics administrator may, but is not required, to impose department of intercollegiate athletics sanctions. A meeting with the student-athlete will ordinarily occur before any discipline is imposed; however, in extenuating circumstances that affect the health and safety of the student-athlete or others, the senior athletics administrator may suspend the student-athlete from athletic participation before the meeting.
- (4) Determination of responsibility will be based on a preponderance of evidence, based on the information available. A student-athlete's refusal to participate and cooperate in a department of intercollegiate athletics or NCAA

investigation of a possible violation of this code of conduct may itself constitute a basis for disciplinary action.

- (5) Violations of team rules. Head coaches will establish team rules consistent with this code of conduct. Team rules shall be in writing and distributed to team members at the start of each academic year or the beginning of the playing season, whichever comes first.

The head coach, sport administrator and the senior athletics administrator each has authority to impose sanctions for violation of team rules, provided the head coach shall not impose the sanction of suspension or expulsion from the team without approval of the senior athletics administrator.

- (6) Violation of rules or policies other than team rules. For violations of rules and policies other than team rules (e.g. violations of NCAA rules or student code of conduct) the head coach may impose sanctions with the approval of the senior athletics administrator.

- (7) Violation of criminal law. When a student-athlete has engaged in conduct alleged to be in violation of criminal law, immediately upon receipt of notice of such possible violation, the head coach must report the information to the director of athletics (or designee) and the director of the department of student conduct and community standards. Student-athletes arrested for, or charged with a criminal offense will be placed on immediate administrative suspension from involvement in team activity pending further investigation. If a violation would constitute a misdemeanor that is not a crime of violence, the head coach in consultation with and the approval of the director of athletics (or designee) may, in the exercise of his/her reasonable discretion, lift the administrative suspension. If a violation of law would constitute a felony, illegal use of drugs, illegal gambling, sexual misconduct or a crime of violence, the administrative suspension may be lifted only upon authorization by the director of athletics. In instances where the student athlete is arrested for, or charged with a criminal offense, the head coach may impose team sanctions on the student-athlete apart from suspension, with the approval of the director of athletics (or designee).

Conviction of or a guilty plea to a felony will result in immediate expulsion from the team and withdrawal of all athletic related financial aid pursuant to NCAA and university rules.

- (8) Multi-sport athletes. Multi-sport student-athletes will not be relieved of any sanctions previously imposed in connection with rules violation while participating in another team sport when changing sports.

- (9) Underage alcohol violation. An underage alcohol violation minimally will result in probation, the terms of which will be determined jointly by the senior athletics administrator and the head coach. Additional sanctions may apply.
- (10) Sanctions. Possible sanctions include but are not limited to:
- (a) Warning - the issuance of a written warning.
 - (b) Probation - special status with conditions imposed for a limited time.
 - (c) Temporary suspension - removal of a student-athlete from all department of intercollegiate athletics activities, including athletic participation in team events for a limited period of time.
 - (d) Suspension - removal of a student-athlete from all department of intercollegiate athletics activities, including athletic participation in team events for a specified period of no less than one season.
 - (e) Athletic expulsion- permanent removal from a team and/or department of intercollegiate athletics activities.
 - (f) Withdrawal of financial aid - termination of athletic-related financial aid, as permitted by NCAA regulations and university rule 3359-48-03 of the Administrative Code.
- (G) Appeals.
- (1) A student-athlete who is subject to season-long suspension or expulsion from athletic team participation by a sanction imposed for a violation of rules uniquely related to the department of intercollegiate athletics (paragraphs (D)(1)(a) to (D)(1)(d) of this rule) may appeal the sanction. The appeal must be made, in writing, to the director of athletics within seven days of the student-athlete's receipt of the notice of sanction. The appeal letter must explain the permissible grounds for an appeal, as detailed in paragraph (C) of rule 3359-41-06 of the Administrative Code. The appeal shall be limited to a verbatim record of the initial decision and the supporting documents. The director of athletics shall issue his/her decision within five business days of hearing the appeal. The decision of the director of athletics is final.
 - (2) A student-athlete whose athletic grant-in-aid would be affected by a sanction imposed for a violation of rules uniquely related to the department of intercollegiate athletics (paragraphs (D)(1)(a) to (D)(1)(d) of this rule) may appeal the sanction pursuant to the procedure detailed in paragraph (S) of

rule 3359-48-03 of the Administrative Code.

Replaces: 3359-48-05

Effective: 02/01/2015

Certification:

Ted A. Mallo
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 06/13/08, 11/01/13

Undergraduate admissions.**(A) Admissions process.**

The university of Akron operates under a policy of "rolling admissions" which means that successful applicants for admission receive a letter of admission as soon as all credentials are processed and have until May first to accept the offer of admission. The application/admission process may be through online or other mechanisms appropriate at the time. The university reserves the right to enforce a deadline for applications and admission, and to not consider applications received after such deadline. The university reserves the right to require official high school and prior college transcripts, and/or G.E.D./home-school documentation, before enrolling any applicant. The university reserves the right to require placement testing and/or advising of admitted and/or enrolled students. Admission procedures will vary for: recent high school graduates, home-schooled students, adult students, transfer students, postbaccalaureate students, special students, guest students and international students. Students shall be charged fees and/or tuition and other fees in accordance with schedules adopted by the board from time to time, and through online or other billing mechanisms appropriate at the time.

- (1) Prospective in-state and out-of-state students who have graduated from a regionally accredited secondary school, or have earned a G.E.D., or have obtained an equivalent home-schooled education ~~and have taken one of the college entrance tests~~ are eligible to apply. ~~An applicant may~~ Applicants are encouraged to submit scores from either the "American College Testing Program" ("ACT") or from the "Scholastic Aptitude Test" ("SAT") of the "College Entrance Examination Board-" for the purpose of course placement, though such scores are not required for admission. Applicants admitted without standardized test scores may be required to complete examinations to determine initial course placement. Applicants ~~may be admitted~~ are reviewed holistically for admission to the university on the basis of the quality of the secondary schoolwork, ~~and scores on the entrance tests.~~
- (2) Admission is necessarily limited by the university's capacity to provide for student's educational objectives. The university reserves the right to approve admission only to those individuals whose ability, attitude and character promise satisfactory achievement of university objectives.

(B) Admission requirements.

- (1) Recent high school graduates.

Students who have not attended other regionally accredited higher education institutions, and who, within five~~two~~ years of date of application to the university of Akron, have either graduated from high school, or obtained an

equivalent home-schooled education, or earned a G.E.D., are in this category. Applicants are reviewed holistically for admission to the university on the basis of the quality of the secondary schoolwork. Departments and schools may, for the purpose of conferring direct entry to specific degree program, impose admission requirements that supersede those required for university admission. ~~Effective September 1, 2013, all successful applicants will be admitted as follows:~~

~~A student's status as college ready, emergent, or preparatory will be determined on the basis of the student's high school grade-point average (HSGPA) and ACT (or converted SAT) score using the following formula:~~

$$I = a(\text{HSGPA}) + b(\text{ACT}) + c$$

~~Where I is an admissions index score used to determine the student's status and a, b, and c are constants. The constants a, b, and c will be determined by an analysis of data from previous cohorts of entering students so as to maximize the accuracy with which the admissions index score (I) predicts students' first-year college grade-point averages.~~

~~Students whose admissions index score predicts a first-year college grade-point average of 2.5 or greater will be considered college ready. Those whose admissions index score predicts a first-year college grade-point average of less than 2.5 but greater than 2.0 will be considered emergent. Those whose admissions index score predicts a first-year college grade-point average of less than 2.0 will be considered preparatory. Students with an admissions index score that is slightly below the cut-off for college ready status and documented extenuating circumstances may, at the discretion of the admissions office, be granted college ready status. Students with an admissions index score that is slightly below the cut-off for emergent status and documented extenuating circumstances or extraordinary talent not reflected in the admissions index score may, after a holistic review and at the discretion of the office of academic affairs in consultation with the appropriate academic units, be granted admission to the university with preparatory status.~~

~~(a) College ready status.~~

~~Students admitted and enrolled on college ready status may be eligible for direct admission to a degree-granting college. Individual degree-granting colleges may have established college-wide or individual department-wide, or program-level criteria for direct admission. These criteria may include but are not limited to minimum high school grade-point average, entrance test scores, high school class rank, and curriculum pursued. Such criteria shall not be less stringent than the university-wide criteria.~~

~~College-ready students who are not directly admitted may, after meeting established admission standards for individual degree-granting colleges, transfer to the degree-granting college, per paragraph (C) of this rule.~~

~~(b) Emergent status:~~

~~Students admitted and enrolled on emergent status will be required to complete a set of prescribed courses and/or activities during the first year of enrollment as a condition for further enrollment. Such prescribed courses and/or activities may include, but need not be limited to, completion of college success coursework, tutoring, advising sessions, and achievement of standards for progress.~~

~~Students admitted and enrolled on emergent status are not eligible for direct admission to a degree-granting college.~~

~~Emergent students may, after meeting established admission standards for individual degree-granting colleges, transfer to the degree-granting college per paragraph (C) of this rule.~~

~~(c) Preparatory status:~~

~~Most applicants that would be placed on preparatory status will be referred to a community college or branch campus to begin their academic pursuits. They will be advised to apply to the university of Akron as transfer students after having successfully completed coursework elsewhere and having maintained an academic status commensurate with transfer to a college as noted in paragraph (B)(3) of this rule. The number of preparatory status students enrolled by the university of Akron will decrease by approximately twenty five per cent each year so that by the year 2017, few if any additional preparatory status students will be admitted.~~

~~Students admitted and enrolled on preparatory status will be required to complete a set of prescribed courses and/or activities each semester of enrollment as a condition for further enrollment. Such prescribed courses and/or activities may include, but need not be limited to, completion of college success coursework, tutoring, advising sessions, and achievement of standards for progress.~~

~~Students admitted and enrolled on preparatory status are not eligible for direct admission to a degree-granting college.~~

~~Preparatory status students may, after meeting established admission standards for individual degree-granting colleges, transfer to the~~

~~degree-granting college per paragraph (C) of this rule.~~

(2) Adult students.

Students who have never attended other regionally accredited higher education institutions and who, more than two years prior to the date of application to the university of Akron, either graduated from high school, or obtained an equivalent home-schooled education, or earned a G.E.D., are in this category. Admission and enrollment status decisions will be based on placement exams and individual advising.

(3) Transfer students.

A student applying for admission who has attended other regionally accredited higher education institutions following high school graduation is considered a transfer student. Such students are ordinarily eligible to transfer to the university if the student is eligible to re-enter the last institution from which transfer is desired or is a graduate of such institution. Transfer students with fewer than twelve earned credit hours (excluding developmental credits) will be evaluated for admission based on high school academic credentials. Transfer students with twelve or more earned credit hours (excluding developmental credits) will be evaluated for admission based on post-secondary academic credentials. A transfer student on probation, regardless of earned credit hours, or dismissed from another institution will not be considered for admission until the combined post-secondary grade point average reaches 2.0 or higher, or until a two-year waiting period (without post-secondary enrollment) has been satisfied. A transfer student that has satisfied the two-year waiting period must submit a written statement outlining the causes of poor academic performance and steps taken toward improvement. A student dismissed from another institution for disciplinary reasons will not be admitted unless changes in the student's circumstances indicate a strong likelihood that the student will abide by the university's code of student conduct.

The student must present scholastic records judged to be satisfactory by university of Akron officials. The assessment of scholastic records may include consideration of prior courses, grade-point average, credit value and other such factors which the university or individual colleges use in evaluating, ranking, or otherwise determining admissibility to the university or to specific programs. Admission and enrollment status decisions will be based on these scholastic records, placement exams and individual advising.

(4) Postbaccalaureate students.

A student who holds a baccalaureate degree from a regionally accredited college or university and desires to obtain further education but has not been admitted to the graduate school should apply as a postbaccalaureate student.

(5) Special students.

A special student is enrolled as a non-degree seeking student to participate in a special short-term program. A special student may not take more than fifteen credits unless official status as a regular student is gained.

(C) Transfer admission into degree-granting colleges, certain departments/schools and certified programs.

(1) Admission procedures and requirements vary for each of the university degree-granting colleges, some departments within the degree-granting colleges and certain certificated programs. Information about these admission procedures and requirements is available in the dean's office of the various degree-granting colleges.

(2) Except as otherwise stated herein, admission to the university of Akron does not, per se, entitle a student to admission into a degree-granting college, any department which has admission procedures and requirements, or certain certificated programs. Students seeking admission into these colleges, departments or programs must meet the requirements of the respective college, department or program as the situation may warrant.

(3) Admission procedures and requirements of the degree-granting colleges, any departments which have admission procedures and requirements, or certain certificated programs are subject to change from time to time when recommended by faculty senate and approved by the board of trustees. Students are advised to consult advisers within these colleges, departments or programs, the general bulletin, and other university documents that may apply to the discipline or program in which they seek admission to ascertain the current admission procedure and requirements for the college, department or program in which they seek admission.

(4) Unless explicitly stated otherwise in college - or program-specific criteria for inter-college transfer, only the university of Akron grade point average after successful completion of fifteen or more credits will be used to determine eligibility for students to inter-college transfer into their desired degree-granting college and major.

(D) International student program.

(1) The university of Akron welcomes qualified students from other lands and seeks to make their educational experiences pleasant and meaningful. These students represent numerous countries, and they pursue studies in a number of major fields.

(2) Admission procedures for international undergraduates.

(a) Applicants may be accepted for any academic term. All admission requirements should therefore be completed at least forty-five days prior to start of the term for which the student wishes to enroll.

(b) The following application procedures should be followed:

(i) Apply through online or other mechanisms appropriate at the time.

(ii) Submit official transcripts from all secondary or middle schools and all universities/colleges previously attended. Original academic records in languages other than English must be accompanied by exact English translations and certified by the school, an official translator or by a U.S. consular officer, and accompanied by appropriate verifications.

(iii) Degree conferral.

Applicants must submit supporting documentation for all earned degrees indicated on the application. Provisional certificates may be accepted pending the award of a degree. High school/secondary school students must show proof of graduation before they will be permitted to register for their first semester.

(iv) Proof of English language proficiency.

The university of Akron requires all students for whom English is not the native language to take the "Test of English as a Foreign Language" ("TOEFL"), the "International English Language Testing System" ("IELTS"), or the "Michigan English Laboratory Assessment Battery" ("MELAB"). "TOEFL" applications may be obtained from bi-national agencies, "United States Information Service" ("USIS") offices, or from the "Educational Testing Service" ("ETS"). The "IELTS" is jointly administered by

Cambridge ("ESOL"), British council and IDP education Australia. The "MELAB" is a secure test battery, and is administered only by the ELI-UM and ELI-UM authorized official examiners in the United States and Canada. Undergraduate students must achieve a minimum "TOEFL" score of seventy-one (internet-based test) or a corresponding minimum "IELTS" or "MELAB" score. "TOEFL", "IELTS", and "MELAB" scores older than two years are invalid and unacceptable.

(v) Proof of adequate financial support.

An international student is required to submit a "Declaration and Certification of Finances" and official documents showing that the student has sufficient funds to cover the cost of the student's education, living expenses, and health insurance while attending the university of Akron and that these funds will be available to them in this country. Immigration regulations prevent the student from earning any substantial portion of these funds while studying in the United States. Each international student will be held responsible for obtaining and maintaining appropriate health and accident insurance coverage while enrolled at this institution. This insurance coverage is mandatory as described in the following paragraph.

(vi) Student health insurance.

All international students will automatically be enrolled in the student major medical health insurance available through the university, the cost of which will be assessed as a fee and applied to the student's account unless prior to enrollment the student provides proof, as proscribed by the university, and maintains in full force and effect during enrollment, major medical insurance that meets or exceeds requirements established by the university.

(3) Orientation.

The international student is required to attend a special orientation program which is held prior to the beginning of fall/spring semester classes. A student admitted for summer semester must attend the fall semester orientation. The schedule for orientation will be mailed with the "Certificate of Eligibility" from the office of international programs' immigration specialists. During orientation, the international student is given an English language placement examination. This is in addition to the international proficiency examination. The student may be required to participate in noncredit English classes if it is

felt the results of this placement examination warrant such action.

(4) English language institute.

The university of Akron offers an intensive English language institute program for the international student whose command of the English language has not reached the level of proficiency to enable the student to begin full-time coursework. The English language institute operates on a schedule of two fifteen-week semesters and a summer session. An applicant is required to pass a language proficiency test before being fully admitted for academic study. An international student enrolled in the English language institute may not enroll for undergraduate coursework at the same time.

Effective:	5/7/2022
Certification:	<hr/> <p>M. Celeste Cook Secretary Board of Trustees</p>
Promulgated Under:	111.15
Statutory Authority:	3359
Rule Amplifies:	3359
Prior Effective Dates:	Prior to 11/04/1977, 08/30/1979, 01/30/1981, 05/15/1982, 01/30/1987, 05/22/1991, 08/31/1992, 09/11/2000, 10/30/2005, 06/25/2007, 06/30/2011, 05/23/2013, 06/27/2014, 02/01/2015, 12/22/2019, 02/24/2020, 6/20/2020

THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Revision of Rule 3359-60-02
Undergraduate admissions

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 27, 2022 to revise rule 3359-60-02 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 27, 2022



**Proposed Consent Agenda
Meeting of The University of Akron's Board of Trustees
April 27, 2022**

Item	Description	Committee	Tab
1	Minutes for February 16, 2022	None	Board of Trustees
2	Financial Report for the Eight Months Ended February 28, 2022	Finance & Admin.	2
3	Procurements for More Than \$500,000	Finance & Admin.	3
4	Fall 2022 Cohort Tuition Guarantee, Regional Tuition Guarantee, and FY 2022-23 Rate Changes	Finance & Admin.	4
5	Cumulative Gift and Grant Income Report for July 1, 2021 through March 31, 2022	Finance & Admin.	5
6	Curricular Changes	Academic Issues & Student Success	1
7	Proposed Degree Recipients for Spring 2022	Academic Issues & Student Success	2
8	Revise University Rule 3359-1-05, President of the university	Rules	1
9	Rescind and Reissue University Rules:		
10	3359-3-01 Office of finance and administration;		
11	3359-5-01, Office of information technology services; and 3359-6-01, Office of capital planning and facilities management	Rules	2
12	New University Rule 3359-3-07, Office of university purchasing	Rules	3
13	Revise University Rule 3359-20-05.3, Textbooks, teaching aids, supplies, offices, and classrooms	Rules	4
14	Revise University Rule 3359-20-06.1, Part-time faculty appointments	Rules	5
15	Revise University Rule 3359-26-05, Separation from the university	Rules	6
16	Reissue University Rule 3359-48-01, Athletic policy; rescind Rules 3359-48-01, Coaching and departmental information; 3359-48-02, Academics and admissions; 3359-48-03, Athletic policy; 3359-48-04, University of Akron athletic department drug education and testing; and 3359-48-05, Interim student athlete code of conduct	Rules	7
17	Revise University Rule 3359-60-02, Undergraduate admissions	Rules	8

1

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

2

Presiding:

Chair
Joseph M. Gingo

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April 27, 2022

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New Business

THE UNIVERSITY OF AKRON

RESOLUTION 4- -22

Approval of the Collective Bargaining Agreements 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 tentative agreements on two successor Collective Bargaining Agreements (both Agreements attached hereto as Exhibit A); and

WHEREAS, Pursuant to Ohio Revised Code Section 4117.09(E), the first Agreement (Agreement #1) is for a term effective July 1, 2021 through June 30, 2024 and the second Agreement (Agreement #2) is for a term effective July 1, 2024 through December 31, 2026; Now, Therefore,

BE IT RESOLVED, That the proposed Collective Bargaining Agreements presented by the University’s negotiating team and containing all of the tentative agreements reached by and between the respective negotiating teams of the University and the SBU Unit, and having now been ratified by a majority of the SBU Unit membership on April 14, 2022, be and hereby is approved by the Board of Trustees of The University of Akron for a term effective July 1, 2021 through June 30, 2024 (Agreement #1) and for a term effective July 1, 2024 through December 31, 2026 (Agreement #2); and

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

M. Celeste Cook, Secretary
Board of Trustees

April 27, 2022

EXHIBIT A

THE UNIVERSITY OF AKRON
and
COMMUNICATIONS WORKERS OF AMERICA
LOCAL 4302
COLLECTIVE BARGAINING AGREEMENT
Staff Bargaining Unit

Contract #1: Effective ~~May~~July 1, 20~~16~~21 through ~~April~~June
30, 20~~19~~24

Contract #2: Effective ~~May~~July 1, 20~~19~~24 through ~~April~~June
30, 20~~20~~26

TABLE OF CONTENTS

	<u>Page</u>
ARTICLE 1 Union Recognition	1
ARTICLE 2 Dues Check Off.....	2
ARTICLE 3 Management Rights.....	5
ARTICLE 4 Representation of Employees.....	6
ARTICLE 5 Union Meetings.....	9
ARTICLE 6 Union-Management Cooperation.....	10
ARTICLE 7 Seniority.....	11
ARTICLE 8 Layoff and Recall	12
ARTICLE 9 Corrective Action	16
ARTICLE 10 Grievance Procedure.....	18
ARTICLE 11 Holidays.....	23
ARTICLE 12 Bereavement Leave.....	24 5
ARTICLE 13 Leaves of Absence	25 6
ARTICLE 14 Sick Leave	34 2
ARTICLE 15 Vacation Leave	33 4
ARTICLE 16 Active Pay Status.....	36 7
ARTICLE 17 Bargaining Unit Vacancies.....	36 7
ARTICLE 18 Reassignments.....	39 40
ARTICLE 19 Hours of Work and Overtime.....	40 2
ARTICLE 20 Breaks.....	44 6
ARTICLE 21 Contracting	44 6
ARTICLE 22 Emergency Shut Down	45 7
ARTICLE 23 Safety	46 8

ARTICLE 24	Pay Day	469
ARTICLE 25	Miscellaneous	4750
ARTICLE 26	No Strikes or Lockouts	4851
ARTICLE 27	Work Rules	503
ARTICLE 28	Performance Evaluations	503
ARTICLE 29	Personnel Records	503
ARTICLE 30	Position Audit	514
ARTICLE 31	Parking	536
ARTICLE 32	Reduction of Fees	536
ARTICLE 33	Wages	536
ARTICLE 34	Insurance	5461
ARTICLE 35	Duration	5463
<u>ARTICLE 36</u>	<u>Non-Discrimination</u>	<u>64</u>

Appendix A – Classification Series

ARTICLE 1

UNION RECOGNITION

Section 1. The University of Akron (University) recognizes Communications Workers of America (CWA) as the sole and exclusive bargaining agent for the bargaining unit certified by the State Employment Relations Board ("SERB") on March 14, 2013 in CaseNo. 2012-REP-10-0115.

Section 2. In the event the University changes the title or content of a job classification currently certified as being within the bargaining unit or creates a new job that would reasonably fit in the bargaining unit, the University will meet upon request by the Union following any such change or new job to discuss the inclusion of such job in the bargaining unit. If the parties fail to agree, either may resort to the unit clarification procedures of SERB. The foregoing procedure shall also apply to classifications created as a result of job audits.

Section 3. Full-time temporary employees hired by the University to perform work within the job classifications covered by this Agreement shall become subject to the provisions of this Agreement (including Article 2, Dues Checkoff) on their one hundred twenty-first (121st) day of employment, provided: (a) their employment may be terminated at the discretion of the University, not subject to Article 10, Grievance Procedure; and (b) benefits shall be provided to such employees on the same basis as provided by the University to other temporary employees. This section shall not apply to contract employees. The maximum duration for any full-time temporary employee shall be twelve (12) months with the exception of any full-time temporary employee who is filling a position of an employee who is on an approved leave of absence.

Section 4. One (1) representative of the Union will have an opportunity to meet with each newly-hired employee during the last week of his or her probationary period for the purpose of furnishing information about the Union. The meeting will be limited to a maximum of sixty (60) minutes and will be paid as time worked.

ARTICLE 2

DUES CHECK OFF

Section 1. The University will deduct regular monthly dues in the amount certified in writing to the University by the Secretary-Treasurer of CWA from the pay of any member who timely executes the Union's authorization form. The Union shall provide an up-to-date copy of the Union's dues deduction authorization form to the **Associate** Vice President for ~~Talent Development and~~ Human Resources or a designated Human Resources Representative upon the University's request and after any changes are made to the form.

Section 2. Payroll deductions shall be made two (2) pay periods per month during which an employee is in active pay status. In order to commence check-off, the authorization card must be submitted to the **Associate** Vice President for ~~Talent Development and~~ Human Resources or a designated Human Resources representative by the tenth (10th) work day prior to the pay day.

Section 3. Members who complete dues deduction authorization cards will have their dues deduction continued for the term of this Agreement subject to their right to request cancellation of dues deduction during the ten (10) work day period immediately preceding any anniversary date of this Agreement. In order to exercise this check-off

cancellation right, a member must notify the University and the Union by certified letter during the ten (10) day period.

Section 4. The Union shall indemnify the University against any and all claims, demands, suits, or other forms of liability or costs that shall arise out of, or relate to, any action taken or not taken by the University for the purpose of complying with the provisions of this Article.

Section 5. Within sixty (60) days following the effective date of this Agreement, the University will furnish to the Union a list showing the number of employees in each classification in the bargaining unit. The list will be updated quarterly upon request from the Union.

~~Section 6. Effective one hundred twenty (120) days following the beginning of employment, employees in the bargaining unit who are not members in good standing of the Union shall pay to the Union a fair share fee. This does not require any employee to become a member of the Union nor shall the fair share fee exceed dues paid by members of the Union who are members of the bargaining unit. The calculation and administration of CWA's fair share fee shall comply with all constitutional requirements as defined by the federal courts. In order to permit the University a reasonable opportunity to verify CWA's compliance with constitutional requirements, CWA will annually provide the University with the same package of materials which CWA intends to supply to the University's fair share fee payers. Such materials shall be provided to the University no less than thirty (30) days before each annual change in the reduction percentage is scheduled to take effect. If CWA fails to timely provide such materials or if the University obtains a written opinion from the Attorney General of Ohio or special~~

~~counsel appointed by the Attorney General that CWA's materials do not comply with constitutional standards, the University may place all fair share fees in a suspense account. If the parties are unable to reach a consensual resolution concerning the alleged defects, CWA may invoke arbitration to resolve the dispute as to whether the fair share fees should be released to the Union. The deduction of a fair share fee from the payroll checks of employees and its payment to the Union is automatic and does not require the authorization of the employee. Payments by employees holding religious conscientious objections shall be governed by the ORC 4117.09(c). No employee shall be required to become a member of the Union as a condition for securing or retaining employment.~~

Section 7. The University agrees to make every effort to forward checked-off dues to the Union within two (2) weeks following the second (2nd) pay day of each month. All remittances shall be mailed by the University to: the Union, 501 3rd Street, N.W., Washington, D.C. 20001-2797 or electronically deposited in the Union's account.

Section 8. Any member of the bargaining unit who has elected to become a member of the Union as of the effective date of this Agreement, or who elects to become a member during the term of this Agreement, shall remain a member in good standing, subject to the right of each member to revoke their membership at the same time as specified in Section 3 for revocation of dues check-off.

Section 9. In addition to dues, the University shall check off payments to COPE for any employee who presents a valid written authorization.

ARTICLE 3

MANAGEMENT RIGHTS

Section 1. The University retains the sole and exclusive right to manage its operations and facilities and to direct the working force. The right to manage includes, but is not limited to, the authority of the University, in its sole and exclusive discretion and judgment, to:

- A. Utilize personnel, methods, and means in the manner deemed most appropriate and efficient;
- B. Hire and determine the size of its work force, including the number assigned to any work operation or job classification;
- C. Classify, promote, transfer, assign or retain employees;
- D. Establish or modify operational policies and procedures;
- E. Suspend, demote, discharge or take other appropriate disciplinary action against employees for just cause;
- F. Determine work schedules and overtime and lay off employees in the event of lack of work or lack of funds or when the continuation of such work is unnecessary;
- G. Determine the mission of the University and efficiently fulfill that mission including the transfer or alteration of any services or operations;
- H. Determine all methods, procedures and operations to be utilized and to continue, discontinue, or modify any existing or future practices or procedures;

- I. Re-organize, relocate, or discontinue any operations, equipment, or facilities, in whole or in part; and
- J. Establish and enforce consistent standards for services and criteria for evaluating work performance, with prior notice of changes in criteria being provided to employees.

Section 2. Any of the rights, powers and authority previously exercised by the University are retained except as specifically restricted by specific provisions of this Agreement; provided, however, that management's rights shall not be exercised in a manner that violates any express provision of this Agreement. Nothing herein shall be construed as a waiver of the Union's right to utilize the grievance procedure for any violation of any such provision of this Agreement.

Section 3. To the extent that the University's exercise of its management rights affects an employee's terms or conditions of employment to a meaningful degree, the University normally shall provide the employee reasonable notice and an explanation of the change before the change becomes effective. This section, however, does not limit or prohibit the University's exercise of its management rights affecting employees' terms or conditions of employment without notice or an explanation.

ARTICLE 4

REPRESENTATION OF EMPLOYEES

Section 1. The Union shall designate a Chief Steward and up to ten (10) designated Union representatives (which shall include stewards). The assignment of designated Union representatives shall be coordinated so as to secure adequate coverage of all employee groups while minimizing loss of production time. The University will be kept

informed of the identity and assignment of designated Union representatives. If an area designated Union representative is relieved by the Union of the assignment or ceases to be employed in the assigned area, the Union will appoint a replacement. The relieved or re-assigned person shall no longer function as a designated Union representative. The Union agrees that it will provide the University with a current letter identifying by name the Chief Steward and the ten (10) designated Union representatives. The letter will also describe each designated Union representative's area of representation. The letter will also provide the names of the Union's officers and which officer or designated representative will be present at the various steps of the grievance procedure meetings outlined in Article 10, Grievance Procedure hereof. The Union agrees that, except in cases of exceptional or unusual circumstances, the Union representative or officer present at the said grievance meetings shall be as described in the said letter. The Union agrees to immediately provide the University with a revised letter advising of any changes to individuals previously identified as representatives or officers.

Section 2. Upon the representation of the Union that its education department conducts designated Union representative training, the University agrees that each designated Union representative will be granted three (3) days off with eight (8) hours straight time pay during each year of this Agreement to attend such a training program. Cumulatively, there shall be no more than thirty-three (33) days taken for such purpose during any twelve (12) month period. In order to receive pay for attending designated Union representative training, each designated Union representative must present a written certification from CWA which describes the training attended and the dates or times of the designated Union representative's attendance.

Section 3. A Union representative, designated by the Union to attend, without pay, to Union business (other than with respect to The University of Akron), may request his/her supervisor to be excused from work. Such an occurrence cannot exceed eight (8) hours in any one (1) work day. Any portion of a work day taken for such purposes shall be considered one occurrence. Such leave shall not be granted unless the designated Union representative has given his/her supervisor at least five (5) working days advance notice in writing of the occurrence. A supervisor will approve such timely request if the supervisor determines that the leave will not interfere with the normal operation of the department. Once the request is given, it may only be revoked in the case of emergencies.

Section 4. A designated Union representative may represent a bargaining unit member in disciplinary and grievance meetings with University representatives. The term "disciplinary" meetings refer to investigatory interviews with any supervisor that may foreseeably result in the University taking disciplinary action. It does not include routine supervisory encounters, including job evaluations. Except when attending meetings as expressly permitted in Articles 10, Grievance Procedure, and 9, Corrective Action, designated Union representatives shall perform their Union functions totally outside of working time and shall not interfere with other employees who are performing their work. No work time shall be used for Union business except for attendance at the joint conferences provided in Articles 10, Grievance Procedure, and 9, Corrective Action. No more than one (1) designated Union representative shall be paid for attendance at such joint conferences. Unless the designated Union representative received inadequate advance notice of a joint conference, each designated Union representative shall notify

their supervisor of the need to be absent no later than one (1) hour after the designated Union representative's shift begins on the day in question. The Chief Steward may request approval from the Associate Vice President for Talent Development and Human Resources or a designated Human Resources representative for the purpose of discussing solutions to problems of mutual interest. Such approved work time will be with pay, but shall be limited to a maximum of four (4) hours in any calendar month. The four (4) hour time limit in any month may be extended by mutual agreement between the Associate Vice President for Talent Development and Human Resources or a designated Human Resources representative and a Union officer to accommodate an unusual situation.

Section 5. Bargaining unit members shall be granted an unpaid leave of absence to attend Union conventions or similar functions. No more than two (2) persons shall be on such leave at any one time and no such leave shall exceed five (5) days per person.

ARTICLE 5

UNION MEETINGS

Section 1. Subject to availability and appropriate usage, the University shall make a good faith effort to make a room available free of charge for monthly membership meetings of the bargaining unit. It shall be the responsibility of the Union to contact the appropriate office and arrange for scheduling of rooms. Such meetings shall be strictly restricted to bargaining unit personnel (including speakers and CWA representatives) and business. It is understood that social functions, organizing efforts, and other activities outside the scope of bargaining unit business are not encompassed by this use of facilities section.

Section 2. During the term of this Agreement, the University will continue to allow the full-time use of Room 101C in the Administrative Services Building for Union officers and designated Union representatives.

ARTICLE 6

UNION-MANAGEMENT COOPERATION

Section 1. The Union and the University agree that in the interest of efficient management and positive employee relations, it is desirable that periodic meetings be held between representatives of the employees and management. Such meetings are to be referred to as "Union-Management Conferences." Problems of mutual concern, including conditions tending to cause misunderstandings, shall be considered and recommendations made to the University, the Union, or both parties. Such meetings shall be exclusive of the grievance procedure provided for by Article 10, Grievance Procedure. Grievances shall not be considered at such meetings, nor shall proposals to alter the terms of this Agreement be advanced or considered except by mutual agreement.

Section 2. At least ten (10) days prior to each meeting, the University and the Union will identify the subjects proposed to be discussed at the forthcoming meeting. Notice will also be given as to the names of those planning to attend, not to exceed five (5) members for the Union and five (5) for the University. The Union President will notify the ~~Associate~~ Vice President for ~~Talent Development and~~ Human Resources or a designated Human Resources representative of the names of Union Representatives. Section 3. The time, date, and place of the meeting shall be mutually agreed upon by the parties. The meetings shall be scheduled during working hours. Bargaining unit

members, up to a maximum of three (3), will be paid up to two (2) hours each per meeting. Meetings will normally be held every other month, unless otherwise mutually agreed. The ~~Associate~~ Vice President for ~~Talent Development and~~ Human Resources or a designated Human Resources representative and the President of the Union shall serve as co-chair of the Union-Management Conferences.

Section 4. The University and the Union shall endeavor to carry out mutual agreements arising out of the Union-Management Conferences within a reasonable period of time.

ARTICLE 7

SENIORITY

Section 1. Seniority shall be based upon the employee's continuous service with the University from the employee's last date of hire.

Section 2. All bargaining unit members shall be considered probationary employees for the first one hundred twenty (120) calendar days of employment. Probationary employees shall not be covered by this Agreement and have no recourse to the grievance procedure. Their continued employment is within the discretion of the University. Upon successful completion of the probationary period, a bargaining unit member's seniority shall be retroactive to his date of hire.

Section 3. A bargaining unit member's seniority and employment shall terminate if a bargaining unit member:

1. quits or resigns (a failure to report off for three (3) or more consecutive workdays will be considered a voluntary quit);
2. is discharged for cause;

3. is laid off or otherwise fails to perform any bargaining unit work for a period of twelve (12) or more consecutive months; provided, however, that if the absence is for occupational injury this period shall be extended to twenty-four (24) months; or
4. fails to report to work as scheduled after leave of absence or layoff (unless there is a good and sufficient reason beyond the control of the employee).

Section 4. The University will furnish seniority lists when a bargaining unit member is scheduled to be laid off, and upon written request, will provide applicable length of service data to any steward or employee.

Section 5. If two (2) employees have the same seniority date, their seniority ranking shall be determined alphabetically. If two (2) or more employees have the same last name and the same seniority date, then seniority ranking shall be determined alphabetically by the employee's first name.

ARTICLE 8

LAYOFF AND RECALL

Section 1. Whenever the University determines that layoffs are necessary due to lack of work, lack of funds, abolishment of positions, or for other business reasons, such layoffs shall be done in the following manner:

- A. The University shall determine the classification(s) within the reporting unit to be reduced as well as the number of affected employees.
- B. The University shall notify the Local Union President at least thirty (30) days before any layoff, other than temporary layoffs as identified in Section 1(E),

goes into effect. The University and the Union shall meet during this thirty (30) day period to discuss possible alternatives to a layoff.

- C. Layoffs shall be in reverse order of seniority.
- D. Temporary and part-time employees in the affected classification within a reporting unit shall be laid off in inverse order of seniority prior to the full-time bargaining unit employees in the same affected classification and reporting unit.
- E. The University will provide written notice to the Union and the affected employee(s) at least fourteen (14) calendar days in advance of the effective layoff date; provided, however, such notice shall not be required with respect to temporary layoffs or lack of work occasioned by breakdown of machinery, floods, fires, utility failures, Acts of God, or other similar causes beyond the University's control.

Section 2. When the University determines the need to layoff employees, unaffected employees in the affected classification within the reporting unit may volunteer, in writing, to be laid off. To be effective, the volunteer's layoff request must be received by the ~~Associate~~ Vice President for ~~Talent Development and~~ Human Resources no later than five (5) days after the meeting between the University and the Union referred to in Section 1(B). Any employee voluntarily laid off shall have the normal recall rights as set forth in Section 4 below. The University shall report the names of laid off employees to the appropriate State department and shall not contest those employees' eligibility for unemployment compensation benefits.

Section 3. When a bargaining unit member is subject to layoff, the University will exercise the layoff by:

- A. Placing the employee into an existing vacant position that the University intends to fill in the same bargaining unit classification and employment status (such as full-time or part-time), provided the employee meets the minimum qualifications to perform the job.
- B. If no vacancy exists as described in Section 3(A), the affected employee may displace (bump) the bargaining unit employee with the least seniority in their classification in another reporting unit. Any displaced bargaining unit member in the classification may then bump the least senior bargaining unit member in their classification series (Appendix A), shall be assigned to the displaced employee's classification and pay grade and shall receive a four percent (4%) loss of pay per pay grade reduction as a result. No employee outside the bargaining unit shall be permitted to displace any bargaining unit employee by the application of the University's lay off rules.
- C. Should there be no one of lower seniority in his/her bargaining unit classification series (Appendix A), the affected employee may displace the least senior employee in a bargaining unit classification that the affected employee held within the past three (3) years, provided they meet the minimum qualifications to perform the job. For purposes of this Section 3(B) and (C), a full-time employee may only displace a full-time employee and a part-time employee may only displace a part-time employee. Also, no

employee shall displace a bargaining unit employee with more seniority or in a higher pay grade.

- D. An employee who elects not to bump shall not lose their right of recall to the employee's bargaining unit classification, but shall lose their bumping rights for the duration of the layoff.

Section 4. For a period of twelve (12) months from the effective date of layoff, an employee who has been laid-off will retain recall rights to his/her original bargaining unit classification and his/her full-time or part-time status previously held.

- A. Employees will be recalled based on job classification by seniority.
- B. Although recalls are based on available work within an employee's job classification, if a vacancy exists after all laid-off employees within a classification have been offered recall, the University shall offer the vacancy to the most senior laid-off employee who is fully-qualified to perform the available work in such employee's classification series. If an employee is recalled to a classification with a lower pay grade, their pay shall be adjusted in accordance with Section 3(B) above. Any employee recalled to a different classification retains recall rights to any vacancy in their regular classification.
- C. No employee shall be recalled to a classification with a higher pay grade.
- D. The University shall provide continuation of fee remission, as currently afforded to bargaining unit employees, to laid-off bargaining unit members for the duration of their recall period.
- E. When an employee is to be recalled from layoff, the University shall notify the employee by telephone, confirmed by certification of mailing, with a copy to

the Chief Steward. Notice shall, if possible, not be less than five (5) work days prior to the reporting time. In order to be eligible for recall, any employee who is laid off must keep the University currently advised, in writing, of their current whereabouts, address and telephone number, and any temporary changes thereof. The employee shall, within twenty-four (24) hours after receiving notice of recall, notify the University if, for any reason, the employee cannot report for work at the specified time. In the event an employee is unable to return to work, due to illness or physical injury certified by a physician, the employee shall not lose their right to subsequent recall but the University may pass them over in order to fill an available position.

ARTICLE 9

CORRECTIVE ACTION

Section 1. No bargaining unit member shall be disciplined or discharged except for just cause, including any violation of University work rules.

Section 2. When it is necessary to discipline or discharge a bargaining unit member, such action will be taken within ~~forty~~thirty (430) calendar days following the University's discovery of the infraction or misconduct. A bargaining unit member may be placed on administrative leave during an investigation of the alleged misconduct. In cases of absenteeism and tardiness, the ~~forty~~thirty (430) days shall commence when the employee ~~turns in~~ submits the time ~~card~~sheet which evidences the infraction.

Section 3. An employee shall not be discharged or given a disciplinary suspension without first being given an opportunity to attend a conference where the employee may give their version of the events at issue. Where the information will be pertinent, the employee may request the presence of another employee to corroborate the events at

issue. The employee being disciplined may have a Union representative present. Such a pre-suspension conference shall not be required relative to serious offenses requiring immediate action. The Union shall also be sent notice of this conference. The University shall make every good faith effort to have the originating supervisor present at the suspension or discharge meeting. If the employee is to be suspended or terminated immediately, the Union will be notified and given an opportunity to consult with the employee before the employee is sent home. Write-ups of oral and written warnings shall be hand delivered to the affected employee.

Section 4. The University shall utilize the principle of progressive discipline in an effort to correct minor offenses.

Section 5. If the University's disciplinary action is based in whole or in part on portions of the bargaining unit member's record, such portions of the bargaining unit member's record and other documentary evidence will be made available for inspection ~~by~~for a designated Union representative during normal working hours and within one (1) working day after receipt of a written request.

Section 6. Copies of all written notices of disciplinary action will be given to the bargaining unit member and a copy will be given to the Chief Steward.

Section 7. It is understood that a supervisor's directions are to be followed. An employee may grieve any directive they deem to violate this agreement. However, pending final resolution of such grievance, all affected bargaining unit members shall comply with the directive. Any failure to do so shall constitute serious misconduct subject to discipline, up to and including discharge.

Section 8. In disciplining an employee, the University shall not rely upon instances of absenteeism or sub-standard work performance which are more than twenty-four (24) months old or instances of tardiness or minor infractions which are more than twelve (12) months old.

Section 9. At the conference provided for in Section 3, the University will produce upon request all documentary evidence it intends to rely upon.

ARTICLE 10

GRIEVANCE PROCEDURE

Section 1. Any bargaining unit member may bring a grievance. The term "grievance" means any alleged failure of the University to comply with the terms of this Agreement, including any disciplining of an employee for other than just cause or violation of applicable portions of ORC Chapter 124.

Section 2. Any grievance not filed or advanced within the time limits set forth herein shall be deemed waived and neither the Union or the University shall have any obligation to process it further. Any refusal of the University to meet or failure to answer a grievance within the established time limits shall result in the grievance being automatically advanced to the next step. Specified time limits shall be strictly observed and may only be extended by mutual written agreement. However, if a grievant or University representative is on approved vacation or other absence on the date they are required to take some action or attend a meeting, the date for the action shall be extended to five (5) work days following their return.

Section 3. Most grievances arise from misunderstanding which should be promptly resolvable on an informal basis. Hence, before commencing the formal grievance

procedure, the bargaining unit member must bring the matter to the attention of his or her supervisor within ~~ten~~twenty (20) working days of the occurrence giving rise to the grievance or within ~~ten~~twenty (20) working days of the time that the employee, with reasonable diligence, should have known of the occurrence giving rise to the grievance. The supervisor will give a verbal answer within ten (10) working days. The employee may be accompanied by a designated Union representative if they choose. Based upon first-hand knowledge that an attempt was made to resolve the misunderstanding, the designated Union representative may initiate the formal grievance procedure.

Section 4. Any grievance which cannot be informally resolved shall be processed only in the following manner:

A. STEP ONE

1. A bargaining unit member who believes they have a grievance will reduce their grievance to writing by completing in full the grievance form and presenting such grievance to their supervisor and to the ~~Associate~~ Vice President for ~~Talent Development~~ ~~and~~ Human Resources or a designated Human Resources Representative within ten (10) working days after the supervisor's answer in the informal process. The written grievance shall state the specific Article(s) and Section(s) of this Agreement or State law alleged to have been violated, a statement of the relevant facts, and the specific relief requested. Any supervisor or other administrator designated to hear first level grievances will hold a meeting with the grievant and a designated Union representative within ten (10) working days following submission of the grievance. The grievant shall be given written or e-mail notification of the time and date of the meeting at least one (1) day in advance thereof.

2. Within ten (10) working days after the first step meeting, the supervisor will answer the grievance and return it in writing or by e-mail to the bargaining unit member and the designated Union representative.

3. If the bargaining unit member is not satisfied with the answer, they may appeal said answer by returning the completed grievance form within ten (10) working days of receipt of the answer to the departmental representative and to the **Associate** Vice President for ~~Talent Development and~~ Human Resources or a designated Human Resources Representative. The grievance shall then proceed to Step Two.

B. STEP TWO

1. The **Associate** Vice President for ~~Talent Development and~~ Human Resources or a designated Human Resources representative and/or other designated administrator, will hold a Step Two meeting within ten (10) working days of receipt of the bargaining unit member's notice of appeal. The grievant shall be given written or e-mail notification of the time and date of the meeting at least one (1) day in advance thereof.

2. The grievant may be represented at this level by the Chief Steward, a Steward, and/or an officer of the Union. The Chief Steward and a Steward shall be given time off from work with pay to attend such meeting. If the parties mutually agree, a designated representative may be substituted for either the Chief Steward or the Steward in those circumstances where the attendance of such representative would be particularly beneficial to the possible-resolution of the grievance under consideration.

3. Within ~~ten~~fifteen (105) working days after said meeting, the **Associate** Vice President for ~~Talent Development and~~ Human Resources or a designated Human Resources representative and/or other designated administrator will give the University's final

decision in writing or by e-mail to the designated Union representative and local President.

Section 5. In unusual circumstances where a grievance affects a large number of bargaining unit employees and time is of the essence or where the grievance involves a suspension or discharge, the Union may advance a grievance to Step Two by notifying the ~~Associate~~ Vice President for ~~Talent Development and~~ Human Resources or a designated Human Resources Representative in writing within twenty-four (24) hours following the filing of the grievance. In such instances, the Step Two meeting will be held no later than the tenth (10th) work day following receipt of the Union's notice.

Section 6. If the Union is not satisfied with the University's Step Two decision, it may demand arbitration. Any demand for arbitration must be delivered to and received by the ~~Associate~~ Vice President for ~~Talent Development and~~ Human Resources or a designated Human Resources representative within thirty (30) work days after the date of the University's Step Two decision. Within thirty (30) work days following the University's receipt of the Union's demand for arbitration, the parties shall request the Federal Mediation and Conciliation Service (FMCS) to submit a list of seven (7) potential arbitrators. Within ten (10) work days following receipt of such list, the parties will meet to select the arbitrator. The Union shall strike a name from the list and the parties will then alternate in striking names until only one (1) name remains. If the arbitrator thus chosen cannot serve, the parties shall request a new list and begin the selection process anew.

Section 7. All fees and expenses of the arbitration shall be borne equally by the University and the Union. The fees and expenses of the arbitration are defined as follows:

1. the cost of a stenographer or reporter as requested by the arbitrator or either party and the associated transcription costs. If only one (1) party desires a transcript of the proceedings, the total cost for such transcription shall be paid by the party desiring the transcript. If the other party desires a copy, the total cost of such transcription shall be shared equally by both parties;
2. the fees and expenses of the arbitrator used in the case; and
3. the rental of any facilities where the arbitration is conducted.

The wages of any employee witnesses who are summoned to appear as witnesses for either side shall be paid by the side who calls them. (It is understood that any bargaining unit members who are on call as witnesses shall work until called to testify.) Section 8.

The arbitrator shall be requested to submit an accounting for all of their fees or expenses. The arbitrator shall be requested to render their decision as quickly as possible, but in no event later than thirty (30) calendar days after the last day of the hearing.

Section 9. Only disputes involving the interpretation, application or alleged violation of a provision of this Agreement or applicable portions of ORC Chapter 124 shall be subject to arbitration. The arbitrator shall have no power to add to, subtract from, or modify any of the terms of this Agreement. The Arbitrator cannot substitute their discretion for that of the University nor impose on either party an obligation not specifically required by the express language of this Agreement or ORC Chapter 124. The arbitrator's decision shall

be final and binding provided such decision does not exceed the jurisdiction of the arbitrator as set forth herein. Any award by the arbitrator shall not be retroactive to a date more than five (5) work days prior to the date the grievance was filed.

ARTICLE 11

HOLIDAYS

Section 1. ~~The University of Akron observes ten holidays annually; these are:~~The bargaining unit shall observe the holidays specified in ORC Section 124.19(A) on the same dates as are determined by the University for the academic faculty and the staff pursuant to ORC Section 124.19(B).

Christmas Day	Memorial Day
Columbus Day	New Year's Day
Independence Day	Presidents Day
Labor Day	Thanksgiving Day
Martin Luther King, Jr. Day	Veterans Day

Section 2. The dates on which these holidays are to be observed will be announced annually.

Section 3. If a holiday falls on Sunday, it will be observed on the following Monday; if a holiday falls on Saturday, it will be observed on the preceding Friday.

Section 4. If a holiday occurs during a period in which an employee is on approved sick leave, leave with pay, or vacation – the employee will be paid for the holiday. In order to qualify for holiday pay, an employee must be in an active pay status on regularly-scheduled work days both prior and subsequent to the holiday.

Section 5. If it is essential that University offices remain open on a day designated as a holiday (ex: Veterans Day):

A. Any full or part-time bargaining unit member required to work on a designated holiday will be entitled to one and one-half (1 ½) times the regular rate of pay for the hours actually worked; such overtime will be in addition to the employee's normal pay for the holiday.

Section 6. If the University is officially closed at five o'clock (5:00) p.m. on the day prior to a Board of Trustees approved holiday (ex: Wednesday prior to Thanksgiving):

- A. For employees whose normally scheduled work day falls all or in part after five p.m., an effort may be made by the supervisor and employee to reschedule those hours within the same work week. Otherwise, the employee will be expected to work the normal schedule. If the hours are not worked or rescheduled, the employee may utilize vacation leave in order to be paid.
- B. Part-time employees are entitled to holiday pay for that portion of any holiday for which the employee would normally have been scheduled to work.

ARTICLE 12

BEREAVEMENT LEAVE

Section 1. Notwithstanding Article 14, Sick Leave, no physician's certificate will be required for an employee's use of sick leave to attend the funeral of a member of the employee's immediate family. However, the University may require proof of death or attendance at the funeral. If an employee has no accrued sick leave, they may use accrued vacation or take leave without pay. The definition of "immediate family" shall be strictly construed and no leave (paid or unpaid) will be given unless the deceased clearly qualifies as one of the following: spouse, children, step-children, grandchild, parent, step-parent, grandparent, siblings, step-siblings, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, person who is/was legal guardian or person who stands/stood in place of a parent (in loco parentis) and person for whom the employee serves/served as guardian or stands/stood in place of a parent (in loco parentis). When an employee calls off due to the death of a member of the

immediate family, no further call-offs will be required if the employee notifies the University of his or her return to work date.

Section 2. If a death in the immediate family occurs during a vacation leave, the vacation leave may be changed to sick leave if:

- A. The employee actually uses the sick leave for the purpose of attending the funeral; and
- B. The employee has sick leave time available.

ARTICLE 13

LEAVES OF ABSENCE

Section 1. Family and Medical Leave.

A. Under the Family and Medical Leave Act of 1993 ("FMLA"), up to twelve (12) weeks of leave without pay during any twelve (12) month period are provided to eligible employees for certain family and medical reasons. Employees are eligible if they have been employed by the University for at least twelve (12) months, this twelve (12) month period need not be consecutive, and worked at least one thousand two hundred fifty (1,250) hours (0.6 FTE) over the twelve (12) month period preceding the leave. FMLA leave without pay will be granted for any of the following reasons:

- 1. The birth of a child, the care of a newborn child, or placement of a child with the employee for adoption or foster care;
- 2. A serious health condition of the employee that renders him or her unable to perform his/her job functions; or

3. In order to care for an employee's child, spouse, or parent who has a serious health condition.
 4. A "qualifying exigency" arising out of the fact that the employee's spouse, child, or parent is called to covered active duty (or notified of an impending call or order to active duty) with the armed forces, including the national guard and reserves. Covered active duty means duty during deployment of the armed forces member to a foreign country. A qualified exigency may include short-notice deployment, attending military events, arranging for alternative childcare, addressing financial and legal arrangements, seeking counseling, attending post-deployment activities, and other similar circumstances.
 5. Leave related to a child's birth or placement for adoption or foster care must be completed within the twelve (12) month period beginning on the date of the birth or placement.
- B. A leave of absence of up to twenty-six (26) weeks in any single twelve (12) month period (rolling forward) will be granted to eligible employees for the following purposes:
1. To care for a covered family member or next-of-kin (nearest blood relative) who has a serious injury or illness incurred by the service member in the line of duty on active duty in the armed forces (or existed before the active duty began and was aggravated in the line of active duty in the armed forces) and that may render the service member medically unfit to perform his/her duties. The service member must be: (a) undergoing medical

treatment, recuperation, or therapy; (b) in outpatient status; or (c) on the temporary disability retired list for the serious illness or injury.

2. To care for a veteran who is a covered family member or next-of-kin (nearest blood relative) who has a qualifying serious injury or illness incurred by the member in the line of duty on active duty in the armed forces (or existed before the member's active duty began and was aggravated by service in the line of active duty in the armed forces) and that manifested itself before or after the member became a veteran. The veteran must be undergoing medical treatment, recuperation, or therapy for the serious injury or illness and have been a member of the armed forces during the five (5) years preceding the date on which the veteran underwent medical treatment, recuperation, or therapy.
 3. Leave to care for an injured or ill service member, when combined with other FMLA-qualifying leave, may not exceed twenty-six (26) weeks in any single twelve (12) month period.
- C. Subject to the provisions of the applicable policies, paid vacation leave or paid sick leave may, at the employee's option, be substituted for leave without pay while on FMLA leave.
- D. If the employee fails to provide at least thirty (30) days' advance notice when the leave is clearly foreseeable, leave may be delayed until at least thirty (30) days after the date the employee provides notice to the University. If the employee fails to provide a medical or other certification to support a request for leave, leave may be delayed until certification is provided. If the employee never

produces certification, then the leave is not FMLA leave. The University may, at its own expense, request a second and/or third opinion. If the employee or employee's family member fails to authorize his/her health care provider to release all relevant medical information pertaining to the health condition at issue, as requested by the health care provider for the second/third opinion, the University may deny the taking of FMLA leave. However, if the University requests a second and/or third opinion, and the employee authorizes his/her health care provider to release the relevant medical information, the employee is provisionally entitled to the FMLA leave pending the University's receipt of the relevant medical information.

- E. Group health benefits will be continued for the duration of an FMLA leave. Upon return, an employee will be restored to his or her original or an equivalent position with equivalent pay, benefits, and other employment terms.
- F. A "rolling" twelve (12) month period measured respectively from the date an employee uses any FMLA leave shall be used to determine the "twelve-month period" in which the twelve (12) weeks of FMLA leave entitlement occurs.
- G. Family and medical leave may be used on a continuous basis. It may also be used on an intermittent basis, or as a reduced work schedule as provided by law. Application for FMLA is made to Human Resources, and approval of the request made by Human Resources.
- H. When intermittent or reduced work schedule leave is foreseeable due to planned medical treatment, the employee must make reasonable efforts to schedule the treatment so as not to unduly disrupt the University's operation, and the

University may temporarily transfer the employee to an alternative position for which the employee is qualified, if it better accommodates these recurring periods of leave.

- I. Nothing in this section shall be deemed to create any additional benefits, rights, or entitlements to employees beyond those provided by the provisions of the FMLA or applicable law of the state of Ohio. For the purpose of implementing this FMLA policy, the definitions and provisions of the FMLA in effect at that time shall be followed when necessary to ensure compliance with the law.

Section 2. Maternity Leave. Upon delivery, an employee who is on active pay status shall, in the ordinary course of recovering from either a vaginal birth without complication, be entitled to use up to six (6) weeks of accrued sick leave, or if a vaginal birth with complication as verified by a physician or cesarean birth, be entitled to use up to eight (8) weeks of accrued sick leave, as long as the employee has accrued the requisite amount of leave, and if less, then shall be entitled to use the lesser amount. In any event, the use of such accrued sick leave shall be at the employee's option to use however much time as the employee deems appropriate. If, upon delivery of the child, the employee is not in active pay status, but comes in active pay status within six (6) weeks, in the case of a vaginal birth without complication, or eight (8) weeks, in the case of a vaginal birth with complication as verified by a physician or cesarean birth, the employee shall be entitled to use accrued sick leave upon being in active pay status for the remainder of the six (6) week or eight (8) week period, as applicable. In any event, after using (or not using) such accrued sick leave, a full-time employee is granted twenty (20) working days of paid maternity leave not taken from accrued sick leave. In

addition to the paid maternity leave for full-time employees, an eligible employee who thereafter is physically unable to perform her duties may elect paid sick leave on the same terms that sick leave is available for any other illness, injury, or disability. In addition, the employee is entitled to FMLA leave if a pre- or post-delivery employee wishes to be absent from work for a period of time longer than the period of actual physical disability (see Family and Medical Leave subsection (C) above). Use of maternity leave shall count as part of the twelve (12) week FMLA leave.

Section 3. Paternity Leave. A full-time employee who is on active pay status upon a pregnant spouse's delivery is granted, within one hundred and eighty (180) days of the delivery, twenty (20) working days of paid paternity leave which will not be taken from accrued sick leave, but counted as part of FMLA leave.

Section 4. Adoptive and Foster Parent Leave. Upon the adoption of a child or arrival of a foster child, a full-time employee who is on active pay status is entitled to twenty (20) working days of paid leave which will not be taken from accrued sick leave, but counted as part of FMLA leave.

Section 5. Leave Without Pay. An employee may be granted approved leave of absence without pay for military service, parental leave, convalescence (if sick leave is not applicable or exhausted), certain personal reasons, and/or training. The leave of absence must be approved in advance by the supervisor and must be accompanied by acceptable written justification. Such request shall state the reason for and the dates of the leave. Length of leave of absence can vary for different reasons, but normally extends to no more than six (6) months.

Section 6. Jury Duty. A bargaining unit employee serving on jury duty or ordered to appear before any court as a witness shall be paid their normal straight time wage for such jury duty or witness appearance.

Personal legal matters shall not be covered under this Article.

ARTICLE 14

SICK LEAVE

Section 1. Sick leave is defined as the authorized absence from duties for the following reasons:

- A. personal illness, pregnancy, or injury,
- B. exposure to contagious disease which could be communicated to other members of the University family,
- C. illness, injury, or death (to a maximum of five (5) days) in the employee's immediate family, or
- D. medical, psychological, dental, or optical examination or treatment of the employee or a member of the immediate family.

Definition of immediate family: the employee's immediate family is limited to the employee's spouse, parents, step-parents, children, step-children, grandparents, siblings, step-siblings, grandchildren, brother-in-law, sister-in-law, daughter-in-law, son-in-law, mother-in-law, father-in-law, or a legal guardian or other person who, under Ohio law, is legally recognized to stand in the place of a parent.

Where sick leave is required to care for a member of the immediate family, the Department of Benefits Administration reserves the right to require a physician's

certificate to the effect that the presence of the employee is necessary to care for the ill person.

Section 2. The University reserves the right to require a physician's certification or other verification in all instances of paid leave. When such certification or verification is required, it shall be collected by the Department of Benefits Administration for audit and retention. The absence from duties must be approved by the Administrator to whom the individual on sick leave is responsible.

Section 3. Unexcused absence or failure to give proper notification may result in the absence being charged to leave without pay and may also be cause for disciplinary action. Falsification of either a written signed statement or a physician's certificate shall be grounds for disciplinary action including dismissal. Except in the instances due to extended illness or injury, monthly or annual absences greater than the number of hours or days accrued may be considered excessive.

Section 4. Sick leave is accrued at the rate of 4.6 hours per eighty (80) hours of active pay status. Only accrued sick leave hours can be requested for authorized paid absences. Sick leave will be charged only for the non-overtime hours an employee is regularly scheduled to work but absent. Employees are not permitted to change a sick leave request once a work day has started (*i.e.*, sick leave to vacation).

Section 5. A bargaining unit employee who is unable to report for work, and who is not on previously approved vacation, sick leave, or leave of absence, shall be responsible for notifying the immediate supervisor, or other individual designated by the supervisor, that the employee will be unable to report to work on that day and each appropriate day

thereafter. This notification must be made at or by the time the employee is scheduled to report for work, unless emergency conditions prevent such notification.

Section 6. In the case of any absence for illness or injury, the University may require a physician's statement specifying the employee's inability to report to work and the anticipated date of recovery. The employee shall be responsible for notifying the immediate supervisor, or other designated individual, whenever the employee is placed under a physician's care and not released to work or hospitalized, unless such condition precludes notification. The employee shall be responsible for notifying the immediate supervisor, or other designated individual, regarding the anticipated date of recovery and return to work.

Section 7. In all cases of leave for illness or injury, the University may require written certification by a physician attesting to an employee's fitness to return to work.

Section 8. When an employee's duties are part of a function which operates twenty-four (24) hours a day, seven (7) days per week – *i.e.*, police dispatch, etc. – and such employee is unable to report for work, the employee shall notify the immediate supervisor at least two (2) hours prior to the scheduled work time.

ARTICLE 15

VACATION LEAVE

Section 1. The vacation entitlement of each bargaining unit employee shall be as follows:

- A. A full-time University employee shall, after service of one (1) year with the state, or any potential subdivision of the state, have earned and will be due, upon attainment of the first year of employment, and annually thereafter,

eighty (80) hours of vacation leave with full pay. One (1) year of service shall be computed on the basis of twenty-six (26) bi-weekly pay periods.

B. The amount of annual vacation to which a full-time employee is entitled is determined by the number of accumulated years of service, according to the following guidelines:

1. Less than one (1) year of service – no vacation;
2. One (1) year, but less than eight (8) years of service – eighty (80) work hours;
3. Eight (8) years, but less than fifteen (15) years of service – one hundred twenty (120) work hours;
4. Fifteen (15) years, but less than twenty-five (25) years of service – one hundred sixty (160) work hours; and
5. Twenty-five (25) years of service – two hundred (200) work hours.

C. A part-time bargaining unit employee shall, after service of one (1) year with the state, or any political subdivision of the state, have earned and will be due, upon attainment of the first year of employment, and annually thereafter, pro-rated vacation leave with pay. One (1) year of service shall be computed on the basis of twenty-six (26) bi-weekly pay periods.

1. Formula for calculation (multiplying years of service times calculation factor):

Years of Service	Calculation Factor
0-7	.03875 x hours paid
8-14	.05750 x hours paid
15-24	.07750 x hours paid
25 or more	.09625 x hours paid

D. Vacation Credit

1. An employee earns vacation credit as follows:

- (a) 3.1 hours per bi-weekly pay period for those entitled to eighty (80) hours per year.
- (b) 4.6 hours per bi-weekly pay period for those entitled to one hundred twenty (120) hours per year.
- (c) 6.2 hours per bi-weekly pay period for those entitled to one hundred sixty (160) hours per year.
- (d) 7.7 hours per bi-weekly pay period for those entitled to two hundred (200) hours per year.

E. Vacation credit can be accumulated to a maximum of that earned in three (3) years of service. Any vacation accrued over the amount earned at a three- year period will be forfeited.

F. Vacation leave may not be converted to sick leave unless the employee is admitted to or treated in a hospital or is under the treatment of a licensed physician and is not released to work. Written verification is required. Only those hours/days certified above may be converted to sick leave.

G. All vacation leave shall be approved by the employee's appropriate supervisor. Such approval shall not be unreasonably denied. It is understood

that each work unit may have certain times during the year when employees will not be able to utilize vacation time due to the legitimate business needs of the University. All vacation time must be pre-approved no less than twenty- four (24) hours in advance (except for unforeseen emergencies).

ARTICLE 16

ACTIVE PAY STATUS

ACTIVE PAY STATUS. The terms “active pay status” shall mean time actually worked and paid, compensatory time, paid vacations and holidays, leave with pay, and approved sick leave. The use of sick leave shall not be considered to be active pay status for the purpose of determining overtime.

ARTICLE 17

BARGAINING UNIT VACANCIES

Section 1. When a bargaining unit position becomes vacant because of retirement, resignation, separation or the creation of an additional job, and the University decides to fill the vacancy, it shall be filled in the following manner:

- A. A notice of vacancy shall be communicated to the Chief Steward and posted on the University’s website for campus distribution for at least eight (8) working days. The notice shall describe the job duties and the minimum qualifications for the position.
- B. Any non-probationary employee may apply for the position on an application update form to be furnished by the University. In the event the University decides to use a Position Search Waiver, it will first notify and discuss the decision with the Union. A bargaining unit member who anticipates that a posting may occur during their vacation may submit an application update

which shall be effective until their return. A bargaining unit member who is absent during the period of posting due to vacation, illness, leave of absence, or layoff and has not submitted an advance application update, may make application for the posted position and will be considered if the position has not already been filled and the successful applicant notified.

C. It is understood, however, that no posting or award shall be deferred to accommodate an employee's absence.

Section 2. Determining job content, minimum qualifications and required job skills, knowledge and aptitude is the function of the University. The University shall determine and publish such minimum requirements in the form of job classification specifications.

Section 3. The University shall evaluate all candidates to ensure they meet the minimum criteria stated in the job classification specifications and, in selecting among such candidates, may take into account work record, demonstrated job performance, skills, attitude, knowledge and capacity. The University may utilize assembled or unassembled testing to aid in its determination and such testing, whether written or oral or a combination thereof, may include:

1. demonstration of skill, physical fitness, efficiency, and manual dexterity; or
2. evaluation of capacity, knowledge, training, experience or adaptability.

The Chief Steward and candidate awarded the vacancy shall be notified in writing or by email.

Section 4. As among those bargaining unit candidates who meet the job criteria determined and published by the University pursuant to Section 2, the University may award the job to a candidate deemed qualified by the University. When the University awards the job to a member of the bargaining unit, the employee shall be transferred to

the new job within four (4) weeks following the award, unless operational requirements dictate a longer period. The new pay rate, if applicable, shall commence the day the employee actually commences the new job or four (4) weeks following the award, whichever occurs sooner. All unsuccessful candidates may inquire of the designated employment coordinator as to the reasons they were not a successful applicant. If no bargaining unit employee is selected by the University for the opening, the University may extend the search outside the bargaining unit.

Section 5. When a vacancy exists that may create an operational inconvenience or emergency situation, the University may temporarily fill the vacancy pursuant to Article 18, Reassignments, in order to assure continued job coverage while a qualified replacement is being sought. The vacancy may be temporarily filled by the transfer of a bargaining unit employee or, where there is not a fully qualified bargaining unit member, the use of part-time, casual, seasonal or student help. In no case shall the vacancy be filled for a period longer than ten (10) weeks unless the vacancy results from the extended illness of a regular bargaining unit member.

Section 6. If an employee moves to a higher pay grade position, the change is considered a promotion. Employees who are promoted shall receive a promotional increment in the amount of four percent (4%) of the employee's current wage for each pay grade increased, or an increment that will bring them to the minimum of the new pay scale, whichever is greater.

Section 7. An employee shall suffer no reduction in wage as a result of being awarded a position within their current pay grade, per this Article.

Section 8. Employees who are awarded a vacancy may not apply for a new position for four (4) months unless otherwise permitted by the University. Employees awarded a position shall serve a probationary period of one hundred twenty (120) days during which they may be returned to their prior or equivalent position at the discretion of the University. The University will provide such employees with a sixty (60) day interim evaluation during their said probationary period.

Section 9. The Chief Steward will be notified quarterly, by email, of any of the following occurring that affect the bargaining unit: title changes, transfers, resignations, separations, and retirements.

ARTICLE 18

REASSIGNMENTS

Section 1. The University may reassign bargaining unit members from one assignment, building, work area, or task, to another within their job classification at the Akron main campus. No employee has any vested claim to the performance of particularized tasks within their job classification.

Section 2. In those instances where the University has a need for particularized skills, the University may temporarily reassign an employee to another work shift for a period of up to ten (10) work days per contract year without regard to seniority. Following the ten (10) work day period, a bargaining unit member may reject the shift assignment only if the bargaining unit member is senior to another bargaining unit member in the same job classification and reporting unit who has the same skills. Nothing herein shall be construed to limit the University's right to create a permanent evening shift for any classification(s) or department. If the University creates a permanent evening shift for existing classifications and there are no volunteers, the least senior employee(s) in the

affected classification(s) shall be assigned to the evening shift(s). If an employee who is temporarily assigned to an evening shift files a grievance disputing the need for

particularized skills or contending that the assignment is retaliatory, the grievance must be filed at the second step of the grievance procedure. The second step grievance meeting shall occur within twenty-four (24) hours of the filing of the grievance and the Union shall receive a written response within twenty-four (24) hours following the grievance meeting.

Section 3. The University may assign an employee to fill in for or perform tasks outside the employee's normal job classification. The University may temporarily assign the employee to the appropriate classification and pay rate if the employee is performing work that would warrant a temporary reclassification. The employee will receive their current rate of pay or the rate of pay for the temporary classification, whichever is higher.

ARTICLE 19

HOURS OF WORK AND OVERTIME

Section 1. Forty (40) hours shall constitute a regular work week which shall normally be scheduled over five (5) days of eight (8) consecutive hours per day. Nothing herein shall be construed as a guarantee of any particular quantity of daily or weekly work. The University will establish and inform employees of their work schedules within their work unit. When more than one (1) shift exists for a classification within a work unit, such shift shall be selected by seniority.

Section 2. It is understood that in some reporting units and locations bargaining unit members must be scheduled for more than one (1) shift per day, more than five (5) days per week or for work weeks other than Monday through Friday. A bargaining unit member whose regularly scheduled weekly work shift commences between the hours of

2:00 p.m. and 4:00 a.m. will be paid a shift differential of twenty cents (\$.20) per hour in addition to their regular hourly rate.

Section 3. Overtime shall be paid at a rate of time and one-half (1½) for all hours in active pay status in excess of forty (40) hours during a regular work week. The use of sick leave shall not be considered to be active pay status for the purpose of determining overtime. When a full-time employee who also is eligible for overtime under the "Fair Labor Standards Act of 1938," 52 Stat. 1060, 29 U.S.C.A. 207, 213, as amended, is ordered to report back to work after termination of the employee's regular work schedule and the employee reports, the employee shall be paid for such time. The employee shall be entitled to four (4) hours at the employee's straight time rate of pay or overtime compensation for the actual hours worked, whichever is greater. This section does not apply to work that is a continuation of or immediately preceding an employee's regular work schedule.

Section 4. All overtime work must be approved by the supervisor and placed on the employee's time record. The University will provide reasonable equal overtime opportunities to all full-time employees within their normal job classification and work unit who are available and fully qualified for overtime assignments using seniority as the basis.

Section 5. If an employee chooses to take compensatory time in lieu of overtime pay for any overtime worked, the bargaining unit employee may accumulate and use compensatory time in the following manner:

- A. Employees may accrue and use compensatory time off at the rate of one and one-half (1½) hours for the authorized hours in active pay status that are in

excess of forty (40) hours per week. The use of sick leave shall not be considered to be active pay status for the purposes of earning compensatory time. All compensatory time earned and taken must be approved by the supervisor and placed on the employee's time record. No Retirement System credit will be awarded for a day on which all hours reported and paid are compensatory.

- B. Compensatory time shall be utilized within one hundred eighty (180) calendar days of accrual. In the event that accrued compensatory time earned is not used within the one hundred eighty (180) calendar days of accrual, the employee will be paid for the time and the balance of their accrued compensatory time shall be reduced accordingly. The total amount of compensatory time accrued may not exceed two hundred forty (240) hours. In the event that accrued compensatory time earned exceeds a total of two hundred forty (240) hours, the employee will be paid for the excess and the balance of their accrued compensatory time will be reduced accordingly. At the time of resignation, retirement or termination, an employee will receive payment for all accumulated compensatory time at the hourly rate of pay in effect at the time of separation.
- C. If an employee is transferred or promoted to another department within the University, all accrued compensatory time will be paid at the hourly rate in effect at the time of transfer.
- D. A department may prescribe such additional requirements for the utilization of compensatory time as are deemed appropriate and necessary for the

effective management of the unit; these may include but are not limited to stipulations such as the number of consecutive days on which compensatory time may be used, and the amount of notice necessary to request approval for the use of compensatory time.

- E. If an employee is requested and/or required to, or requests to work more than eight (8) hours in a particular day, such employee may be required to take the equivalent time off within the same work week. This exchange/substitution procedure is considered "flexible time" and neither overtime nor compensatory time provisions will apply unless the total hours in an activepay status exceeds forty (40) in a particular week.

Section 6. The University may utilize part-time, seasonal, student or casual employees to minimize the expense of overtime but shall not work such persons over forty (40) hours per week without first offering qualified bargaining unit members the opportunity to work the required overtime. Moreover, the University shall not utilize part-time, casual, seasonal or student employees in order to reduce the regular work week of bargaining unit employees below forty (40) hours.

Section 7. Except in case of emergencies, the University shall provide at least two (2) work days advance notice of any change in the work week or shift hours.

Section 8. An employee is expected to report for work at the scheduled starting time. Unreported, unexcused, and/or excessive tardiness may result in disciplinary action.

ARTICLE 20

BREAKS

There will be two (2) fifteen (15) minute paid rest periods in each regular eight (8) hour shift. The rest periods will be scheduled by the supervisor and, to the extent practicable, will be scheduled during the middle two (2) hours of each half shift. Rest periods will not normally be scheduled immediately before or after the meal period or at the start or end of a shift. All rest breaks shall be taken in the immediate vicinity of the employee's work site. Employees shall be at their work station performing their assigned task at the beginning and end of the fifteen (15) minute period. The same punctuality requirement shall apply to meal periods and the starting time for the employee's shift. Employees who abuse rest break standards may be restricted as to where they will be permitted to take their break and shall be subject to progressive disciplinary action up to and including termination.

ARTICLE 21

CONTRACTING

Section 1. It is not the intent of the University to contract or sub-contract bargaining unit work for reasons other than to create greater efficiencies or to improve operational effectiveness, or, as provided for in Article 3, Management Rights. Prior to the University's decision being made to contract or sub-contract work, the Union shall be notified and given the opportunity to meet with the University to discuss what options/alternatives may be available to maintain the work in the bargaining unit [prior to official bid](#). The Union shall have a reasonable amount of time following the meeting to provide alternatives to the University's intended actions not to exceed thirty (30) days.

Section 2. The University shall give the Union a minimum of thirty (30) calendar days advance written notice of its intent to contract or sub-contract.

Section 3. In addition to the above, the Union shall have the right, upon request, to negotiate the impact of the intended actions of the University to contract or sub-contract bargaining unit work.

ARTICLE 22

EMERGENCY SHUT DOWN

When inclement weather or other conditions beyond the University's control require the University to be closed, the University, in its discretion, shall pre-designate those bargaining unit members who are required to report for work. Any failure to report for other than good and sufficient cause, reported by the employee prior to the start of their shift, may be grounds for disciplinary action. A bargaining unit member who is designated to work but who, for any reason, does not, or cannot, report for work will not receive any pay. (This shall not preclude use of sick leave in compliance with Article 14.) So long as the University pays clerical and other classified personnel who do not work, all bargaining unit members shall be paid for eight (8) hours, at their straight-time rate. Bargaining unit members who work shall also receive this same eight (8) hours pay in addition to time and one-half (1½) for hours actually worked. Second and third shift personnel who work shall receive the additional eight (8) hours pay and premium rate if, but only if, night classes are cancelled and the University is closed for that evening. The grievance procedure shall be available for any gross abuse of the University's discretion concerning the designation of those who are to work.

ARTICLE 23

SAFETY

Section 1. The University and the Union will continue to promote and encourage safety in all matters including safe working conditions. All bargaining members should complete a **written** Safety Concern Form whenever they become aware of any safety problem, including the presence of potentially hazardous materials or substances. The supervisor shall make every effort to promptly report significant matters to the University Safety Officer who shall follow-up on the matter. To that end, all employees shall observe all safety rules, attend all OSHA-required safety training, utilize protective devices, and wear protective clothing. The University shall train employees regarding new safety equipment and materials being utilized in its operations.

Section 2. The University may enforce the right to have any employee examined by a physician if it suspects that an employee's health or physical condition represents a health or safety threat to the employee or others. If the employee is dissatisfied with the determination of the physician selected by the University, the employee may be re-examined at a University approved facility and the University shall pay half of the cost of such re-examination, which shall be conclusive on the issue. Employees required to be examined shall be paid for lost time.

Section 3. The University and the Union shall each appoint a minimum of two (2) representatives to a joint safety committee to make recommendations to enhance the safety of the work force and office environment. This may also include the provision of the essential protective equipment.

ARTICLE 24

PAY DAY

Section 1. So long as the University pays by check, all bargaining unit members will be paid bi-weekly on Fridays. The University shall attempt to deliver paychecks by noon on pay days. If the University eliminates paychecks and institutes an electronic direct

deposit system, the pay of bargaining unit members will be deposited directly into an account with any financial institution of their choice.

Section 2. The University shall report accrued vacation and sick hours on each bi-weekly pay stub.

ARTICLE 25

MISCELLANEOUS

Section 1. Where applicable, the University shall continue to provide locker space for coats, uniforms, and purses. The University shall provide a combination lock and the employees shall be responsible for appropriate circulation of the combination to such locks. The University shall not be responsible for any thefts or other losses from such lockers.

Section 2. The University shall supply any equipment necessary for bargaining unit members to perform their assigned tasks. This equipment shall be maintained in good repair and, when necessary, replaced by the University. If an employee loses, destroys, or abuses equipment, the University may take disciplinary action against the responsible employee.

Section 3. The University will print this Agreement and each member of the bargaining unit shall receive and sign a receipt for a copy of the Agreement.

Section 4. Should the University decide to have employees participate in outside job-related training, such employees will be paid for lost time not to exceed eight (8) hours per day.

ARTICLE 26

NO STRIKES OR LOCKOUTS

Section 1. During the term of this Agreement and during the negotiation period of any successor Agreement, the University shall not lock-out and the Union and members of the bargaining unit shall not engage in any strike (including any work stoppage, slow-down, picketing, sick-out, boycott, stay-home, sit-down, stand-in, sympathy strike, concerted refusal to work overtime, partial day work stoppage, refusal to cross any picket line which violates ORC Chapter 4117 or this section, or any other form of restriction of production or interference with operations). The Union further agrees to strictly observe the requirements of ORC Chapter 4117 and the rules of SERB relating to strikes.

Section 2. Should any strike (as defined above) occur, the Union shall take all measures available under its constitution and rules to prevent or bring a prompt end to the stoppage. The Union will promptly instruct all bargaining unit employees to immediately cease and desist any activities in violation of Section 1 and take appropriate action against any who continue to engage in a violation. If the Union discharges its obligations, it shall not be liable for the unauthorized actions of individual bargaining unit members. If the Union fails to discharge its obligations, the dues check-off normally required under Article 2 shall be suspended for one (1) month for each day of any strike in violation of this Article. In any dispute over the suspension of check-off, it will be the burden of the Union to demonstrate a good faith effort to discharge its obligations hereunder. Nothing herein shall be construed as a limitation upon, or election of remedies by, the University.

Section 3. Any violation of Section 1 shall subject any participant to immediate discipline, up to and including discharge. The grievance procedure shall be available to any employee who claims that they did not participate in the violation. Each bargaining unit member shall sign a receipt for a copy of this Agreement after it is printed and no additional notice shall be necessary before discipline or penalties may be imposed upon an individual for violation of Section 1.

Section 4. A refusal by a member of the bargaining unit to perform an assigned task based upon a good faith, objectively-based belief that performance of the task would subject them to a clear and present danger of bodily harm shall not be deemed a strike so long as the employee immediately notifies his supervisor, remains at their work station area, and performs any other available tasks assigned by the supervisor. No other employee shall cease work or engage in any conduct that violates Section 1 in support of another employee's safety-based refusal to perform a task.

Section 5. A refusal by a member of the bargaining unit to cross a picket-line shall not be deemed a violation of Section 1 if the employee:

- A. has a good faith, objectively-based belief that they are confronted with a clear and present danger of bodily harm; and
- B. the employee promptly reports the situation and their location to their supervisor by telephone and cooperates with any measures instituted by the University to safely transport or route them to their work area.

Section 6. Nothing herein shall be construed to impair the Union's right to strike to enforce bargaining demands concerning a successor Agreement as defined in ORC Section 4117.14(D)(2).

ARTICLE 27

WORK RULES

The University has established and published work rules, policies and procedures regulating the conduct of bargaining unit employees which include the types of employee conduct which shall be deemed inappropriate. Should the University choose to modify these existing work rules, policies and procedures, the University will first give copies of the same to the Chief Steward and Local Union President and then will review the same with the Union at least ten (10) work days before they are implemented.

ARTICLE 28

PERFORMANCE EVALUATIONS

Section 1. If annual employee performance evaluations are used, they shall be reviewed with the employee.

Section 2. Following a discussion with their supervisor concerning the employee's evaluation and the execution of an acknowledgment that the evaluation has been discussed with the employee, a bargaining unit member will be granted five (5) working days in which to prepare any written statement they wish to have added to their personnel file.

Section 3. A copy of the completed employee performance evaluation form will be furnished to the bargaining unit member at the time they sign the form.

ARTICLE 29

PERSONNEL RECORDS

Section 1. The University shall permit any bargaining unit member to inspect the personnel file maintained by the Division of Talent Development and Human

Resources. With the bargaining unit member's permission, a designated Union representative may be present during such inspection. Such inspections may be made no more than twice each contract year for any employee. In addition to these two (2) inspections per year for each employee, the Union may request a total of three (3) additional inspections per contract year (for the entire bargaining unit) for the purpose of handling special circumstances. Such requests must be by prior appointment during normal hours of the Division of Human Resources.

Section 2. Copies of such inspected material will be provided to the bargaining unit member upon the payment of ten cents (\$.10) per page for any pages in excess of ten (10).

Section 3. Except for supervisory, administrative, medical or law enforcement personnel who have a need to know, an employee's personnel file shall not be displayed to third persons except pursuant to law. The University shall notify any bargaining unit member when their personnel information has been made available to others under compulsory legal process.

Section 4. If any bargaining unit member disputes the accuracy or completeness of personnel information pertaining to the employee, they shall be permitted to include in their file a statement of their position on the disputed information or that they protest the accuracy or completeness of the information.

ARTICLE 30

POSITION AUDIT

Section 1. During any consecutive period of twelve (12) months, a bargaining unit member may request a review of their job classification to determine whether the

employee is working within his/her assigned bargaining unit classification. In case of a substantial change of an employee's job content, the employee may request one (1) additional review of their job classification during the term of this Collective Bargaining Agreement. After an employee has requested this "extra" review, a twelve (12) month period must pass before requesting another review. The employee will be afforded a reasonable opportunity to submit facts relative to the classification.

Section 2. If the employee is improperly classified, the University will, at its option, remove permanent job responsibilities which are inconsistent with the employee's current classification or reclassify the bargaining unit member to the appropriate bargaining unit classification. When a bargaining unit member is reclassified, the employee shall be given notice setting forth the new classification, pay range, and wage rate.

Section 3. Position specifications and job content are the responsibility of the University; provided, however, that an employee may grieve the University's determination as to whether the employee is classified in the bargaining unit position which best corresponds to their actual duties.

Section 4. The University will make a determination within forty (40) work days after the employee submits the completed position audit form to their supervisor provided, however, that if the employee is reclassified, their new rate, if applicable, will be retroactive to the date they requested a review. The employee's supervisor will date and acknowledge the receipt of the position audit form. The Union will be made aware of the University's determination by means of either campus mail, e-mail, or a fax copy sent to the local Union President.

Section 5. An appeal of the University's determination will be initiated at Step Two of the grievance procedure.

ARTICLE 31

PARKING

Section 1. The University shall provide parking to all bargaining unit members on the same basis as provided to classified staff. The University reserves the right to change the parking location of any employee, but in so doing, will endeavor to afford parking within reasonable proximity of their work.

Section 2. The University assumes no responsibility for protection of, or damage to, a vehicle or its contents while parked or operated on University property. An employee who avails themselves of parking privileges assumes all risk of loss.

ARTICLE 32

REDUCTION OF FEES

Bargaining unit employees shall continue to be eligible for reduction of fees as afforded to other University employees.

ARTICLE 33

WAGES

Section 1.

~~Effective July 1, 2016 each bargaining unit member will receive an across the board wage increase of 3%. Effective July 1, 2017 each bargaining unit member will receive an across the board wage increase of 2%. Effective July 1, 2018 each bargaining unit member will receive an across the board wage increase of 3%. Effective July 1, 2019 each bargaining unit member will receive an across the board wage increase of 4%.~~

Section 1. Wages. Effective July 1, 2021 through December 31, 2026, each bargaining unit member will remain at the same base wage rate in place as of June 30, 2021, unless otherwise indicated.

A. 2022-23 Academic Year – Contingent Lump Sum Payment

1. Each bargaining unit member employed as of July 1, 2022, who was a member of the bargaining unit as of the beginning of fall semester 2021, and who had no discipline of a suspension or higher for the 2021 calendar year, shall receive a lump sum payment of \$1,000 if the condition in Subsection A(2) is met.

2. If the Census Headcount for Fall 2022 (defined as including all enrolled students at all University of Akron campuses except College Credit Plus students)¹ is equal to or greater than 16,100, then the lump sum specified in Subsection A(1) shall be provided. If the Fall 2022 enrollment (as defined above) is less than 16,100, there shall be no lump sum payment for FY23.

B. 2023-24 Academic Year – Contingent Lump Sum Payment

1. Each bargaining unit member employed as of July 1, 2023, who was a member of the bargaining unit as of the beginning of fall semester 2022, and who had no discipline of a suspension or higher for the 2022 calendar year, shall receive a lump sum payment of \$1,500, if the

¹ College Credit Plus students are shown in the Census Headcount as “Total CCP & ECHS.” The Census Headcount for purposes of this Article 33, Section 1 shall be determined by Institutional Research in the same manner as the “Fall 2020 Census Enrollment By Academic Career – Census” report (attached as Exhibit A) and measured on the fifteenth day of the semester. The Census Headcount number used for Article 33, Section 1 shall include all graduate students, law students, and undergraduate students and shall exclude only College Credit Plus students. For example, for Fall 2020, the Census Headcount for purposes of Article 33, Section 1 would be 15,230 (17,829 minus 2,599).

condition in Subsection B(2) is met.

2. If the Census Headcount for Fall 2023 (defined as including all enrolled students at all University of Akron campuses except College Credit Plus students) is equal to or greater than 17,400, then the lump sum specified in Subsection B(1) shall be provided. If the Fall 2023 enrollment (as defined above) is less than 17,400, there shall be no lump sum payment for FY24.

C. 2024-25 Academic Year – Contingent Lump Sum Payment

1. Each bargaining unit member employed as of July 1, 2024, who was a member of the bargaining unit as of the beginning of fall semester 2023, and who had no discipline of a suspension or higher for the 2023 calendar year, shall receive a lump sum payment of \$2,000, if the condition in Subsection C(2) is met.
2. If the Census Headcount for Fall 2024 (defined as including all enrolled students at all University of Akron campuses except College Credit Plus students) is equal to or greater than 18,700, then the lump sum specified in Subsection C(1) shall be provided. If the Fall 2024 enrollment (as defined above) is less than 18,700, there shall be no lump sum payment for FY25.

D. 2025-26 Academic Year – Salary Increase

1. Each bargaining unit member employed as of July 1, 2025, who was a member of the bargaining unit as of the beginning of fall semester 2024, and who had no discipline of a suspension or higher for the 2024 calendar year, shall receive a 2% increase to base salary.

2. If the Census Headcount for Fall 2025 (defined as including all enrolled students at all University of Akron campuses except College Credit Plus students) is equal to or greater than 20,000, then a 2% increase to base salary, in addition to the increase specified in Subsection D(1), shall be provided (resulting in a total 4% increase to base salary).

3. Any compensation increases granted under this Section D shall be retroactively applied to the bargaining unit member's base salary for the academic year for nine-month employees and to July 1, 2025, for twelve-month employees.

Section 2. Guaranteed Minimum Wage. The University is committed to establishing a new minimum hourly wage standard of fifteen dollars (\$15.00) per hour, effective July 1, 2022.

For the remaining term of this Agreement, each employee shall earn at least fifteen dollars (\$15.00) per hour. Any individual whose hourly rate is increased under this provision will be identified by the University, at which time the University will also identify other employees in that classification. Should the wage rate of other employees in that classification be higher than fifteen dollars (\$15.00) at the time another individual in the classification is moved to the minimum wage standard, the University will determine whether an adjustment should be made for the other employee(s) in order to avoid wage compression. The CWA President may request an individual in a classification be reviewed by the University under this Section after receiving notification of the individuals moved to the new minimum hourly wage standard. Any upward adjustment under this Section must be made on an individual basis after consultation with CWA leadership. This Section does not

require the base wage rate of every employee in the bargaining unit be increased and is not and should not be construed as an across-the-board wage increase.

Section 3. Market Adjustment. Compression/market adjustments for bargaining unit members will be determined by appropriate benchmarking within classifications. The process shall proceed as follows:

A. The goal is to work from data, which the University shall collect from appropriate benchmark lists.

B. A joint administration – CWA committee (comprised of two members selected by the Senior Financial Officer and two members selected by the President of CWA) will: administer the technical details of the compression/market adjustments, devise a mutually acceptable way to carry out the calculations where strict application of this section is not possible due to limitations in the available data or other technical reasons, construct and amend the benchmark lists and adjust the years of service factor parameters based on a continuing review of the available data. This committee shall complete its work by February 1, 2023 and make recommendations based on a simple majority vote and report its actions to the Senior Financial Officer and President of CWA respectively.

Section 4. Gold Standard Training Program. For fiscal years 2023 through 2025, the University agrees to make available a minimum of 12-hours of Gold Service Training on a fiscal year basis for bargaining unit members, as more fully described in Appendix A.

ARTICLE 34

INSURANCE

Section 1. ~~Through December 31, 2020, the University will provide bargaining unit employees with substantially equivalent substantive insurance benefits consisting of the group medical, pharmacy, dental, vision, life, and long and short term disability plans, premiums, contributions, co-pays and deductibles as have been provided to bargaining unit employees and faculty members.~~ **All bargaining unit members shall enjoy the same insurance programs, e.g., group medical, prescription, dental, vision, life insurance and long and short term disability plans and premium contributions, co-pays and deductibles and fee remission benefits as the University provides, from time to time, to Akron-AAUP bargaining unit members, continuing for the life of this Agreement.**

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Effective July 1, 2022, bargaining unit members' monthly premium cost-share contribution percentage rates toward the cost of each plan shall be based on the following table:

	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	Tier 6	Tier 7
Percent of Univ. Employees in Tier	7.5%	10%	20%	25%	20%	10%	7.5%
Percent of Premium	15%	17%	18%	19%	20%	21%	23%

The percentage of University employees in each tier will remain the same throughout the term of this Agreement, but the salary ranges corresponding to each tier will change each calendar year in reference to the salaries as of September 1 of the previous calendar year, e.g., the tiers for 2022 will be based on salaries in effect on September 1, 2021. The actual employee contribution amounts will change each calendar year

based on the premium equivalency rates established.

From July 1, 2021 through December 31, 2026, the employee contribution percentage for coverage under the Blue Plan (PPO 75%) will be changed so that the University's portion of the premium equivalency rate is equal for the Gold and Blue Plans.

~~Section 2. The University and the Union shall meet prior to December 31, 2020 to negotiate insurance for the period beyond December 31, 2020.~~

ARTICLE 35

DURATION

Section 1. This Agreement shall become effective ~~May 1, 2016~~ from July 1, 2021 and shall continue in full force and effect until midnight on ~~April 30, 2020~~ June 30, 2024, upon which time the second Agreement will become effective from July 1, 2024 through December 31, 2026.

Section 2. For purposes of negotiating a successor Agreement, each negotiating team shall be limited to a maximum of six (6) members, including no more than four (4) employee-members of the Union team. Meetings will be scheduled once a week, unless mutually agreed otherwise, and the employee-members of the Union team shall be permitted time off without loss of pay to participate in face-to-face negotiations. Employee-negotiators shall not be considered to be in a work status while traveling to or attending negotiation sessions. Additional release time will be granted without pay with the approval of the employee's supervisor, such approval to be based upon the operational needs of the unit and shall not be unreasonably withheld.

Section 3. The parties shall negotiate in accordance with ORC Section 4117, unless mutually agreed upon otherwise. The parties may declare an impasse and invite mediation by the Federal Mediation and Conciliation Service.

Section 4. Should any provision of this Agreement be found to be in violation of law, all other terms and provisions of this Agreement shall continue and the Union and the University shall meet and confer regarding the necessity of a substitute provision.

ARTICLE 36

NON-DISCRIMINATION

Section 1. It is recognized that the University is a public trust operated for the Education of students. To that end, both parties recognize their mutual obligation to promote efficient University operations and harmonious relations.

Section 2. The parties will abide by all laws pertaining to equal employment opportunity. There shall be no unlawful discrimination against any employee on account of race, color, religion, sex, sexual orientation, gender identity or expression, age, national or ethnic origin, disability, status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a foster parent, military status, genetic information, or status as a veteran. The University prohibits sexual harassment of any form in all aspects of employment and in its programs and activities and prohibits discrimination on the basis of sexual and racial or ethnic orientation in employment and admissions.

Section 3. The parties agree that this Agreement shall be subject to the University's Affirmative Action Plan or any such Affirmative Action Plan adopted by the University in the future or as may be required by law.

Section 4. It is understood that all gender-based references to employees and bargaining unit members in this Agreement refer to both sexes.

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Appendix A - The Gold Standard Training Program

Training Objective

The primary objective of the University of Akron's (UA) Gold Standard Training Program is to encourage its employees in the CWA bargaining units to maintain, grow, and enhance their customer service skills, software proficiencies, and work safety and performance in a manner that fosters increased student enrollment.

Training Guidance

UA encourages its employees in the CWA bargaining units to participate in UA's Gold Standard Training Program ("GST Program").

Participation:

- Beginning fiscal year 2023 through fiscal year 2025, employees may participate in the GST Program. The employee will have the fiscal year to complete 12 hours of the GST Program. No more than six (6) hours may be taken from January 1 to June 30 of each year and no more than six (6) hours may be taken from July 1 to December 31 of each year. An employee may not schedule more than four (4) hours of training during a work week.
- All training for the GST Program must be completed during the employee's work hours. Time to complete training is at management's discretion and requires pre-approval, which will not be unreasonably denied.
- Any hours completed in excess of twelve (12) in a fiscal year will not be applied to GST Program hours in the following fiscal year.
- An employee must take a pre-approved course or training in order to receive credit under the GST Program. No credit will be given for a pre-approved course or training that an employee already completed in that or a prior fiscal year.
- Limited computer availability is accessible in the Administrative Services Building and Bierce Library. A guide on how to access LinkedIn Learning courses can be obtained from LaborRelations@uakron.edu.

"Gold Status" Certification

- Within five (5) business days of completing twelve (12) hours of GST Program eligible courses in a fiscal year, the employee must contact Labor Relations at LaborRelations@uakron.edu. Labor Relations will then verify that all courses have been completed and will then issue a certificate of completion to the employee denoting the employee achieved “Gold Status” certification for that fiscal year.

Payment for Completing the GST Program

- An employee achieving Gold Status in a fiscal year (i.e. completing the GST Program that fiscal year) will be paid as follows:
 - a. One (1) time the employee’s regular hourly rate up to twelve (12) hours for completed GST Program training hours. *Note: The payment under this section will be in addition to the payment made for hours worked when the training course was taken.*
 - b. If the employee achieved Gold Status in the prior two fiscal years, the employee shall also be paid a flat amount of \$100.00 in addition to the payment in section (a).

Pre-approved GST Program Courses for Fiscal Year 2023 – *Note: the below-listed courses are currently available and may be replaced from time to time by the University. The bargaining unit will be notified of any changes to eligible GST Program Courses.*

LinkedIn Learning Courses (CWA Trades and CWA-SBU Units): *LinkedIn Learning courses eligible to be counted towards the Gold Standard Training Program are below-listed and must be verified by UA to be counted towards the 12 training hours in order to be eligible to receive payment.*

Customer Service Foundations – Jeff Toister (1.5 hours)

- Create stronger customer relationships, exceed customer expectations and defuse customer anger.
- De-Escalating Conversations for Customer Service – Myra Golden (1 hour)
 - Choose words, reframe conversations.
- Being an Effective Team Member – Daisy Lovelace (0.5 hours)
 - Prioritizing team goals, being proactive, approaching teamwork collaboratively
- Building Trust – Brenda Bailey-Hughes (1 hour)
 - Daily trust builders, managing mindsets, trust in special situations.
- Effective Listening - Effective Listening - Tatiana Kolovou and Brenda Bailey-Hughes (1 hour)
 - Assessing your listening skills, challenges to listening, effective listening behaviors.
- Communicating with Diplomacy and Tact – Tatiana Kolovou (1 hour)
 - Communicating with tact, what tact and diplomacy look like in the workplace
- Critical Thinking for Better Judgement and Decision Making – Becki Saltzman (1 hour)
 - Comparing critical and strategic thinking, minimizing bad judgements, improving decision quality
- Diversity, Inclusion and Belonging – Pat Wadors (1 hour)
 - Defining DIB, leading the DIB conversation
- Teaching Civility in the Workplace – Catherine Mattice Zundel (1 hour)
 - Creating and sustaining a civil work environment
- Communicating Through Disagreement – Michael Shermer (0.5 hours)
 - Communication skills, active listening, dealing with strong emotions
- Communication Foundations - Tatiana Kolovou and Brenda Bailey-Hughes (1 hour)

- Cyber Security at Work – Caroline Wong (1 hour)
 - Office, computer, mobile, email, wireless, account and data security
- Excel Quick Tips – Jess Stratton, Nick Brazzi, Garrick Chow (1 hour)
 - Data entry, working with data, formatting, viewing options, collaborating on spreadsheets, working with files
- Word Tips and Tricks – Nick Brazzi (1 hour)
 - Document defaults, adding and formatting text, spelling and proofing tools, useful tools
- Improving your Judgement for Better Decision Making – Becki Saltzman (0.5 hours)
 - Good judgement, judgmental versus good judgement, seeing things more clearly
- Strategic Thinking – Dorie Clark (1 hour)
 - Making time, learning from the past, measuring success
- Learning Office 365 – David Rivers (1 hour)
 - Apps, storing and syncing, adding files, chatting in Teams
- Microsoft Teams Essential Training – Nick Brazzi (2.5 hours)
 - Organizing teams, scheduling and starting video meetings, sharing files, searching, settings and customization
- Equity First: The Path to Inclusion and Belonging – Mary Frances Winters (1.5 hours)
 - Diversity and inclusion, social equity
- Confronting Bias: Thriving Across Our Differences – Verna Myers and Arianna Huffington (1 hour)
 - Distinguish between diversity and inclusion, unconscious bias, interpret the types of unconscious bias
- Customer Service: Problem Solving and Troubleshooting – Noah Fleming (0.5 hours)
 - Identifying the first step to take with an invalid complaint, recognizing the importance of listening
- Building Rapport with Customers – Myra Golden (0.5 hours)
 - Build rapport through acknowledging concern, customer service speaking, chat interactions, disarm angry customers
- Speaking Confidently and Effectively – Pete Mockaitis (0.5 hours)
 - Presentation skills
- Grammar Girls's Quick and Dirty Tips for Better Writing – Mignon Fogarty (1 hour)
 - Nouns and pronouns, prepositions, quoting correctly, fixing run-on sentences
- Grammar Foundations – Judy Steiner-Williams (2 hours)
 - Nouns, proper use of articles, restrictive and nonrestrictive clauses, pronouns, punctuation rules
- Mindfulness Practices – Henna Inam (2 hours)
 - Manage stress, expand emotional intelligence, deal with coworkers
- Managing Stress for a Positive Change – Heidi Hanna (1 hour)
 - Identify and ease stress within your team
- Balancing Work and Life – Dave Crenshaw (0.5 hours)
 - Balancing your life and work
- Building Resilience – Tatiana Kolovou (0.5 hours)
 - Bouncing back from difficult situations and building your resiliency threshold
- Enhancing Resilience – Gemma Leigh Roberts (1 hour)
 - Overcome challenges, thrive, enhance your resilience
- Developing Cross-Cultural Intelligence – Tatiana Kolovou (1 hour)
 - High and low context cultures, defining culture, direct and indirect communicators
- Communication Tips – Tatiana Kolovou and Brenda Bailey-Hughes (4 hours)
 - Introversions and extroversions, persuasion, negotiation, making small talk

- *Communicating with Emotional Intelligence – Brenda Bailey-Hughes (1 hour)*
 - Understanding emotional intelligence, communicating self-awareness, empathizing
- *Giving and Receiving Feedback – Gemma Leigh Roberts (1 hour)*
 - Learning to give effective feedback and use feedback received as a tool to improve performance
- *Outlook Quick Tips – Jess Stratton, Nick Brazzi, Garrick Chow (0.5 hours)*
 - Forwarding and redirecting, adding folders, sorting messages, sharing calendars, customizing
- *Outlook: Efficient Email Management – Gini von Courter (2 hours)*
 - Email management, sorting and filtering, conditional formatting, customizing
- *Word 2021 Essential Training – Nick Brazzi (2.5 hours)*
 - Learn how to create, edit, format and share documents
- *Microsoft Teams: Working with Files – Nick Brazzi (1 hour)*
 - File sharing, document management
- *Leadership Tips, Tactics and Advice – Elizabeth Lotardo and Lisa Earle McLeod (1 hour)*
 - Aligning your team and setting goals, delivering feedback, navigating team conflict
- *Decision Making Strategies – Mike Figliuolo (1 hour)*
 - Decision making styles, participatory decision making, consensus-based decision making
- *Time Management Fundamentals – Dave Crenshaw (2 hours)*
 - Principles of time management, creating a focused schedule and workspace
- *Improving Your Focus – Dave Crenshaw (1 hour)*
 - Using technology, processing new tasks, avoiding distractions
- *Developing a Critical Thinking Mindset – Becki Saltzman (1 hour)*
 - Creating a mindset that enables examination of information, assessing information you can trust
- *How to Beat Burnout, Exhaustion and Stress – Pete Mockaitis (0.5 hours)*
 - Building resilience, work life balance
- *Preventing Harassment in the Workplace – Catherine Mattice (1 hour)*
 - The reality of harassment, preventing harassment through organizational culture and interpersonal skills

Human Resource Courses (CWA Trades and CWA-SBU Units):

- *Understanding Your Benefits – University Benefits Department (0.5 hours)*
 - EAP, tuition remission, time for questions
- *Fortifying Your Resilience – IMPACT EAP Webinar (1 hour)*
- *Implicit Bias Training – University EEO Department (1 hour)*

CWA Trades Only:

LinkedIn Learning Courses

- *Occupational Safety and Health: Slips, Trips and Falls – Jim Rogers (1 hour)*
 - Slip, trip and fall incidents, preventing injuries
- *Occupational Safety and Health: Hazard Communication – Jim Rogers (1 hour)*
 - Categorizing hazards, understanding GHS labels, safety data sheets
- *Understanding Personal Protective Equipment – Jim Rogers (1 hour)*
 - Role of PPE, types of PPE, PPE best practices
- *Learning Everyday Math – Vince Kotchian (2 hours)*

- Understanding decimals and fractions, working with percentages and ratios, solving equations, calculating area and volume, calculating area for home-improvement, working with probability

CWA-SBU Only

LinkedIn Learning Courses:

- Excel Tips and Tricks – Dennis Taylor (4.5 hours)
 - Creating charts, display shortcuts, navigating, data entry, formulas, data management
- Word Essential Training – David Rivers (2 hours)
 - Working with text, formatting, lists, illustrating, proofing, collaborating
- Administrative Professional Tips – April Stallworth (3 hours)
 - Goal setting, resources, presentation skills, decision-making, project management, managing morale, setting expectations, organizational skills
- Advanced Grammar – Judy Steiner-Williams (2 hours)
 - Irregular verbs and tenses, coordinating conjunctions, comma placement, sentence structures
- Business Writing Fundamentals – Judy Steiner-Williams (1.5 hours)
 - Concise and complete writing, elements of a clear message, avoiding common errors

SIGNATURES ON NEXT PAGE.