

Presiding:
Chair
Joseph M. Gingo
February 10, 2021

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: April 21, 2021 Student Union, Room 339
11	Adjournment

Board of Trustees

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES

Meeting Minutes

Wednesday, December 9, 2020

Student Union, Room 339

Board Members Present:

Joseph M. Gingo, Chair

Olivia P. Demas, Vice Chair*

Alfred V. Ciraldo, M.D., Vice Chair

*Via teleconference

Lewis W. Adkins, Jr.

Cindy P. Crotty*

Michael J. Dowling*

Thomas F. Needles*

William A. Scala*

Student Trustee Present:

Taylor A. Bennington*

*Via teleconference

Advisory Trustees Present:

Anthony J. Alexander*

*Via teleconference

Dr. David W. James*

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*

*Via teleconference

Administrative Officers Present:

Dr. Gary L. Miller, President

Dr. John M. Wiencek, Executive Vice President and Provost**

Kimberly M. Cole, Vice President, Advancement*

Tammy Ewin, Vice President/Chief Communication and Marketing Officer*

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

Wayne R. Hill, Vice President and Chief of Staff*

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

Nathan J. Mortimer, Vice President, Operations*

Dr. Stephen R. Storck, Interim Chief Financial Officer*

Dr. Joseph R. Urgo, Interim Senior Vice Provost, Acting Dean, Buchtel College of Arts and Sciences*

Dr. Sheldon B. Wrice, Interim Chief Diversity Officer*

*Via teleconference

**Adjacent support

Others Present: (See Appendix A.)

REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Gingo called the meeting to order at 8:01 a.m. He thanked all attendees who were present in person, electronically, or via live stream. He indicated that those provisions for attendance were in

accordance with Ohio government's continued pandemic orders and legislation¹ that temporarily allows public meetings to be conducted via electronic communication and be in compliance with Ohio's Open Meetings Act. The Board adjourned into executive session on an 8-0 vote for the stated purposes of—considering employment and compensation of public employees pursuant to O.R.C. 121.22(G)(1); meeting with legal counsel concerning litigation involving the University pursuant to O.R.C. 121.22(G)(3); and reviewing for collective bargaining sessions pursuant to O.R.C. 121.22(G)(4). The meeting returned to public session at 10:06 a.m. on an 8-0 vote.

REPORT OF THE CHAIR

2020 Commencement

Mr. Gingo reminded everyone that this would be the last regularly scheduled Board meeting for the year 2020 and the fall academic semester. He congratulated all of the University's 2020 graduates, "who have overcome so many challenges to earn their degrees, and for many of them, complete their academic careers at The University of Akron." Mr. Gingo acknowledged that the current conditions related to the pandemic, unfortunately, would again prevent an in-person celebration of these accomplishments. However, he reported that he had been honored earlier that week to record comments for the graduates that would be included in the virtual commencement ceremonies for all 2020 graduates. Graduates from the spring 2020 and the summer and fall 2020 classes would be recognized individually by college. "Again, congratulations to all of our graduates," he said.

In Memoriam

On behalf of the University, Mr. Gingo extended sympathy to the family and friends of The Honorable Retired Judge James R. Williams, who had passed away on November 6 at the age of 88. Mr. Gingo said that Judge Williams was a two-time alumnus of the University and was among the first African Americans to graduate from the University's School of Law in 1965. He served as a member of The University of Akron Foundation Board from 1998 to 2007 and was the recipient of several alumni recognition awards, including the School of Law Outstanding Alumnus Award in 2001. The degree of Doctor of Humane Letters was conferred on Judge Williams in 2006. Judge Williams was the first African American to serve as a Summit County Common Pleas judge and was a highly respected and effective jurist. Judge Williams also was a strong civil rights advocate and the leader of many civic organizations.

Mr. Gingo added that Judge Williams was a long-time friend and mentor to Trustee Adkins, and he asked Mr. Adkins if he would like to say a few words.

Trustee Adkins made the following comments:

"Thank you, Chairman Gingo; I would. It is going to be hard to summarize the life of accomplishments of a person of James Williams' stature. I know that this University has produced hundreds and thousands of unbelievably talented people, many of whom sit

¹ [133rd General Assembly, Substitute House Bill Number 404](#)

here, but I do want to report a real story. I will try to be brief about the Judge so we can understand his character, and I think that it can also be a testament to what we aspire for this University to be, a university of opportunity.

When I came to Akron some 30 years ago now, I had never been west of New Jersey. I was born in the projects of New York to a very difficult family situation. I am first in my family to graduate, well actually to think about going to college. I had graduated from City College, was going to night school, working odd jobs, and had really some supporters at the university there to suggest that I was law school material. I had been accepted to a number of different law schools, but because of the dean at the time and because of the package that was offered to me to come to law school here at Akron, I chose to come here.

I didn't have any money, really, so I worked at a number of odd jobs. I found out that there was this judge at the Court of Common Pleas who was looking for a law clerk. I think I was four weeks into law school at that time, and I have to say I presumed that this judge was white. It never crossed my mind otherwise. I remember walking up in my only suit to interview for this job, for which I was clearly not qualified, and was surprised when they had two black guys working there. One was the bailiff, and the other was someone who was working there temporarily. I leaned back waiting for this judge to come out, and I just thought, "oh this is a real liberal judge who was obviously open to inclusion and all that stuff." And out walked maybe the most regal person I had ever met in my entire life, Judge Williams. Instantly, I knew that I belonged in this community.

The judge matter-of-factly told me that the job was already taken, that he had actually hired a lawyer for the job, and that in the confusion of the day (pre-cell phones) forgot to call me to tell me that my presence was no longer required. I then told him that he was making an unbelievable mistake by not hiring me because even though I had really no experience and very little legal training except for the three or four weeks I had been in law school, I would be as loyal to him as anybody, and I would work day and night to accomplish everything that I could in his role and in my role as a student. Basically, he said, 'well, I'll think about it, and I'll call you Monday.' He called me Sunday, and he said, 'can you start on Monday?' And I did. What he told me was, 'I'm going to give you this opportunity, but I expect excellence from you, and I expect you to live up to your commitment.'

I worked for him all through law school and learned far more from that experience as his law clerk (with all due respect to my law school professors) than anything else. We maintained a tremendous relationship through his life, and I am now general counsel to Alpha Phi Alpha homes, which is an entity that he helped create sometime ago that has created over 4,000 units of housing. In fact, we are in the process of building a pretty substantial development here in west Akron.

And so, with all the attention today—welcome attention—to diversity and inclusion, I hope that our community understands that we had our own legend right here who is nationally recognized as the guy who elevated, not only himself, but what we as black people should think of ourselves and how we should hold ourselves out, and that the level of engagement with others is important because what we are doing is important.

Judge Williams was the original 'woke guy'—in young people's terms, and I appreciate their energy! Accomplishment, professionalism, and integrity were the things that he lived by. Those are the things that I live by, those are what I think I try to convey in my current capacity as a member of the Board of Trustees, and I think that those are part of what our University tries to give to the students of this generation—opportunity with the expectation of excellence.

I appreciate having this opportunity to provide some background about a person who was a proud alumnus, and I hope we go forward in that spirit. Thank you so much."

Mr. Gingo thanked Trustee Adkins "for a very inspiring story" and stated that, "I hope that Judge Williams' memory serves as an inspiration and model for generations of Zips of all races, genders, creeds, and nationalities."

Hete Gift

Mr. Gingo then called the Board's attention to recent support received by the University, through the generosity of Joseph C. ('76) and Carrie J. Hete. Mr. and Mrs. Hete's support will enable the University to provide additional scholarships to both graduate and undergraduate students in the College of Business Administration and through the "Zips on the Rise" scholarship programs. The Hetes' gift also will help to establish the Certified Insurance Counselor certificate program for students seeking to enhance their degree with an additional certification. "On behalf of the Board, thank you, Joe and Carrie, for your generosity to the University," Mr. Gingo said.

Ohio Department of Higher Education Update

Mr. Gingo then reminded Trustees that the Ohio Department of Higher Education will hold a 90-minute virtual year-end update for trustees and presidents of Ohio colleges and universities on December 15, from 11:00 a.m. to 12:30 p.m. This event will feature an address by Governor Mike DeWine. Details for attending have been sent to Trustees by the Ohio Department of Higher Education, and the Board office would be able to assist Trustees who have questions about this event.

Conclusion

Mr. Gingo made the following statement:

"Finally, for myself, and on behalf of the entire Board, I want to wish everyone healthy and happy holidays."

REPORT OF THE PRESIDENT (See Appendix E.)

REPORT OF THE STUDENT TRUSTEES

On behalf of Ms. Gerzanics and himself, Mr. Bennington reflected on what the year of 2020 had brought to The University of Akron and the high cost of the pandemic in terms of lives, careers and campus life. He identified reasons to be thankful even with all the loss:

The greater sense of humanity and community in the wake of the crisis had led students from UA to become actively involved in helping their neighbors. Nursing students had volunteered to go to New York City in April to help with the shortfall in staffing during the surge in that city. During the lockdown here at home, an Akron Law student had established a website to connect volunteers with residents unable to leave their homes for groceries or errands. As students returned to campus in the fall, nursing students had aided health services by volunteering to help run COVID-19 testing operations on campus.

Mr. Bennington took the opportunity to thank every nursing student, resident assistant, student employee and any other student on campus who went above and beyond to control the spread of COVID-19 and help those most in need. "I have never been prouder to be an Akron Zip than I am today. Our students have seen the need, and they have been ready to meet the challenges associated with the coronavirus at every turn. When we say Zips Rise Together, we mean it, and we leave nobody behind," he said. Mr. Bennington recognized the campus community for being flexible, innovative and creative in finding new ways to engage, collaborate and push the status quo in order to safely deliver courses and equip students with needed services. Mr. Bennington said that, although we are apart, we have found new ways to be more connected than ever, and he expressed hope for that to continue beyond the end of the present global health crisis.

Mr. Bennington then introduced as the featured speaker, junior Marketing student Joni Allen, who presented on her Akron Experience (see Appendix F). Following Ms. Allen's presentation, Taylor wished everyone a happy holiday season and blessings in the new year on behalf of both Ms. Gerzanic and himself.

ACTION ITEMS

Mr. Gingo said that, because the Board uses a consent agenda, 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 on Friday, December 4.

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

By consensus, the proposed action to approve the minutes of the Board of Trustees meeting of October 14, 2020 was placed on the consent agenda.

RESOLUTION 12-1-20 (See Appendix B.)

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

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

RESOLUTION 12-2-20 (See Appendix B.)

ACTION: Scala motion on behalf of Committee, passed 8-0

- Financial Report for the Three Months Ended September 30, 2020 (Tab 2)

This budget-to-actual report focused on revenue and expenditures for Fiscal Year 2021 during the three months ended September 30, 2020 for the University's General Fund, Auxiliary Enterprises, and Departmental Sales and Services, and provided year-to-date comparisons to Fiscal Year 2020.

General Fund - Akron and Wayne	FY20		FY21			
	YTD June 30	YTD Sept. 30	Approved Budget	YTD Sept. 30	Actual to Budget	
					\$	%
Tuition & General Service Fees	\$175,612,417	\$92,214,414	\$149,694,000	\$83,997,246	(\$65,696,754)	
Other Fees	20,352,098	10,876,024	16,717,000	9,610,914	(7,106,086)	
Scholarships	(52,693,281)	(24,907,325)	(48,259,000)	(23,680,483)	24,578,517	
Net Tuition and Fees	143,271,234	78,183,113	118,152,000	69,927,677	(48,224,323)	59%
State Share of Instruction	95,193,364	25,035,868	90,445,000	22,611,133	(67,833,867)	25%
Indirect Cost Recovery	4,702,402	1,346,520	4,000,000	1,102,096	(2,897,904)	
Investment Income	735,189	247,445	500,000	9,364	(490,636)	
Miscellaneous Revenue	2,610,741	1,140,205	4,121,000	377,599	(3,743,401)	
Total Revenue	246,512,930	105,953,151	217,218,000	94,027,869	(123,190,131)	43%
Compensation (Payroll & Fringe Benefits)	179,032,244	35,718,341	148,551,000	33,475,933	115,075,067	23%
Non-Personnel (Utilities & Operating)	37,099,259	14,678,025	37,622,000	11,619,984	26,002,016	31%
Total Expenditures	216,131,502	50,396,367	186,173,000	45,095,917	141,077,083	24%
Net Before Transfers	30,381,428	55,556,784	31,045,000	48,931,952	17,886,952	
Transfers-In (Draw on Operating Reserves)	1,366,567	0	7,833,000	0	(7,833,000)	
Transfers-In Plant Fund and Other	1,131,571	112,481	0	0	0	
Advance-In	143,028	93,028	0	0	0	
Transfers-In Encumbrance	3,234,688	3,234,688	3,030,000	2,418,485	(611,515)	
Transfers-Out Plant Fund	(1,405,252)	64,804	(1,000,000)	(200,000)	800,000	
Transfers-Out Facilities Fee	(5,688,464)	(1,546,873)	(4,856,000)	(1,214,000)	3,642,000	
Transfers-Out General Service Fee	(11,631,000)	(2,964,500)	(9,328,000)	(2,332,000)	6,996,000	
Transfers-Out Other-Debt Service	(1,939,795)	(340,199)	(4,681,000)	(1,170,250)	3,510,750	
Transfers-Out Other	(13,054,286)	(2,853,253)	(22,043,000)	(5,510,750)	16,532,250	

General Fund - Akron and Wayne	FY20		FY21			
	YTD June 30	YTD Sept. 30	Approved Budget	YTD Sept. 30	Actual to Budget	
					\$	%
Advance-Out	(120,000)	(170,000)	0	0	0	
Transfers-Out Encumbrance	(2,418,485)	0	0	0	0	
Net Transfers	(30,381,428)	(4,369,824)	(31,045,000)	(8,008,515)	23,036,485	
Difference	\$0	\$51,186,960	\$0	\$40,923,437	\$40,923,437	

The University's two primary revenue sources continue to be tuition and fees and State Share of Instruction. For tuition and fees, the FY21 budget was developed assuming a 15 percent enrollment decline from FY20; whereas, as of September 30, 2020, a 7.5 percent enrollment decline was expected for the fiscal year ended June 30, 2021. The smaller enrollment decline equates to a net revenue loss as compared to FY20 but is, nonetheless, \$10.3 million more favorable than the FY21 budget. However, the tuition and fees will be offset by scholarship awards, which increased proportionately with the higher enrollment, equating to \$1.8 million of additional scholarship spending. Thus, the net tuition revenue increase will be estimated at \$8.5 million, but year-end results will be affected by spring 2021 enrollment. State Share of Instruction is currently expected to remain at the previously announced \$90.4 million allocation. This funding level is subject to change later in the fiscal year depending upon State of Ohio tax revenue collections and other financial indicators.

Auxiliaries Combined Akron and Wayne	FY20		FY21			
	YTD June 30	YTD Sept. 30	Approved Budget	YTD Sept. 30	Actual to Budget	
					\$	%
Revenue	\$36,627,478	\$14,221,054	\$19,166,000	\$9,316,974	(\$9,849,026)	49%
Compensation (Payroll & Fringe Benefits)	14,633,978	3,515,373	12,071,000	2,876,001	9,194,999	24%
Non-Personnel (Operating, Scholarships)	30,493,586	12,404,939	26,700,000	7,471,940	19,228,060	28%
Total Expenditures	45,127,564	15,920,312	38,771,000	10,347,941	28,423,059	27%
Net Before Transfers	(8,500,086)	(1,699,258)	(19,605,000)	(1,030,967)	18,574,033	
Transfers-In Facilities Fee	7,600,464	2,044,866	4,856,000	1,214,000	(3,642,000)	
Transfers-In General Service Fee	11,631,000	2,964,500	9,328,000	2,332,000	(6,996,000)	
Transfers-In Other- Debt Service	1,939,795	340,199	4,681,000	1,170,250	(3,510,750)	
Transfers-In Other	13,098,257	2,853,253	22,043,000	5,510,750	(16,532,250)	
Transfers-In Fund Balance	1,403,284	0	4,528,000	1,132,000	(3,396,000)	
Transfers-In Plant Fund	0	0	0	0	0	
Transfers-In Encumbrances	137,044	137,044	0	88,353	88,353	

Auxiliaries Combined Akron and Wayne	FY20		FY21			
	YTD June 30	YTD Sept. 30	Approved Budget	YTD Sept. 30	Actual to Budget	
					\$	%
Transfers-Out Plant Fund	(143,559)	(175,000)	0	18,819	18,819	
Transfers-Out Encumbrances	(88,353)	0	0	0	0	
Transfers-Out Other	(119,331)	(119,331)	0	0	0	
Transfers-Out Debt Service	(25,780,171)	(6,445,044)	(25,780,000)	(6,444,933)	19,335,067	
Net Transfers	9,678,431	1,600,487	19,656,000	5,021,239	(14,634,761)	
Difference	\$1,178,345	(\$98,771)	\$51,000	\$3,990,272	\$3,939,272	

The Auxiliary Enterprises Funds budgets had assumed a 15 percent enrollment decline, occupancy of the residence halls at 1,822 students (versus the current capacity of 2,550) and that the residence halls would remain occupied for 50 percent of each semester. On the first day of class, residence halls' occupancy was 1,781, which declined to 1,719 by the week's end. As of November 16, the number of residence hall students had dropped to 1,655 (versus 2,271 at the same time last year). The decline in the number of students living in the residence halls also had impacted dining services as those revenues would be diminished and fall below the minimum contract requirements. The other auxiliary enterprise entities are adversely impacted by the decline in student fee revenues. Shortfalls in those accounts would result in the General Fund providing the necessary funding.

Departmental Sales and Services Combined Akron and Wayne	FY20		FY21			
	YTD June 30	YTD Sept. 30	Approved Budget	YTD Sept. 30	Actual to Budget	
					\$	%
Revenue	\$27,372,310	\$5,915,834	\$25,773,000	\$5,048,638	(\$20,724,362)	20%
Compensation (Payroll & Fringe Benefits)	3,611,287	860,462	3,354,000	777,898	2,576,102	23%
Non-Personnel (Operating, Premiums & Claims, Capital)	28,164,243	7,514,594	27,931,000	6,004,993	21,926,007	21%
Total Expenditures	31,775,530	8,375,056	31,285,000	6,782,891	24,502,109	22%
Net Before Transfers	(4,403,220)	(2,459,222)	(5,512,000)	(1,734,253)	3,777,747	
Transfers-In Other	0	0	0	0	0	
Transfers-In Encumbrances	293,453	293,453	0	176,323	176,323	
Transfers-In Fund Balance	4,324,381	0	5,528,000	0	(5,528,000)	
Transfers-Out Other	0	0	0	0	0	
Transfers-Out Encumbrances	(176,323)	0	0	0	0	

Departmental Sales and Services Combined Akron and Wayne	FY20		FY21			
	YTD June 30	YTD Sept. 30	Approved Budget	YTD Sept. 30	Actual to Budget	
					\$	%
Net Transfers	4,441,511	293,453	5,528,000	176,323	(5,351,677)	
Difference	\$38,291	(\$2,165,769)	\$16,000	(\$1,557,930)	(\$1,573,930)	

Favorable impact on FY21 budget performance resulting from the various federal CARES Act grants received by the University would be incorporated into the budget projections for the General Fund, Auxiliary Funds, and Sales and Services Funds.

RESOLUTION 12-3-20 (See Appendix B.)

- Procurement for More Than \$500,000 (Tab 3)

1. Stop Loss Contract (Self-Insurance Health Care Fund)

An award was proposed to Anthem Blue Cross & Blue Shield (Anthem) in the rate amount of \$66.34 per employee per month with an estimated expenditure of \$1,194,000 for Calendar Year 2021 stop loss insurance. The proposal had been evaluated and recommended by the Department of Human Resources in consultation with Willis Towers Watson, the University's benefits consultant, and deemed legally acceptable by the Office of General Counsel.

RESOLUTION 12-4-20 (See Appendix B.)

- Workshop Tuition Rates Effective Spring 2021 (Tab 4)

The proposed resolution would approve discounted rates for workshops/graduate credit in the LeBron James Family Foundation School of Education, effective spring 2021. The Ohio Department of Higher Education had confirmed that this action would ensure that the University remains competitive with surrounding colleges and universities.

RESOLUTION 12-5-20 (See Appendix B.)

- Mobile Field Force Multi-Jurisdiction Operational Assistance and Mutual Aid Agreement (Tab 5)

The proposed resolution would authorize The University of Akron Police Department (UAPD) to enter into a mutual aid agreement (MAA) with multiple law enforcement jurisdictions within the County of Summit. The MAA participants will collectively form a Mobile Field Force (MFF) to provide training specific to crowd management and to act as members of an MFF team to assist other agencies during events presenting or with potential to experience civil unrest.

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

- Authorization to Sell Unneeded Internet Protocol Addresses (Tab 6)

The proposed resolution would authorize the University administration to sell its unneeded inventory of Internet Protocol version 4 (IPv4) addresses, consistent with recommendations and

guidance from the Chief Information Officer, subject to approval by the President and the Senior Vice President/Chief Financial Officer and subject to review by the Office of General Counsel for legal form and sufficiency.

RESOLUTION 12-7-20 (See Appendix B.)

- Termination of The University of Akron Chief Executive Retirement Plan (Tab 7)

The proposed resolution would authorize the University to terminate The University of Akron Chief Executive Retirement Plan, which had been adopted for the benefit of Luis M. Proenza. The proposed action had been approved by the Plan custodian, Huntington National Bank.

RESOLUTION 12-8-20 (See Appendix B.)

- Approval to Eliminate Retiree Life Insurance Benefits (Tab 8a)

Under the terms of the proposed resolution, the University has determined that it is not financially practical to maintain the Retiree Life Insurance Program for former employees. The Retiree Life Insurance Program for eligible former non-bargaining unit employees would be terminated effective December 31, 2020. The Retiree Life Insurance Program for eligible former bargaining unit employees would expire, consistent with the terms of the Akron Association of University Professors (AAUP) Collective Bargaining Agreement and the relevant "me too" clauses in the collective bargaining agreements for the other University bargaining units, effective December 31, 2020. University administration would be authorized to take all actions necessary to terminate the Retiree Life Insurance Program, including modifying University Rule 3359-20-04.3 to remove all language related to this benefit as shown in Exhibit A of this resolution.

RESOLUTION 12-9-20 (See Appendix B.)

- Approval to Eliminate Retiree Dependent Health Insurance Benefits for Bargaining Unit Employees (Tab 8b)

Under the terms of the proposed resolution, the University has determined that it is not financially practical to maintain Retiree Dependent Health Insurance (RDHC) for eligible dependents of AAUP bargaining unit former employees. That benefit would expire, consistent with the terms of the AAUP Collective Bargaining Agreement, effective December 31, 2020. Current coverage to eligible dependents will continue through January 31, 2021 to assist with their transition to new health care coverage.

RESOLUTION 12-10-20 (See Appendix B.)

- Additional Paid Leave (Tab 9)

The proposed resolution would authorize four days of paid leave to staff, contract professionals and administrative faculty for the period December 28-31, 2020, during which the University will be closed in addition to scheduled holidays of December 24-25, 2020 and January 1, 2021.

RESOLUTION 12-11-20 (See Appendix B.)

- Cumulative Gift and Grant Income Report for July 1 through October 31, 2020 (Tab 10)

From July 1 through October 31, 2020, The University of Akron recorded gifts of cash, bequests, gifts-in-kind and pledges totaling \$4,526,378.

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

- Purchases \$25,000 to \$500,000 Report (Tab 11a) INFORMATION ONLY
- Purchases Over \$500,000 Report (Tab 11b) INFORMATION ONLY
- Capital Projects Report (Tab 12) INFORMATION ONLY
- Information Technology Report (Tab 13) INFORMATION ONLY
- Advancement Report (Tab 14) INFORMATION ONLY
- University Communications and Marketing Report (Tab 15) INFORMATION ONLY
- Public Liaison and Government Relations Report (TAB 16) INFORMATION ONLY

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Chair Demas

- Tentative Graduation List and Statistics for Fall 2020 (Tab 1)

The proposed tentative list of 986 total degrees to be conferred for fall 2020 consisted of 52 doctoral, 36 law, 164 master's, 674 baccalaureate and 60 associate, contingent upon candidates' fulfillment of requirements.

RESOLUTION 12-13-20 (See Appendix B.)

- Proposed Curricular Change (Tab 2)

Reactivate Program:

Reactivate the Master of Arts/Doctorate, Adult Development and Aging, in the Buchtel College of Arts and Sciences, Department of Psychology, Joint Program with Cleveland State University, new program proposal

The Master of Arts/Doctorate, Adult Development and Aging program in the Buchtel College of Arts and Sciences, Department of Psychology, was proposed for reactivation as a joint program with Cleveland State University as it had been previously. The reactivated joint program would meet the increasing societal need for research and experts in aging and would be the sole such program in Ohio.

RESOLUTION 12-14-20 (See Appendix B.)

- Proposed Update of Strategic Completion Plan per O.R.C. 3345.81 (Tab 3)

An updated University Retention and Completion Plan, as required by Ohio Revised Code 3345.81, was proposed.

RESOLUTION 12-15-20 (See Appendix B.)

- Proposed Adjustments to the General Education Program (Tab 4)

General Education Program adjustments were proposed for implementation in fall 2021, as approved by the Faculty Senate, to achieve the following:

- More options for students, stronger connections to the major, and a streamlined pathway to completion
- A revised structure that replaces "tiers" and "tags" with a straightforward set of categories
- Clarified learning outcomes that help faculty deliver a consistent and challenging curriculum

RESOLUTION 12-16-20 (See Appendix B.)

- Proposed Structure for Overseeing Government Classified Information (Tab 5)

The proposed resolution would provide a documented management structure that will oversee the safe handling of government classified information. The resolution names individuals that will and will not be cleared to view classified information. The resolution is a required first step to obtaining Secret-level clearance for researchers in the College of Engineering and Polymer Science. When the University obtains security clearance, potential research and funding opportunities will become available for faculty in engineering, health, and information technologies.

RESOLUTION 12-17-20 (See Appendix B.)

- Acceptance of COVID-19 Local Government Payroll Support Grant from Summit County (Tab 6)

Under the terms of the proposed resolution, the University would accept CARES Act funding (Program Funds) to be passed through to the University by the County of Summit administration. Use of the Program Funds would be subject to the terms of the Payroll Support Program Agreement and the rules, guidelines, limitations, and protocols established under the CARES Act.

RESOLUTION 12-18-20 (See Appendix B.)

- Revisions to the Spring 2020 Academic Calendar (Tab 7) INFORMATION ONLY
- Report to the Chancellor on Remediation of Students per O.R.C. 3345.062 (Tab 8) INFORMATION ONLY
- Research Report (Tab 9) INFORMATION ONLY

- Student Success Report (Tab 10) INFORMATION ONLY

REPORT OF THE AUDIT & COMPLIANCE COMMITTEE

presented by Committee Chair Crotty

- Acceptance of the June 30, 2020 Financial Statement Audits (Tab 1)

The proposed resolution would accept the June 30, 2020 annual financial statements and footnotes of the University, University of Akron Foundation and University of Akron Research Foundation including audit opinions and reports from external auditors, Crowe LLP (Crowe), except for the University's Single Audit.

Authoritative guidance to complete the Single Audit had not been available in time for completion prior to the Audit & Compliance Committee meeting on December 4, 2020. Under the terms of the resolution, if completion of the University's Single Audit procedures by Crowe would result in no material findings, University administration may submit the University's June 30, 2020 external audit to the Ohio Auditor of State without returning to the Audit & Compliance Committee or Board of Trustees. Should the Single Audit work result in a material finding(s), those audit results would be reviewed with the Audit & Compliance Committee before submission of the University's June 30, 2020 external audit to the Ohio Auditor of State.

RESOLUTION 12-19-20 (See Appendix B.)

CONSENT AGENDA VOTE

Mr. Gingo said that each of the items on the consent agenda had been thoroughly discussed at committee meetings held on Friday, December 4 and had been recommended for approval by the appropriate committee, which also had approved the addition of the items to the consent agenda.

ACTION: Ciraldo motion, Crotty second for approval of Consent Agenda Resolutions 12-1-20, 12-3-20 through 12-6-20, and 12-8-20 through 12-19-20 passed 8-0; Resolution 12-7-20 passed 7-0-1 with Mr. Gingo abstaining.

Mr. Gingo then announced that the next regular meeting of the Board of Trustees would take place on Wednesday, February 10, 2021. Committee meetings of the Board would take place on the same date, beginning at 7:30 or 8:00 a.m.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 10:51 a.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

February 10, 2021

APPENDIX A: OTHERS PRESENT OR REMOTELY PARTICIPATING

Joni Allen, Featured Student*

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

Kathryn R. Evans, Staff Employee Advisory Committee***

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

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

Tonia Ferrell, Chair, University Council***

Alan D. Parker, Contract Professional Advisory Committee***

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

Mark G. Stasitis, Assistant General Counsel*

*Via teleconference

**Adjacent support

***Via live stream as a campus representative

APPENDIX B: RESOLUTIONS

RESOLUTION 12-1-20: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of October 14, 2020 be approved.

RESOLUTION 12-2-20: Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by President Gary L. Miller, dated December 9, 2020, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

RESOLUTION 12-3-20: Acceptance of the Financial Report for the Three Months Ended September 30, 2020

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on December 9, 2020 accepting the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds Financial Report for the Three Months Ended September 30, 2020 be approved.

RESOLUTION 12-4-20: Acceptance of Procurement for More Than \$500,000

BE IT RESOLVED, That the following recommendation presented by the Finance & Administration Committee on December 9, 2020 be approved:

Award to Anthem Blue Cross and Blue Shield a contract for stop loss insurance regarding the University's self-insurance medical and prescription drug plans for Calendar Year 2021 in the rate amount of \$66.34 with an estimated expenditure of \$1,194,000.

RESOLUTION 12-5-20: Pertaining to Workshop Rates Effective Spring 2021

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on December 9, 2020 to effectuate the following discounted rates associated with workshop/graduate credit in the LeBron James Family Foundation School of Education, beginning with spring 2021, be approved.

LeBron James Family Foundation School of Education:

- **5500:590 Workshop: Curriculum & Instruction (1 Credit)**
 - \$180 per credit hour
- **5500:591 Workshop: Curriculum & Instruction (2 Credits)**
 - \$180 per credit hour
- **5500:592 Workshop: Curriculum & Instruction (3 Credits)**
 - \$180 per credit hour

APPENDIX B: RESOLUTIONS, Page 2

RESOLUTION 12-6-20: Pertaining to the Approval of the Mobile Field Force Multi-Jurisdiction Operational Assistance and Mutual Aid Agreement

WHEREAS, The University of Akron Police Department (“UAPD”) has been invited to enter into a Multi-Jurisdiction Operational Assistance and Mutual Aid Agreement (the “Mutual Aid Agreement”), which will enable operational assistance across jurisdictional lines in Summit County among multiple law enforcement mobile field forces; and

WHEREAS, The Mutual Aid Agreement will enhance UAPD’s ability to make more efficient use of its own resources and to provide high quality law enforcement services to the campus community and other law enforcement jurisdictions, through an increased capability to respond to major spontaneous incidents, special events, or other law enforcement emergency situations, either on the University’s campus or in another law enforcement jurisdiction, which necessitate assistance from other law enforcement jurisdictions; and

WHEREAS, Ohio Revised Code 3345.041 authorizes The University of Akron to enter into law enforcement mutual aid agreements; and

WHEREAS, The Vice President of Operations and the UAPD Chief of Police recommend that The University of Akron enter into this Mutual Aid Agreement; Now, Therefore,

BE IT RESOLVED, That UAPD is authorized to enter into the Mutual Aid Agreement, subject to approval by the Senior Vice President and Chief Financial Officer and legal review and approval by the Office of General Counsel.

RESOLUTION 12-7-20: Pertaining to the Sale of Unneeded Internet Protocol Addresses

WHEREAS, In 1988, The University of Akron (the “University”) purchased more than 65,000 Internet Protocol version 4 (“IPv4”) addresses to assist with the routing of traffic through the Internet; and

WHEREAS, The University currently uses only a small number of the IPv4 addresses and, with the replacement of the University’s border hardware as part of the recently completed comprehensive network upgrade, the University has the ability to transition to Internet Protocol version 6 (“IPv6”) to route Internet traffic at no additional cost to the University; and

WHEREAS, The transition to IPv6 addresses makes it unnecessary for the University to retain its full inventory of IPv4 addresses; and

WHEREAS, There is a growing demand for IPv4 addresses from cloud service providers, thereby creating a market for the IPv4 addresses; Now, Therefore,

BE IT RESOLVED, That the University administration is authorized to sell its inventory of IPv4 addresses, consistent with recommendations and guidance from the Chief Information Officer; and

BE IT FURTHER RESOLVED, That any agreement to sell IPv4 addresses shall be approved by the President and the Senior Vice President and Chief Financial Officer, subject to review by the Office of General Counsel as to legal form and sufficiency.

APPENDIX B: RESOLUTIONS, Page 3

RESOLUTION 12-8-20: Pertaining to the Termination of The University of Akron Chief Executive Retirement Plan Qualified Governmental Excess Benefit Management Trust

WHEREAS, The University of Akron (the “Employer”) previously adopted The University of Akron Chief Executive Retirement Plan Qualified Governmental Excess Benefit Management Trust (the “Plan”) for the benefit of Luis M. Proenza; and

WHEREAS, The Employer reserves the right to amend said Plan from time to time and to terminate said Plan; and

WHEREAS, The Employer now desires to terminate the Plan; Now, Therefore,

BE IT RESOLVED, That the Plan be amended as described in the Termination Amendment Number 2020-1 (attached as Exhibit A²), and that effective January 1, 2021, the Plan is terminated; and

BE IT FURTHER RESOLVED, That the appropriate authorized representatives of the Employer are authorized, empowered and directed to do all acts and things, including adopting a Plan amendment, necessary or desirable to effectuate the actions authorized herein.

RESOLUTION 12-9-20: Approval to Eliminate Retiree Life Insurance Benefits

WHEREAS, The University of Akron (the “University”) currently provides a term life insurance policy (the “Retiree Life Insurance” or the “Program”) for certain former employees, who also are eligible recipients of Ohio retirement system benefits; and

WHEREAS, The annual cost to the University to fund the Program is \$60,000; and

WHEREAS, The Program requires the University to book liability on its financial statement of approximately \$10 million, and removing the contingent liability from the University’s financial statements will improve the University’s Composite Financial Index; and

WHEREAS, The Program also increases the University’s overall life insurance rates by up to 40 percent for active employees, and eliminating the Program will reduce the annual cost for employee life insurance benefits for current University employees; and

WHEREAS, The University has experienced a significant financial shortfall as a result of the COVID-19 pandemic, and as a result, the University continues to examine all possible opportunities to create financial savings for the University; and

WHEREAS, The Ohio Revised Code does not mandate the Program, and the University is one of only two public universities in the state to offer Retiree Life Insurance; and

WHEREAS, The University has concluded that it no longer is financially practical to maintain the Retiree Life Insurance Program for former employees of the University; Now, Therefore,

BE IT RESOLVED, That the Retiree Life Insurance Program for eligible former non-bargaining unit employees will be terminated, effective December 31, 2020 and that the Retiree Life Insurance

² Exhibit A of Resolution 12-8-20 is included in these minutes as Appendix C.

APPENDIX B: RESOLUTIONS, Page 4

Program for former bargaining unit employees will expire, consistent with the terms of the AAUP Collective Bargaining Agreement and the relevant “me too” clauses in the collective bargaining agreements for the other University bargaining units, effective December 31, 2020; and

BE IT FURTHER RESOLVED, That the University administration is authorized to take all actions necessary to terminate the Retiree Life Insurance Program, including modifying University Rule 3359-20-04.3 to remove all language related to this benefit in section (C)(2) (as shown in the attached Exhibit A³.)

RESOLUTION 12-10-20: Approval to Eliminate Retiree Dependent Health Insurance Benefits for Bargaining Unit Employees

WHEREAS, The University of Akron (the “University”) had provided health insurance coverage (“RDHC”) for the eligible dependents of recipients of Ohio retirement system benefits, whose original appointment date was prior to January 1, 1992, and who had ten consecutive years of full-time employment at the time of retirement; and

WHEREAS, The University had determined that the cost to fund the non-bargaining unit employee portion of RDHC was approximately \$1.46 million per year and that it no longer was financially practical to maintain RDHC for the eligible dependents of non-bargaining unit former employees of the University; and

WHEREAS, The University terminated RDHC for the eligible dependents of non-bargaining unit former employees of the University, effective December 31, 2020; and

WHEREAS, In an effort to further assist with the University’s response to the unprecedented financial difficulties caused by the COVID-19 pandemic, in addition to other contract concessions, membership of the CWA and SBU have agreed to eliminate RDHC, effective December 31, 2020, when they agreed to extensions to their respective collective bargaining agreements; and

WHEREAS, FOP and IATSE each, through the terms of their respective collective bargaining agreements, have agreed to the elimination of RDHC for their membership, effective December 31, 2020; and

WHEREAS, The cost to the University to continue to fund RDHC for the AAUP bargaining unit is approximately \$500,000 per year; and

WHEREAS, The University has determined that it is not financially practical to maintain RDHC for the eligible dependents of AAUP bargaining unit former employees of the University; and

WHEREAS, The AAUP Collective Bargaining Agreement that provides for RDHC expires on December 31, 2020; Now, Therefore,

BE IT RESOLVED, That the RDHC provided for in the AAUP Collective Bargaining Agreement will expire on December 31, 2020; and

³ Exhibit A of Resolution 12-9-20 is included in these minutes as Appendix D.

APPENDIX B: RESOLUTIONS, Page 5

BE IT FURTHER RESOLVED, That for the eligible dependents of AAUP bargaining unit former employees of the University, who are currently receiving benefits under the RDHC program, the University will continue to fund RDHC through January 31, 2021 to assist with their transition to new health care coverage.

RESOLUTION 12-11-20: Approval of the Closing of the University on December 28 through 31, 2020 and Granting Paid Leave to Staff, Contract Professionals, and Administrative Faculty

WHEREAS, The University of Akron has, for the past fifteen years, provided additional days of paid leave for staff, contract professionals, and administrative faculty between the Christmas and New Year's holidays, in recognition of the significant and collective efforts of those employees in their supporting roles; and

WHEREAS, The University of Akron already is scheduled to be closed on December 24 and 25, 2020 and January 1, 2021 for holiday observances, and with four additional days, most of the University—with the exception of facilities and personnel required to conduct previously scheduled events and maintain essential physical infrastructure and safety—would be closed on December 24, 2020 through January 1, 2021, resuming operations on January 2, 2021. Past experience indicates that closing for a slightly longer period does not inconvenience the University's students; Now, Therefore,

BE IT RESOLVED, That the recommendation of the administration that, in addition to the previously scheduled holidays, the University be closed December 28, 29, 30, and 31, 2020, except for essential services, and that four days of paid leave be granted to staff, contract professionals, and administrative faculty for that period, hereby is approved by the Board of Trustees of The University of Akron.

RESOLUTION 12-12-20: Acceptance of Gift Income Report for July through October 2020

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on December 9, 2020 pertaining to acceptance of the Gift Income Report for July through October 2020 be approved.

RESOLUTION 12-13-20: Proposed Degree Recipients for Fall 2020

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on December 9, 2020 pertaining to the Proposed List of Degree Recipients for The University of Akron Fall 2020, contingent upon candidates' fulfillment of requirements, be approved.

RESOLUTION 12-14-20: Proposed Curricular Change

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on December 9, 2020 for the following curricular change, as recommended by the Faculty Senate, be approved:

Reactivate the Master of Arts/Doctorate, Adult Development and Aging, in the Buchtel College of Arts and Sciences, Department of Psychology.

APPENDIX B: RESOLUTIONS, Page 6

RESOLUTION 12-15-20: Acceptance of The University of Akron Strategic Completion Plan Report to the Chancellor per Ohio Revised Code 3345.81

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on December 9, 2020 updating The University of Akron Strategic Completion Plan Report to the Chancellor per ORC 3345.81 be approved.

RESOLUTION 12-16-20: Acceptance of The University of Akron's Proposed Adjustments to General Education Program

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on December 9, 2020 updating The University of Akron's General Education Program be approved.

RESOLUTION 12-17-20: Pertaining to the Establishment of a Key Management Personnel Group for National Industrial Security Program Agreements

WHEREAS, The University of Akron (“University”), an instrumentality of the state of Ohio, desires to contract with agencies of the United States Government, which contracts include security clearance obligations; and

WHEREAS, Current Department of Defense ("DoD") policy requires either that the Chair of The University of Akron Board of Trustees (the “Board”), the President, and certain officers and directors meet personnel security clearance requirements required for the University’s security clearance or that the Board adopt a resolution explicitly stating that Board members and officers designated by name do not require, and will be excluded from, access to all classified information in the University’s possession, and do not occupy positions that would permit them to adversely impact the University’s policies or practices in the performance of classified contracts for the DoD or other similar agencies under the National Industrial Security Program (“NISPOM”) (the “Exclusion Resolution”); and

WHEREAS, The Board desires to adopt an Exclusion Resolution; Now, Therefore,

BE IT RESOLVED, That the Board appoints a managerial group (the “Key Management Personnel” or “KMP”) and delegates to them the authority and responsibility to negotiate and administer the DoD agreement, including all duties, responsibilities and authorities pertaining to the University’s obligations under NISPOM, and which KMP shall include: John Wiencek, Executive Vice President and Provost; Laurie Graupner, Facility Security Officer; Emily Njus, Alternate Facility Security Officer; Philip Allen, Alternate Facility Security Officer; and Christopher C. Daniels, Insider Threat Program Senior Official; and

BE IT FURTHER RESOLVED, That the following individuals who are not part of the KMP shall not have, and can be effectively excluded from, access to all classified information in the University’s possession and possession of UA, and do not occupy positions that would permit them to adversely impact the University’s policies or practices in the performance of classified contracts, including

APPENDIX B: RESOLUTIONS, Page 7

University Trustees (Chair Joseph M. Gingo, Vice Chair Olivia P. Demas, Vice Chair Dr. Alfred V. Ciraldo, Trustees Lewis W. Adkins Jr., Cindy Crotty, Michael J. Dowling, Thomas F. Needles, William A. Scala, Student Trustees Taylor Bennington and McKenzie Gerzanic, and, Advisory Trustees Anthony J. Alexander and David James) as well as all University officers and directors that are not KMP; and

BE IT FURTHER RESOLVED, That all KMP members either have or will obtain the required security clearances; and

BE IT FURTHER RESOLVED, That in the future, if a cognizant security agency (CSA) of the United States government determines that other University officials must be added to the KMP, unless otherwise required by the CSA, the authority to add members is delegated by the Board to the KMP, with approval of the President and the Executive Vice President and Provost, and with notice to the Board.

RESOLUTION 12-18-20: Acceptance of COVID-19 Local Government Payroll Support Grant from Summit County

WHEREAS, The County of Summit administration (the “County”) has advised The University of Akron (the “University”) that it intends to provide financial assistance to governmental entities located in Summit County, by passing through funds (the “Program Funds”) that the County has received through Section 5001 of the federal Coronavirus Aid, Relief and Economic Security Act (“CARES Act”); and

WHEREAS, The Program Funds may be used by the University to fund payroll and benefit costs associated with public health and public safety employees, whose duties have been substantially dedicated to mitigating or responding to the COVID-19 public health emergency, consistent with the guidelines provided by the U.S. Department of the Treasury; and

WHEREAS, The University has employees whose job duties are qualifying duties under that guidance; Now, Therefore,

BE IT RESOLVED, That the University accepts the Program Funds subject to the terms of the Payroll Support Program Agreement and consistent with the rules, guidelines, limitations, and protocols established under the CARES Act by the U.S. Department of the Treasury and the County.

RESOLUTION 12-19-20: Acceptance of the June 30, 2020 Financial Statement Audits

WHEREAS, The external audits as of and for the fiscal year ended June 30, 2020 of The University of Akron Foundation and The University of Akron Research Foundation have been completed, and the external audit for June 30, 2020 of The University of Akron (University) is complete with the exception of the University’s Single Audit; and

APPENDIX B: RESOLUTIONS, Page 8

WHEREAS, The authoritative guidance to complete the Single Audit was not available to ensure completion of the required audit procedures prior to the Audit & Compliance Committee meeting of December 4, 2020; and

WHEREAS, Provided the Single Audit procedures are completed by Crowe, external auditor, with no reported material findings, the University's administration desires to then submit the University's June 30, 2020 external audit to the Ohio Auditor of State without returning to the Audit & Compliance Committee or Board of Trustees; and

WHEREAS, Should the Single Audit work result in a material finding(s), those audit results will first be reviewed with the Audit & Compliance Committee prior to submission of the University's June 30, 2020 external audit to the Ohio Auditor of State; Now, Therefore,

BE IT RESOLVED, That the recommendation of the Audit & Compliance Committee on December 9, 2020 to accept the annual financial statements and footnotes as presented by personnel of the University, Foundation, and Research Foundation, including Crowe's audit opinions and reports thereon, as of and for the fiscal year ended June 30, 2020 be approved.

APPENDIX C: EXHIBIT A OF RESOLUTION 12-8-20

EXHIBIT A

**TERMINATION AMENDMENT NUMBER 2020-1
TO**

THE UNIVERSITY OF AKRON CHIEF EXECUTIVE RETIREMENT PLAN QUALIFIED GOVERNMENTAL EXCESS BENEFIT MANAGEMENT TRUST

The University of Akron (the "Employer") hereby adopts this Termination Amendment Number 2020-1 to THE UNIVERSITY OF AKRON CHIEF EXECUTIVE RETIREMENT PLAN QUALIFIED GOVERNMENTAL EXCESS BENEFIT MANAGEMENT TRUST (the "Plan") on the date noted below.

WHEREAS, the Employer previously adopted the Plan; and

WHEREAS, the Employer reserves the right to amend said Plan from time to time and to terminate said Plan; and

WHEREAS, the Employer now desires to terminate the Plan;

NOW, THEREFORE, effective January 1, 2021, the Plan is hereby terminated.

Participants in the Plan shall not accrue any additional benefits in the Plan as of the effective date of termination. All participants in the Plan are 100% vested in their accounts.

IN WITNESS WHEREOF, the Employer has executed this Amendment this _____ day of _____, 2020.

THE UNIVERSITY OF AKRON

By: _____

Title: _____

Exhibit A

3359-20-04.3 Faculty privileges and benefits.

- (A) Under the various headings of this "Faculty Manual," some of the policies, procedures, instructions, and traditions may be regarded also as faculty benefits and privileges. They include:
- (1) Extended circulation periods and other instructional support services in university libraries.
 - (2) Sick leave.
 - (3) Fee-based parking in designated university parking areas.
 - (4) Medical, dental, life, and long-term disability insurance; (regular and full-time auxiliary faculty only), contributions, if required, on a pre-tax basis at an amount periodically approved by the board of trustees.
 - (5) Sometimes partial or full payment of travel and subsistence expenses incurred at educational and professional meetings.
 - (6) Membership in an Ohio retirement system or alternative retirement plan ("ARP") as permitted by statute.
 - (7) New full-time university faculty moving expenses.
 - (a) The university may authorize payment of the cost for moving of household goods for the new appointee and spouse and any dependent children living in the same household, in accordance with the following guidelines.
 - (b) Travel and transportation allowance. If travel is by personal automobile the reimbursement will be at the current IRS rate for moving expenses. In lieu of travel by personal automobile, reasonable coach airfare will be reimbursed.
 - (c) Moving allowance. The expense for the moving of household goods from the place of residence to the Akron or Orrville area may be paid, subject to the two thousand dollar limit to be charged to the general fund. Expenses may include the following if invoices or signed receipts are presented:
 - (i) Bill of lading from moving company.
 - (ii) Payment for rental of truck or trailer and trailer hitch.
 - (iii) Gasoline and tolls for rented vehicles.

- (iv) Casual labor for loading and unloading vehicles and packaging materials when the move is not being made by a professional mover.
 - (v) Express and freight charges.
 - (vi) Insurance of household effects during transit.
- (d) Policy restrictions/exceptions.
- (i) Any exception to this policy must be made in advance of the individual incurring the expense, and for faculty, must be approved by the department chair, the dean of the college, and the senior vice president and provost and chief operating officer. Approval for instructional professional staff and administrative professional staff must be received from the appropriate vice president.
 - (ii) In cases where full moving expenses are authorized, and where such payment is to be made from either general funds or restricted funds, competitive bids must be obtained from at least two carriers. Copies of the bids must be presented at the time reimbursement is requested. If the lowest bid is not utilized, a letter of explanation must be attached.
 - (iii) This policy covers only the cost of moving household goods and excludes reimbursement for meals, lodging, and other personal expenses enroute.
 - (iv) Payments under the provisions of this policy are considered taxable income by the internal revenue service and will be reported on form W2. The employee is entitled to claim certain moving expense costs on the appropriate federal income tax form.

(8) Identification card.

All full-time faculty members are issued photo-identification cards which are electronically validated at the beginning of each academic year. All part-time faculty members are issued photo-identification cards which are electronically validated for the pertinent semester.

(B) Other privileges and benefits are listed as follows:

- (1) Athletic and cultural events. Faculty members are granted half-price admission to all university athletic events and special rates for certain cultural events.
- (2) Recreation. The swimming pool has periods of open swimming for faculty members and their families. Faculty members are also welcome to participate in all intramural competitions--bowling, softball, volleyball, and others.
- (3) Credit union. All faculty members are eligible for membership in the Towpath credit union. Payroll deductions may be made to the credit union's savings plan.

- (4) The bookstore at the university of Akron. Faculty members may purchase books and other supplies through the bookstore, ordinarily at a discount.
- (5) Notary public. Notary service is available by appointment in the office of the general counsel at no cost to faculty members.
- (6) Annuity options.
 - (a) The university has adopted two annuity plans, a 403(b) plan and a 457(b) plan. The plans are generally available to all members of the faculty and staff, and the plans provide employees with an opportunity to defer employee contributions into a tax-deferred annuity. These plans are in conformity with current provisions of the Internal Revenue Code and Ohio Revised Code.
 - (b) The university will accept an employee's voluntary authorization to divert a portion of current compensation on a pre-tax basis to the purchase of an annuity contract in the 403(b) and/or the 457(b). The 403(b) plan offers an additional salary deferral type known as a Roth after-tax salary deferral. All contributions in the 403(b) plan and/or the 457(b) plan are used by the university to purchase an annuity contract held for the benefit of the employee. Compensation diverted on a pre-tax basis to the purchase of an annuity is excludable from the employee's taxable income, for federal and state income tax purposes, in the current year, but is taxed when received as income from the annuity at the tax rates in effect at that time. Special tax rules apply to the amounts contributed on an after-tax basis to the Roth 403(b) account. The internal revenue service has placed limits on the amount of compensation that can be contributed to the tax-deferred annuity plans. A voluntary diversion of pre-tax compensation to purchase an annuity does not reduce the current base for local income tax, retirement deduction, or premiums paid by the university for insurance and workers' compensation.
 - (c) A current list of companies qualified to provide annuities under the plans for university faculty and staff may be obtained from the web site of the university office of human resources.
 - (d) University employees may wish to consult their tax advisors and/or current tax laws for any and all benefits or limitations to a tax-deferred annuity.
- (7) Education. Faculty members and members of their immediate families have been granted special educational privileges by the board, whereby eligibility accrues from employment as of the first day of the semester as indicated in the following statement:

(a) Fee reductions for university faculty and administrative officers:

- (i) Full-time university faculty (as defined in rule 3359-20-02 of the Administrative Code.)

(a) Credit courses.

Any full-time university faculty member or administrative officer (or retired full-time university faculty member) shall be permitted to take two credit courses or six credit hours, whichever is greater, each semester, free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Any full-time university faculty member or administrative officer (or retired full-time university faculty member) shall be permitted to take a total of four credit courses during the summer semester. The credit courses may be taken in any of the summer sessions comprising the summer semester. However, the aggregate of courses will not exceed four credit courses which will be free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

(b) Non-credit courses.

Any full-time university faculty member or administrative officer (or retired full-time university faculty member) shall be permitted to take two non-credit courses per semester (i.e., combined summer, fall, spring), which shall not affect his or her eligibility for credit fee reduction enrollment.

Some courses are not available for students using non-credit course fee reduction (AutoCAD, "Microsoft NT," polymer science courses, etc.). A list of such courses will be maintained by the division of university of Akron (UA) solutions.

All individuals using fee reduction for non-credit courses will be placed on a waiting list in the division of UA solutions (with a university of Akron designation assigned) on a first-come, first-served basis, until class meets minimum paying enrollment. These individuals will pay such costs as materials, supplies, lab fees, etc.

- (ii) Part-time faculty (as defined in paragraph (A)(1)(c)(iii) of rule 3359-20-03 of the Administrative Code.)

Any part-time faculty member or contract professional appointed to teach

three or more credit hours or at least twenty-five percent of a full-time equivalent faculty member during a semester shall be permitted to take one credit course or three credit hours, whichever is greater, during the semester of appointment, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these fees. Unused portions of these reductions are not cumulative.

Any part-time faculty member or contract professional appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member during a semester or an individual summer session in the summer semester shall be permitted to take one credit course or three credit hours, whichever is greater. The credit course may be taken during the summer session of appointment or one of the summer sessions subsequent to being appointed within the same summer semester.

One additional credit course may be taken in a different summer session of the same summer semester by any part-time faculty member or contract professional who is appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member. Again, the credit course may be taken during the summer session of appointment or one of the summer sessions subsequent to being appointed. Thus, the aggregate of courses for which fee reduction will be received, during the sessions in the summer semester will not exceed two credit courses, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Fee reductions must be used in the semester or summer session earned or the semester or summer sessions immediately following; except spring semester reductions may be used during the following fall semester. Only one reduction may be used during a semester or summer session and unused reductions or portions of these reductions are not cumulative. Qualifying part-time faculty who will not make use of the fee reduction for themselves shall be permitted to transfer only the instructional fee reduction or a one course or three credit hours whichever is greater for an academic term to a qualifying spouse, or dependent child, under the conditions specified in paragraph (B)(7)(c)(i)(e) of rule 3359-20-04.3 of the Administrative Code. Part-time faculty are eligible for paragraph (B)(7)(a)(i)(b) of rule 3359-20-04.3 of the Administrative Code.

- (iii) "ROTC" officer personnel. "ROTC" officer personnel shall be eligible for reductions as full-time faculty as outlined in paragraph (B)(7)(a)(i) of this rule.

(b) General provisions.

- (i) No reductions of residence hall room and board fees shall be granted to any person except members of the resident advisory staff.
 - (ii) The requirements of residence in Ohio for one year before the first day of any term or semester to be exempt from nonresident tuition charges shall be waived for employees who are entitled to the fee reduction.
 - (iii) Eligibility for fee reductions for employees or relatives is determined by employment status on the first day of the course.
 - (iv) An individual may receive fee reductions under only one eligibility category (e.g., full-time university faculty, part-time faculty, full-time staff, spouse, or dependent) during any one academic period.
 - (v) Eligibility for other authorized fee credits is determined independently from the individual's status as a university of Akron employee or dependent. Thus, other authorized fee credits from other entities may be received in the same semester as the university's fee reduction.
 - (vi) Full-time employees with nine-month appointments are eligible for fee reductions during the summer if reappointed for the following academic year.
- (c) Fee reductions for relatives of university faculty and administrative officers.
- (i) The instructional fees, or an amount equivalent to the graduate level credit fees for Ohio residents, or an amount equivalent to the school of law credit hour fees for Ohio residents shall be deducted from total fee charges for the following groups (general fees, course fees, and other special fees not being affected):
 - (a) Dependents as defined by current rules and dependency tests of the internal revenue service of all full-time university faculty while the parent is in the service of the university of Akron.
 - (b) Spouses of all full-time university faculty while one or both are in the service of the university of Akron. Spouses of full-time university faculty who are also employees may elect to receive fee reductions as an employee, spouse.
 - (c) Spouses and dependents of deceased full-time university faculty who were serving the university of Akron at the time of death.
 - (d) Spouses and dependents of all retired full-time university faculty.
 - (e) Spouses and dependents of part-time faculty members under the following conditions:
 - (i) The part-time faculty member is appointed to teach three or more

credit hours or at least twenty-five per cent of a full-time equivalent faculty member during the fall or spring semester and thus qualifies for a fee reduction for one credit course or three credit hours, whichever is greater;

The part-time faculty member is appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member during an individual summer session in the summer semester and thus qualifies for a fee reduction during the summer semester of one credit course or three credit hours, whichever is greater, a total of two credit courses. The credit courses may be taken in any of the summer sessions of appointment comprising the summer semester. However, the aggregate of courses may not exceed two credit courses.

- (ii) The part-time faculty member so qualifying elects not to make use of the fee reduction so earned.
 - (iii) The spouse or dependent to whom the benefit is transferred applies the benefit during the semester or the individual summer session of the spouse or parent's qualifying appointment or in the semester of summer session immediately following; except spring semester reduction may be used during the following fall. Unused qualifying service or portions thereof are not cumulative.
 - (iv) Spouses and dependents are not eligible for fee reduction of non-credit courses.
- (f) For purposes of fee reductions:
- (i) Spouses refer to individuals who have contracted the legal status of a marital relationship through religious or civil solemnized marriages and complied with all the statutory requirements pursuant to applicable law and shall not include common law marriages which may be otherwise recognized under Ohio law or other relationships between persons not legally capable of making a marriage contract under Ohio law.
 - (ii) Dependents as defined by current rules and dependency tests of the internal revenue service. The employee may be required to submit proof of dependency to the university auditor on request.
 - (iii) Fee reductions may be taxable income to the faculty member.

(8) Educational assistance program (Internal Revenue Code section 127).

The university of Akron has created, as an exclusive benefit for its employees, this educational assistance program. It is the intent of the university to seek to provide

this educational assistance program, the benefit of which shall be to seek to exclude all assistance provided hereunder from an employee's income to the extent allowable under section 127 of the Internal Revenue Code. This fee reduction educational assistance program shall only extend to university employees taking courses at the university of Akron. Eligibility accrues from employment as of the first day of the semester. It is the intent of the university that the provisions of this program shall not apply to graduate assistants who may otherwise qualify for tax exemption of fee reduction pursuant to a separate university program.

(a) Full-time university faculty and administrative employees.

(i) Credit courses.

Any full-time university faculty member or administrative employee shall be permitted to take two credit courses or six credit hours, whichever is greater, each semester, free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Any full-time university faculty member or administrative employee shall be permitted to take a total of four credit courses during the summer semester. The credit courses may be taken in any of the summer sessions comprising the summer semester. However, the aggregate of courses will not exceed four credit courses which will be free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

(ii) Non-credit courses.

Any full-time university faculty member or administrative employee shall be permitted to take two non-credit courses per semester (i.e., combined summer, fall, spring), which shall not affect his or her eligibility for credit fee reduction enrollment.

Some courses are not available for students using non-credit course fee reduction (AutoCAD, "Microsoft NT," polymer science courses, etc.). A list of such courses will be maintained by the division of UA solutions.

All individuals using fee reduction for non-credit courses will be placed on a waiting list in the division of UA solutions (with a university of Akron designation assigned) on a first-come, first-served basis, until class meets minimum paying enrollment. These individuals will pay such costs as materials, supplies, lab fees, etc.

(b) Part-time faculty.

Any part-time faculty member or contract professional appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member during a semester shall be permitted to take one credit course or three credit hours, whichever is greater, during the semester of appointment, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Any part-time faculty member or contract professional appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member during a semester or an individual summer session in the summer semester shall be permitted to take one credit course or three credit hours, whichever is greater. The credit course may be taken during the summer session of appointment or one of the summer sessions subsequent to being appointed within the same summer semester.

One additional credit course may be taken in a different summer session of the same summer semester by any part-time faculty member or contract professional who is appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member. Again, the credit course may be taken during the summer session of appointment or one of the summer sessions subsequent to being appointed. Thus, the aggregate of courses for which fee reduction will be received, during the sessions in the summer semester will not exceed two credit courses, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Fee reductions must be used in the semester or summer session earned or the semester or summer sessions immediately following; except spring semester reductions may be used during the following fall semester. Only one reduction may be used during a semester or summer session and unused reductions or portions of these reductions are not cumulative. Qualifying part-time faculty who will not make use of the fee reduction for themselves shall be permitted to transfer only the instructional fee reduction or a one course or three credit hours whichever is greater for an academic term to a qualifying spouse or dependent child, under the conditions specified in paragraph (B)(7)(c)(i)(e) of rule 3359-20-04.3 of the Administrative Code. Part-time faculty are eligible for paragraph (B)(7)(a)(i)(b) of rule 3359-20-04.3 of the Administrative Code.

(c) "ROTC" officer personnel.

"ROTC" officer personnel shall be eligible for reductions as full-time faculty as outlined in paragraph (B)(7)(a)(i) of this rule.

(d) General provisions.

- (i) No reductions of residence hall room and board fees shall be granted to any person except members of the resident advisory staff.
- (ii) The requirements of residence in Ohio for one year before the first day of any term or semester to be exempt from nonresident tuition charges shall be waived for employees who are entitled to the fee reduction.
- (iii) Eligibility for fee reductions for employees or relatives is determined by employment status on the first day of the course.
- (iv) An individual may receive fee reductions under only one eligibility category (e.g., full-time university faculty, part-time faculty, full-time staff, spouse or dependent) during any one academic period.
- (v) Eligibility for other authorized fee credits is determined independently from the individual's status as a university of Akron employee or dependent. Thus, other authorized fee credits from other entities may be received in the same semester as the university's fee reduction.
- (vi) Full-time employees with nine-month appointments are eligible for fee reductions during the summer if reappointed for the following academic year.

(C) Benefits and privileges of retired and emeritus faculty and staff.

Retired faculty, emeritus faculty, and staff are provided certain privileges and benefits including:

- (1) No fee parking in any university lot except in metered and handicapped spaces. However, all retired faculty, emeritus faculty, and staff that continue as, or are rehired into any position as a full-time or part-time employee at the university are subject to the same parking permit fee assessments as described in rule 3359-46-02 of the Administrative Code.
- ~~(2) Term life insurance for those hired prior to April 20, 1977 (staff) or September 13, 1977 (faculty) and continuously employed full-time since April 20, 1977 (staff) or September 13, 1977.~~
- ~~(3)~~ (2) Identification card.
- ~~(4)~~ (3) Fee reductions for the retiree and dependent children and spouses (see paragraph (B)(7) of rule 3359-20-04.3 of the Administrative Code).
- ~~(5)~~ (4) Athletic and cultural events. Retired faculty members are granted half-price admission to all university athletic events and special rates for certain cultural events.
- ~~(6)~~ (5) Recreational facilities including the natatorium, gymnasium and playing fields are open to retired faculty at the same time as to other faculty.

- ~~(7)~~(6) Credit union. All retired faculty members are eligible for membership in the Towpath credit union.
- ~~(8)~~(7) The bookstore at the university of Akron. Retired faculty members may purchase books and other supplies through the bookstore, ordinarily at a discount.
- ~~(9)~~(8) Notary public. Notary service is available in the offices of human resources and general counsel at no cost to retired faculty members.
- ~~(10)~~(9) Retired faculty retain full faculty privileges for the use of the libraries and may use the emeritus study room in Bierce library.
- ~~(11)~~(10) Part-time teaching assignments as needed.
- ~~(12)~~(11) Office or laboratory space, supplies and secretarial assistance, and computer services may be provided by special arrangement with the appropriate department.
- ~~(13)~~(12) Retired faculty may submit externally funded grant/contract proposals through the university. Retired faculty are not eligible for university- funded research grants or summer fellowships.
- ~~(14)~~(13) If funding is available, there may be partial or full payment of travel and subsistence expenses incurred at educational and professional meetings.
- ~~(15)~~(14) Access to computer center and information services privileges.

Effective:

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, 07/17/91, 09/04/91, 05/22/92, 07/31/92, 01/27/93, 09/16/96, 11/22/97, 12/05/97, 11/06/99, 01/20/00, 09/27/01, 11/24/01, 05/27/02, 06/25/07, 12/26/13, 06/27/14, 02/01/15, 12/22/2016, 10/25/2020

APPENDIX E: REPORT OF THE PRESIDENT

Thank you, Mr. Chairman, and good morning.

Virtual Commencement

I want to congratulate Dr. John Messina and his team for creating a virtual commencement for the spring, summer and fall graduates. Dr. Messina and his group worked long and hard to figure out how to do an in-person spring commencement. At one point we thought we had this done, but the COVID virus continued, and we had to go to another plan. So, we are forced to do a virtual commencement, and we will begin on Saturday, December 12 at noon. Graduates and their families will be able to view the virtual online commencement. There is one per college, per term, and viewers can select from their respective colleges.

There are 2,436 candidates in the spring class and 1,539 candidates in the summer and fall classes. Graduates will be given instructions regarding the ceremonies. So, thank you, Dr. Messina, Dan Semelsberger, and Justin Tisevich, who really managed and oversaw this daunting project under a very tight deadline. We congratulate all of our graduates.

New Programs

Even in COVID, the faculty and staff of the University continue with their great work. Our University has joined 15 others in Ohio in the **College2Careers** program. This program is a partnership through Opportunities for Ohioans with Disabilities. It assists individuals with varying disabilities with employment, career goals and job search skills.

The pandemic's devastation to our economy is without parallel. At one point this year, Ohio's unemployment rate was double that of 2019. Consequently, application pools are larger and more competitive, so The University of Akron has joined with other institutions in the state in a workforce training program called **Individual Microcredential Assistance Program**, or IMAP. These are six-week, noncredit courses that introduce students to software systems ranging from Excel and Windows 10 to JAVA programming and web page creation. These microcredentials are intended for low-income, unemployed, partially employed or underemployed individuals who bear the greatest burden of our damaged economy.

Program News

The University of Akron's **School of Polymer Science and Polymer Engineering** was awarded a \$1.25 million grant. The school is partnering with institutions participating in a \$30 million program called **Assured Digital Microelectronics Education and Training Ecosystem** to train future engineers. The U.S. Air Force awarded the contract to Wright State University to develop a pipeline of trained undergraduate engineering students with skills to design and develop microelectronic devices and systems. Other participating universities in this partnership include Youngstown State University, University of Toledo, Ohio University and Lorain County Community College. Dr. Kevin Cavicchi, professor, Polymer Engineering, is leading this effort.

APPENDIX E: REPORT OF THE PRESIDENT, Page 2

The state of Ohio has again recognized our **Cybersecurity** program as a vital piece of the Ohio Cyber Range. The range is a formidable endeavor that thwarts cyber adversaries and provides cybersecurity education for educators, students and professionals.

UA was designated an **Ohio Cyber Range Institute Regional Programming Center** during a ceremony on October 14 as part of the second-annual Cybersecurity Education Symposium held virtually in Columbus. This designation enables the University to support the needs of cybersecurity information and operation technology professionals at the local, state, regional and national levels. It also allows us to support greater educational opportunities in the K-12 and higher education system.

Our **LeBron James Family Foundation School of Education** is offering a newly established scholarship program that provides full tuition for future teachers in the Akron Public Schools. These are called the Harrington Scholarships; they are named for Madge Harrington and her husband, Theodore, who funded these scholarships through a bequest. The scholarship provides one full-tuition and fee scholarship each year, and it is awarded to a recent graduate of the Akron Public Schools who is directly admitted to our School of Education. Jaysean Davis, a recent graduate of Buchtel Community Learning Center, is the inaugural Harrington Scholar. Congratulations to him.

We have a couple of new initiatives in our **Intellectual Property Law program**.

The Center for Intellectual Property Law and Technology has announced a new Washington, D.C. **Intellectual Property (IP) Externship** program beginning in spring 2021. The program will offer Akron Law students the opportunity to gain valuable IP law experience working for government, public interest organizations, judges or related entities in Washington. An accompanying externship course will be taught by The Honorable Ryan T. Holt. He is a judge on the United States Court of Federal Claims, a former director of the IP Center, and a current jurist-in-residence professor of Law at UA. The D.C. externship is six credits and requires 255 hours of legal work at the field placement.

The Center also is launching a **Global Trade Secret Institute**, GTSI, in spring 2021. Professor Mark Schultz, director of the IP Center, said, "the institute aspires to be the leading source of information about the global trade secret system." This initiative is funded through a substantial grant from the Center for Responsible Enterprise and Trade. Professor Schultz will be joined in the Institute by Dr. Douglas Lippoldt, a recently retired chief trade economist for HSBC Bank USA. Dr. Lippoldt will serve as distinguished research scholar and senior professorial lecturer in Intellectual Property.

The University, on behalf of the School of Law's IP Center, has entered into a memorandum of agreement with Gujarat National Law University in India. The two universities seek to establish a joint US/India intellectual property project to be known as the **Gujarat-Akron IPR Network**, or GAIN. Our partner institution is one of India's leading law schools. Professor Schultz says that several joint research projects already are underway.

APPENDIX E: REPORT OF THE PRESIDENT, Page 3

In engineering, the **THORS elearning Solutions** is a digital training hub for the manufacturing industry. The University is partnering with THORS to offer employers and their employees certificates of completion programs in several disciplines, including metal casting, forging, mechanical power transmission, and engineering drawings. Each of these self-paced certificate programs take approximately 15 hours to complete. The new certificate of completion programs will allow industry employees to obtain additional career-focused educational opportunities in highly specific technical areas.

The **College of Health Professions** is awarding more than \$413,000 in scholarships to students this year. The College has expanded its scholarship funding as a primary means of increasing student retention, persistence, graduation and as a method of recruiting the highest-quality applicants. During this academic year, the College has awarded 175 student scholarships totaling more than \$413,000.

I want to bring your attention to the **National Center for Choreography** (NCCAkron), which has just received a \$750,000 grant from the Andrew W. Mellon Foundation to build on our new Creative Administration Research (CAR) program in the Center. Over the next three years, NCCAkron will foster a national think tank of up to 20 dance artist teams. They will investigate alternative administrative structures in support of the discrete artistic visions. Every six months, the cohorts of up to six dance artists will engage in the new CAR program on campus. This is a very exciting partnership.

Individuals

I also want to welcome a new commander to The University of Akron's Army ROTC program. We want to formally welcome **Lt. Col. Chad Maynard**, the new commander of UA's ROTC program and chair of the Department of Military Science and Leadership. He previously commanded the U.S. Strategic Command's Army Reserve element in Omaha, Nebraska.

Dr. Kevin Cavicchi, professor, Polymer Engineering, is the winner of the 2021 Sparks Thomas Award from the Rubber Division of the American Chemical Society. ExxonMobil sponsors this award, which recognizes outstanding scientific contributions by younger scientists, technologists, and engineers. Congratulations to Dr. Cavicchi for his work.

I also want to recognize **Dr. Steve Ash and Dr. Cynthia Capers**. Dr. Ash is professor of Management and assistant dean of the College of Business Administration, and Dr. Capers is dean emeritus of the College of Nursing. They just received the 2020 Read Family Difference award by Leadership Akron. The two were honored for their support of Diversity on Board, a joint initiative of Leadership Akron and the Greater Akron Chamber.

Conclusion

Mr. Chairman, like you, I want to conclude my report by offering everyone here, and by extension all of the University community, best wishes for the holiday. Stay healthy and stay safe.

APPENDIX F: FEATURED STUDENT

JONI ALLEN

Joni Allen is a junior studying marketing at The University of Akron. She is a member of the Fall 2020 Planning Team, a student assistant in University Marketing and Communications, and a second-year peer mentor with the Office of Multicultural Development.

She aspires to utilize the marketing and leadership skills she has learned at the University to develop higher retention rates for underprivileged students in higher education. This year, in her role at UA Marketing and Communications, she has worked to creatively engage and educate students on the new procedures associated with the COVID-19 pandemic.

THE UNIVERSITY OF AKRON

RESOLUTION 2- -21

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of December 9, 2020 be approved.

M. Celeste Cook, Secretary
Board of Trustees

February 10, 2021

February 10, 2021
Committee Meeting
Presiding:
William A. Scala

1	Personnel Actions
	Action Items for Consent Agenda Consideration:
2	Investment Report for the Quarter Ended December 31, 2020
3	Financial Report for the Six Months Ended December 31, 2020 and Revised FY 2020-2021 Budgets
4	Procurement for More Than \$500,000
5	New Summer 2021 Course Fees
6	Termination of The University of Akron 403(b) Retirement Plan and The University of Akron Chief Executive 401(a) Retirement Plan
7	Cumulative Gift and Grant Income Report for July 1 through December 31, 2020
	For Information Only:
8	Purchases: a) \$25,000 to \$500,000 Report b) Over \$500,000 Report
9	Capital Projects Report
10	Information Technology Report
11	Advancement Report
12	University Communications and Marketing Report
13	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
UNCLASSIFIED CLASSIFICATION CHANGES
CLASSIFIED CLASSIFICATION CHANGES

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

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

February 10, 2021

Human Resources

Summary Report of Personnel Actions for Board of Trustees

February 10, 2021

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

Separations – 2 Total

Resignation – 1 Faculty

Retirement – 1 Contract Professional

Emeritus Status

There is one (1) recommendation for emeritus status in accordance with Article 21 of the Akron Chapter of the American Association of University Professors (AAUP) collective bargaining agreement.

Significant Personnel Actions to Note

There are four (4) personnel actions for continuing full-time positions that provide an ongoing adjustment to the salary via promotion:

Vice President, Finance & Administration/CFO - University Police Department

- Darrell W. Claytor - title change from Police Officer II to Lieutenant; salary change from \$32.42/Hourly to \$2,880/Biweekly

College of Business Administration - Office of the Dean

- Abbey P. Shiban - title change from Director, Undergraduate Programs to Senior Director, Academic Programs; salary change from \$65,557/12 mo to \$84,960/12 mo
- Kevin Smith - title change from Director, Student Leadership Initiatives to Senior Director, Executive Education & Strategic Engagement; salary change from \$65,557/12 mo plus \$12,000/12 mo administrative stipend to \$87,400/12 mo

College of Engineering & Polymer Science - School of Polymer Science & Polymer Engineering

- Todd M. Lewis - title change from Process Engineering Specialist to Manager, National Polymer Innovation Center; salary change from \$68,160/12 mo to \$86,400/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
-------------	------------------------------	-----------------------	--------------------	-----------------

EMPLOYEE PERSONNEL ACTIONS

Office of Academic Affairs

Appointment/Reappointment

Kandray, Daniel E.	Lecturer/Workforce Training Solutions/Faculty (BUF)	01/10/21 04/17/21	\$6,000.00 for the period	Payment for teaching CNC intermediate courses at Schaeffler USA, Inc. as customized training for an apprentice program
Stone, Deborah G.	Interim Director, Academic Achievement Programs; Program Director, Strive Toward Excellence Program/Academic Achievement Programs/Contract Professional	09/20/20 06/30/21	\$2,700.00 for the period (stipend)	Extension of temporary administrative stipend for Program Director assignment; base salary is \$86,170.00/12 mo; salary reflective of temporary salary reduction

Vice President, Finance & Administration/CFO

Appointment/Reappointment

Claytor, Darrell W.	Lieutenant/University Police Department/Staff	12/07/20	\$2,880.00 biweekly	Transfer; successful internal applicant; title change from Police Officer II; salary change from \$32.42/H; salary reflective of temporary salary reduction
---------------------	---	----------	------------------------	---

Change

Sayre, Vickie L.	Interim Controller; Director, Financial Reporting/Office of the Associate Vice President & Controller/Contract Professional	01/01/21 03/31/21	\$112,000.00 12 mo	Temporary job reclassification; title change from Director, Financial Reporting; salary change from \$80,640.00/12 mo; grade change from 124 to 126
------------------	---	----------------------	-----------------------	---

Vice President, Inclusion & Equity/CDO

Appointment/Reappointment

Dessin, Carolyn L.	Professor, Law; Aileen McMurray Trusler Professor/Inclusion & Equity/Chief Diversity Office/Faculty	08/10/20	\$2,000.00 one time payment	Payment for Title IX hearing officers training
Gibson, Willa E.	Professor, Law; Intellectual Property Center Fellow; Associate Dean for Student Engagement; Law Review Faculty Advisor; C. Blake McDowell, Jr. Professor/Inclusion & Equity/Chief Diversity Office/Faculty	08/10/20	\$2,000.00 one time payment	Payment for Title IX hearing officers training

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Rushing, Kevin G.	Director, Student Accounts/Bursar/Inclusion & Equity/Chief Diversity Office/Contract Professional	01/14/21	\$250.00 one time payment	Payment for serving as Martin Luther King, Jr. Day speaker
Buchtel College of Arts & Sciences				
<u>Appointment/Reappointment</u>				
Lin, Yang Y.	Professor, Communication; Director, Confucius Institute/School of Communication/Faculty (BUF)	08/24/20 05/16/21	\$8,550.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; stipend change from \$4,000.00/9 mo; base salary is \$97,808.00/9 mo
<u>Change</u>				
Levy, Paul E.	Professor, Psychology; Department Chair, Psychology; Fellow, Institute for Life-Span Development & Gerontology/ Psychology/Faculty	07/01/20	\$147,677.00 12 mo	Relinquish Program Director, Child & Family Development assignment; salary reflective of temporary salary reduction
College of Business Administration				
<u>Appointment/Reappointment</u>				
Ash, Steven R.	Assistant Dean, Academic Programs & Director, Graduate Programs; Professor, Management; Department Chair, Management/Department of Management/Faculty	07/01/20 06/30/21	\$4,113.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignment; stipend change from \$5,484.00/12 mo; base salary is \$156,829.00/12 mo; salary reflective of temporary salary reduction
Hinchliffe, Sarah A.	Assistant Professor, Accounting/College of Business Administration, Office of the Dean/Faculty (BUF)	11/01/20	\$2,500.00 one time payment	Payment for teaching executive series in Strategic Financial Decision-Making for Managers
Levy, Paul E.	Professor, Psychology; Department Chair, Psychology; Fellow, Institute for Life-Span Development & Gerontology/College of Business Administration, Office of the Dean/Faculty	11/05/20	\$1,500.00 one time payment	Payment for teaching executive education series

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Makarius, Erin	Associate Professor, Management/College of Business Administration, Office of the Dean/Faculty (BUF)	10/29/20	\$1,500.00 one time payment	Payment for teaching executive education series
Thomson, James B.	Associate Dean, College of Business Administration; Department Chair, Finance; Professor, Finance/Department of Finance/Faculty	07/01/20 06/30/21	\$3,600.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Department Chair assignment; base salary is \$187,119.00/12 mo; salary reflective of temporary salary reduction
<u>Change</u>				
Farrar, Jacob	Senior Director, Corporate Outreach & Marketing; Director, Taylor Institute for Direct Marketing/College of Business Administration, Office of the Dean/Contract Professional	11/01/20 06/30/21	\$13,336.36 for the period (stipend) \$95,000.00 12 mo (base)	Promotion via job reclassification; temporary administrative stipend for Director assignment; title change from Director, Taylor Institute; change from temporary to regular employee; salary change from \$114,779.00/12 mo; salary reflective of temporary salary reduction
Hauser, William J.	Associate Professor Emeritus, Marketing/Department of Marketing/Faculty (BUF)	07/31/20		Title change; award of emeritus status
Shiban, Abbey P.	Senior Director, Academic Programs/College of Business Administration, Office of the Dean/Contract Professional	11/01/20	\$84,960.00 12 mo	Promotion via job reclassification; title change from Director, Undergraduate Programs; salary change from \$65,557.00/12 mo; grade change from 122 to 124; salary reflective of temporary salary reduction
Smith, Kevin	Senior Director, Executive Education & Strategic Engagement/College of Business Administration, Office of the Dean/Contract Professional	11/01/20	\$87,400.00 12 mo	Promotion via job reclassification; title change from Director, Student Leadership Initiatives; roll \$12,000.00/12 mo administrative stipend for Director assignment to base salary; change from temporary to regular employee; salary change from \$65,557.00/12 mo; grade change from 121 to 124; salary reflective of temporary salary reduction
Wang, Li	Professor, Accounting; Director, George W. Daverio School of Accountancy/George W. Daverio School of Accountancy/Faculty	10/28/20	\$197,108.00 12 mo	Title change from Chair, George W. Daverio School of Accountancy; salary reflective of temporary salary reduction
<u>Separation</u>				
Hinchliffe, Sarah A.	Assistant Professor, Accounting/George W. Daverio School of Accountancy/Faculty (BUF)	12/13/20	\$142,535.00 9 mo	Resignation

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
College of Engineering & Polymer Science				
<u>Appointment/Reappointment</u>				
Daniels, Christopher C.	Professor of Engineering Practice/Department of Mechanical Engineering/Faculty (BUF)	08/24/20 05/16/21	\$46,000.00 9 mo (stipend)	Temporary administrative stipend for research at NASA Glen Research Center; base salary is \$117,510.00/9 mo
Dilling, Scott A.	Professor of Practice, Mechanical Engineering Technology; Program Director, Mechanical Engineering Technology/Division of Engineering & Science Technology/Faculty (BUF)	08/24/20 05/16/21	\$6,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Program Director assignment; base salary is \$76,389.00/9 mo
		05/17/21 08/21/21	\$1,500.00 for the period (stipend)	Extension of temporary additional title and administrative stipend for Program Director assignment; base salary is \$76,389.00/9 mo
Farhad, Siamak	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	08/10/20 08/15/20	\$2,470.00 for the period	Payment for grant-funded summer research
Wesdemiotis, Chrys	Distinguished Professor, Chemistry; Distinguished Professor, Polymer Science/School of Polymer Science & Polymer Engineering/Faculty (BUF)	12/02/20	\$415.00 one time payment	Payment for preparation to teach short courses to students in Saudi Arabia remotely for the High Institute for Elastomer Industries project
<u>Change</u>				
Jana, Sadhan C.	Professor, Polymer Engineering; BF Goodrich Endowed Professor; Associate Dean, Research/School of Polymer Science & Polymer Engineering/Faculty (BUF)	08/24/20 06/30/21	\$167,587.00 9 mo	Temporary additional title for Associate Dean assignment
Lee, Kye-Shin	Associate Professor, Electrical & Computer Engineering/ Department of Electrical & Computer Engineering/Faculty (BUF)	08/23/21 12/19/21	\$101,019.00 9 mo	Amend action approved at February 12, 2020 meeting of the Board of Trustees; 100% leave with compensation; Professional Development Leave deferred to Fall 2021
Lewis, Todd M.	Manager, National Polymer Innovation Center/School of Polymer Science & Polymer Engineering/Contract Professional	01/01/21 06/30/21	\$86,400.00 12 mo	Promotion via job reclassification; title change from Process Engineering Specialist; salary change from \$68,160.00/12 mo; grade change from 121 to 123; salary reflective of temporary salary reduction

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
School of Law				
<u>Change</u>				
Gentithes, Michael	Assistant Professor - Summer/ Law - Instruction/Faculty	07/01/20 07/31/20	\$3,250.00 for the period	Amend action approved at October 14, 2020 meeting of the Board of Trustees; payment for grant-funded summer research changed from \$2,000.00/for the period
University Libraries				
<u>Appointment/Reappointment</u>				
Cohen, David B.	Professor, Political Science; Interim Director, Ray C. Bliss Institute/University Press/Faculty (BUF)	08/17/20	\$150.00 one time payment	Payment for manuscript review
Wayne Campus				
<u>Change</u>				
Hartssock, Angela	Associate Professor, Biology; Associate Director, Branch Campuses/Biology-Wayne Campus/Faculty (BUF)	11/02/20 05/16/21	\$36,000.00 9 mo (stipend)	Administrative stipend change from \$18,000.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
-------------	------------------------------	-----------------------	--------------------	-----------------

**EMPLOYEE PERSONNEL ACTIONS
ADDENDUM**

Vice President, Inclusion & Equity/CDO

Separation

Pitts, O. Dee Dee	Executive Director, Inclusion & Equity/Inclusion & Equity/Chief Diversity Office/Contract Professional	01/31/21	\$99,807.00 12 mo	Retirement
-------------------	--	----------	----------------------	------------

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
-------------	------------------------------	-----------------------	--------------------	-----------------

**PERSONNEL ACTIONS RECOMMENDED
IN EXECUTIVE SESSION FOR APPROVAL IN PUBLIC SESSION WITH THE
PERSONNEL ACTIONS, AS AMENDED**

Buchtel College of Arts & Sciences

Appointment/Reappointment

McKinney, Mitchell	Dean, Arts & Sciences; Professor, Communication; Fellow, Ray C. Bliss Institute of Applied Politics/Buchtel College of Arts & Sciences, Office of the Dean/Faculty	07/01/21	\$215,000.00 12 mo	Appointment vice J. Green; tenure granted; will receive reimbursement for relocation up to \$22,000.00
--------------------	--	----------	-----------------------	--

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
119	22710	Mgr Production	Exempt		12/1/2020
119	24203	EEO/AA Specialist	Exempt		1/13/2021
121	27301	Mgr Grad Stu Fin Aid & Budgets	Non-exempt		1/4/2021
119	27431	Coord Campus Cupboard	Exempt		12/8/2020
119	27432	Coord Outreach ZipAssist	Exempt		12/7/2020
119	27524	Asst Dir Maint & Technology	Exempt		11/1/2020
121	27566	Case Manager	Exempt		6/1/2019
121	27576	Assoc Dir Stu Union Operations	Exempt		11/1/2020
124	28184	Sr Dir Corp Outreach & Mrktg	Exempt		11/1/2020
119	28185	Coord Mrktg & Digital Content	Exempt		12/4/2020
121	28314	Assoc Dir Academic Programs	Exempt		11/1/2020
122	28356	Dir Prof Dev & Leadership Int	Exempt		11/1/2020
119	28362	Coord Graduate Programs	Exempt		11/1/2020
123	28514	Mgr NPIC	Exempt		1/1/2021
119	28617	Coord College Events CBA	Exempt		12/4/2020
124	28754	Sr Dir Academic Programs	Exempt		11/1/2020
122	28759	Coord Hearing Aid Dispensary	Exempt		8/28/2017
124	28780	Sr Dir Exec Edu & Strat Engmt	Exempt		11/1/2020
120	28781	Asst Dir Executive Education	Exempt		12/4/2020
119	28784	Coord Centers & Institutes CBA	Exempt		12/2/2020
120	28859	Coord Operations CBA	Exempt		11/1/2020
999	29139	Hearing Officer	Non-exempt		11/23/2020
999	29659	Captioning & Service Coord	Non-exempt	X	9/23/2020
999	29843	Stu Teach & Field Liaison	Non-exempt		1/19/2021
999	29860	Program Consultant	Exempt		1/5/2021

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
120	46351	Envir & Occup Health Spec	Exempt	X	1/6/2021

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 2- -21

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Gary L. Miller dated February 10, 2021 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

FINANCE & ADMINISTRATION COMMITTEE

TAB 2

**INVESTMENT REPORT FOR THE
QUARTER ENDED DECEMBER 31, 2020**



**The University of Akron
Investment Report
For the Six Months Ended December 31, 2020**

SUMMARY

OPERATING FUNDS

The Operating Funds totaled \$200.2 million at December 31, 2020 – refer to Exhibit 1 for the detail regarding performance and Exhibit 4 for historic Operating Investment balances.

Cash and Fixed Income

PFM and JPMorgan Chase each manage a portion of the Cash and Equivalents portfolio, while PFM also manages the Short- and Intermediate-Term Fixed Income Investments portfolios.

Cash and Fixed Income portfolios totaled \$128.2 million at December 31, 2020. The Cash and Fixed Income portfolios posted an overall six-month ROR of 0.47 percent – refer to Exhibit 1 for the detail regarding performance.

During March 2018, the University established an escrow account with PNC. The escrow account funds the University's Voluntary Retirement Incentive Program's defined contribution plan.

Long-Term

The Long-Term investments, managed by Legacy, totaled \$72 million at December 31, 2020 and posted an overall six-month ROR of 17.7 percent, or \$7.4 million [\$68.4 million average quarterly balance] compared to the policy benchmark of 18.5 percent – refer to Exhibit 1 for the detail regarding performance.

Except as noted further within, the operating funds are within the University's prescribed asset allocation requirements at December 31, 2020. Outperformance of long-term investments led to the slightly inflated allocation to this asset category – refer to Exhibits 2 and 3 for the detail regarding compliance.

ENDOWMENTS

The Endowments totaled \$78.6 million at December 31, 2020. The December 31, 2020 market value increased \$10.9 million from June 30, 2020. The largest contributor to that change was realized and unrealized gains of \$10.1 million – refer to Exhibit 7 for the detail regarding components of change and Exhibit 8 for historic Investment balances. With respect to Exhibit 7, there is a degree of estimation for this quarter which will be “trued-up” for the third quarter.

Pooled

The Pooled Endowment, managed by Strategic Investment Group (SIG), totaled \$70.7 million at December 31, 2020 and posted an overall six-month ROR of 17.7 percent compared to the policy benchmark of 16.7 percent – refer to Exhibit 5 for the detail regarding performance.

Of the portfolio, Strategic U.S. Equity Portable Alpha achieved the highest six-month ROR at 32.2 percent [\$4.3 million balance at December 31], while the Strategic Active Credit Trust posted the lowest ROR at 7.7 percent [\$5.0 million balance at December 31].

These funds are within the University’s prescribed asset allocation requirements at December 31, 2020 and, we have no reason to believe those compliance requirements were not maintained throughout the quarter – refer to Exhibit 6 for the detail regarding compliance.

Separately Invested

The Separately Invested Endowments, invested in accord with donor stipulations, totaled \$7.9 million at December 31, 2020 and posted a blended six-month ROR of 2.5 percent, or \$0.2 million [\$7.6 million average quarterly balance]. These funds are separately invested for a number of reasons and do not have uniform prescribed asset allocation requirements.

Of the Separately Invested Endowments, the Timken Stock, achieved the highest six-month ROR at 68 percent [\$1.3 million balance at December 31]. The Seiberling Chair in Constitutional Law invested by Key Bank, posted the lowest ROR at negative 0.2 percent [\$1.0 million balance at December 31] – refer to Exhibit 5 for the detail regarding performance.

Operating Funds

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Six Months Ended December 31, 2020

Net Rates of Return for the Periods Ended December 31, 2020

Exhibit 1

- At or Above Benchmark
- < 100 Basis Pts Below Benchmark
- > 100 Basis Pts Below Benchmark

Portfolio/Advisor	Market Value	Net Rates of Return									
		Quarter ROR/Benchmark	Six Months ROR/Benchmark	One Year ROR/Benchmark	Two Years ROR/Benchmark	Three Years ROR/Benchmark					
Cash and Cash Equivalents / PFM, PNC & JPMC <i>Merrill Lynch 3 Month Treasury Index</i>	\$ 22,396,000	0.02% 0.03%	●	0.03% 0.07%	●	0.65% 0.67%	●	1.4% 1.5%	●	1.5% 1.6%	●
Short-Term Fixed Income / PFM <i>Merrill Lynch 1-3 Year Treasury/Agency Index</i>	46,511,000	0.15% 0.05%	●	0.35% 0.16%	●	3.3% 3.1%	●	3.7% 3.3%	●	3.0% 2.7%	●
Intermediate-Term Fixed Income / PFM <i>Merrill Lynch 1-10 Year Treasury/Agency Index</i>	59,302,000	0.17% (0.22%)	●	0.67% (0.03%)	●	6.0% 5.6%	●	6.0% 5.4%	●	4.4% 4.0%	●
SUBTOTAL - PFM, PNC & JPMC Managed Portfolios	\$ 128,209,000	0.13%		0.47%		3.9%		4.1%		3.3%	
Long-Term / Legacy <i>Policy Balanced Index (65/35)</i>	\$ 72,003,000	11.6% 12.3%	●	17.7% 18.5%	●	12.6% 14.5%	●	16.9% 16.9%	●	8.0% 8.7%	●
TOTAL OPERATING FUNDS	\$ 200,212,000										

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Six Months Ended December 31, 2020

Operating Funds Policy Compliance: Asset Allocation at December 31, 2020

Exhibit 2

- Compliant
- Noncompliant

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Cash and Cash Equivalents	10-80%	25%	11%	●
Short-Term Fixed Income	20-65%	25%	23%	●
Intermediate-Term Fixed Income	0-45%	35%	30%	●
Long-Term	0-35%	15%	36%	●
<i>Large Cap</i>	20-30%	25%	30%	●
<i>Small/Mid Cap</i>	10-20%	15%	13%	●
<i>International</i>	15-25%	20%	21%	●
<i>Alternative</i>	10-20%	15%	15%	●
<i>Fixed Income</i>	15-25%	20%	20%	●
<i>Cash</i>	0-10%	5%	1%	●

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Six Months Ended December 31, 2020

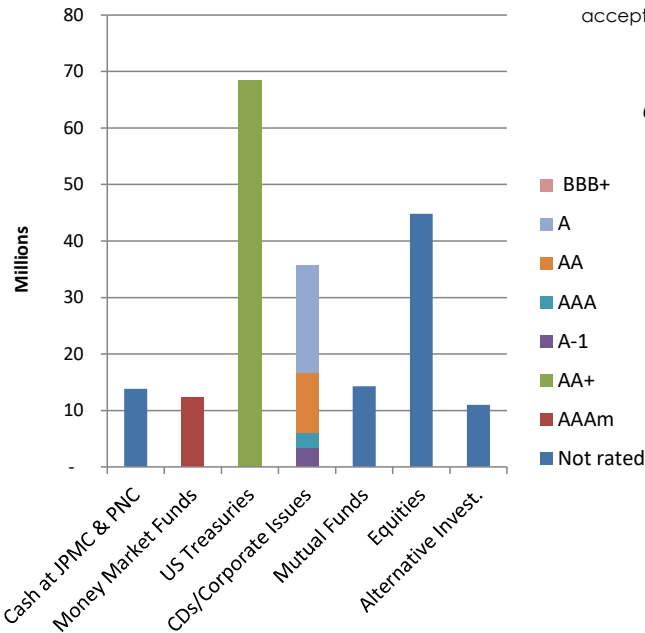
State Compliance: Portfolio Composition and Credit Quality

Exhibit 3

- Compliant
- Noncompliant

Section 3345.05 of the Ohio Revised Code states:

A stipulation that investment of at least 25% of the average amount of the investment portfolio over the course of the previous fiscal year be invested in securities of the U.S. Government or its agencies or instrumentalities, the treasurer of state's pooled investment program, obligations of the State or any political subdivision of the State, certificates of deposit of any national bank located in the State, written repurchase agreements with any eligible Ohio financial institution that is a member of the federal reserve system or federal home loan bank, money market funds [MMFs], or bankers acceptances maturing in 270 days or less which are eligible for purchase by the federal reserve system, as a reserve.



Ohio Revised Code §3345.05 Compliance

Cash, MMFs, US Treas, Negotiable CDs: \$ 98,000,000 46% ●

Market Value	Actual Allocation as Average Prior Fiscal Year	Compliance Indicator
\$ 98,000,000	46%	●

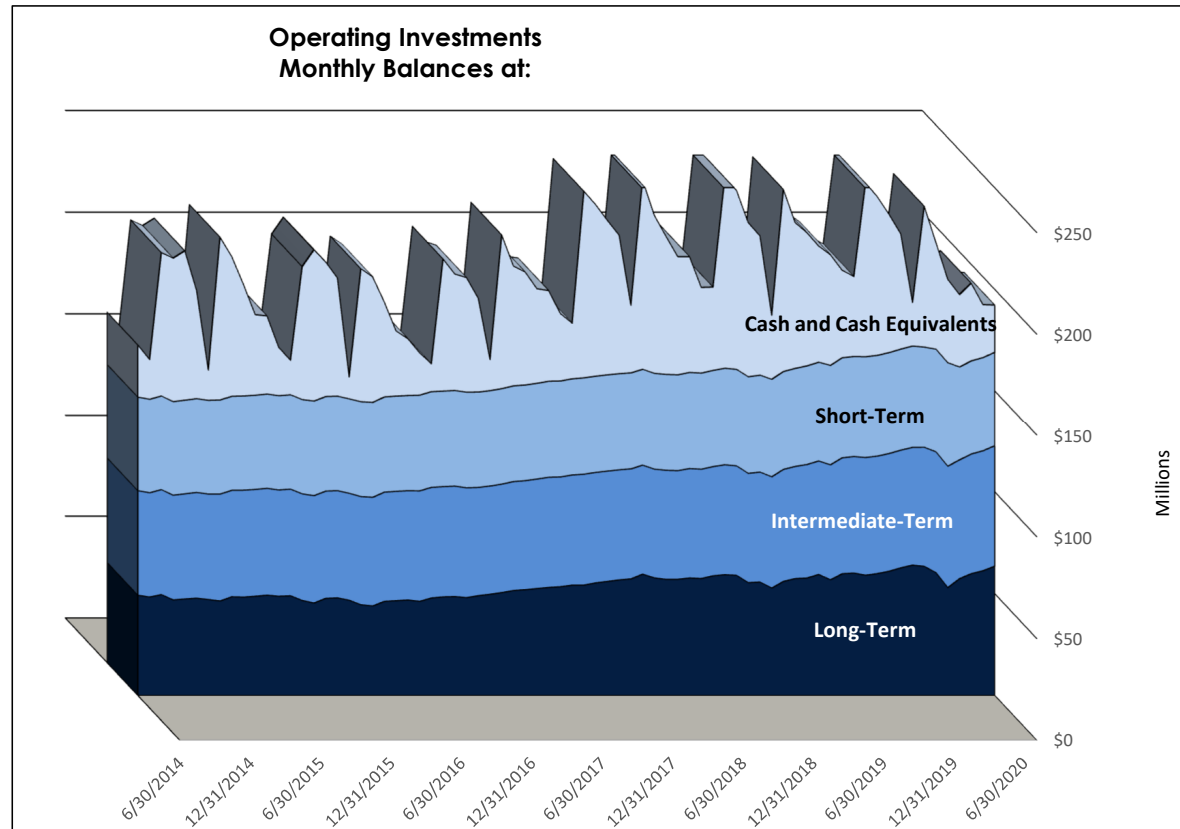
Cash and Cash Equivalents	Short-Term Fixed Income	Intermediate-Term Fixed Income	Long-Term
---------------------------	-------------------------	--------------------------------	-----------

Cash at JPMC & PNC	\$ 13,810,000			
Money Market Funds	8,586,000	\$ 104,000	\$ 1,661,000	\$ 1,940,000
US Treasuries		35,691,000	32,673,000	
Negotiable CDs		1,600,000	1,935,000	
Corporate Issues		9,116,000	23,033,000	
Mutual Funds				14,278,000
Equities				44,810,000
Alternative Invest.				10,975,000
Total Operating Funds	\$ 22,396,000	\$ 46,511,000	\$ 59,302,000	\$ 72,003,000

Note: The Money Market Funds are held at PFM for all portfolios except the Long-Term portfolio held by Legacy.

**THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Six Months Ended December 31, 2020**

Exhibit 4



Balances at June 30:

- Cash and Cash Equivalents
 - Short-Term Fixed Income
 - Intermediate-Term Fixed Income
 - Long-Term
- Total**
Change

	2015	2016	2017	2018	2019	2020	12/31/2020
Cash and Cash Equivalents	\$23.7	\$20.9	\$33.1	\$42.1	\$43.1	\$26.0	\$22.4
Short-Term Fixed Income	46.8	47.5	47.6	47.7	49.6	46.3	46.5
Intermediate-Term Fixed Income	52.1	54.2	53.9	53.6	56.9	58.9	59.3
Long-Term	48.8	46.2	53.4	57.5	59.8	61.3	72.0
Total	\$171.4	\$168.8	\$188.0	\$200.9	\$209.4	\$192.5	\$200.2
Change	(\$1.2)	(\$2.6)	\$19.2	\$12.9	\$8.5	(\$16.9)	\$7.7

Endowments

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Six Months Ended December 31, 2020

Net Rates of Return for the Periods Ended December 31, 2020

Exhibit 5

- At or Above Benchmark
- < 100 Basis Pts Below Benchmark
- > 100 Basis Pts Below Benchmark

Portfolio/Advisor (Inception)	Market Value	Net Rates of Return								
		Three Months ROR/Benchmark	Six Months ROR/Benchmark	One Year ROR/Benchmark	Three Years ROR/Benchmark	Five Years ROR/Benchmark				
POOLED ENDOWMENT										
Portfolio Composite / SIG (1/1/2020)	\$ 70,676,000	11.5%	17.7%	12.1%	5.7%	8.0%				
Policy Balanced Index (65/35)		10.5%	16.7%	10.5%	7.3%	8.9%				
SEPARATELY INVESTED ENDOWMENTS										
Oelschlager Leadership Award / Oak Assoc. (7/31/2000)	\$ 2,700,000	12.9%	20.7%	21.3%	15.2%	15.8%				
Seiberling Chair in Con. Law / Key Bank (7/31/1997)	991,000	(0.2%)	(0.2%)	0.8%	1.4%	0.8%				
ORSP / PNC Bank (4/30/2009)	2,960,000	8.5%	12.9%	4.9%	4.5%	6.3%				
Timken Co. and TimkenSteel Corp.	1,275,000	42.3%	68.0%	32.3%	12.0%	19.4%				
<i>Total Separately Invested Endowments</i>	<u>\$ 7,926,000</u>									
TOTAL ENDOWMENTS	<u>\$ 78,602,000</u>									

Note: Cambridge managed the pooled endowment through December 31, 2019 and SIG has managed the pooled endowment thereafter.

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Six Months Ended December 31, 2020

Pooled Endowment Policy Compliance at December 31, 2020

Exhibit 6

- Compliant
- Noncompliant

Asset Allocation

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Equities	40-60%	50%	59%	●
Alternatives	10-32%	22%	12%	●
Real Assets	0-18%	8%	7%	●
Fixed Income	10-30%	20%	16%	●
Opportunistic	0-10%	0%	0%	●
Cash	0-20%	0%	6%	●

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Six Months Ended December 31, 2020

Components of and Net Change - Total Endowments
Fiscal Years Ended June 30, 2018 - 2020
And Six Months Ended December 31, 2020

Exhibit 7



	2018	2019	2020	12/31/2020
Endowment Gifts	\$2,926	\$2,309	\$201	\$1,320
Transfers, Net	20	170	1,234	238
Endowment Distributions	(3,021)	(2,885)	(2,897)	(1,319)
Administrative Fee	(309)	(305)	(306)	(152)
Interest & Dividends	1,444	1,771	1,935	858
Investment Fees	(239)	(316)	(297)	(142)
Realized & Unrealized G/L	2,253	222	(1,907)	10,093
Net Endowment Change	\$3,074	\$966	\$(2,037)	\$10,896

The categories that comprise the market value changes are as follows:

Endowment Gifts and Transfers, Net; Endowment Distributions; Administrative Fee, and Investment Income.

Select components are discussed below.

Endowment Gifts and Transfers, Net

Gifts to the University given in support of University Endowments. The Grotefend Family contributed \$1.5 million and \$2 million during the fiscal years 2018 and 2019, respectfully for Mechanical Engineering Scholarships. In addition, during fiscal year 2021, Elton Coleman contributed \$800,000 towards Canadian Student Scholarships and Jim Oelschlager contributed \$500,000 towards the Oelschlager Leadership Award Scholarships.

Endowment transfers, totaling \$1.2 million in 2020, represent return of unexpended distributions from select Polymer Science University award accounts.

Endowment Distributions

Effective July 1, 2017, distributions made from the endowments became 4.75% of a 3-year moving average.

Administrative Fee

Effective July 1, 2017, the administrative fee assessed by the University to all pooled endowments became 0.5% which is directed to the Scholarships for Excellence.

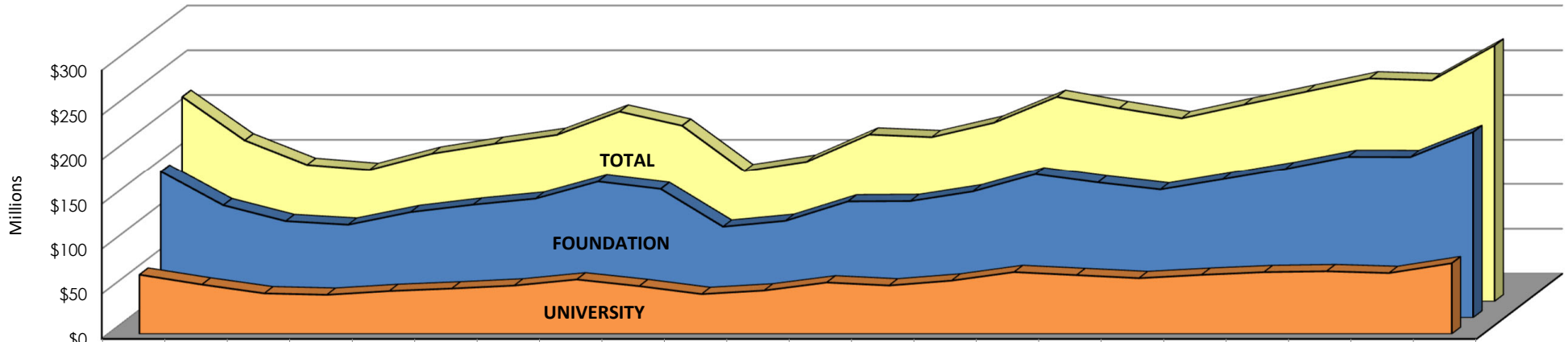
Investment Fees

Represents known advisor, manager, and custodial fees. The fees do not represent all investment costs as some fees are embedded within investments, net of returns, and are not readily determinable.

**THE UNIVERSITY OF AKRON
 ENDOWMENT Funds Investment Report
 For the Six Months Ended December 31, 2020**

**The University of Akron and Foundation
 Investment Balances
 At June 30, 2000 - 2020
 And December 31, 2020**

Exhibit 8



	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	12/31
UNIVERSITY	\$65.9	\$54.9	\$45.1	\$43.5	\$47.7	\$50.5	\$53.8	\$60.6	\$53.2	\$44.3	\$48.3	\$57.2	\$53.9	\$59.3	\$68.8	\$65.4	\$62.0	\$65.7	\$68.7	\$69.7	\$67.7	\$78.6
FOUNDATION	162.8	125.1	107.3	103.3	117.4	125.7	132.4	151.6	143.3	101.1	107.7	129.3	129.7	140.5	159.8	150.6	142.7	154.2	165.9	179.6	179.4	207.5
TOTAL	\$228.7	\$180.0	\$152.4	\$146.8	\$165.1	\$176.2	\$186.2	\$212.2	\$196.5	\$145.4	\$156.0	\$186.5	\$183.6	\$199.8	\$228.6	\$216.0	\$204.7	\$219.9	\$234.6	\$249.3	\$247.1	\$286.1
Net Change	\$59.7	\$(48.7)	\$(27.6)	\$(5.6)	\$18.3	\$11.1	\$10.0	\$26.0	\$(15.7)	\$(51.1)	\$10.6	\$30.5	\$(2.9)	\$16.2	\$28.8	\$(12.6)	\$(11.3)	\$15.2	\$14.7	\$14.7	\$(2.2)	\$39.0

Note 1: Cambridge became the Foundation and University endowment OCIO and investment manager, respectively, on 1/1/2014 and 4/1/2014. Strategic Investment Group succeeded Cambridge for both the Foundation and University endowments as OCIO effective 1/1/2020.

Note 2: Over the last 20 years both the Foundation and University endowment portfolios have realized both large and small fluctuations. The notable downturns during 2001 and 2002 were the result of the tech market bubble and the event of September 11, 2001, and 2008 and 2009 were the result of the Great Recession.

THE UNIVERSITY OF AKRON

RESOLUTION 2- -21

Acceptance of the Investment Report for the Quarter Ended December 31, 2020

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on February 10, 2021, accepting the Investment Report for the Quarter Ended December 31, 2020, be approved.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE


TAB 3

**FINANCIAL REPORT FOR THE
SIX MONTHS ENDED DECEMBER 31, 2020
AND REVISED FY 2020-2021 BUDGETS**



DATE: January 25, 2021

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

FROM: Amy S. Gilliland 
Director of Resource Analysis & Budgeting

**SUBJECT: General Fund, Auxiliary Funds, and Departmental Sales and Services Funds:
Budget to Actual Results for the Six Months Ended December 31, 2020**

As requested, the Office of Resource Analysis & Budgeting provides the accompanying Financial Report for the six months ended December 31, 2020 for the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds (Akron and Wayne combined) together with accompanying FY21 budget assumptions and narratives. This Financial Report should be presented for consideration and approval at the February 10, 2021 Board of Trustees meeting.

The University's two primary revenue sources continue to be tuition and fees and State Share of Instruction. For tuition and fees, the FY21 budget was developed assuming a 15 percent enrollment decline from FY20 whereas, as of December 31, 2020, a combined eight percent enrollment decline was expected for the fiscal year ended June 30, 2021. The smaller enrollment decline equates to a net revenue loss as compared to FY20 but is nonetheless, \$9 million more favorable than FY21 budget. This will be favorably or unfavorably impacted should spring 2021 vary much from the projected enrollment of 184,000 credit hours.

With the enrollment currently expected to be higher than budgeted, scholarship awards are also expected to exceed budget by \$4.4 million for the fiscal year. This scholarship increase is partially attributable to the increase in the number of high school students which as of Fall 2020 Census comprised nearly 17 percent of the undergraduate enrollment, up from approximately 15 percent for fall 2020.

For State Share of Instruction, the Governor recently reversed a prior reduction and the expected current year revenues of \$95 million are \$6.6 million greater than budgeted. This funding level is subject to change later in the fiscal year depending upon State of Ohio tax revenue collections and other financial indicators.

The General Fund expenditures are being closely monitored and a projection of General Fund expenditures, revenues, and transfers is underway. The factors likely to favorably impact expenditures are the full or partially remote form of operations for the fiscal year as well as the CARES Act funding the University has received to date. That is, utilities are likely to be lower

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

than expected due to having fewer students, faculty and staff on campus. Additionally, the CARES Act funding may, in some instances, serve to offset budgeted General Fund or other expenditures.

Auxiliary Enterprises Funds remain fluid and are difficult to accurately predict at December 31, 2020 due to the uncertainty of the impact of the pandemic in spring 2021. Nonetheless, a projection of the revenues, expenditures, and transfers of those funds including residence life and housing, dining, and athletics are underway and are being developed based upon the current readily available information. The Auxiliary Enterprises Funds budgets were built, in part, assuming that enrollment would decline by 15 percent and that the occupancy of the residence halls would be 1,822 students versus the current capacity of 2,550 and the residence halls would remain occupied for 50 percent of each semester. On the first day of class, the residence halls occupancy was 1,781 which declined to 1,719 by week's end. As of November 16, the number of residence hall students was 1,655 versus 2,271 at the same time last year. During finals week, the number declined further to 1470, versus 2176 at the same time last year. The decline in the number of students living in the residence halls has also impacted dining services. The total fall 2020 meal plans are 1,417, which is 959 meal plans below the minimum contract requirement of 2,376.

As referenced above, favorably impacting FY21 budget performance are the various federal grants that the University has received thus far. The schedule below shows the federal grants that will offset expenditures or support University pandemic efforts. The impact of the federal grants has been incorporated into the General Fund, Auxiliary Funds, and Sales and Services Funds projections.

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	\$6,069,814	\$1,006,094	Institutional Use-Student Refunds and Indirect Costs	Institutional Use-Student Refunds and Indirect Costs	5/5/20-5/4/21
Coronavirus Relief Fund Federal Agency: Department of Treasury	Governor/Ohio Dept. of Higher Education	\$9,533,149	\$1,102,460	\$8,430,689	Student Refunds, additional expenditures	Student Refunds, additional expenditures	3/1/20-12/30/20
Coronavirus Relief Fund Federal Agency: Department of Treasury	Governor/Ohio Dept. of Higher Education	\$4,797,086	\$0	\$4,797,086	Student Refunds, additional expenditures	Student Refunds, additional expenditures	3/1/20-12/30/20
Coronavirus Relief Fund Federal Agency: Department of Treasury	Governor/Ohio Dept. of Higher Education	\$217,974	\$0	\$217,974	Mental Health Counselling for students	Mental Health Counselling for students	3/1/20-12/30/20
Governor's Emergency Education Relief Fund Federal Agency: Department of Treasury	Governor of Ohio	\$370,556	\$0	\$370,556	Mental Health Counselling for students	Mental Health Counselling for students	Spring semester
Coronavirus Relief Fund Federal Agency: Department of Treasury	Summit County	\$2,000,000	\$0	\$2,000,000	Public Safety and Public Health	Public Safety and Public Health	3/1/20-12/30/20
Total		\$31,070,582	\$14,248,183	\$16,822,399			

Notes: The \$7,075,909 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
For the Six Months Ended December 31, 2020

Table of Contents

<u>Description</u>	<u>Page</u>
General Fund Budget and Actual (Akron and Wayne Combined).....	1
General Fund FY21 Budget Assumptions (Akron and Wayne Combined)	2
General Fund Narrative (Akron and Wayne Combined).....	7
Auxiliary Funds Budget and Actual	11
Auxiliary Funds FY21 Budget Assumptions.....	20
Auxiliary Funds Narrative	31
Departmental Sales and Services Funds Budget and Actual	45
Departmental Sales and Services Funds FY21 Budget Assumptions.....	50
Departmental Sales and Services Funds Narrative	52

GENERAL FUND

For the Six Months Ended December 31, 2020

The University of Akron
Akron and Wayne General Fund Combined
FY 2021 Budget and Actual Results for the six months ended December 31, 2020 with FY 2021 Projections and FY 2020 Comparisons

	FY20		FY21						
	YTD	YTD	Approved Budget	YTD Dec. 31	Actual to Budget		Projected June 30	Projection to Budget	
	June 30	Dec. 31			\$	%		\$	%
Tuition & General Service Fees	\$175,612,417	\$92,220,135	\$149,694,000	\$83,866,152	(\$65,827,848)		\$161,563,000	\$11,869,000	
Other Fees	20,352,098	11,105,222	16,717,000	9,585,612	(7,131,388)		18,224,000	1,507,000	
Scholarships	(52,693,281)	(32,386,100)	(48,259,000)	(24,674,605)	23,584,395		(52,683,000)	(4,424,000)	
Net Tuition and Fees	143,271,234	70,939,256	118,152,000	68,777,159	(49,374,841)		127,104,000	8,952,000	108%
State Share of Instruction	95,193,364	50,065,131	90,445,000	45,222,266	(45,222,734)		95,015,462	4,570,462	105%
Indirect Cost Recovery	4,702,402	2,337,797	4,000,000	1,804,936	(2,195,064)		3,631,000	(369,000)	
Investment Income	735,189	484,777	500,000	12,870	(487,130)		500,000	0	
Miscellaneous Revenues	2,610,741	1,705,861	4,121,000	2,957,092	(1,163,908)		4,600,000	479,000	
Total Revenues	246,512,930	125,532,822	217,218,000	118,774,322	(98,443,678)		230,850,462	13,632,462	106%
Payroll	138,668,320	65,243,718	111,722,000	56,673,722	55,048,278		116,917,000	(5,195,000)	
Fringes	40,363,924	20,237,581	36,829,000	20,048,919	16,780,081		38,383,000	(1,554,000)	
Total Compensation	179,032,244	85,481,300	148,551,000	76,722,641	71,828,359		155,300,000	(6,749,000)	105%
Utilities	7,520,445	3,222,985	8,970,000	3,090,575	5,879,425		8,000,000	970,000	
Operating	29,578,814	20,587,752	28,652,000	14,524,550	14,127,450		25,504,000	3,148,000	
Total Non Personnel	37,099,259	23,810,736	37,622,000	17,615,124	20,006,876		33,504,000	4,118,000	89%
Re-charge of prior-year expenditures	0	0	0	(6,877,585)	6,877,585		(7,971,000)	7,971,000	
Re-charge of current-year expenditures	0	0	0	(2,929,277)	2,929,277		(8,826,000)	8,826,000	
Total Net Expenditures	216,131,502	109,292,036	186,173,000	84,530,903	101,642,097		172,007,000	14,166,000	92%
Net Before Transfers	30,381,428	16,240,787	31,045,000	34,243,419	3,198,419		58,843,462	27,798,462	
Transfers-In (Draw on Operating Reserves)	1,366,567	0	7,833,000	0	(7,833,000)		0	(7,833,000)	
Transfers-In Plant Fund and Other	1,131,571	131,571	0	0	0		0	0	
Advance-In	143,028	93,028	0	0	0		60,000	60,000	
Transfers-In Encumbrance	3,234,688	3,234,688	3,030,000	2,418,485	(611,515)		2,418,000	(612,000)	
Transfers-Out Plant Fund	(1,405,252)	(141,696)	(1,000,000)	(639,138)	360,862		(1,300,000)	(300,000)	
Transfers-Out Facilities Fee	(5,644,493)	(3,105,746)	(4,856,000)	(2,428,000)	2,428,000		(4,856,000)	0	
Transfers-Out General Service Fee	(11,631,000)	(5,929,000)	(9,328,000)	(4,664,000)	4,664,000		(9,328,000)	0	
Transfers-Out Other-Debt Service	(1,939,795)	(680,398)	(4,681,000)	(2,340,500)	2,340,500		(8,442,000)	(3,761,000)	
Transfers-Out Other	(13,098,257)	(5,694,506)	(22,043,000)	(11,021,500)	11,021,500		(15,333,000)	6,710,000	
Advance-Out	(120,000)	(290,000)	0	0	0		0	0	
Transfers-Out - Encumbrance	(2,418,485)	0	0	0	0		(2,500,000)	(2,500,000)	
Net Transfers	(30,381,428)	(12,382,059)	(31,045,000)	(18,674,653)	12,370,347		(39,281,000)	(8,236,000)	
Difference	\$0	\$3,858,728	\$0	\$15,568,766	\$15,568,766		\$19,562,462	\$19,562,462	

**The University of Akron
Akron and Wayne General Fund Combined
FY 2021 Budget Assumptions with Projection Considerations**

Overall: 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 in the fall while complying with appropriate physical distancing;
- The budget reflects potential instructional disruption as indicated by switching to remote instruction from the middle of the fall term through the middle of the spring term. This would result in partial refunds of room and board and certain other fees, as well as lost revenues from event cancellations causing net shortfalls in auxiliaries and reflected in additional transfers-out of \$8.3 million to support the impacted auxiliaries; and
- In reality, the hybrid instruction delivery mode was in effect until November 16, 2020 when all instruction was switched to remote delivery. It is assumed Spring 2021 will be delivered via face-to-face and remote blended learning and the term will be shortened by starting one week of remote instruction followed by face to face and blended instruction then shifting to remote-only after spring break and through final exam week.

Revenues

Tuition & General Service Fees

- The budget reflects overall blended student credit hour reduction of 15 percent; however, combined summer and fall student credit hours actually declined around seven percent; while preliminary spring 2021 blended student credit hours declined around nine percent from spring 2020. Assuming this holds, the projected annual blended credit hour decline is around eight percent;
- Tuition and certain fee increase of 2.1 percent for the fall 2020 baccalaureate Tuition Guarantee Cohort; and
- Initiation of Tuition Guarantee for regional campuses effective fall 2020.

Other Fees

- The budget reflects overall blended student credit hour reduction of 15 percent; however, combined summer and fall student credit hours actually declined around seven percent; while preliminary spring 2021 blended student credit hours declined around nine percent from spring 2020. Assuming this holds, the projected annual blended credit hour decline is around eight percent.

Scholarships

- Undergraduate scholarships are projected to be near \$42.8 million including College Credit Plus and Early college in the total amount of \$7 million as compared to the budgeted \$37.1 million including College Credit Plus and Early College;
- Graduate assistant fee remissions are projected to be \$6 million as compared to the \$7.9 million budget; and

The University of Akron
Akron and Wayne General Fund Combined
FY 2021 Budget Assumptions with Projection Considerations

- Law School scholarships are projected to be \$3.9 million as compared to the \$3.3 million budget.

State Share of Instruction

- Budget assumes State Share of Instruction (SSI) reduction of \$4.7 million from FY 2019-20;
- Ohio Department of Higher Education (ODHE) indicated potential further reductions later in the fiscal year are possible depending on tax revenues collections and the outlook will be closely monitored; however, the Governor recently restored previous SSI reductions. The revised SSI allocation of \$95 million reflects a \$4.6 million increase over budget.

Indirect Cost Recovery

- Reduction to align with FY20 revenues and assumed reduction in research activity due to COVID-19; and
- Distributions limited to the Principal Investigator at 10 percent with remainder to the Center.

Investment Income

- Reduction of 64.5% is expected in anticipation of loss of market value resulting from reduced balances and the impact of COVID-19 on the federal funds rate; and
- Market fluctuations, either way, will impact the actual amount.

Miscellaneous Revenues

- Major revenues include \$2.3 million from the University of Akron Research Foundation (UARF); \$0.5 million from Federal energy tax credit; \$250,000 from phase out of Perkins Loan program; and rental income from leased space; and
- The non-budgeted sale of older generation Internet Protocol (IP) addresses will yield \$1.4 million.

Expenditures

Payroll and Vacancies

- No raise pool is contemplated;
- Abolishment of 178 filled and unfilled positions;
- \$1 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;
- Except for the AAUP, the remainder of campus employees accepted tiered one-time wage reductions totaling \$2.2 million. The wage reductions, if effectuated for the AAUP would increase to \$4.1 million; and

The University of Akron
Akron and Wayne General Fund Combined
FY 2021 Budget Assumptions with Projection Considerations

- Vacation and sick leave payoffs will be at least \$1 million more than in a normal fiscal year.

Fringes

- Pooled fringe rates as follows:
 - 29 percent – full time
 - 15.45 percent – part time
 - 5 percent – graduate assistants and student assistants
- Voluntary Retirement Incentive Program (VRIP) - Final year of the three-year program. HRSA and 403(b) payments totaling \$931,000;
- Voluntary Separation and Retirement Program (VSRP) – Annual salaries of separated employees paid in two installments during FY21, totaling \$3.7 million;
- \$1 million in savings associated with increased employee contributions to healthcare and elimination of the retiree dependent coverage effective December 31, 2020; and
- \$2 million provided for estimated unemployment compensation payments.

Utilities

- Estimated electric, natural gas, and water and sewer expenditures increased from last fiscal year's actual by \$1.5 million.

Operating

- The designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to follow the 15 percent student credit hour decline; however will be higher as projected blended annual student credit hour production is closer to eight percent;
- 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;
- Assumes departmental operating budgets were reduced \$3.4 million in accord with the target reductions;
- Assumes campus operating budgets will be underspent by \$1.5 million;
- In the absence of departmental and college level IDC distributions, the Center continues to assume certain research related costs in the amount of \$450,000; and
- State minimum wage adjustment.

Other

Re-Charge of Prior-Year Expenditures

- Certain FY2020 expenditures in the amount of \$8.1 million were or will be recharged and covered by various COVID relief grants.

The University of Akron
Akron and Wayne General Fund Combined
FY 2021 Budget Assumptions with Projection Considerations

Re-Charge of Current-Year Expenditures

- Certain FY2021 expenditures in the amount of \$8.7 million were or will be incurred within the General Fund in response to COVID preparedness and related safety. These expenditures were or will be re-charged to various COVID relief grants.

Transfers-In (Draw on Operating Reserves)

- The budget reflects a draw on reserves of \$7.8 million; however, the amount may change based upon a number of factors including whether ODHE reduces SSI, whether enrollment is negatively impacted by the pandemic or the announcement of the reduction in force, whether cost controls continue, and to the extent the COVID relief resources have magnitude and flexibility. The Projection presumes that largely due to the COVID relief funds and better-than-expected enrollment and SSI an operating surplus in the amount of \$19.6 million will occur.

Transfers-Out Plant Fund

- Current expectations are that capital projects will be funded by \$1.3 million as compared to the budgeted \$1 million.

Transfers-Out

- Budgeted transfers to Auxiliaries assume General Service Fee, \$9.3 million; Facilities Fee, \$4.9 million; and Other, \$26.7 million and are based on a 15 percent decline in student credit hours; whereas projections presume an eight percent decline. The mix and blend of transfers will be adjusted after spring census and will be adjusted based on revenue challenges of the auxiliaries; and
- As of the close of December, Projections indicate \$2.9 million less of auxiliary reliance upon General Fund support.

	Budgeted General Service Fees	Projected General Service Fees	Budgeted Facilities Fees	Projected Facilities Fees	Budgeted Other Support and Other Debt Service	Projected Other Support and Other Debt Service	Budgeted Total	Projected Total
Athletics	\$ 9,328,000	\$ 9,328,000	\$ 2,527,000	\$ 2,527,000	\$ 7,957,000	\$ 9,597,000	\$ 19,812,000	\$ 21,452,000
Residence Life & Housing	-	-	-	-	8,101,000	6,662,000	8,101,000	6,662,000
E.J. Thomas PAH	-	-	-	-	630,000	630,000	630,000	630,000
Dining (Aramark)	-	-	-	-	2,914,000	-	2,914,000	-
Recreation & Wellness Services	-	-	856,000	856,000	2,296,000	2,296,000	3,152,000	3,152,000
Jean Hower Taber Student Union	-	-	1,473,000	1,473,000	2,642,000	2,642,000	4,115,000	4,115,000
Parking & Transportation Services	-	-	-	-	2,184,000	1,948,000	2,184,000	1,948,000
Total	\$ 9,328,000	\$ 9,328,000	\$ 4,856,000	\$ 4,856,000	\$ 26,724,000	\$ 23,775,000	\$ 40,908,000	\$ 37,959,000

The University of Akron
Akron and Wayne General Fund Combined
FY 2021 Budget Assumptions with Projection Considerations

- The following table further breaks down the Transfers-Out for Other Support and Other Debt Service:

	Budgeted Other Support	Projected Other Support	Budgeted Other Debt Service	Projected Other Debt Service	Budgeted Other Support and Other Debt Service Total	Projected Other Support and Other Debt Service Total
Athletics	\$ 5,522,000	\$ 7,162,000	\$ 2,435,000	\$ 2,435,000	\$ 7,957,000	\$ 9,597,000
Residence Life & Housing	8,101,000	4,330,000	-	2,332,000	8,101,000	6,662,000
E.J. Thomas PAH	630,000	630,000	-	-	630,000	630,000
Dining (Aramark)	2,914,000	-	-	-	2,914,000	-
Recreation & Wellness Services	1,470,000	1,470,000	826,000	826,000	2,296,000	2,296,000
Jean Hower Taber Student Union	1,222,000	1,222,000	1,420,000	1,420,000	2,642,000	2,642,000
Parking & Transportation Services	2,184,000	519,000	-	1,429,000	2,184,000	1,948,000
	<u>\$ 22,043,000</u>	<u>\$ 15,333,000</u>	<u>\$ 4,681,000</u>	<u>\$ 8,442,000</u>	<u>\$ 26,724,000</u>	<u>\$ 23,775,000</u>

Debt Service

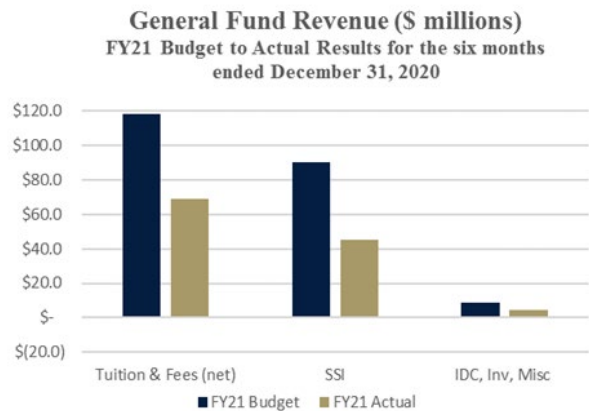
- The General Fund debt service requirement for FY21 reflects \$4.8 million of temporary relief as a result of the debt deferral initiative. Recent refinancing and reserves that reside in the Plant Fund, and debt reserves will service the remaining \$4.7 million FY21 General Fund debt service obligation.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020**

Revenues

Tuition & General Service Fees: Tuition & General Service Fees revenues total \$83.9 million or approximately 56 percent as compared to the annual budget of \$149.7 million. This amount reflects the summer and fall revenue.

The summer credit hours exceeded the prior year by four percent in undergraduate production but lagged prior year activity by eight percent in graduate and about one percent in law. Fall numbers exceed expectations as the expected 15 percent decline in credit hour production is closer to a decline of about 7.5 percent. Tuition and Fee revenues are expected to exceed the budgeted amount by roughly \$11.9 million by year end assuming spring credit hours lag prior year by roughly nine percent. However, the increase in enrollment also resulted in an increase in projected scholarships approximating \$4.4 million. As a result, net Tuition and Fees revenues are projected to increase to \$127.1 million or by \$9 million.



Other Fees: Other Fees revenues total \$9.6 million or approximately 57 percent as compared to the annual budget of \$16.7 million. Since enrollment is better than expected, the fees are projected to exceed budget by \$1.5 million by year-end.

Other Fees include various student fees such as technology fees (28 percent), facilities fees (23 percent), and unit and course/content, administrative, career advantage and other fees (49 percent). The electronic content fees are charged to a student’s account, the proceeds of which accrue 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 \$24.7 million or approximately 51 percent of the \$48.3 million annual budget. Year-to-date Scholarships include undergraduate (\$19.2 million), graduate tuition remissions (\$3.5 million), and law (\$1.9 million). The discounts associated with College Credit Plus have not yet been processed but those are estimated to be about \$5.5 million for the fiscal year. Scholarships are projected to total \$52.7 million by the end of the fiscal year.

State Share of Instruction: State Share of Instruction (SSI) revenues total \$45.2 million or 50 percent as compared to the annual budget of \$90.4 million. As a result of the Governor’s recent executive order restoring previous SSI reductions, the projected SSI is expected to total \$95 million which reflects a \$4.6 million increase over budget.

Indirect Cost Recovery: IDC revenues total \$1.8 million or approximately 45 percent as compared to the annual budget of \$4 million. Projected revenue of \$3.6 million is \$.4 million less than budget.

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020

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

Investment Income: Investment Income revenues total \$12,870. Timing is an issue and these revenues will be updated for the next report. A decline in the cash balances as well as lower interest rates are factors in this unfavorable return. Projected Investment Income of \$500,000 is in line with the budget.

Miscellaneous Revenues: The budgeted revenues total \$4.1 million whereas year-to-date actual revenues and the projected revenues total \$3 million and \$4.6 million, respectively. The projection presumes the budgeted revenues will largely materialize including the support provided by the University of Akron Research Foundation (UARF) in the amount of \$2.3 million and the unplanned proceeds in the amount of \$1.4 million from the sale of the older generation Internet Protocol (IP) addresses are received.

Expenditures

Compensation: Gross payroll expenditures total \$56.7 million or 51 percent of the annual budget of \$111.7 million. Approximately \$5.2 million of prior-year payroll expenditures were also re-charged to COVID relief grants, thereby reducing the gross amount. Year-end payroll is projected to be roughly \$5.2 million greater than budget.

Gross fringe benefits of \$20 million are 54 percent of the budget. Approximately \$1.7 million of prior-year and \$1 million of current-year fringe benefit expenditures were re-charged to COVID relief grants. Fringes are projected to end the year \$1.6 million greater than budgeted.

Utilities: The Utilities charges approximated \$3.1 million of the annual \$9 million budget. Usage is down from prior years as activity on campus is significantly reduced. Indications are that by year end, total utility spend will be approximately \$1 million less than budget.

Functional Category	Actual YTD
Instruction and Departmental Research	\$ 42,450,000
Separately Budgeted Research	2,121,000
Public Service	76,000
Academic Support	12,878,000
Student Services	5,589,000
Institutional Support	22,919,000
Operation and Maintenance of Plant	7,894,000
Scholarships and Fellowships	25,085,000
Gross Expenditures	\$119,012,000
Current-year re-charge	(3,020,491)
Net current-year expenditures	\$115,991,509

Note: The expenditures are summarized by functional classification.

Employee Type	Actual YTD
Faculty	\$29,743,000
Staff	12,273,000
Contract Professionals	12,247,000
Graduate Assistants	2,411,000
Gross Payroll	56,674,000
Current-year re-charge	(1,569,000)
Net Current-year Payroll	\$55,105,000

Note 1: Includes all General Fund payroll-related activities (e.g. full time, part time, overload, etc.).

Note 2: Excludes fringe benefits.

Operating: Gross operating expenditures total \$14.5 million or approximately 51 percent of the \$28.7 million budget. These expenditures trend higher in the first half of the year as annual contracts and blanket purchase orders are encumbered. The six-month results include \$4.2 million in encumbered funds.

The expenditures are incurred within the operating units primarily for software license, supplies and services, transcribing, advertising, travel and

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020**

occasionally smaller dollar capital items such as computers and equipment.

Preliminary projected expenditures of \$25.5 million will be further analyzed for future reports.

Transfers, Advances, and Loan

Transfers-In (Draw on Operating Reserves): The annual budget assumes the draw on operating reserves will total \$7.8 million, whereas the projection contemplates an operating draw will no longer occur due to better than expected enrollment, increased State Share of Instruction, reduced costs and the re-charge of expenditures to COVID-related grants.

Transfers-Out Plant Fund: To date, the following transfers have been made for capital projects or underspent funds returned from completed projects:

- \$400,000 EJ Thomas concrete repair;
- \$125,000 JAR air conditioning;
- \$120,000 Wonder Bread site improvement;
- \$50,000 Kolbe Hall roof chiller;
- \$30,000 Polsky building waterproofing; and
- (\$86,000) Auburn Science and Engineering Center (ASEC) project.

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. At 50 percent of budget, these transfers are in line with the budget. To the extent the facilities fee revenues differ from the budget, this transfer will be adjusted, and the Transfers-Out Other – Debt Service (see immediately below) will be increased or decreased accordingly.

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 service the affiliated debt service of those buildings so these transfers provide the remaining debt service funding. The transfers are provided ratably throughout the year and \$2.3 million or 50 percent of the budget was transferred to date.

To the extent the facilities fee revenues differ from the budget, this transfer will be adjusted and increased or decreased accordingly.

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 annual budget amount is transferred evenly throughout the fiscal year and will be adjusted as needed to reflect actual revenues. To date, \$4.7 million has been transferred which represents 50 percent of the annual budget.

Transfers-Out – Other: The Assumptions reflect \$22 million is budgeted to provided supplemental support to various auxiliaries. This amount is transferred evenly each month and to date, \$11 million, or 50 percent has been transferred. This number will be revisited as a significant portion assumed lost

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020

revenues due to mid-fall shift to remote learning requiring significant room and board refunds. The projections assume no refunds in either fall or spring.

Advances:

	Balance July 1, 2020	Loans Advances-Out	Repayments Advances-In	Balance Dec. 31, 2020
Musson Industrial Control System Test Bed	\$ 70,000	\$ -	\$ -	\$ 70,000
Cummings Center	10,000	-	-	10,000
Total	<u>\$ 80,000</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 80,000</u>

Loan: 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. The outstanding balance on July 1, 2020 was \$300,000. As of December 31, additional draws totaling \$540,000 and gifts of \$400,000 leave an outstanding balance of \$440,000. The construction project is concluding so future draws are unlikely.

AUXILIARY FUNDS

For the Six Months Ended December 31, 2020

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the six months ended December 31, 2020 with FY 2021 Projections and FY 2020 Comparisons

Auxiliary Funds Combined	FY20		FY21						
	YTD	YTD	Approved Budget	YTD December 31	\$ Budget Variance	% of Budget	Projected June 30	Projection to Budget	
	June 30	December 31						\$	%
Revenues	\$36,627,478	\$18,061,099	\$19,166,000	\$10,348,026	(\$8,817,974)	54%	\$21,281,000	\$2,115,000	111%
Payroll	10,891,539	5,208,520	9,096,000	4,263,668	4,832,332		8,985,720	110,280	
Fringes	3,742,439	1,867,066	2,975,000	1,340,268	1,634,732		2,983,258	(8,258)	
Total Compensation	14,633,978	7,075,586	12,071,000	5,603,936	6,467,064	46%	11,968,978	102,022	99%
Operating	24,227,608	16,592,257	20,790,000	9,360,625	11,429,375		19,127,000	1,663,000	
Scholarships	6,265,978	3,600,746	5,910,000	2,781,838	3,128,162		5,458,000	452,000	
Total Non Personnel	30,493,586	20,193,003	26,700,000	12,142,463	14,557,537	45%	24,585,000	2,115,000	92%
Re-charge of prior-year expenditures	0	0	0	(155,186)	155,186		(155,186)	155,186	
Re-charge of current-year expenditures	0	0	0	(93,440)	93,440		(93,440)	93,440	
Total Net Expenditures	45,127,564	27,268,590	38,771,000	17,497,773	21,273,227	45%	36,305,352	2,217,022	94%
Net Before Transfers	(8,500,086)	(9,207,491)	(19,605,000)	(7,149,747)	12,455,253		(15,024,352)	4,534,975	
Transfers-In - Facilities Fee	7,600,464	4,089,733	4,856,000	2,428,000	(2,428,000)		4,856,000	0	
Transfers-In - General Service Fee	11,631,000	5,929,000	9,328,000	4,664,000	(4,664,000)		9,328,000	0	
Transfers-In - Other-Debt Service	1,939,795	680,398	4,681,000	2,340,500	(2,340,500)		8,470,000	3,789,000	
Transfers-In - Other	13,098,257	5,694,506	22,043,000	11,021,500	(11,021,500)		15,304,549	(6,738,451)	
Transfers-In - Fund Balance	1,403,284	0	4,528,000	2,264,000	(2,264,000)		2,790,146	(1,737,854)	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	137,044	137,044	0	88,353	88,353		88,000	88,000	
Transfers-Out - Plant Fund	(143,559)	(141,581)	0	18,819	18,819		19,000	19,000	
Transfers-Out - Encumbrances	(88,353)	0	0	0	0		0	0	
Transfers-Out - Other	(119,331)	(119,331)	0	0	0		0	0	
Transfers-Out - Debt Service	(25,780,171)	(12,890,087)	(25,780,000)	(12,889,865)	12,890,135		(25,780,000)	0	
Net Transfers	9,678,430	3,379,682	19,656,000	9,935,307	(9,720,693)		15,075,695	(4,580,305)	
Difference	\$1,178,344	(\$5,827,809)	\$51,000	\$2,785,560	\$2,734,560		\$51,343	(\$45,330)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the six months ended December 31, 2020 with FY 2021 Projections and FY 2020 Comparisons

Athletics	FY20		FY21						
	YTD	YTD	Approved	YTD	\$ Budget	% of	Projected	Projection to Budget	
	June 30	December 31	Budget	December 31	Variance	Budget	June 30	\$	%
Revenues	\$7,253,018	\$2,415,483	\$8,315,000	\$310,884	(\$8,004,116)	4%	\$4,654,000	(\$3,661,000)	56%
Payroll	8,360,131	4,008,490	6,936,000	3,308,783	3,627,217		6,779,000	157,000	
Fringes	2,583,387	1,301,271	2,186,000	965,741	1,220,259		1,983,000	203,000	
Total Compensation	10,943,518	5,309,761	9,122,000	4,274,524	4,847,476	47%	8,762,000	360,000	96%
Operating	10,073,914	8,222,429	8,136,000	3,989,481	4,146,519		7,003,000	1,133,000	
Scholarships	6,265,978	3,600,746	5,910,000	2,781,838	3,128,162		5,458,000	452,000	
Total Non Personnel	16,339,892	11,823,175	14,046,000	6,771,319	7,274,681	48%	12,461,000	1,585,000	89%
Re-charge of prior-year expenditures	0	0	0	(30,947)	30,947		(30,947)	30,947	
Re-charge of current-year expenditures	0	0	0	(34,462)	34,462		(34,462)	34,462	
Total Net Expenditures	27,283,410	17,132,936	23,168,000	10,980,434	12,187,566	47%	21,157,591	2,010,409	91%
Net Before Transfers	(20,030,392)	(14,717,453)	(14,853,000)	(10,669,550)	4,183,450		(16,503,591)	(1,650,591)	
Transfers-In - Facilities Fee	3,952,630	2,126,815	2,527,000	1,263,500	(1,263,500)		2,527,000	0	
Transfers-In - General Service Fee	11,631,000	5,929,000	9,328,000	4,664,000	(4,664,000)		9,328,000	0	
Transfers-In - Other-Debt Service	1,009,044	354,022	2,435,000	1,217,500	(1,217,500)		2,435,000	0	
Transfers-In - Other	8,689,713	3,484,233	5,522,000	2,761,000	(2,761,000)		7,161,591	1,639,591	
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	12,817	12,817	0	10,823	10,823		11,000	11,000	
Transfers-Out - Plant Fund	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(10,823)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(4,961,674)	(2,480,837)	(4,959,000)	(2,479,339)	2,479,661		(4,959,000)	0	
Net Transfers	20,322,707	9,426,050	14,853,000	7,437,484	(7,415,516)		16,503,591	1,650,591	
Difference	\$292,315	(\$5,291,403)	\$0	(\$3,232,066)	(\$3,232,066)		\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the six months ended December 31, 2020 with FY 2021 Projections and FY 2020 Comparisons

Residence Life & Housing	FY20		FY21						
	YTD	YTD	Approved	YTD	\$ Budget	% of	Projected	Projection to Budget	
	June 30	December 31	Budget	December 31	Variance	Budget	June 30	\$	%
Revenues	\$17,440,272	\$9,150,607	\$7,224,000	\$6,172,315	(\$1,051,685)	85%	\$10,690,000	\$3,466,000	148%
Payroll	816,738	388,663	681,000	332,733	348,267		754,425	(73,425)	
Fringes	301,270	149,295	195,000	114,318	80,682		247,023	(52,023)	
Total Compensation	1,118,008	537,958	876,000	447,051	428,949	51%	1,001,448	(125,448)	114%
Operating Scholarships	6,492,869	3,400,760	5,006,000	2,686,079	2,319,921		6,752,000	(1,746,000)	
Total Non Personnel	6,492,869	3,400,760	5,006,000	2,686,079	2,319,921	54%	6,752,000	(1,746,000)	135%
Re-charge of prior-year expenditures	0	0	0	(32,225)	32,225		(32,225)	32,225	
Re-charge of current-year expenditures	0	0	0	(13,448)	13,448		(13,448)	13,448	
Total Net Expenditures	7,610,877	3,938,718	5,882,000	3,087,457	2,794,543	52%	7,707,775	(1,871,448)	131%
Net Before Transfers	9,829,395	5,211,889	1,342,000	3,084,858	1,742,858		2,982,225	1,594,552	
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		2,332,000	2,332,000	
Transfers-In - Other	0	0	8,101,000	4,050,500	(4,050,500)		4,329,590	(3,771,410)	
Transfers-In - Fund Balance	784,346	0	1,199,000	599,500	(599,500)		990,185	(208,815)	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	37,458	37,458	0	8,192	8,192		8,000	8,000	
Transfers-Out - Plant Fund	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(8,192)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(10,643,007)	(5,321,504)	(10,642,000)	(5,320,948)	5,321,052		(10,642,000)	0	
Net Transfers	(9,829,395)	(5,284,046)	(1,342,000)	(662,756)	679,244		(2,982,225)	(1,640,225)	
Difference	\$0	(\$72,157)	\$0	\$2,422,102	\$2,422,102		\$0	(\$45,673)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the six months ended December 31, 2020 with FY 2021 Projections and FY 2020 Comparisons

EJ Thomas Performing Arts Hall	FY20		FY21						
	YTD	YTD	Approved	YTD	\$ Budget	% of	Projected	Projection to Budget	
	June 30	December 31	Budget	December 31	Variance	Budget	June 30	\$	%
Revenues	\$1,994,086	\$1,053,239	\$2,668,000	\$71,569	(\$2,596,431)	3%	\$244,000	(\$2,424,000)	9%
Payroll	285,479	123,932	321,000	125,029	195,971		241,000	80,000	
Fringes	86,388	38,840	92,000	36,723	55,277		72,000	20,000	
Total Compensation	371,867	162,772	413,000	161,752	251,248	39%	313,000	100,000	76%
Operating	1,954,106	1,014,956	2,559,000	170,852	2,388,148		364,000	2,195,000	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	1,954,106	1,014,956	2,559,000	170,852	2,388,148	7%	364,000	2,195,000	14%
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	2,325,973	1,177,728	2,972,000	332,604	2,639,396	11%	677,000	2,295,000	23%
Net Before Transfers	(331,887)	(124,489)	(304,000)	(261,035)	42,965		(433,000)	(129,000)	
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	871,381	435,691	630,000	315,000	(315,000)		630,000	0	
Transfers-In - Fund Balance	0	0	0	0	0		91,000	91,000	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	0	0	0	38,009	38,009		38,000	38,000	
Transfers-Out - Plant Fund	33,483	33,483	0	0	0		0	0	
Transfers-Out - Encumbrances	(38,009)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(326,631)	(163,316)	(326,000)	(163,002)	162,998		(326,000)	0	
Net Transfers	540,224	305,858	304,000	190,007	(113,993)		433,000	129,000	
Difference	\$208,337	\$181,369	\$0	(\$71,028)	(\$71,028)		\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the six months ended December 31, 2020 with FY 2021 Projections and FY 2020 Comparisons

Dining (Aramark)	FY20		FY21						
	YTD	YTD	Approved	YTD	\$ Budget	% of	Projected	Projection to Budget	
	June 30	December 31	Budget	December 31	Variance	Budget	June 30	\$	%
Revenues	\$2,434,450	\$1,153,266	(\$3,384,000)	\$1,122,653	\$4,506,653	(33%)	\$1,410,000	\$4,794,000	(142%)
Payroll	96,843	15,604	55,000	24,203	30,797		70,000	(15,000)	
Fringes	279,904	121,904	150,000	62,129	87,871		315,000	(165,000)	
Total Compensation	376,747	137,508	205,000	86,332	118,668	42%	385,000	(180,000)	188%
Operating Scholarships	1,006,119	838,576	1,247,000	389,010	857,990		1,197,000	50,000	
Total Non Personnel	0	0	0	0	0		0	0	
Total Non Personnel	1,006,119	838,576	1,247,000	389,010	857,990	31%	1,197,000	50,000	96%
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	1,382,866	976,084	1,452,000	475,342	976,658	33%	1,582,000	(130,000)	109%
Net Before Transfers	1,051,584	177,182	(4,836,000)	647,311	5,483,311		(172,000)	4,664,000	
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	2,914,000	1,457,000	(1,457,000)		0	(2,914,000)	
Transfers-In - Fund Balance	0	0	2,700,000	1,350,000	(1,350,000)		907,000	(1,793,000)	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	46,397	46,397	0	24,017	24,017		24,000	24,000	
Transfers-Out - Plant Fund	(175,064)	(175,064)	0	18,819	18,819		19,000	19,000	
Transfers-Out - Encumbrances	(24,017)	0	0	0	0		0	0	
Transfers-Out - Other	(12,000)	(12,000)	0	0	0		0	0	
Transfers-Out - Debt Service	(777,390)	(388,695)	(778,000)	(388,970)	389,030		(778,000)	0	
Net Transfers	(942,074)	(529,362)	4,836,000	2,460,866	(2,375,134)		172,000	(4,664,000)	
Difference	\$109,510	(\$352,180)	\$0	\$3,108,177	\$3,108,177		\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the six months ended December 31, 2020 with FY 2021 Projections and FY 2020 Comparisons

Recreation & Wellness Services	FY20		FY21						
	YTD	YTD	Approved	YTD	\$ Budget	% of	Projected	Projection to Budget	
	June 30	December 31	Budget	December 31	Variance	Budget	June 30	\$	%
Revenues	\$507,555	\$271,386	\$87,000	\$31,417	(\$55,583)	36%	\$56,000	(\$31,000)	64%
Payroll	541,913	272,301	448,000	205,191	242,809		468,110	(20,110)	
Fringes	198,076	105,311	148,000	66,488	81,512		153,962	(5,962)	
Total Compensation	739,989	377,612	596,000	271,679	324,321	46%	622,072	(26,072)	104%
Operating	1,423,776	796,645	1,020,000	505,280	514,720		1,190,000	(170,000)	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	1,423,776	796,645	1,020,000	505,280	514,720	50%	1,190,000	(170,000)	117%
Re-charge of prior-year expenditures	0	0	0	(31,039)	31,039		(31,039)	31,039	
Re-charge of current-year expenditures	0	0	0	(22,072)	22,072		(22,072)	22,072	
Total Net Expenditures	2,163,765	1,174,257	1,616,000	723,848	892,152	45%	1,758,961	(142,961)	109%
Net Before Transfers	(1,656,210)	(902,871)	(1,529,000)	(692,431)	836,569		(1,702,961)	(173,961)	
Transfers-In - Facilities Fee	1,341,427	721,714	856,000	428,000	(428,000)		856,000	0	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	341,819	119,910	826,000	413,000	(413,000)		826,000	0	
Transfers-In - Other	1,896,581	948,291	1,470,000	735,000	(735,000)		1,470,000	0	
Transfers-In - Fund Balance	0	0	59,000	29,500	(29,500)		231,961	172,961	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	12,152	12,152	0	1,112	1,112		1,000	1,000	
Transfers-Out - Plant Fund	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(1,112)	0	0	0	0		0	0	
Transfers-Out - Other	(107,331)	(107,331)	0	0	0		0	0	
Transfers-Out - Debt Service	(1,683,246)	(841,623)	(1,682,000)	(841,032)	840,968		(1,682,000)	0	
Net Transfers	1,800,290	853,113	1,529,000	765,580	(763,420)		1,702,961	173,961	
Difference	\$144,080	(\$49,758)	\$0	\$73,149	\$73,149		\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the six months ended December 31, 2020 with FY 2021 Projections and FY 2020 Comparisons

Jean Hower Taber Student Union	FY20		FY21						
	YTD	YTD	Approved	YTD	\$ Budget	% of	Projected	Projection to Budget	
	June 30	December 31	Budget	December 31	Variance	Budget	June 30	\$	%
Revenues	\$938,377	\$431,840	\$657,000	\$269,473	(\$387,527)	42%	\$628,000	(\$29,000)	96%
Payroll	557,385	298,148	474,000	197,466	276,534		486,108	(12,108)	
Fringes	213,148	113,291	151,000	73,682	77,318		158,511	(7,511)	
Total Compensation	770,533	411,439	625,000	271,148	353,852	43%	644,619	(19,619)	103%
Operating	1,447,351	747,937	1,245,000	543,012	701,988		1,245,000	0	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	1,447,351	747,937	1,245,000	543,012	701,988	44%	1,245,000	0	100%
Re-charge of prior-year expenditures	0	0	0	(32,343)	32,343		(32,343)	32,343	
Re-charge of current-year expenditures	0	0	0	(15,619)	15,619		(15,619)	15,619	
Total Net Expenditures	2,217,884	1,159,376	1,870,000	766,198	1,103,802	41%	1,841,657	28,343	98%
Net Before Transfers	(1,279,507)	(727,536)	(1,213,000)	(496,725)	716,275		(1,213,657)	(657)	
Transfers-In - Facilities Fee	2,306,407	1,241,204	1,473,000	736,500	(736,500)		1,473,000	0	
Transfers-In - General Service Fee	0	0	0	0	0		0	0	
Transfers-In - Other-Debt Service	588,932	206,466	1,420,000	710,000	(710,000)		1,420,000	0	
Transfers-In - Other	1,640,582	826,291	1,222,000	611,000	(611,000)		1,222,000	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	12,236	12,236	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	(2,895,339)	(1,447,670)	(2,893,000)	(1,446,460)	1,446,540		(2,893,000)	0	
Net Transfers	1,652,818	838,527	1,222,000	611,040	(610,960)		1,222,000	0	
Difference	\$373,311	\$110,991	\$9,000	\$114,315	\$105,315		\$8,343	(\$657)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the six months ended December 31, 2020 with FY 2021 Projections and FY 2020 Comparisons

Parking & Transportation Services	FY20		FY21						
	YTD	YTD	Approved	YTD	\$ Budget	% of	Projected	Projection to Budget	
	June 30	December 31	Budget	December 31	Variance	Budget	June 30	\$	%
Revenues	\$6,007,216	\$3,554,787	\$3,551,000	\$2,348,360	(\$1,202,640)	66%	\$3,551,000	\$0	100%
Payroll	233,050	101,382	181,000	70,263	110,737		187,077	(6,077)	
Fringes	80,266	37,154	53,000	21,187	31,813		53,762	(762)	
Total Compensation	313,316	138,536	234,000	91,450	142,550	39%	240,839	(6,839)	103%
Operating	1,827,760	1,569,241	1,571,000	1,074,681	496,319		1,371,000	200,000	
Scholarships	0	0	0	0	0		0	0	
Total Non Personnel	1,827,760	1,569,241	1,571,000	1,074,681	496,319	68%	1,371,000	200,000	87%
Re-charge of prior-year expenditures	0	0	0	(28,632)	28,632		(28,632)	28,632	
Re-charge of current-year expenditures	0	0	0	(7,839)	7,839		(7,839)	7,839	
Total Net Expenditures	2,141,076	1,707,777	1,805,000	1,129,660	675,340	63%	1,575,368	229,632	87%
Net Before Transfers	3,866,140	1,847,010	1,746,000	1,218,700	(527,300)		1,975,632	229,632	
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		1,457,000	1,457,000	
Transfers-In - Other	0	0	2,184,000	1,092,000	(1,092,000)		491,368	(1,692,632)	
Transfers-In - Fund Balance	618,938	0	570,000	285,000	(285,000)		570,000	0	
Transfers-In - Plant Fund	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	15,984	15,984	0	6,200	6,200		6,000	6,000	
Transfers-Out - Plant Fund	(1,978)	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(6,200)	0	0	0	0		0	0	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Debt Service	(4,492,884)	(2,246,442)	(4,500,000)	(2,250,114)	2,249,886		(4,500,000)	0	
Net Transfers	(3,866,140)	(2,230,458)	(1,746,000)	(866,914)	879,086		(1,975,632)	(229,632)	
Difference	\$0	(\$383,448)	\$0	\$351,786	\$351,786		\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the six months ended December 31, 2020 with FY 2021 Projections and FY 2020 Comparisons

Wayne Student Union	FY20		FY21						
	YTD	YTD	Approved Budget	YTD December 31	\$ Budget Variance	% of Budget	Projected June 30	Projection to Budget	
	June 30	December 31						\$	%
Revenues	\$52,504	\$30,491	\$48,000	\$21,355	(\$26,645)	44%	\$48,000	\$0	100%
Payroll	0	0	0	0	0		0	0	
Fringes	0	0	0	0	0		0	0	
Total Compensation	0	0	0	0	0	0%	0	0	0%
Operating Scholarships	1,713	1,713	6,000	2,230	3,770		5,000	1,000	
Total Non Personnel	0	0	0	0	0		0	0	
Total Non Personnel	1,713	1,713	6,000	2,230	3,770	37%	5,000	1,000	83%
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	1,713	1,713	6,000	2,230	3,770	37%	5,000	1,000	83%
Net Before Transfers	50,791	28,778	42,000	19,125	(22,875)		43,000	1,000	
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	\$50,791	\$28,778	\$42,000	\$19,125	(\$22,875)		\$43,000	\$1,000	

The University of Akron

Auxiliaries

The Original FY 2021 Assumptions with Projection Considerations

Overall: 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.

Revenues

- The budget reflects overall blended student credit hour reduction of 15 percent; however, combined summer and fall student credit hours actually declined around seven percent; while preliminary spring 2021 blended student credit hours declined around nine percent from spring 2020. Assuming this holds, the projected annual blended credit hour decline is around eight percent;
- The University will provide face to face instruction in the fall, practicing physical distancing, and online options for at-risk and/or medical exceptions; and
- In reality, the hybrid instruction delivery mode was in effect until November 16, 2020 when all instruction was switched to remote delivery. It is assumed Spring 2021 will be delivered via face-to-face and remote blended learning and the term will be shortened by starting one week of remote instruction followed by face to face and blended instruction then shifting to remote-only after spring break and through final exam week.

Payroll

- Assumes zero percent raises in all personnel categories as well as temporary tiered salary reductions as approved by the Board of Trustees.

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.
- Fringe Benefits rates include 29 percent for full-time, 15.45 percent for part-time, and five percent for graduate and student assistants.

Transfers-In

- Represents General Service Fees, Facilities Fees and operating support passed through or from the General Fund.

	Budgeted General Service Fees	Projected General Service Fees	Budgeted Facilities Fees	Projected Facilities Fees	Budgeted Other Support and Other Debt Service	Projected Other Support and Other Debt Service	Budgeted Total	Projected Total	Annual Debt Service
Athletics	\$ 9,328,000	\$ 9,328,000	\$ 2,527,000	\$ 2,527,000	\$ 7,957,000	\$ 9,597,000	\$ 19,812,000	\$ 21,452,000	\$ 4,959,000
Residence Life & Housing	-	-	-	-	8,101,000	6,662,000	8,101,000	6,662,000	10,642,000
E.J. Thomas PAH	-	-	-	-	630,000	630,000	630,000	630,000	326,000
Dining (Aramark)	-	-	-	-	2,914,000	-	2,914,000	-	778,000
Recreation & Wellness Services	-	-	856,000	856,000	2,296,000	2,296,000	3,152,000	3,152,000	1,682,000
Jean Hower Taber Student Union	-	-	1,473,000	1,473,000	2,642,000	2,642,000	4,115,000	4,115,000	2,893,000
Parking & Transportation Services	-	-	-	-	2,184,000	1,948,000	2,184,000	1,948,000	4,500,000
Total	\$ 9,328,000	\$ 9,328,000	\$ 4,856,000	\$ 4,856,000	\$ 26,724,000	\$ 23,775,000	\$ 40,908,000	\$ 37,959,000	\$ 25,780,000

The University of Akron

Auxiliaries

The Original FY 2021 Assumptions with Projection Considerations

	Budgeted	Projected	Budgeted	Projected	Budgeted	Projected
	Other Support	Other Support	Other Debt	Other Debt	Other Support	Other Support
	Service	Service	Service	Service	and Other	and Other
	Total	Total			Debt Service	Debt Service
Athletics	\$ 5,522,000	\$ 7,162,000	\$ 2,435,000	\$ 2,435,000	\$ 7,957,000	\$ 9,597,000
Residence Life & Housing	8,101,000	4,330,000	-	2,332,000	8,101,000	6,662,000
E.J. Thomas PAH	630,000	630,000	-	-	630,000	630,000
Dining (Aramark)	2,914,000	-	-	-	2,914,000	-
Recreation & Wellness Services	1,470,000	1,470,000	826,000	826,000	2,296,000	2,296,000
Jean Hower Taber Student Union	1,222,000	1,222,000	1,420,000	1,420,000	2,642,000	2,642,000
Parking & Transportation Services	2,184,000	519,000	-	1,429,000	2,184,000	1,948,000
	<u>\$ 22,043,000</u>	<u>\$ 15,333,000</u>	<u>\$ 4,681,000</u>	<u>\$ 8,442,000</u>	<u>\$ 26,724,000</u>	<u>\$ 23,775,000</u>

Transfers-Out – Debt Service

- Debt service for Auxiliary facilities.

Unit Assumptions

Athletics

Revenue

- Projections indicate the impact of the pandemic social distancing restriction will reduce ticket sales, and the total income will be \$3.7 million below the original \$8.3 million budget.

Payroll

- Various coaching salary reductions; and
- The original assumption assumed budgeted compensation costs totaling \$9.1 million, but with vacancy savings the revised projection contemplates \$8.8 million.

Operating

- The Men's Golf, Men's Cross Country, and Women's Tennis programs were eliminated plus various other operating and personnel reductions were implemented in the amount of \$4.4 million;
- Possibility of furloughs if the budget requires an adjustment; and
- Projections indicate a reduction in operating costs of \$1.1 million

Scholarships

- The original assumptions assumed \$5.9 million in scholarships while the revised projection is \$5.5 million.

Other

Re-Charge of Prior-Year Expenditures

- Certain FY2020 expenditures in the amount of \$31,000 were or will be recharged and covered by various COVID relief grants.

The University of Akron

Auxiliaries

The Original FY 2021 Assumptions with Projection Considerations

Re-Charge of Current-Year Expenditures

- Certain FY2021 expenditures in the amount of \$34,000 were or will be incurred within Athletics in response to COVID preparedness and related safety. These expenditures were or will be recharged to various COVID relief grants.

Transfers-In

- Includes \$716,000 to cover the net impact of no fall sports;
- Facilities Fees totaling \$2.5 million through the General Fund;
- General Service Fees totaling \$9.3 million from the General Fund; and
- The original assumption assumed Transfers-In - Other support totaling \$8 million from the General Fund, while the revised projections indicate \$9.6 million.

Residence Life & Housing

Revenues

- Fall revenue estimate based on room assignments as of June 12, 2020 (include \$450 discount per person for students remaining in double occupancy rooms for fall);
- Due to the COVID-19 pandemic, Residence Life & Housing will use Quaker Square exclusively for quarantine and isolation;
- Spring revenues estimate assumes a 13% decline in revenue;
- Closure at 8-week mark of the fall semester and re-opening at the 8-week mark of the spring 2021 term is basis of original budget;
- Projections for no summer housing or summer conference revenue for Summer 2020 remain, and the AA conference for Summer 2021 will not resume as previously indicated; and
- The budget assumed closing the dorms mid-fall term till mid-spring. Current expectations indicate remaining open even as instruction on November 16th became remote, and there will be no refunds. Projections indicate year-end income will be \$3.5 million above the original \$7.2 million budget.

Payroll

- Business Systems Administration position as well as the Quaker Square Residence Life Coordinator position will remain unfilled;
- Residence Life Coordinators will be on an 11-month contracts for FY21 (not working the month of June). This will transition to 10-month contracts for FY22 (not working July and June). Two, 2-month temporary positions to be created to complete essential summer work;
- Three UAPD Officers and half of the Student Conduct Coordinators will remain on Residence Life and Housing budget for FY21 with the goal of moving the positions off the budget in FY22;
- Residence halls remained open in October. Therefore, Residence Life & Housing staff did not require three months furlough; and

The University of Akron

Auxiliaries

The Original FY 2021 Assumptions with Projection Considerations

Residence Life & Housing (continued)

- Projections indicate that payroll and fringes will approximate \$1 million or \$125,000 above budget. The compensation increase includes additional costs related to dorms remaining open the entire fiscal year.

Operating

- Expenditures include maintenance, resident assistant meals, student employment, resident student events, and utilities;
- Cancellation of Exchange Street Living Room Furniture project (savings \$400,000);
- Delay migration to Mercury Cloud (savings \$5,000);
- Quaker Square off-line for FY21 unless needed to quarantine individuals or overflow housing; therefore, the maintenance and the custodial budget includes half of the budget estimated by PFOC;
- 43 percent reduction in utilities charges and 40 percent reduction in maintenance cost; and
- Projections indicate operating expenditures will be \$1.7 million above the \$5 million operating budget. The additional cost will cover maintenance, student assistant wages, and utilities for dorms remaining open the entire fiscal year.

Other

Re-Charge of Prior-Year Expenditures

- Certain FY2020 expenditures in the amount of \$32,000 were or will be recharged and covered by various COVID relief grants.

Re-Charge of Current-Year Expenditures

- Certain FY2021 expenditures in the amount of \$13,000 were or will be incurred within Residence Life & Housing in response to COVID preparedness and related safety. These expenditures were or will be recharged to various COVID relief grants.

Transfers-In

- Transfers-In - Other original assumptions assumed General Fund support for operations budgeted at \$8.1 million. Projections indicate the General Fund support for operations including debt service will total \$6.7 million; and
- The original assumption estimated that \$1.2 million would be transferred from Residence Life & Housing's fund balance to balance, while the projection contemplates that \$990,000 of the fund balance will be needed.

The University of Akron

Auxiliaries

The Original FY 2021 Assumptions with Projection Considerations

E. J. Thomas Performing Arts Hall

Revenues

- Externally generated revenues from various sources such as Broadway Series sales, Akron Civic Theater pass-through, hall rental, and endowment gifts; and
- The budget assumed Spring 2021 shows only, and the fall COVID-19 mass gathering restrictions would not affect the budget. In keeping with the advice and recommendations from health officials regarding COVID-19, to avoid the assemblage of large numbers of people within proximity to one another, large events scheduled for fiscal year 2021 are canceled. Projections indicate year-end revenues will be \$2.4 million less than the original budget of \$2.7 million.

Payroll

- Due to the cancellation of events for the fiscal year, the auxiliary will not employ part-time staff. Projections indicate that payroll and fringes will approximate \$313,000 or \$100,000 below budget.

Operating

- Expenditures include artist fees, advertising, maintenance, stage & wardrobe, student employment, and utilities; and
- The cancellation of events eliminates artist fees, student assistant wages, stagehand payments, hospitality & advertising costs, Akron Civic Theatre consulting fees, ticket office expenses, and UAPD services. Projections indicate operating expenditures will be \$2.2 million less than the \$2.6 million budget.

Transfers-In

- Transfers-In Other of \$630,000 from the General Fund; and
- The original assumption presumed a break-even budget, but the projections contemplate that EJ Thomas Performing Arts Hall will access \$91,000 out of the \$761,000 fund balance to balance.

The University of Akron

Auxiliaries

The Original FY 2021 Assumptions with Projection Considerations

Dining (Aramark)

Revenues

- Assumes contractually provided revenues such as utilities, maintenance, and equipment repair;
- Meal plan increase of four percent for the fall 2020 Tuition Guarantee Cohort; and
- The original annual budgeted revenue of negative \$3.4 million assumed face-to-face instruction in fall 2020, followed by potential mid-term COVID-19 related enrollment disruption, would close the campus in September 2020 and remain online in Spring 2021, creating refunds. Given the current reality, Aramark revenue will approach \$1.4 million for the fiscal year 2021.

Compensation

- The CWA employees remain University employees, with the University responsible for the difference between FICA and SERS;
- Reallocate a portion of Dining Services employees' salaries to Aramark (cost \$17,491);
- All other employees are the fiscal responsibility of Aramark; and
- Projected unanticipated payroll costs through June 30, 2021 will be \$180,000.

Operating

- Card access and point of sale software, equipment, maintenance, and utilities; and
- Projections indicate operating expenditures will be \$50,000 below budget.

Transfers-In

- Transfers-In - Other original budget represents General Fund support for operations and is budgeted at \$2.9 million. Current projections indicate the General Fund support for operations will not be needed; and
- The original assumption estimated that \$2.7 million would be transferred from Dining Services (Aramark) fund balance to balance, while the projection contemplates that \$907,000 of the fund balance will be needed.

The University of Akron

Auxiliaries

The Original FY 2021 Assumptions with Projection Considerations

Student Recreation & Wellness Services

Revenues

- Externally generated revenues from various sources such as memberships, pool rental, and locker and facility rentals; and
- The budget assumed closing the campus mid-fall term till mid-spring. In anticipation of mass gathering restrictions and the loss of membership income, projections indicate \$56,000 in revenue, which is \$452,000 lower than the actual income received in FY20.

Payroll

- Workforce reductions of \$150,772 based on IUC Campus Operations Resumption Plan with social distancing and group size restrictions. If restrictions are lifted or reduced additional revenue (especially with long standing contracts) will be sought and workforce will need to be increased to manage groups, programs, events, and additional members;
- Two full-time vacant positions to remain unfilled (savings \$96,028);
- No furloughs for staff members with salaries below \$40,000;
- Abolish the Coordinator Membership and Personnel position (savings \$40,462);
- Salary reduction for Director, Student Recreation & Wellness Services and the Assistant Director, Programs (savings \$5,038);
- Changing 12-month contracts to 10-months due to low summer program participation (June/July). Contract change effective August 1st (savings \$9,244) as follows:
 - Manager, Intramurals
 - Manager, Club Sports
 - Manager, Outdoor Adventure
- An additional \$6,650 in student employment fringe benefit savings during October 2020 to mid-February 2021; and
- Mid-August staffing changes will raise the compensation cost above the budget.

Operating

- Expenditure reductions of \$926,000 for aquatics, fitness and wellness, intramural sports, maintenance, outdoor adventures, membership, student employment, operations and utilities;
- Reduction in operating hours (12 hours reduced per week) and reduction of student staff positions that would be covered by full-time employees;
- Reduce student staffing between July and early August, and having professional staff fulfill vacant roles (savings \$177,000);
- Cancellation of all group programs, rentals, and events that cannot be done without social distancing; and
- Reduction in utilities (savings \$40,000) and maintenance (savings \$181,000); and

The University of Akron

Auxiliaries

The Original FY 2021 Assumptions with Projection Considerations

Student Recreation & Wellness Services (continued)

- Projections indicate operating cost will increase \$170,000 above the budget due to an increase in maintenance cost (Oct – Feb) plus repair work to Leisure Pool and ONAT diving tower.

Other

Re-Charge of Prior-Year Expenditures

- Certain FY2020 expenditures in the amount of \$31,000 were or will be recharged and covered by various COVID relief grants.

Re-Charge of Current-Year Expenditures

- Certain FY2021 expenditures in the amount of \$22,000 were or will be incurred within Student Recreation & Wellness in response to COVID preparedness and related safety. These expenditures were or will be recharged to various COVID relief grants.

Transfers-In

- The original other sources of funding include a Transfers-In Facilities Fee and Transfers-In - Other budgeted at \$856,000 and \$2.3 million, respectively; and
- The original assumption contemplated \$59,000 of fund balance usage while the projection presumes that \$232,000 will be needed.

Jean Hower Taber Student Union

Revenues

- Externally generated revenues from various sources such as bookstore commission, bank commission, and room rentals;
- A 75 percent reduction in room and AV rental income based on campus needs for use of space as classrooms and physical distancing/group size guidelines. Current projections indicate the \$25,000 room rental budget will not come to fruition due to COVID-19 mass gathering restrictions remaining in effect;
- A 35 percent reduction in Bookstore revenue; and
- Projections indicate year-end income will be \$29,000 below the original \$657,000 budget.

Payroll

- Five full-time vacancies remain unfilled (savings \$224,990); and
- Projections indicate fringe benefits will be slightly higher than budget due to the fee remission assumed through an additional employee gained via the bumping process.

The University of Akron

Auxiliaries

The Original FY 2021 Assumptions with Projection Considerations

Jean Hower Taber Student Union (continued)

Operating

- Student assistant wages reduced to reflect predicted use of facility and programming planning/execution in some areas of the budget and increased in others based on cleaning standards;
- Additional financial assistance provided previously to keep the facility open for the use of Aramark will be addressed in FY21;
- Programming options will continue for FY21 but have been reset for fall 2020 under the current/predicted climate;
- Elimination of the budgets for Alternative Spring Break and Winter Immersion trips;
- Supplies & services and travel and hospitality reduced based on the reduction of events with an offset to increase supplies & services to reflect additional cleaning standards;
- A reduction in PFOC maintenance and purchase utilities projection to reflect FY20 actual usage;
- A reduction in PFOC custodial labor and supplies projection; and
- Current projections indicate expenditures remaining at budget. However, student assistant wages may increase due to expanded operating hours and a January minimum wage increase.

Other

Re-Charge of Prior-Year Expenditures

- Certain FY2020 expenditures in the amount of \$32,000 were or will be recharged and covered by various COVID relief grants.

Re-Charge of Current Year Expenditures

- Certain FY2021 expenditures in the amount of \$16,000 were or will be incurred within Jean Hower Taber Student Union in response to COVID preparedness and related safety. These expenditures were or will be recharged to various COVID relief grants.

Transfers-In

- Facilities Fees totaling \$1.5 million through the General Fund; and
- Other support totaling \$2.6 million from the General Fund.

The University of Akron

Auxiliaries

The Original FY 2021 Assumptions with Projection Considerations

Parking & Transportation Services

Revenues

- The original assumption estimated a 15 percent blended enrollment reduction while actual summer and fall combined enrollment is six percent;
- The initial assumption remains, the auxiliary will achieve \$3.6 million in revenue;
- Majority of Special Events Parking \$10 and \$20 maximum for additional preferred lots;
- Increase Parking Fine collections rate through expanded iParq capabilities, change to courtesy policies/grace periods, more target of meters, handicapped spaces, and fire lanes; and
- The original assumptions indicate the campus closing in October 2020 and reopens in mid-February 2021 with 50 percent of fall transportation fee revenue refunded and 25 percent of spring transportation fee revenue refunded. Current projections reflect campus is staying open for the entire fall 2020 semester and spring 2021 with blended remote learning and certain periods of remote learning at the end of fall and beginning and end of spring.

Payroll

- Eliminate two full-time positions (savings \$57,000) and reduce part-time staff hours by 50 percent (savings \$11,000);
- Reduce the number of student assistants, office staff, lot monitors, event workers by 50 percent and no visitor parking lot booth (savings \$84,000); and
- Projections indicate that payroll and fringes will approximate \$241,000.

Operating

- Shuttle savings of \$250,000 due to the campus closure (from both the Roo Express and METRO RTA contract). While Parking & Transportation Auxiliary will realize the expenditure savings for the Roo Express during the University campus closure, some costs will be incurred for a portion of the downtime;
- Close all deck rooftops (except half of Polsky's rooftop deck to access CBA bridge) for the winter season, and additional surface lots as well. Reduce Parking maintenance group to one full-time employee and one student assistant to empty trash receptacles. Restrict maintenance to essential services, safety issues, lighting, trash removal, elevator repair, limited signage placement, graffiti removal, and minimal flower planting. Assumption assumes no parking lot or deck repairs using outside contractors (total savings of \$347,000); and
- Projections indicate expenditures will be \$200,000 below the original budget.

The University of Akron
Auxiliaries
The Original FY 2021 Assumptions with Projection Considerations

Parking & Transportation Services (continued)

Other

Re-Charge of Prior-Year Expenditures

- Certain FY2020 expenditures in the amount of \$29,000 were or will be recharged and covered by various COVID relief grants.

Re-Charge of Current-Year Expenditures

- Certain FY2021 expenditures in the amount of \$8,000 were or will be incurred within Parking & Transportation Services in response to COVID preparedness and related safety. These expenditures were or will be recharged to various COVID relief grants.

Transfers-In

- Transfers-In - Other original estimate assumed General Fund support for operations budgeted at \$2.2 million. Current projections indicate the General Fund support for operations including debt service will total \$2 million; and
- The original assumption contemplated \$570,000 of fund balance usage while the projection presumes that \$570,000 the entire fund balance will be needed.

Wayne Student Union

Revenues

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

Operating

- Artist fees, equipment, and property and fire insurance.
- The offset to the COVID-19 mass gathering restrictions will reduce operating expenditures \$1,000 below budget.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020

Athletics

Athletics actual revenues total \$311,000 as compared to annual budgeted revenues of \$8.3 million. Unearned revenue for season and single tickets is realized in the fiscal year when the game is held. Currently, \$15,000 is unearned. Current expectations indicate that revenues will total \$4.7 million, or \$3.7 million below the \$8.3 million original budget.

Description	Actual YTD
Ticket Sales	\$167,000
Gifts	117,000
IMG	26,000
Other	<u>1,000</u>
Total Revenue	<u>\$311,000</u>

Employee Type	Actual YTD
Contract Professionals	\$3,099,000
Staff	175,000
Graduate Assistant	32,000
Faculty	<u>3,000</u>
Total Payroll	<u>\$3,309,000</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 \$4.3 million or 47 percent of the annual budget of \$9.1 million. The fiscal year 2021 reflects temporary salary reductions. Projections indicate that payroll and fringes will approximate \$8.8 million, or \$360,000 below the original \$9.1 million budget.

Operating expenditures total nearly \$4 million or 49 percent of the annual budget of \$8.1 million. The principal operating expenditures include supplies & services (71 percent) and travel & hospitality (19 percent). The majority of supplies & services include athletic supplies (24 percent), maintenance (14 percent), and liability insurance (13 percent). The bulk for expenditures for athletic supplies is team equipment purchases. Equipment purchases mainly take place during the first few months of the fiscal year when new equipment for the season is being received and generally slows drastically as the year continues. The majority of operating expenditures in travel & hospitality are team travel and recruiting (67 percent). Majority of the travel & hospitality expense is for charter flights purchased for football prior to the Fall season being cancelled. Although the funds are nonrefundable, most of these funds can be used towards future travel through December 2021. Additional reductions in operating costs will reduce expenditures \$1.1 million below budget.

Description	Actual YTD
Supplies & Services	\$2,847,000
Travel & Hospitality	763,000
Utilities	205,000
Student Assistants	97,000
Other	<u>77,000</u>
Total Operating	<u>\$3,989,000</u>

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020**

Athletics (continued)

Scholarships, or Athletics financial aid, totaled \$2.8 million or 47 percent of the annual budget of \$5.9 million. Projections indicate that scholarships and other, student aid will be less than budget by \$452,000.

Athletics Re-charge lines include \$65,000 in compensation reduction from the COVID relief grants. The prior fiscal year 2020 has \$31,000 in compensation credits and \$34,000 for 2021.

The other sources of funding include transfers-in of Facilities Fee, General Service Fee, and Other budgeted at \$2.5 million, \$9.3 million, and \$8 million, respectively. Current projections contemplate Transfers-In - Other to be \$9.6 million. The actual Facilities Fee totaling \$1.3 million services a portion of the Stadium and Fieldhouse debt while the Athletics actual general services fee, and other transfers-in combined total \$8.6 million. Athletics is projecting to meet its \$4.4 million cost reduction target for the fiscal year ended June 30, 2021 plus additional cost control measures were implemented as the projected revenues are expected to fall well short of budgeted revenues in large measure due to COVID implications. The revenue and expenditure projections will be updated each month, as needed.

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 \$11,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service is \$5 million. To date, \$2.5 million or 50 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 \$6.2 million as compared to the annual budgeted revenues of \$7.2 million. The principal revenues include residence hall occupancy (annual average of 74 percent) and are predominately earned during the academic year. The projection will be updated should activity merit.

Description	Actual YTD
Room Rentals	\$6,017,000
Other	<u>155,000</u>
Total Revenue	<u>\$6,172,000</u>

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020**

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020**

Residence Life & Housing (continued)

Currently, \$6.8 million of spring 2021 revenue is deferred. Actual revenues equal to 85 percent of the \$7.2 million annual budget, with 1,712 contracts for the fall instead of 1,822 as budgeted. The budget assumed closing the dorms mid-fall term till mid-spring. Current expectations indicate remaining open even as Spring 2021 semester will start with remote instruction. Spring semester revenues will be 13 percent below Fall Census. Projections indicate year-end income will be \$3.5 million above the original \$7.2 million budget. The projection will be updated should activity merit.

Employee Type	Actual YTD
Contract Professionals	\$221,000
Staff	<u>112,000</u>
Total Payroll	<u>\$333,000</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 \$447,000 or 51 percent of the annual budget of \$876,000. Projections indicate that payroll and fringes will approximate \$1 million, or \$125,000 above the original \$876,000 budget. The compensation increase includes additional costs related to dorms remaining open the entire fiscal year. The fiscal year 2021 reflects temporary salary reductions. The projection will be updated should activity merit.

Operating expenditures total \$2.7 million or 54 percent of the annual budget of \$5 million. The principal operating expenditures include supplies & services (57 percent) and utilities (22 percent). The major spending components in supplies & services include maintenance (83 percent). The majority of expenditures in utilities are electricity (54 percent) and water (35 percent). The majority of operating expenditures in travel & hospitality are Resident Assistant Meals (89 percent). Projections indicate operating expenditures will be \$1.7 million above the \$5 million operating budget. The additional cost will cover maintenance, student assistant wages, and utilities for dorms remaining open the entire fiscal year. The projection will be updated should activity merit.

Description	Actual YTD
Supplies & Services	\$1,523,000
Utilities	587,000
Other	225,000
Student Assistants	183,000
Travel & Hospitality	<u>168,000</u>
Total Operating	<u>\$2,686,000</u>

Residence Life & Housing Re-charge lines include \$45,000 in compensation reduction from the COVID relief grants. The prior fiscal year 2020 has \$32,000 in compensation credits and \$13,000 for 2021.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020**

Residence Life & Housing (continued)

Transfers-In - Other original assumptions assumed General Fund support for operations budgeted at \$8.1 million. Projections indicate the General Fund support for operations including debt service will total \$6.7 million. To date, \$4.1 million has been transferred with the expectation the full amount will be adjusted to reflect the actual shortfall after utilizing the remaining fund balance at the end of the fiscal year.

The original assumption estimated that \$1.2 million would be transferred from Residence Life & Housing’s fund balance to balance, while the projection contemplates that the entire fund balance of \$990,000 will be needed. The actual 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 \$8,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service total \$10.6 million. To date, \$5.3 million or 50 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 \$72,000 as compared to the annual budgeted revenues of \$2.7 million. The principal revenues include hall rental (100 percent). Ticket revenue is considered unearned until the show is held.

Description	Actual YTD
Hall Rental	\$72,000
Ticket Sales	1,000
Other	<u>(1,000)</u>
Total Revenue	<u>\$72,000</u>

The budget assumed Spring 2021 shows only, and the fall COVID-19 mass gathering restrictions would not affect the budget. In keeping with the advice and recommendations from health officials regarding COVID-19, to avoid the assemblage of large numbers of people within proximity to one another, large events scheduled for fiscal year 2021 are canceled. The event cancellations include high school graduation, weddings, University sponsored or student events, and shows. Projections indicate year-end revenues will be \$2.4 million less than the original budget of \$2.7 million.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020**

EJ Thomas Performing Arts Hall (continued)

Employee Type	Actual YTD
Contract Professionals	\$81,000
Staff	<u>44,000</u>
Total Payroll	<u>\$125,000</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 \$162,000 or 39 percent of the annual budget of \$413,000. Due to the cancellation of events for the fiscal year, the auxiliary will not employ part-time staff. Projections indicate that payroll and fringes will approximate \$313,000. The fiscal year 2021 reflects temporary salary reductions.

Operating expenditures total \$171,000 or seven percent of the annual budget of \$2.6 million. The principal operating expenditures include supplies & services (70 percent) and utilities (27 percent). The major spending components in supplies & services include the maintenance (48 percent), new lighting system (35 percent), and property & fire insurance (10 percent). The majority of expenditures in utilities are electricity (64 percent), steam (23 percent), and chilled water (11 percent). The cancellation of events eliminates artist fees, student assistant wages, stagehand payments, hospitality & advertising costs, Akron Civic Theatre consulting fees, ticket office expenses, and UAPD services. Projections indicate operating expenditures will be \$2.2 million less than the \$2.6 million budget and will be updated should activity merit.

Description	Actual YTD
Supplies & Services	\$119,000
Utilities	46,000
Other	<u>6,000</u>
Total Operating	<u>\$171,000</u>

EJ Thomas Performing Arts Hall realizes the fiscal constraints and challenges the University of Akron is coping with, primarily due to the pandemic. To control cost, EJ Thomas released Aetna's Cleaning Company from their annual \$75,000 to \$80,000 contract and personally took over the cleaning responsibilities to control cost. The responsibilities include sanitizing and COVID preventative measures, cleaning approximately 60 bathrooms weekly, shampooing and scrubbing the auditorium seats, deep cleaning and polishing the auditorium floors, and vacuuming over an acre of carpeting weekly. The cleaning measures are all in preparation to utilize the theatre for a show or graduation at a moment's notice.

Transfers-In - Other represents general-fund support for operations and debt service support is budgeted for \$630,000. To date, \$315,000 has been transferred with the expectation the full amount will be transferred throughout the remainder of the fiscal year.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020**

EJ Thomas Performing Arts Hall (continued)

The original assumption presumed a break-even budget, but the projections contemplate that EJ Thomas Performing Arts Hall will access \$91,000 out of the \$761,000 fund balance to balance.

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 \$38,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service totals \$326,000. To date, \$163,000 or 50 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 18 years ago. The debt will be retired during the fiscal year ended June 30, 2029.

Dining Services (Aramark)

Aramark's actual revenues total \$1.1 million as compared to the negative annual budgeted revenues of \$3.4 million. The primary revenues include the utilities support (31 percent), facilities support (27 percent), Aramark grant (24 percent), and point-of-sale/card access support (16 percent). The annual budgeted revenue of negative \$3.4 million assumed face-to-face instruction in fall 2020, followed by potential mid-term COVID-19 related enrollment disruption, would close the campus in September 2020 and remain online in Spring 2021, creating refunds. Given the current reality, Aramark revenue will approach \$1.4 million for the fiscal year 2021, which is \$1 million lower than the actual income received in the fiscal year 2020.

Description	Actual YTD
Utilities Support	\$352,000
Facilities Support	306,000
Aramark Grant	275,000
POS/Card Access Support	181,000
Other	<u>9,000</u>
Total Revenue	<u>\$1,123,000</u>

Employee Type	Actual YTD
Staff	\$24,000

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

Payroll and fringes total \$86,000 or roughly 42 percent of the annual budget of \$205,000. The \$150,000 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. The fiscal year 2021 reflects temporary salary reductions. Projected unanticipated compensation costs through June

30, 2021 will be \$180,000.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020

Dining Services (Aramark) (continued)

Operating expenditures total \$389,000 or 31 percent of the annual budget of \$1.2 million. The principal operating expenditures include supplies & services (63 percent) and utilities (30 percent). The major spending components in supplies & services include furniture & equipment repair (43 percent) and maintenance (42 percent). The majority of expenditures in utilities are electricity (51 percent) and water (40 percent). Projections indicate operating expenditures will be less than budget and will be updated should activity merit.

Description	Actual YTD
Supplies & Services	\$245,000
Utilities	117,000
Other	<u>27,000</u>
Total Operating	<u>\$389,000</u>

Transfers-In - Other original budget represents General Fund support for operations and is budgeted at \$2.9 million. Current projections indicate the General Fund support for operations will not be needed. To date, \$1.5 million has been transferred with the expectation the full amount will be adjusted as needed by the end of the fiscal year.

The original assumption estimated that \$2.7 million would be transferred from Dining Services (Aramark) fund balance to balance, while the projection contemplates that \$907,000 of the fund balance will be needed. 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 \$24,000 Transfers-In - Encumbrances represent those types of commitments.

Transfers-Out - Plant Fund of \$19,000 represents the remaining balance returned from replacing the Student Union dishwasher.

The budgeted Transfers-Out - Debt Service totals \$778,000. To date, \$389,000 or 50 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 14 to 21 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 2021 Budget and Actual Results for the six months ended December 31, 2020

Recreation & Wellness Services

Student Recreation & Wellness Services (SRWS) actual revenues total \$31,000 as compared to the annual budgeted revenues of \$87,000. The principal revenues include memberships (60 percent) and swimming meets (22 percent). While swim meets are not being held due to the pandemic, revenue represents past season payments.

Description	Actual YTD
Memberships	\$19,000
Swimming Meets	7,000
Other	<u>5,000</u>
Total Revenue	<u>\$31,000</u>

Due to the COVID-19 restrictions, membership is available to current students and University employees only. The regulations prohibit external memberships, including University alumni. Starting in the spring semester, fall graduates will be able to purchase Alumni memberships. Membership renewal will be available to those who maintained membership in the fall semester. The University is waiving the membership fee for students with online classes only (non-fee paying) since being online might have been their only option for courses instead of their choice. Revenue-generating activities canceled for fiscal year 2021 include swim meets, basketball tournaments, indoor soccer tournaments, and facility rentals. The budget assumed closing the campus mid-fall term till mid-spring. In anticipation of mass gathering restrictions and the loss of membership income, projections indicate \$56,000 in revenue, which is \$452,000 lower than the actual income received in FY20.

Employee Type	Actual YTD
Contract Professionals	\$162,000
Staff	<u>43,000</u>
Total Payroll	<u>\$205,000</u>
<i>Note 1: Includes all Recreation & Wellness Services payroll-related activities (e.g. full-time, part-time, overtime, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	

Payroll and fringes total \$272,000 or 46 percent of the annual budget of \$596,000. Mid-August staffing changes will raise the compensation cost above the budget. The fiscal year 2021 reflects temporary salary reductions.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020**

Recreation & Wellness Services (continued)

Operating expenditures total \$505,000 or 50 percent as compared to the annual budget of \$1 million. The principal operating expenditures include supplies & services (61 percent), student assistants (25 percent), and utilities (13 percent). The majority of supplies & services spending includes maintenance (87 percent). The majority of expenditures in utilities are electricity (66 percent) and steam (19 percent). As an offset to COVID-19 related loss in membership, student staffing is reduced as much as possible while trying to maintain disinfection and additional cleaning standards. The operating cost projection is \$170,000 above the budget due to an increase in maintenance and staffing cost (Oct – Feb).

Description	Actual YTD
Supplies & Services	\$310,000
Student Assistants	124,000
Utilities	66,000
Other	<u>5,000</u>
Total Operating	<u>\$505,000</u>

Recreation & Wellness Services Re-charge lines include \$53,000 in compensation reduction from the COVID relief grants. The prior fiscal year 2020 has \$31,000 in compensation credits and \$22,000 for 2021.

The other sources of funding include a Transfers-In Facilities Fee and Transfers-In - Other budgeted at \$856,000 and \$2.3 million, respectively. Actual total Transfers-In of \$1.6 million represents facilities fee and General Fund support to service the building’s debt and operations.

The original assumption contemplated \$59,000 of fund balance usage while the projection presumes that \$232,000 will be needed. The actual fund balance transferred amount may vary pending the fiscal year-end outcome.

Since the budget assumed closing the campus mid-fall term till mid-spring, SRWS facilities would be closed, causing a significant reduction in operating expenses, including maintenance, custodial, and student staffing. With facilities remaining open, those operating expenses have been added back into the budget leading to an estimated additional fund balance transfers-in of \$173,000. The majority of this transfer will allocate towards the maintenance of \$139,000, of which \$8,000 is construction work in the Ocasek Natatorium.

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 \$1,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service totals \$1.7 million. To date, \$841,000 or 50 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.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020**

Jean Hower Taber Student Union

Due to COVID-19, the face to face restrictions prohibit the Student Union from hosting external client room rentals and mass gatherings that exceed 10 people. The negative \$1,000 originates from prepaid room rental refunds. The Student Union actual revenues total \$269,000 as compared to the annual budgeted revenues of \$657,000. The current annual revenue projection is \$628,000.

Description	Actual YTD
Commission Income	\$270,000
Room Rental	<u>(1,000)</u>
Total Revenue	<u>\$269,000</u>

The budget assumed the campus would close mid-fall term till mid-spring. In anticipation of the mass gatherings restriction, the budget includes room rental revenue in the amount of \$25,000, which is \$65,000 lower than the previous fiscal year's actual amount. If the restriction for mass gatherings remains, the \$25,000 room rental budget will not come to fruition. Current expectations indicate the campus will remain open. Therefore, operations and programming efforts will show that there will be potential for expenditures far greater than budgeted.

Employee Type	Actual YTD
Contract Professionals	\$146,000
Staff	<u>51,000</u>
Total Payroll	<u>\$197,000</u>

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

Payroll and fringes total \$271,000 or 43 percent of the annual budget of \$625,000. Fringe benefits will be slightly higher than budget due to the fee remission assumed through an additional employee gained via the bumping process. The fiscal year 2021 reflects temporary salary reductions.

Operating expenditures total \$543,000 or 44 percent of the annual budget of \$1.2 million. The principal operating expenditures include supplies & services (43 percent), utilities (36 percent), and student assistants (18 percent). The majority of supplies & services spending include maintenance (86 percent). The majority of expenditures in utilities are electricity (39 percent), chilled water (30 percent), water (20 percent), and steam (10 percent). Current projections indicate expenditures remaining at budget. However, operating costs may increase due to student wage increases related to expanded operating hours and a January increase in minimum wage.

Description	Actual YTD
Supplies & Services	\$235,000
Utilities	195,000
Student Assistants	98,000
Other	9,000
Travel & Hospitality	<u>6,000</u>
Total Operating	<u>\$543,000</u>

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020**

Jean Hower Taber Student Union (continued)

The other sources of funding include Transfers-In - Facilities Fee and Transfers-In - Other budgeted at \$1.5 million and \$2.6 million, respectively. To date, \$2.1 million has been transferred with the expectation the remaining amount will be transferred throughout the rest of the fiscal year.

The budgeted Transfers-Out - Debt Service totals \$2.9 million. To date, \$1.4 million or 50 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 \$2.3 million as compared to the annual budgeted revenues of \$3.6 million. The primary sources of revenues are the student transportation fee and parking permits (93 percent). Unearned revenue generated from parking permits purchased before the semester begins is recognized when the revenue recognition criteria is met. Currently \$1.3 million is being held in unearned revenue. The lower total revenue budget of \$3.6 million is on target with enrollment expectations.

Description	Actual YTD
Permits	\$2,182,000
Fines & Meters	89,000
Lot Rentals	<u>77,000</u>
Total Revenue	<u>\$2,348,000</u>

Employee Type	Actual YTD
Staff	\$49,000
Contract Professionals	<u>21,000</u>
Total Payroll	<u>\$70,000</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 \$91,000 or 39 percent of the annual budget of \$234,000. Projections indicate that payroll and fringes will approximate \$241,000. The fiscal year 2021 reflects temporary salary reductions.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020**

Parking & Transportation Services (continued)

Operating expenditures total \$1.1 million or 68 percent as compared to the annual budget of \$1.6 million. The principal operating expenditures include supplies & services (87 percent). The major spending components in supplies & services include transportation-related activities, including busing, parking lot, and deck maintenance (84 percent). The total operating expenditures include \$525,000 for the entire fiscal year Roo Shuttle operation. During the development of the budget, the elimination of busing was considered. However, it was determined to be a valuable service that should continue to be supported. Projections indicate expenditures will be \$200,000 below the original budget. Projections will be revised should activity merit.

Description	Actual YTD
Supplies & Services	\$935,000
Utilities	90,000
Student Assistants	35,000
Travel & Hospitality	10,000
Other	5,000
Total Operating	<u>\$1,075,000</u>

Parking & Transportation Services Re-charge lines include \$36,000 in compensation reduction from the COVID relief grants. The prior fiscal year 2020 has \$28,000 in compensation credits and \$8,000 for 2021.

Transfers-In - Other original estimate assumed General Fund support for operations budgeted at \$2.2 million. Current projections indicate the General Fund support for operations including debt service will total \$2 million. To date, \$1.1 million has been transferred with the expectation the full amount will be adjusted as needed at the end of the fiscal year.

The original assumption contemplated \$570,000 of fund balance usage and that assumption remains valid. To date, \$285,000 has been transferred with the expectation the full amount will be adjusted as needed at the end of the fiscal year.

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 \$6,000 Transfers-In – Encumbrances represent those types of commitments.

The budgeted transfers-out for debt service total \$4.5 million. Transfers-out of \$2.3 million or 50 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 the West Deck/Deferred Maintenance bond will be retired in the fiscal year ended June 30, 2029. 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 2021 Budget and Actual Results for the six months ended December 31, 2020

Wayne Student Union

Wayne Student Union's revenues total \$21,000 as compared to the annual budgeted revenues of \$48,000. The principal revenues include Barnes & Noble bookstore commission (44 percent) predominately earned evenly throughout the fiscal year.

Description	Actual YTD
Commission Income	\$21,000

Description	Actual YTD
Supplies & Services	\$2,000

Operating expenditures total \$2,000 or 37 percent as compared to the annual budget of \$6,000. The major operating costs include property and fire insurance (100 percent). The offset to the COVID-

19 mass gathering restrictions will reduce operating expenditures \$1,000 below budget. Operating expenses will include fire insurance and elevator inspection costs.

**DEPARTMENTAL SALES AND
SERVICES FUNDS**

For the Six Months Ended December 31, 2020

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Budget and Actual Results for the six months ended December 31, 2020 with FY 2020 Comparisons

Departmental Sales and Services Combined	FY20		FY21						
	YTD	YTD	Approved Budget	YTD December 31	Actual to Budget		Projected June 30	Projection to Budget	
	June 30	December 31			\$	%		\$	%
Revenues	\$27,372,310	\$13,399,494	25,773,000	\$11,513,745	(\$14,259,255)	45%	\$22,741,000	(\$3,032,000)	88%
					0				
Payroll	2,785,718	1,396,836	2,667,000	1,321,025	1,345,975		2,753,000	(86,000)	
Fringes	825,569	419,343	687,000	371,139	315,861		688,000	(1,000)	
Total Compensation	3,611,287	1,816,179	3,354,000	1,692,164	1,661,836	50%	3,441,000	(87,000)	103%
Operating	3,434,228	2,263,763	2,790,000	1,298,525	1,491,475		2,603,000	187,000	
Premiums and Claims	24,704,489	12,854,923	25,141,000	10,549,596	14,591,404		20,723,000	4,418,000	
Capital	25,526	16,960	0	43,469	(43,469)		44,000	(44,000)	
Total Non Personnel	28,164,243	15,135,646	27,931,000	11,891,590	16,039,410	43%	23,370,000	4,561,000	84%
Re-charge of prior-year expenditures	0	0	0	(8,308)	8,308		(8,308)	8,308	
Re-charge of current-year expenditures	0	0	0	0	0		0	0	
Total Expenditures	31,775,530	16,951,825	31,285,000	13,583,754	17,701,246	43%	26,802,692	4,482,308	86%
Net Before Transfers	(4,403,220)	(3,552,331)	(5,512,000)	(2,070,009)	3,441,991		(4,061,692)	1,450,308	
Transfers-In - Other	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	293,453	293,453	0	176,323	176,323		0	0	
Transfers-In - Fund Balance	4,324,381	0	5,528,000	0	(5,528,000)		4,061,692	(1,466,308)	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(176,323)	0	0	0	0		0	0	
Net Transfers	4,441,511	293,453	5,528,000	176,323	(5,351,677)		4,061,692	(1,466,308)	
Difference	\$38,291	(\$3,258,878)	\$16,000	(\$1,893,686)	(\$1,909,686)		\$0	(\$16,000)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Budget and Actual Results for the six months ended December 31, 2020 with FY 2020 Comparisons

Self-Insurance Health Care	FY20		FY21						
	YTD	YTD	Approved Budget	YTD December 31	Actual to Budget		Projected June 30	Projection to Budget	
	June 30	December 31			\$	%		\$	%
Revenues	\$21,299,743	\$9,993,016	\$20,126,000	\$9,238,594	(\$10,887,406)	46%	\$17,822,000	(\$2,304,000)	89%
Payroll	157,970	75,822	181,000	84,621	96,379		169,000	12,000	
Fringes	49,780	24,263	52,000	28,340	23,660		57,000	(5,000)	
Total Compensation	207,750	100,085	233,000	112,961	120,039	48%	226,000	7,000	97%
Operating	216,712	108,289	194,000	113,810	80,190		228,000	(34,000)	
Premiums and Claims	24,704,489	12,854,923	25,141,000	10,549,596	14,591,404		20,723,000	4,418,000	
Capital	0	0	0	0	0		0	0	
Total Non Personnel	24,921,201	12,963,212	25,335,000	10,663,406	14,671,594	42%	20,951,000	4,384,000	83%
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 Expenditures	25,128,951	13,063,297	25,568,000	10,776,367	14,791,633	42%	21,177,000	4,391,000	83%
Net Before Transfers	(3,829,208)	(3,070,281)	(5,442,000)	(1,537,773)	3,904,227		(3,355,000)	2,087,000	
Transfers-In - Other	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	0	0	0	0	0		0	0	
Transfers-In - Fund Balance	3,829,208	0	5,442,000	0	(5,442,000)		3,355,000	(2,087,000)	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	0	0	0	0	0		0	0	
Net Transfers	3,829,208	0	5,442,000	0	(5,442,000)		3,355,000	(2,087,000)	
Difference	\$0	(\$3,070,281)	\$0	(\$1,537,773)	(\$1,537,773)		\$0	\$0	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Budget and Actual Results for the six months ended December 31, 2020 with FY 2020 Comparisons

Workforce Training Solutions	FY20		FY21						
	YTD	YTD	Approved Budget	YTD December 31	Actual to Budget		Projected June 30	Projection to Budget	
	June 30	December 31			\$	%		\$	%
Revenues	\$597,807	\$344,893	\$730,000	\$146,506	(\$583,494)	20%	\$395,000	(\$335,000)	54%
Payroll	284,815	163,740	298,000	98,493	199,507		288,000	10,000	
Fringes	79,954	45,352	74,000	26,435	(26,435)		70,000	4,000	
Total Compensation	364,769	209,092	372,000	124,928	173,072	34%	358,000	14,000	96%
Operating	228,940	160,427	342,000	40,801	301,199		121,000	221,000	
Premiums and Claims	0	0	0	0	0		0	0	
Capital	0	0	0	0	0		0	0	
Total Non Personnel	228,940	160,427	342,000	40,801	301,199	12%	121,000	221,000	35%
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 Expenditures	593,709	369,519	714,000	165,729	474,271	23%	479,000	235,000	67%
Net Before Transfers	4,098	(24,626)	16,000	(19,223)	(35,223)		(84,000)	(100,000)	
Transfers-In - Other	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	34,193	34,193	0	0	0		0	0	
Transfers-In - Fund Balance	0	0	0	0	0		84,000	84,000	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	0	0	0	0	0		0	0	
Net Transfers	34,193	34,193	0	0	0		84,000	84,000	
Difference	\$38,291	\$9,567	\$16,000	(\$19,223)	(\$35,223)		\$0	(\$16,000)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Budget and Actual Results for the six months ended December 31, 2020 with FY 2020 Comparisons

	FY20		FY21						
	YTD	YTD	Approved Budget	YTD December 31	Actual to Budget		Projected June 30	Projection to Budget	
	June 30	December 31			\$	%		\$	%
Revenues	\$422,245	\$91,510	\$481,000	\$78,210	(\$402,790)	16%	\$395,000	(\$86,000)	82%
Payroll	153,335	70,234	145,000	63,229	81,771		145,000	0	
Fringes	50,414	24,955	51,000	19,524	31,476		51,000	0	
Total Compensation	203,749	95,189	196,000	82,753	113,247	42%	196,000	0	100%
Operating	219,626	132,171	371,000	70,300	300,700		371,000	0	
Premiums and Claims	0	0	0	0	0		0	0	
Capital	0	0	0	0	0		0	0	
Total Non Personnel	219,626	132,171	371,000	70,300	300,700	19%	371,000	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 Expenditures	423,375	227,360	567,000	153,053	413,947	27%	567,000	0	100%
Net Before Transfers	(1,130)	(135,850)	(86,000)	(74,843)	11,157		(172,000)	(86,000)	
Transfers-In - Other	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	0	0	0	0	0		0	0	
Transfers-In - Fund Balance	1,130	0	86,000	0	(86,000)		172,000	86,000	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	0	0	0	0	0		0	0	
Net Transfers	1,130	0	86,000	0	(86,000)		172,000	86,000	
Difference	\$0	(\$135,850)	\$0	(\$74,843)	(\$74,843)		\$0	\$0	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Budget and Actual Results for the six months ended December 31, 2020 with FY 2020 Comparisons

Other	FY20		FY21						
	YTD	YTD	Approved Budget	YTD December 31	Actual to Budget		Projected June 30	Projection to Budget	
	June 30	December 31			\$	%		\$	%
Revenues	\$5,052,515	\$2,970,075	\$4,436,000	\$2,050,435	(\$2,385,565)	46%	\$4,129,000	(\$307,000)	93%
Payroll	2,189,598	1,087,040	2,043,000	1,074,682	968,318		2,151,000	(108,000)	
Fringes	645,421	324,773	510,000	296,840	213,160		510,000	0	
Total Compensation	2,835,019	1,411,813	2,553,000	1,371,522	1,181,478	54%	2,661,000	(108,000)	104%
Operating	2,768,950	1,862,876	1,883,000	1,073,614	809,386		1,883,000	0	
Premiums and Claims	0	0	0	0	0		0	0	
Capital	25,526	16,960	0	43,469	(43,469)		44,000	(44,000)	
Total Non Personnel	2,794,476	1,879,836	1,883,000	1,117,083	765,917	59%	1,927,000	(44,000)	102%
Re-charge of prior-year expenditures	0	0	0	(8,308)	8,308		(8,308)	8,308	
Re-charge of current-year expenditures	0	0	0	0	0		0	0	
Total Expenditures	5,629,495	3,291,649	4,436,000	2,480,297	1,947,395	56%	4,579,692	(143,692)	103%
Net Before Transfers	(576,980)	(321,574)	-	(429,862)	(429,862)		(450,692)	(450,692)	
Transfers-In - Other	0	0	0	0	0		0	0	
Transfers-In - Encumbrances	259,260	259,260	0	176,323	176,323		0	0	
Transfers-In - Fund Balance	494,043	0	0	0	0		450,692	450,692	
Transfers-Out - Other	0	0	0	0	0		0	0	
Transfers-Out - Encumbrances	(176,323)	0	0	0	0		0	0	
Net Transfers	576,980	259,260	0	176,323	176,323		450,692	450,692	
Difference	\$0	(\$62,314)	\$0	(\$253,539)	(\$253,539)		\$0	\$0	

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.

Payroll and Fringes

- No increase for bargaining unit employees;
- No raise pool equivalent for qualifying non-represented employees;
- Temporary tiered salary reductions as approved by the Board of Trustees;
- 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
- Fringe rate reduction.

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. Effective January 1, 2021, University contributions for non-bargaining unit employees who earn between \$50,000 and \$66,999 will decrease from 81% to 70%; for employees who earn between \$67,000 and \$91,999, University contributions will decrease from 80% to 69%; for employees who earn between \$92,000 and \$124,999, University contributions will decrease from 79% to 68%; and for employees who earn \$125,000 and above, University contributions will decrease from 77% to 66%; 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; and
- Effective January 1, 2021, the Retiree Dependent Health Insurance Program (RDHIP) for the eligible dependents of non-bargaining retirees and active employees will cease. The RDHIP continues for eligible dependents of active bargaining unit faculty. The budgeted \$25.1 million expenditure budgeted for FY21 is funded by the Self Insurance Health Care reserve and projections indicate that amount will be closer to \$20.7 million.

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.

**The University of Akron
Departmental Sales and Services
FY 2021 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
- The COVID-19 pandemic has complicated the instructional process. 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

- Peer mentoring, New Roo Weekend, supplies and services, and travel and hospitality;
- New Student Orientation will monitor expenditures; however, the budgeted \$86,000 deficit will be offset by the New Student Orientation carryover from fiscal year ended June 30, 2020. Fund balance will approximate \$293,000 at June 30, 2021; and
- The COVID-19 pandemic has altered operations. Student assistants working at any given time are limited to one staff member and the orientation programs for spring 2021 are online.

Other

Revenues

- Includes about 115 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

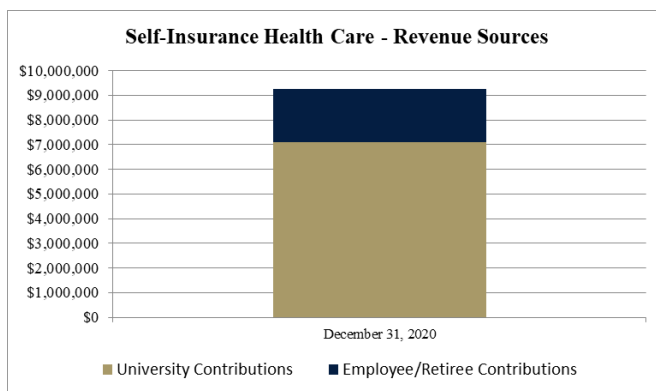
- Equipment replacements not anticipated barring unforeseen equipment failures.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020**

Self-Insurance Health Care

Self-Insurance Health Care actual revenues total \$9.2 million or 46 percent as compared to annual budgeted revenues of \$20.1 million and are projected to be short by approximately \$2.3 million by year end.

The revenues are derived from the University (77 percent) and employee/retiree contributions (23 percent). Some benefits are funded solely by the University and some by the University and employee while some benefits are funded by the University, employee, and retiree as follows: medical (University, employee, and retiree), prescription drug (University, employee, and retiree), dental (University and employee), short-term disability (employee), long-term disability (University and employee), life insurance (University and employee), vision (employee), and flexible spending accounts (University and employee).



Payroll and fringes total \$113,000 or 48 percent as compared to the annual budget of \$233,000.

Operating expenditures total \$114,000 or 59 percent for consulting and administrative services as compared to the annual budget of \$194,000.

Premiums and Claims expenditures total \$10.5 million or 42 percent as compared to the annual budget of \$25.1 million and are projected to be short by approximately \$4.4 million due to declining plan utilization.

The Self-Insurance fund has a planned fiscal year shortfall in the amount of \$5.4 million to help achieve a reserve that is more appropriate. Current projections are that the shortfall will total \$3.4 million.

Workforce Training Solutions

Workforce Training Solutions actual revenues from open enrollment and contract training fees total \$147,000 or 20 percent as compared to the annual budgeted revenues of \$730,000. Current projections are revenues will total \$395,000, or \$335,000 less than budget due to cancellation or postponement of classes.

Payroll and fringes total \$125,000 or 34 percent as compared to the annual budget of \$372,000. Generally, payroll costs related to contract training are incurred prior to the associated revenue being collected.

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020

Operating expenditures total \$41,000 or 12 percent as compared to the annual budget of \$342,000. The principal operating expenditures include supplies and services related to training and instructional support. Current projections are that expenditures will approximate \$121,000 or \$221,000 less than budget.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020**

New Student Orientation

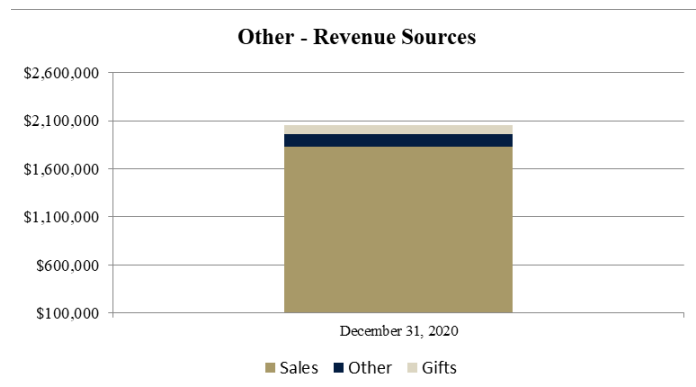
New Student Orientation actual revenues total \$78,000 or 16 percent as compared to the annual budgeted revenues of \$481,000. Current projections are revenues will total \$395,000, or \$86,000 less than budget. Since its launch on March 31st, the We Rise Together form helps those students who identify recent financial hardships paying the confirmation fee as students are confirming their enrollment to the University. New Student Orientation is waiving the confirmation fee to assist students and advance them in their enrollment process currently for students starting spring 2021, summer 2021, and fall 2021. The projection assumes that \$172,000 will be needed from the fund balance to balance the budget. We will continue to monitor the impact and adjust projections accordingly.

Payroll and fringes total \$83,000 or 42 percent as compared to the annual budget of \$196,000.

Operating expenditures total \$70,000 or 19 percent as compared to the annual budget of \$371,000. The principal operating expenditures include New Roo Weekend (57 percent) and student assistants (27 percent). Current expectations are that expenditures will remain at or below budget. Expenditures will continue to be closely monitored and managed throughout the course of the year.

Other

The Other departmental sales and services actual revenues total \$2.1 million or 46 percent as compared to the annual budgeted revenues of \$4.4 million. The principal revenues are generated from roughly 66 activities including University Credit Card Program (14 percent), Law Enforcement Training Center (11 percent), and Installment Payment Plan (eight percent). Current projections are that budgeted revenues will not be achieved as revenues are projected to approximate \$4.1 million or \$307,000 less than budget. The projection will be updated should activities merit.



Payroll and fringes total \$1.4 million or 54 percent as compared to the annual budget of \$2.6 million. Compensation is projected to approximate \$2.7 million or \$108,000 greater than budget. The projection will be updated should activities merit.

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Budget and Actual Results for the six months ended December 31, 2020

Operating expenditures total \$1.1 million or 57 percent as compared to the annual budget of \$1.9 million. The primary operating expenditures are supplies and services (86 percent).

Capital expenditures total \$43,000. The capital expenditures are associated with the purchase of Polymer and Chemistry testing equipment initiated last fiscal year and the purchase of tribometer kits for corrosion engineering and a trailer for the Center for Fire & Hazardous Materials.

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 \$176,000 Transfers-In – Encumbrances represents those types of commitments.

THE UNIVERSITY OF AKRON

RESOLUTION 2- -21

Acceptance of the Financial Report for the Six Months Ended December 31, 2020 and Revised
FY 2020-2021 Budgets

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on February 10, 2021, accepting the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds Financial Report for the Six Months Ended December 31, 2020, which includes revised FY 2020-2021 budgets in the form of year-end projections, be approved.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 4

PROCUREMENT FOR MORE THAN \$500,000



DATE: January 25, 2021

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

FROM: *Luba Cramer*
Luba Cramer, M.A.Ed.
Director of Purchasing

SUBJECT: Award Exceeding \$500,000 for Board of Trustees Consideration and Approval: Office Supplies

As requested of me, I provide to you the following procurement, which exceeds \$500,000, for the Board of Trustees consideration and approval at its meeting on February 10, 2021.

Staples/Brown Enterprise Solutions (General, Auxiliaries, Sales and Services, and Other Funds)

The Inter-University Council Purchasing Group (IUC-PG) issued a request for proposals for the selection of a vendor for office supplies at the request of its members. Office supplies and equipment has been identified as a commodity that may use a collaborative contract and is also a Governor's Efficiency Task Force mandate.

The IUC-PG selected Staples/Brown Enterprise Solutions which is a Minority Business Enterprise (MBE) as the vendor that offered the best overall value. The agreement covers office supplies procurements for the State's Institutions of Higher Education. The initial agreement is for five years, and the University reasonably expects to expend \$1,150,000 over that period. Should the full two-year extension be exercised, the total spend will likely approximate \$1,600,000.

As a member of IUC-PG, and as a requirement identified by the Governor's Efficiency Task Force, the Purchasing Department requests approval to transition from Office Depot/GBEX, LLC to Staples/Brown Enterprise Solutions effective March 1, 2021.

I recommend that an award be made to Staples/Brown Enterprise Solutions, in an amount not to exceed \$1,600,000, and request your approval and that of the Board of Trustees at its meeting on February 10, 2021.

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

THE UNIVERSITY OF AKRON

RESOLUTION 2- -21

Acceptance of Procurement for More Than \$500,000

BE IT RESOLVED, That the following recommendation presented by the Finance & Administration Committee on February 10, 2021 be approved:

Award to Staples/Brown Enterprise Solutions a contract for office supplies for an initial term of five years with an option to renew up to two additional one-year terms, in an aggregate amount not to exceed \$1,600,000.

M. Celeste Cook, Secretary
Board of Trustees

February 10, 2021

FINANCE & ADMINISTRATION COMMITTEE

TAB 5

NEW SUMMER 2021 COURSE FEES



DATE: January 25, 2021

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

Amy Gilliland

FROM: Amy S. Gilliland
Director of Resource Analysis & Budgeting

SUBJECT: Recommended FY2020-2021 Course Fee Changes

The Buchtel College of Arts & Sciences requests three new fees associated with its Myers School of Art effective summer 2021. The proposed fees are for three courses which have significant instructional costs not covered by tuition.

The Ohio Department of Education (ODHE) desires for our Board of Trustees to consider and approve the fees prior to ODHE's review and approval. As such, I seek your and the Board of Trustees consideration and approval during its upcoming Board cycle and if approved, I will submit the fees to ODHE. Should both the Board of Trustees and ODHE approve, the fees will be implemented effective with summer 2021.

I ask that you present the accompanying recommendation to the Board of Trustees for approval at its February 10, 2021 meeting.

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

THE UNIVERSITY OF AKRON
FY2020-2021 RATE CHANGES – Course Fees

Buchtel College of Arts & Sciences – Myers School of Art:

- 7100:111 Emerging Technologies
 - New course fee up to \$100 to cover some materials and consumables as well as technology and related maintenance in the Makerspace.
- 7100:252 Foundation Forum: Studio
 - New course fee up to \$35 to purchase course supplies bought in bulk at reduced cost not easily accessible for individual students, technology presentation software, projectors and smart televisions.
- 7100:253 Introduction to Ceramics for Non-Majors
 - New course fee up to \$85 to purchase supplies and technology not currently available to students including digital decal printers, 3D Ceramic Printers, and versatile computer controls for kilns.

THE UNIVERSITY OF AKRON

RESOLUTION 02- -21

New Summer 2021 Course Fees

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on February 10, 2021, to effectuate the following fees associated with courses in Buchtel College of Arts & Sciences beginning with summer 2021, contingent upon approval by the Ohio Department of Higher Education, be approved.

Myers School of Art:

- 7100:111 Emerging Technologies
 - New course fee up to \$100
- 7100:252 Foundation Forum: Studio
 - New course fee up to \$35
- 7100:253 Introduction to Ceramics for Non-Majors
 - New course fee up to \$85

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 6

**TERMINATION OF
THE UNIVERSITY OF AKRON 403(b)
RETIREMENT PLAN
AND
THE UNIVERSITY OF AKRON CHIEF
EXECUTIVE 401(a) RETIREMENT PLAN**



Human Resources

Akron, OH 44325-4733
t: 330-972-6134
f: 330-972-2336
e: sarah30@uakron.edu

uakron.edu/hr

MEMORANDUM

TO: Dallas Grundy, Senior Vice President & Chief Financial Officer

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

DATE: January 25, 2021

RE: Termination of The University of Akron 403(b) Retirement Plan and The University of Akron Chief Executive 401(a) Retirement Plan

In connection with Dr. Proenza's retirement from The University of Akron, Dr. Proenza has asked the University to terminate The University of Akron 403(b) Retirement Plan and The University of Akron Chief Executive 401(a) Retirement Plan, which were established for his benefit. This requires an act by the Board of Trustees, which established the Plans. The attached resolution authorizes the University to take this action, and has been approved by the Plan custodian, "Huntington National Bank."

THE UNIVERSITY OF AKRON

RESOLUTION 2- -21

Pertaining to the Termination of
The University of Akron Select 403(b) Retirement Plan and
The University of Akron Chief Executive 401(a) Retirement Plan
For Luis M. Proenza

WHEREAS, The University of Akron (the “Employer”) previously adopted The University of Akron Select 403(b) Retirement Plan (the “403(b) Plan”) for the benefit of Luis M. Proenza; and

WHEREAS, The University of Akron (the “Employer”) previously adopted The University of Akron Chief Executive Plan (the “401(a) Plan”) for the benefit of Luis M. Proenza; and

WHEREAS, The Employer reserves the right to amend said Plans from time to time and to terminate said Plans; and

WHEREAS, The Employer now desires to terminate the Plans; Now, Therefore,

BE IT RESOLVED, That the 403(b) Plan be amended as described in the Termination Amendment Number 2021-1 (attached as Exhibit A), and that effective February 10, 2021, the 403(b) Plan is terminated; and

BE IT RESOLVED, That the Plan be amended as described in the Termination Amendment Number 2021-1 (attached as Exhibit B), and that effective February 10, 2021, the Plan is terminated; and

BE IT FURTHER RESOLVED, That the appropriate authorized representatives of the Employer are authorized, empowered and directed to do all acts and things, including adopting the Plan amendments, necessary or desirable to effectuate the actions authorized herein.

M. Celeste Cook, Secretary
Board of Trustees

EXHIBIT A

**TERMINATION AMENDMENT NUMBER 2021-1
TO
THE UNIVERSITY OF AKRON SELECT 403(B) RETIREMENT PLAN**

The University of Akron (the "Employer") hereby adopts this Termination Amendment Number 2021-1 to THE UNIVERSITY Of AKRON SELECT 403(B) RETIREMENT PLAN (the "Plan") on the date noted below.

WHEREAS, the Employer previously adopted the Plan; and

WHEREAS, the Employer reserves the right to amend said Plan from time to time and to terminate said Plan; and

WHEREAS, the Employer now desires to terminate the Plan;

NOW, THEREFORE, effective February 10, 2021, the Plan is hereby terminated.

Participants in the Plan shall not accrue any additional benefits in the Plan as of the effective date of termination. All participants in the Plan are 100% vested in their accounts.

IN WITNESS WHEREOF, the Employer has executed this Amendment this _____ day of _____, 2021.

THE UNIVERSITY OF AKRON

By: _____

Title: _____

EXHIBIT B

**TERMINATION AMENDMENT NUMBER 2021-1
TO
THE UNIVERSITY OF AKRON CHIEF EXECUTIVE RETIREMENT PLAN**

The University of Akron (the "Employer") hereby adopts this Termination Amendment Number 2020-1 to THE UNIVERSITY OF AKRON CHIEF EXECUTIVE RETIREMENT (the "Plan") on the date noted below.

WHEREAS, the Employer previously adopted the Plan; and

WHEREAS, the Employer reserves the right to amend said Plan from time to time and to terminate said Plan; and

WHEREAS, the Employer now desires to terminate the Plan;

NOW, THEREFORE, effective February 10, 2021, the Plan is hereby terminated.

Participants in the Plan shall not accrue any additional benefits in the Plan as of the effective date of termination. All participants in the Plan are 100% vested in their accounts.

IN WITNESS WHEREOF, the Employer has executed this Amendment this _____ day of _____, 2021.

THE UNIVERSITY OF AKRON

By: _____

Title: _____

FINANCE & ADMINISTRATION COMMITTEE

TAB 7

GIFTS



DATE: January 25, 2021

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 2021 (July 1 – December 31, 2020)

Attached are gift attainment charts for fiscal year 2021. **Attachment A** details giving through cash, pledges due, bequests received, as well as gifts-in-kind from University of Akron constituents for the first six months of fiscal year 2021 from July 1, 2020 to December 31, 2020.

Of note:

- Total attainment from July 1, 2020 to December 31, 2020 is \$11,371,193.
- Alumni provided 3,308 gifts to the University from July 1, 2020 to December 31, 2020, which is fifty-one percent of the total number of gifts received in that timeframe.
- During the first six months of fiscal year 2021, a total of \$2,351,763 has been received in support for scholarships for University of Akron students, including \$977,823 for immediate use.

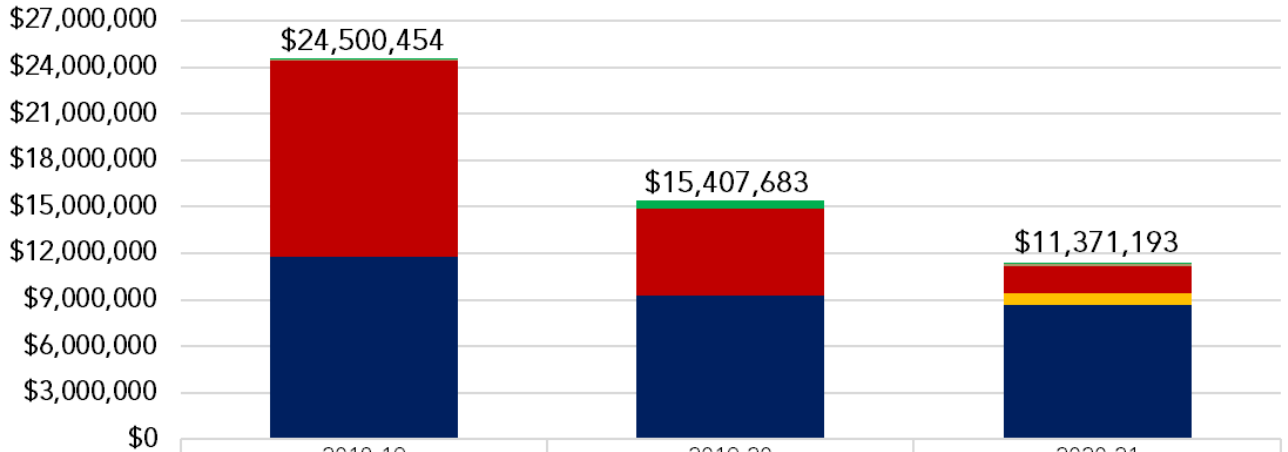
With your approval, I request submission of this report to the Board of Trustees for approval at its February 10, 2021 meeting.

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

Attachment A

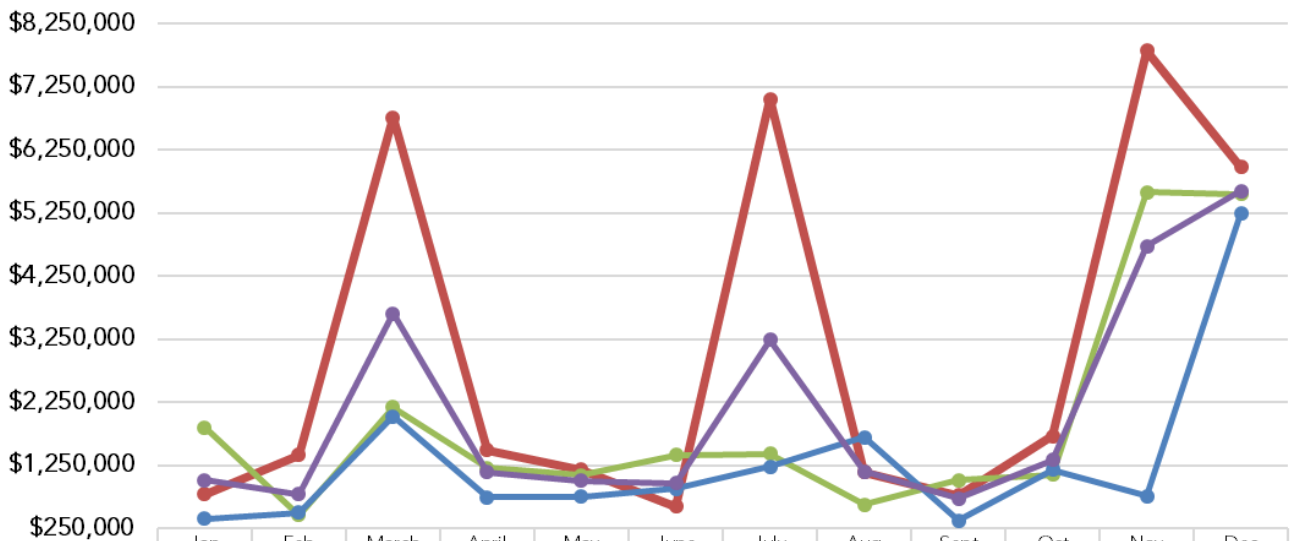
**DEPARTMENT OF DEVELOPMENT
FY 2021 Attainment
July 1, 2020 through December 31, 2020**

**The University of Akron and The University of Akron Foundation
Gifts and Pledges
July 1 - December 31 | FY2019 - FY2021**



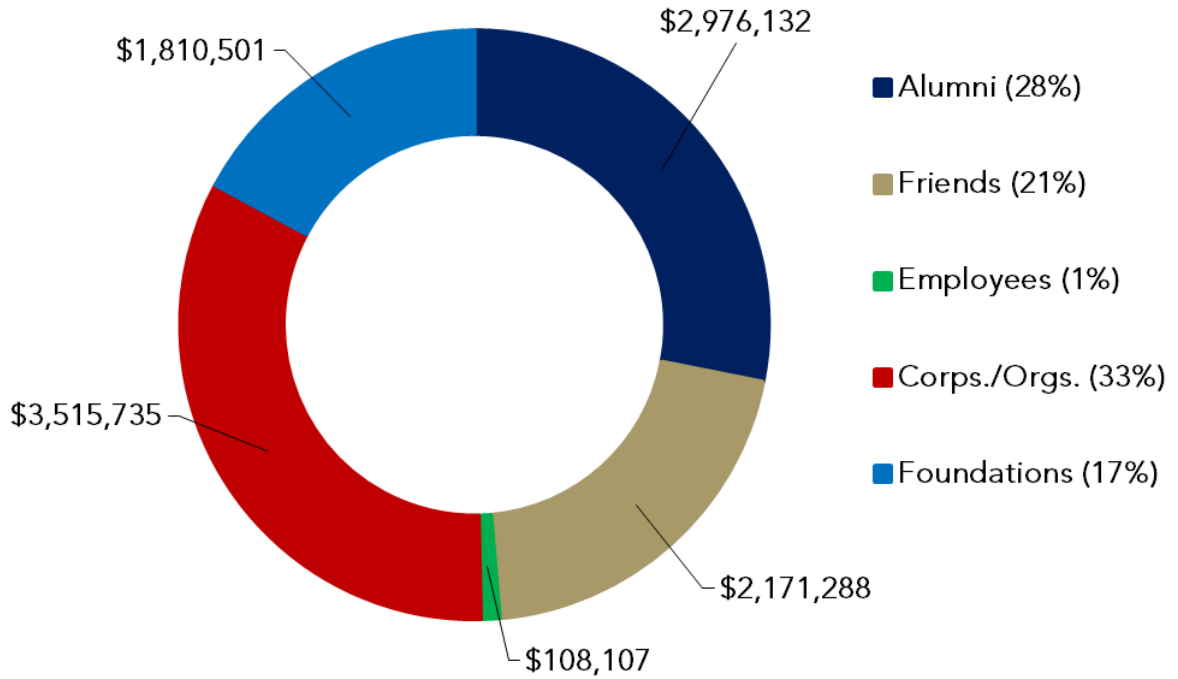
	2018-19	2019-20	2020-21
■ Gifts-in-Kind - all others	\$12,774	\$520,835	\$88,177
■ Gifts-in-Kind - corporate*	\$83,285	\$29,501	\$87,012
■ Bequests received	\$12,615,728	\$5,561,326	\$1,772,950
■ Pledges due	\$0	\$0	\$789,430
■ Cash	\$11,788,667	\$9,296,021	\$8,633,624

**The University of Akron and The University of Akron Foundation
Monthly Trend Report - Giving
Calendar Years 2018 - 2020**

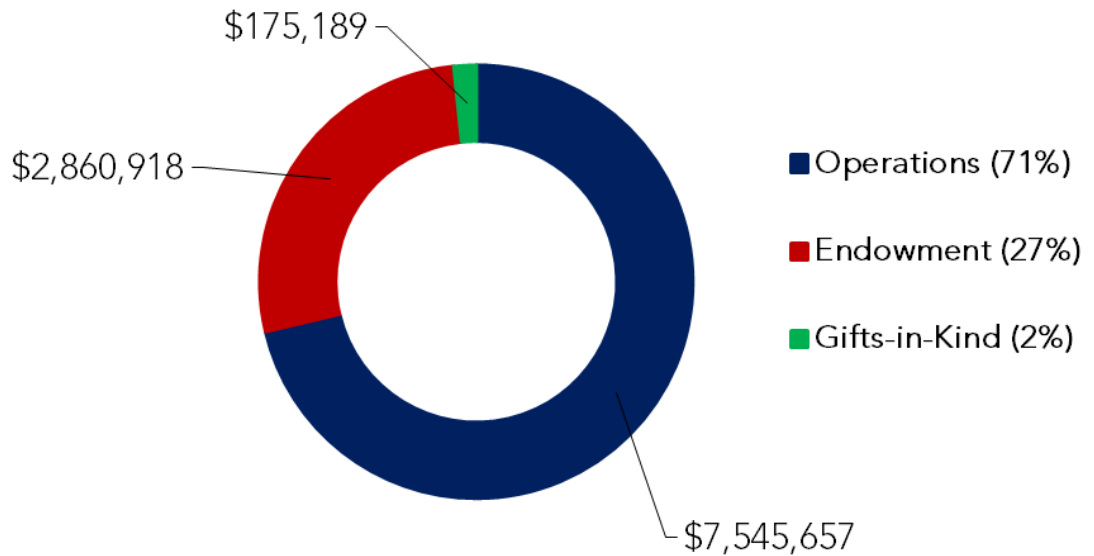


Attachment A

The University of Akron and The University of Akron Foundation
Giving by Constituent Type
July 1, 2020 - December 31, 2020 | FY 2021

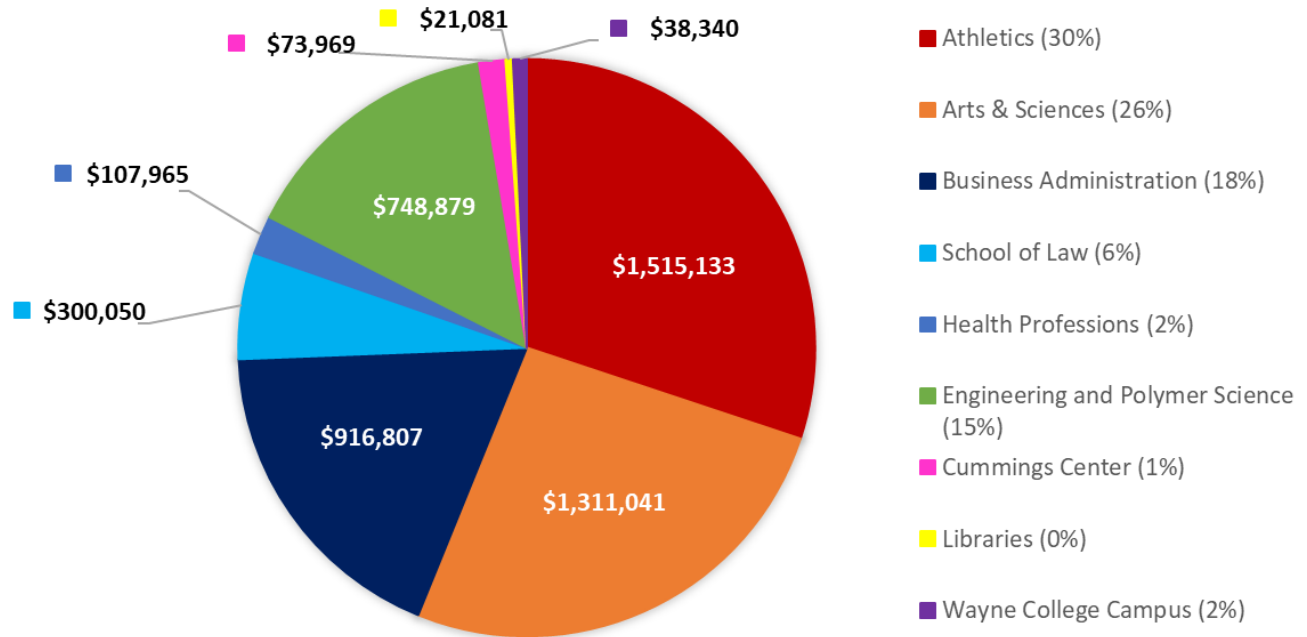


The University of Akron and The University of Akron Foundation
Gifts by Classification Type
July 1, 2020 - December 31, 2020 | FY 2021

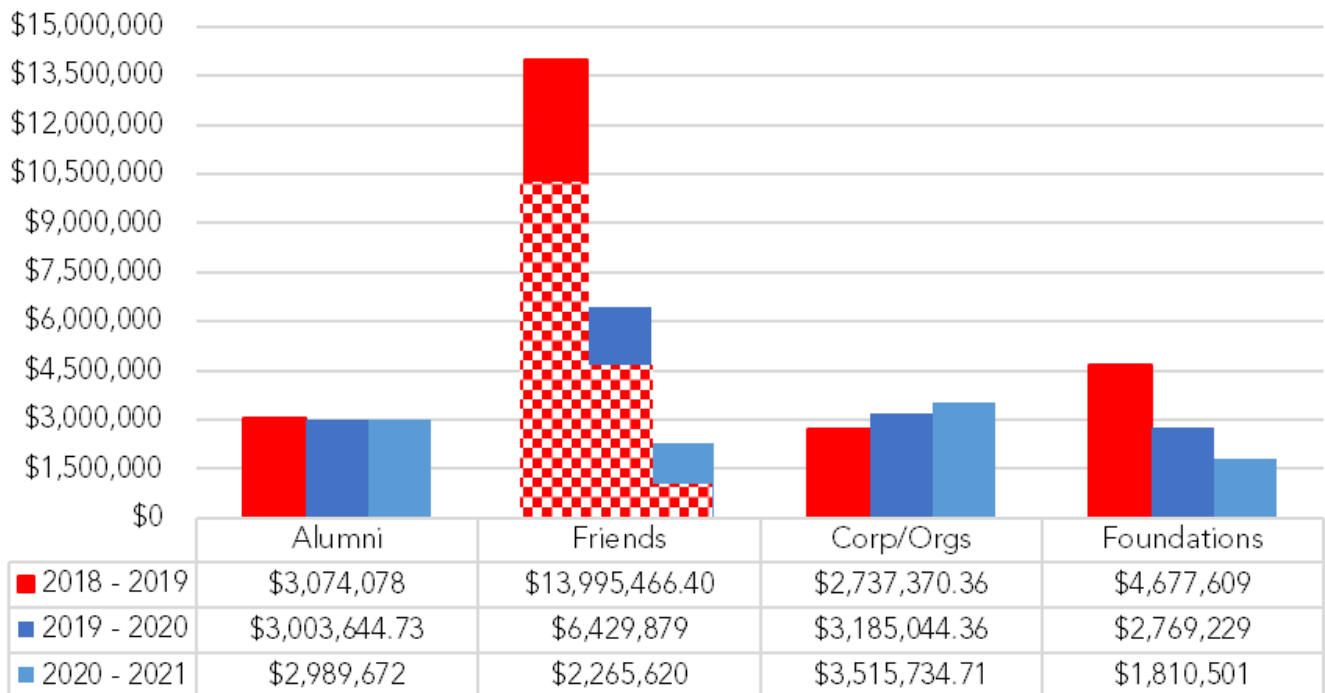


Attachment A

THE UNIVERSITY OF AKRON AND THE UNIVERSITY OF AKRON FOUNDATION
GIFTS (NO PLEDGES) BY ACADEMIC COLLEGE/AREA
JULY 1, 2020 - DECEMBER 31, 2020 | FY 2021

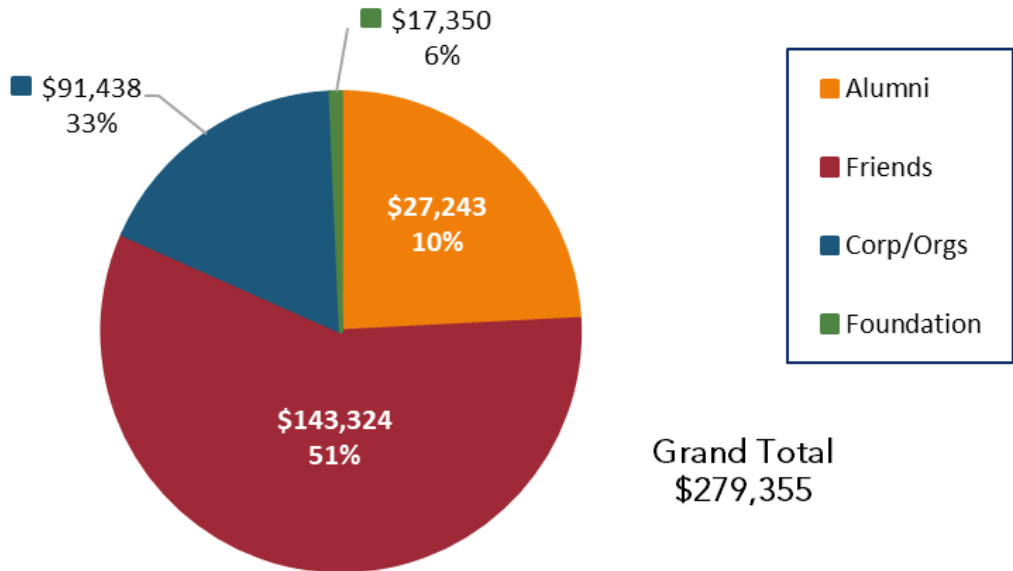


The University of Akron and The University of Akron
Foundation
Gifts by Constituent Type
July 1 - December 31 | FY 2019 - FY 2021



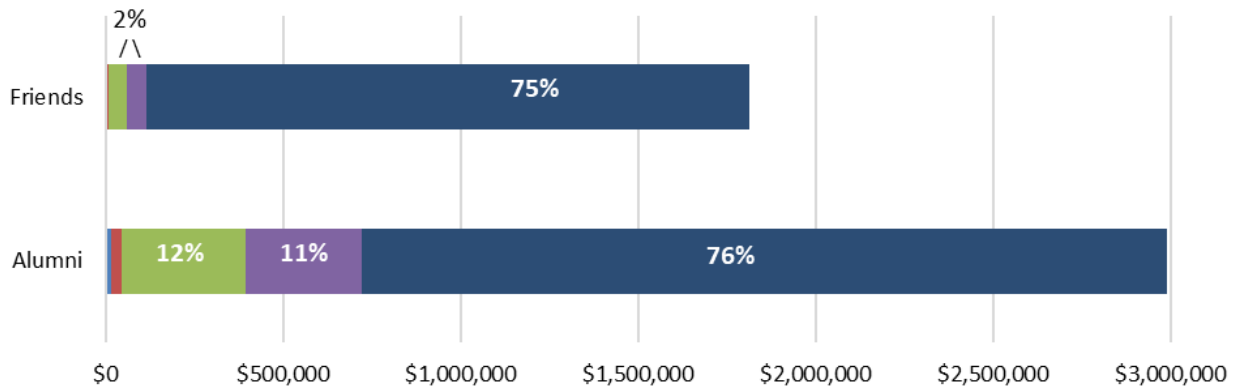
Attachment A

The University of Akron and The University of Akron Foundation
 Total Giving by New Donors
 July 1, 2020 - December 31, 2021 | FY 2021



Includes gifts-in-kind

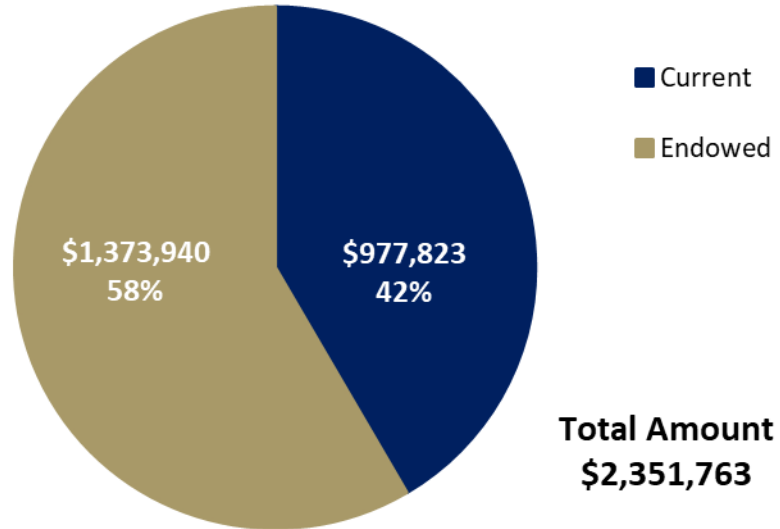
The University of Akron and The University of Akron Foundation
 Alumni and Friend Donors by Age Group
 FY 2021 | July 1 - December 31, 2020



	Alumni	Friends
18-24	\$890	\$26
25-34	\$15,339	\$1,285
35-44	\$30,785	\$6,738
45-54	\$346,256	\$52,588
55-64	\$329,701	\$53,968
>64	\$2,266,718	\$1,699,895

Attachment A

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



**The University of Akron and The University of Akron Foundation
Top Funds by Number of Gifts Received
July 1, 2020 – December 31, 2020 | FY 2021**

Fund Name	Fund Type	No. of Donors
Zips on the Rise Scholarship	Scholarship	861
University of Akron Alumni Assc Legacy Scholarship	Scholarship	191
Z-Fund	General	184
University of Akron Student Financial Emergency Fund	Aid	138
LeBron James Family Foundation School of Education	General	134

**The University of Akron and The University of Akron Foundation
Top Funds by Total Amount of Gifts Received
July 1, 2020 – December 31, 2020 | FY 2021**

Fund Name	Fund Type	Total Amount Given
Canadian Friends – Coleman Scholarship	Scholarship	\$799,926.92
Oelschlager Leadership Award Fund	Scholarship	\$580,000.00
Jean Hower Taber Scholarship	Scholarship	\$545,331.20
InfoCision Stadium/Summa Field	Building Fund	\$500,000.00
Williams Honors College	Programs and Scholarship	\$500,000.00



The University of Akron Campaign Report: Progress Toward Goal January 2021

**WE RISE TOGETHER
THE CAMPAIGN FOR THE UNIVERSITY OF AKRON
February 1, 2020 – December 31, 2020**

**OVERALL CAMPAIGN GOAL
\$150,000,000**

Total Gifts Received	<u>\$13,912,088</u>
People	\$7,479,918
Place	\$856,480
Promise	\$5,575,690
New Gift Pledges Not Yet Realized	<u>\$543,874</u>
People	\$96,443
Place	\$0
Promise	\$447,431
Research Grants <i>(as of March 31, 2020)</i>	\$430,085
New Bequests Pledges Not Yet Realized	<u>\$3,605,882</u>
People	\$2,355,881
Place	\$400,001
Promise	\$850,000
# of New Bequest Pledges	22
Total Campaign Commitments	\$18,491,929
% To Goal	12%
Total Commitments - People	\$9,932,241
Total Commitments - Place	\$1,256,481
Total Commitments - Promise	\$6,873,122
Research Grants	\$430,085

THE UNIVERSITY OF AKRON

RESOLUTION 2- -21

Acceptance of Gift Income Report for July through December 2020

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on February 10, 2021, pertaining to acceptance of the Gift Income Report for July through December 2020 be approved.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 8


PURCHASES:

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



DATE: January 25, 2021

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

FROM: Luba Cramer 
Director of Purchasing

SUBJECT: Board Informational Report: Purchases Between \$25,000 and \$500,000

The following purchases, all of which were entered into following University policy, were made subsequent to the last meeting of the Board of Trustees.

The accompanying Reports for November and December 2020 are submitted for the Board's information.

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

The University of Akron
Purchases Between \$25,000 and \$500,000
November 2020
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	The Lewer Agency	101830	\$ 195,120	International Student Health Insurance for FY20
	TargetX.com LLC	101820	67,500	Student Recruitment Application for FY21
	Subtotal		<u>\$ 262,620</u>	
Auxiliary	Classic Teleproductions Inc.	101858	\$ 150,000	Digital Video Production Services for Athletics
	Bob McCloskey Agency LLC	101896	143,912	Athletic Basic Accident Insurance Renewal for FY21
	Metro Regional Transit Authority	101810	100,000	METRO Regional Transit Services for FY21
	Bob McCloskey Agency LLC	101894	62,000	Athletics Claims Fund
Subtotal		<u>\$ 455,912</u>		
Plant	Audio Visual Innovations Inc.	101825	\$ 115,833	Distance Learning Equipment for Lakewood Campus
	Midwest Manufacturing Resources Inc.	101861	64,045	Mini Mills and Control Simulators (2) for Engineering and Science Technology
	Adaptive Corporation	101860	59,750	Handheld Scanners (3) for Mechanical Engineering
	Synergy LLC	101926	55,300	Hot Water Heat Exchanger for Student Rec and Wellness Center
Subtotal		<u>\$ 294,928</u>		
			<u>\$ 1,013,460</u>	

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
December 2020
Informational Report


FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Elsevier Inc.	102009	\$ 65,132	Subscription to Digital Commons Renewal for Bierce Library
	Dell	Pcard	30,149	Dell Computers and Interactive Monitor Systems (5) for Zook Hall Classroom
		Subtotal	\$ 95,281	
Grant	CVS/Pharmacy	102034	\$ 180,000	Student Health Screening for COVID
	Dell	Pcard	\$ 132,116	Dell Latitude Computers for Employees (85) to Work Remotely and to Loan to Students (20)
	Quest Diagnostics	102032	81,500	Offsite COVID PCR Testing for Students
	Ferguson Enterprises	Pcard	37,950	Elkay Bottle Filling Water Coolers (30)
		Subtotal	\$ 431,566	
Plant	Hall Industrial Insulation Services	102002	\$ 162,400	Insulation Project for ASEC
	Environments 4 Business LLC	102051	47,816	Classroom and Office Furniture for the Lakewood Location
		Subtotal	\$ 210,216	
		Subtotal	\$ 737,063	

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



DATE: January 25, 2021

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

FROM: 
Luba Cramer, M.A.Ed.
Director of Purchasing

SUBJECT: Board of Trustees Informational Items: Expenditures 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 February 10, 2021. This informational report is intended to satisfy Board of Trustees Resolution 3-1-20 which provides authority to the President to respond to time-sensitive crucial-developments as those arise during the Covid-19 pandemic.

1. CVS/Pharmacy (Grant Fund)

Environmental Health and Occupational Safety proposed an award to CVS/Pharmacy for Phase II of on campus testing services. Phase I was completed for \$180,000. Phase II is a turnkey operation that will address the three percent asymptomatic screening testing that Governor DeWine set as a goal for the spring 2021 semester. CVS/Pharmacy will staff a pharmacist and two CVS employees on campus.

This service is consistent with the state guidance and uses a stratified random sample that targets higher risk populations. The anticipated spend for Phase II is \$663,000. If additional testing is required or extended beyond the fiscal year, an estimate of the increase cost will be developed.

2. Vivature Inc. (Grant Fund)

Since spring 2020, the Department of Athletics has used Vivature for Covid-19 testing kits for its student athletes and staff to help satisfy the Mid-American Conference testing requirements. This rapid test was the best option at \$40 per test kit and in the aggregate, since inception through June 30, 2021, is expected to approximate \$800,000. Should testing be extended beyond the current fiscal year, an estimate of the increase will be developed.

The President concurred with the following vendors being used as needed for Covid-19 testing, and he also conferred with both the Board of Trustees and Finance & Administration Committee Chairs.

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

FINANCE & ADMINISTRATION COMMITTEE


TAB 9

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: Misty M. Villers, CPA 
Assistant to the VP/Fiscal Officer, CPFM

DATE: January 15, 2021

SUBJECT: Capital Planning and Facilities Management: Informational Report for the Board of Trustees as of December 31, 2020

Accompanying please find the following sections for the Capital Planning & Facilities Management report:

- A. Status of Projects \$100,000 or larger
- B. Change Orders
- C. State Capital Appropriations
- D. Photos of Select Projects

Project Deliver Methods:

- General Contracting (GC) – A design-bid-build process in which the owner selects an Architect/Engineer (A/E) to fully document the project criteria and design prior to bidding. The lowest responsive and responsible GC (single prime) is awarded the contract. The owner holds a single contract with the GC.
- Multiple Prime Contracting – A design-bid-build process in which the owner selects an A/E to fully document the project criteria and design prior to bidding. Multiple packages are separately bid and awarded to the lowest responsive and responsible prime contractors. The owner holds all prime contracts and is responsible for coordination during construction.
- Design/Build (DB) – A single entity is hired through a best value selection process to deliver a complete project. The owner's criteria and design intent is documented by a separate criteria architect. The design is completed by the DB entity and a guaranteed maximum price is provided to the owner prior to bidding. The DB entity bids to prequalified subcontractors and holds all subcontracts for construction.
- Construction Manager at Risk (CMR) – A contractor is hired through a best value selection process during the design phase. The owner's criteria and full design is documented by a separate A/E. CMR provides a guaranteed maximum price to the owner prior to bidding. The CMR bids to prequalified subcontractors and holds all subcontracts for construction.




SECTION

A

**Status of Projects
\$100,000 or larger**

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
ASEC Insulation (General Contracting)	\$200,000 Local Funds		Insulation and ductwork repair of West Tower roof. <u>Construction schedule: 05/2021 - 07/2021.</u>		Construction 0% complete.
ASEC Vivarium Air Handler Replacement (Design/Build) (BOT Approval: 12/11/19)	\$1,230,000 State Capital Funds		Replace vivarium air handler. <u>Construction schedule: 03/2021 - 07/2021.</u>		Construction 0% complete.
Baseball Field Renovation (General Contracting) (BOT Approval: 06/12/19)	\$1,952,000 Donations The Foundation loaned \$1 million to the University via a line of credit (LOC). The LOC has been accessed and portions repaid with the current balance totaling \$440,000. The project is concluding and future draws on the LOC are unlikely.		Phase I: Sitework including drainage and installation of artificial turf. Phase II: Scoreboard, pressbox, and bleachers. <u>Construction schedule Phase II: 06/2020 - 10/2020 updated to 01/2021.</u>		Phase I complete. Phase II construction 65% complete.
Bierce Library Renovations (General Contracting) (BOT Approval: 06/10/20)	\$850,000 State Capital Funds		Renovate existing restrooms and associated infrastructure. <u>Construction schedule: 07/2020 - 12/2020 updated to 01/2021.</u>		Construction 95% complete.
Buckingham Building Renovations (General Contracting) (BOT Approval: 12/11/19)	\$1,850,000 State Capital Funds		Upgrade HVAC system and fire alarm. Select interior renovations to include relocation of Academic Achievement Programs from Ayer Hall.		Closeout in progress.
Campus HVAC Indoor Air Quality Improvements (General Contracting) (BOT Information: 12/09/20)	\$1,300,000 Grant Funds (Phase I)		Installation of cold plasma bi-polar ionizers to the major HVAC systems in 27 buildings on the Akron, Wayne, and Medina campuses. <u>Construction schedule Phase I: 12/2020.</u>		Closeout in progress.
Campus Surveillance Camera Updates (General Contracting)	\$750,000 Local Funds (Phase I)		Phase I: Add digital cameras to entrance/exits of select buildings Phase II: Add digital cameras to parking decks Phase III: Add digital cameras to open areas and athletic fields <u>Construction schedule Phase I: 03/2021 - 06/2021.</u>		Phase I bids due 01/2021.











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	
Computer Center Air Conditioning Unit Replacements (General Contracting)	\$560,000 State Capital Funds		Replace existing air conditioning units. Construction schedule: 04/2021 - 08/2021.		Construction 0% complete.
Crouse/Ayer Hall Consolidation (CMR) (BOT Approval: 04/10/19 & 02/12/20)	\$22,660,000 State 340,000 Local <u>\$23,000,000</u> Total (\$22.66M State Capital Funds)		Rehabilitate/addition to Crouse Hall. Abate and raze Ayer Hall. Green space portion of existing Ayer Hall footprint. Construction schedule: 08/2020 updated to 02/2021 - 12/2022.		Design is complete and construction was originally planned to begin August 2020 but will now begin February 2021. Swing space buildout to commence 02/2021 and construction to commence 06/2021.
EJT Concrete Repairs (General Contracting)	\$400,000 Local Funds		Repair a portion of the ramp to the deck and portions of the concrete in lower level mechanical rooms. Construction schedule: TBD.		Design in progress.
Energy Center Boiler Controls (General Contracting)	\$320,000 Local Funds		Replace HTHW boiler controls at Energy Center.		Closeout in progress.
Fire Alarm Upgrades Phase 6 (General Contracting)	\$840,000 State Capital Funds		Upgrade and replace antiquated fire alarm systems in Bierce Library, Olin Hall, and the College of Business Administration. Construction schedule: TBD.		Engineer selection in progress.
Gallucci Residence Hall Abatement, Razing, and Green Space (Multiple Prime Contracting) (BOT Approval for abatement 02/13/19 & razing and green space 04/10/19)	\$1,700,000 State 300,000 Local <u>\$2,000,000</u> Total (\$1.7M State Capital Funds)		Abate and raze structure. Site restoration to create green space.		Closeout in progress.
Hazardous Material Storage Building (General Contracting)	\$225,000 State Capital Funds		Raze and replace existing hazardous material storage building. Construction schedule: 02/2020 - 09/2020 updated to 11/2020.		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	
Infrastructure Improvements - Electrical (General Contracting) (BOT Approval: 10/09/19)	\$1,400,000 State Capital Funds		Campus electrical improvements. <u>Construction schedule: 11/2019 - 10/2020 updated to 02/2021.</u>		Construction 93% complete.
JAR AC #6 (General Contracting)	\$350,000 Local Funds		Replace air conditioning roof top unit #6. <u>Construction schedule: TBD</u>		Design in progress.
Martin Center Boutique Hotel (Private Developer)	\$19,000,000 Estimate Private Developer		Convert Martin Center into a Boutique Hotel. <u>Construction schedule: 10/2019 updated to 05/2021 - 08/2022.</u>		Developer design in progress. Historical tax credits approved. Developer sought an extension until May 31, 2021 to assemble remaining commitments and secure lead financing.
Roof Replacements (General Contracting) (BOT Approval: 02/13/19)	\$1,135,000 State <u>550,000</u> Local <u>\$1,685,000</u> Total (\$1.135K State Capital Funds)		Phase I: Carroll and Forge Street substations, Guzzetta Hall, Mary Gladwin Hall, and Computer Center. Phase II: Kolbe Hall. <u>Construction schedule Phase II: 09/2020 - 11/2020 updated to 01/2021.</u>		Phase I complete. Phase II construction 85% complete.
Whitby Hall Air Handler and Roof Replacement (Design/Build) (BOT Approval: 02/13/19)	\$1,330,000 State Capital Funds		Replace air handler and roof. <u>Construction schedule: 12/2019 - 08/2020 updated to 11/2020.</u>		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.

SECTION

B

Change Orders

CHANGE ORDERS PROCESSED FROM NOVEMBER 1, 2020 THROUGH DECEMBER 31, 2020

BASEBALL FIELD RENOVATION

004-01	Relocate conduit and rewiring	<u>\$3,333</u>
--------	-------------------------------	----------------

BIERCE LIBRARY RENOVATIONS

008-01	Install (4) retrofit bottle filling stations	\$4,511
009-01	Install additional type "C" fixture in each restroom	2,717
010-01	Install (8) Honeywell line voltage stats	1,090
011-01	Electrical modifications	1,970
012-01	Install corner guards in restrooms and sound insulation	1,746
013-01	Infilling a portion in floor electrical chase	909
014-01	Credit for not performing the work	(1,758)
015-01	Relocate thermostat	532
016-01	Snake drain	356
017-01	Remove/replace ceiling outside 1st floor restroom	1,841
018-01	Add (2) soffits	812
019-01	Extension of (9) calendar days due to COVID-19	0
		<u>\$14,725</u>

BUCKINGHAM BUILDING RENOVATION

005-01	Add (2) electrical outlets	<u>\$955</u>
--------	----------------------------	--------------

ROOF REPLACEMENT - KOLBE HALL

001-01	Extension of (61) calendar days due to weather	<u>\$0</u>
--------	--	------------

Net	<u>\$19,013</u>
-----	-----------------

SECTION

C

State Capital Appropriations

The University of Akron
State Capital Appropriations
As of the month ended 12/31/2020

Description	Appropriation	Released	Encumbered	Expended	Not Yet Encumbered	Remaining (Unreleased)
CROUSE/AYER HALL CONSOLIDATION	\$18,060,000					\$18,060,000
Subtotal Capital Appropriation FY21-22	\$18,060,000	\$0	\$0	\$0	\$0	\$18,060,000

AUBURN SCIENCE & ENGINEERING CENTER VIVARIUM	\$1,230,000	\$76,350	\$54,850	\$21,500	\$0	\$1,153,650
BASIC RENOVATIONS	6,416,432	4,776,432	105,811	4,670,620	0	1,640,000
BUCKINGHAM BUILDING RENOVATIONS	1,586,218	1,586,218	43,181	1,543,037	0	0
CAMPUS HARDSCAPE	1,000,000	1,000,000	0	1,000,000	0	0
CAMPUS INFRASTRUCTURE IMPROVEMENTS	3,000,000	2,800,000	230,160	2,569,840	0	200,000
CROUSE/AYER HALL CONSOLIDATION	4,400,153	2,233,900	1,144,562	1,089,338	0	2,166,253
WHITBY HALL AIR HANDLER & ROOF	1,200,000	1,200,000	166,328	1,033,672	0	0
Subtotal Capital Appropriation FY19-20	\$18,832,803	\$13,672,900	\$1,744,892	\$11,928,008	\$0	\$5,159,903

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
MCCLAIN GALLERY	257,000					257,000
SUMMIT BATTERED WOMEN'S SHELTER	400,000					400,000
Subtotal Community Projects FY21-22	\$1,307,000	\$0	\$0	\$0	\$0	\$1,307,000

AMES	\$1,547,308	\$1,547,308	\$45,050	\$1,502,258	\$0	\$0
ASHLAND COUNTY-W HOLMES CAREER WORKFORCE	300,000	0	0	0	0	300,000
BATTERED WOMENS SHELTER MEDINA/SUMMIT	500,000	500,000	426,700	73,300	0	0
BIERCE LIBRARY RENOVATIONS	850,000	850,000	259,711	590,289	0	0
GLENDORA HOUSE FOR HOMELESS FAMILIES	250,000	250,000	0	250,000	0	0
MCCLAIN GALLERY	100,000	0	0	0	0	100,000
OHIO CYBER RANGE	1,188,722	1,188,722	23,547	1,165,175	0	0
WORKFORCED BASED TRAINING & EQUIPMENT	286,667	286,667	143,334	143,333	0	0
Subtotal Community Projects FY17-20	\$5,022,697	\$4,622,697	\$898,342	\$3,724,355	\$0	\$400,000

Total	\$43,222,500	\$18,295,597	\$2,643,235	\$15,652,362	\$0	\$24,926,903
--------------	---------------------	---------------------	--------------------	---------------------	------------	---------------------

SECTION

D

Photos of Select Projects

ASEC Insulation



ASEC Vivarium Air Handler Replacement



Baseball Field Renovations



Bierce Library Renovations – 3rd Floor



Bierce Library Renovations – 1st Floor



Computer Center Air Conditioning Unit Replacements



Crouse/Ayer Hall Consolidation



Hazardous Material Storage Building



Infrastructure Improvements - Electrical



Infrastructure Improvements - Electrical



Infrastructure Improvements - Electrical



JAR AC #6



Roof Replacements – Kolbe Hall



Roof Replacements – Kolbe Hall



Whitby Hall Air Handler and Roof Replacement



Whitby Hall Air Handler and Roof Replacement



FINANCE & ADMINISTRATION COMMITTEE


TAB 10

INFORMATION TECHNOLOGY REPORT



DATE: January 15, 2021

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 IT Projects and Activities for the Board of Trustees information at its February 10, 2021 meeting. The accompanying report provides a Status of Projects and Activities.

Information Technology Services

Informational Report for the Board of Trustees

February 10, 2021

Prepared effective December 31, 2020



Information Technology Services

TABLE OF CONTENTS

APPLICATION SERVICES PROJECTS & ACTIVITIES.....	1
Business Intelligence and Analytics Initiatives	1
Cloud Enterprise Resource Planning (ERP) System Investigation	1
Graduate School Implementation of Salesforce/TargetX	1
Reappointment, Tenure and Promotion Process Migration to Microsoft Teams.....	1
CYBERSECURITY SERVICES PROJECTS & ACTIVITIES.....	2
Cloud-Based Security Information and Event Management System (SIEM) Implementation..	2
Information Security Program Assessment.....	2
Multi Factor Authentication for Employees.....	2
Security Access Directory Implementation	2
INFRASTRUCTURE SERVICES PROJECTS & ACTIVITIES.....	3
Lorain County Community College Cloud ERP Migration.....	3
Managed Voice over IP (VoIP) Service Implementation	3
Microsoft OneDrive and SharePoint Migration	3
Oracle Platform as a Service (PaaS) Migration.....	3
USER TECHNOLOGY SERVICES PROJECTS & ACTIVITIES	4
Microsoft Forms and Customer Voice Investigation.....	4
Microsoft InTune Implementation	4
Student Email Migration to Outlook	4
Upgrade of IT Service Desk Software	4

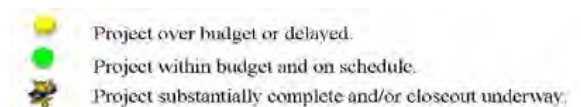
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
APPLICATION SERVICES					
Business Intelligence and Analytics Initiatives	\$190,000 General Fund		<p>Two initiatives to migrate and enhance business intelligence and analytics solutions to facilitate the University's growing needs using analytics technology.</p> <p>Project 1: Migrate legacy Zipreports. <u>Schedule: 08/2017 – 04/2020 updated to 04/2021.</u></p> <p>Project 2: Implement predictive analytics related to student success.</p>		Project 1 activities 90% complete. Project 2 completed.
Cloud Enterprise Resource Planning (ERP) System Investigation	None		<p>Investigate migration from the Oracle-PeopleSoft and supporting third-party systems to a cloud-based enterprise resource planning (ERP) to better manage and automate the University's financial, human resource, and student administration functions, provide an improved user experience for employees and students with enhanced security features and capabilities including business intelligence.</p> <p><u>Schedule: 10/2019 – 02/2020 updated to 02/2021.</u></p>		Project activities 90% complete.
Graduate School Implementation of Salesforce/TargetX	\$87,000 General Fund		<p>Implement Salesforce and TargetX for Graduate School admissions processing. This will automate the admissions process and communication with prospects, standardize processes with Undergraduate Admissions which already use Salesforce/TargetX and provide effective analytics. This implementation will replace ApplyYourself which had annual costs that approximated \$55,000 a year.</p> <p><u>Schedule: 12/2020 - 04/2021.</u></p>		Project activities 10% complete.
Reappointment, Tenure and Promotion Process to Microsoft Teams	None		<p>As part of modernization efforts leveraging technology, the retention, tenure and promotion (RTP) process for faculty will be managed electronically and migrated to Microsoft Teams. Faculty will submit their files electronically to SharePoint and Committee deliberations will be held virtually in Teams conferencing.</p> <p><u>Schedule: 07/2020 – 11/2020.</u></p>		All project closeout tasks and activities completed.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

- Project over budget or delayed.
- Project within budget and on schedule.
- Project substantially complete and/or closeout underway.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
CYBERSECURITY SERVICES					
Cloud-Based Security Information and Event Management System Implementation	None		Deploy Microsoft Azure Sentinel for security event logging and analysis which will help to detect and respond to security breaches and reduce the adverse impact of security events. Phase 1 Collection and analysis of Microsoft events. Phase 2 Collection and analysis of legacy and multi-vendor data. <u>Schedule: 11/2020 – 08/2021.</u>		Phase 1 completed. Phase 2 activities 20% complete.
Information Security Program Assessment	\$24,000 General Fund		External party to analyze and assess the University's information security program. This initial effort will outline the program's current state and define recommendations for improvement. <u>Schedule: 07/2020 – 09/2020 updated to 12/2020.</u>		All project closeout tasks and activities completed.
Multi Factor Authentication for Employees	None		Provide capability for multi factor authentication for employees. This feature will provide an additional layer of protection to help prevent account compromises. Phase 1: Pilot deployment with IT staff. Phase 2: Rollout to staff within defined functional areas. Phase 3: Rollout to remaining Employees. <u>Schedule: 07/2020 - 11/2020.</u>		All project closeout tasks and activities completed.
Security Access Directory Implementation	None		Consolidate several customized identity and authentication services to a single service through existing licensing with Microsoft Azure Directory Services. This consolidation will provide greater agility, efficiency, and management of security access to systems and services. Phase 1: Identify and map services. Phase 2: Add new services. Phase 3: Migrate to new infrastructure and services from the legacy provider. <u>Schedule: 10/2020 - 08/2021.</u>		Phase 1 completed. Phase 2 completed. Phase 3 activities 20% complete.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.



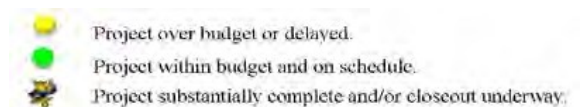
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
INFRASTRUCTURE SERVICES					
Lorain County Community College Cloud ERP Migration	LCCC Funded		Migrate from a hosted Oracle-PeopleSoft platform located and maintained by The University of Akron to Oracle's cloud ERP. This migration will eliminate the services and platform provided by UA and paid by LCCC. Project 1: Cloud HCM migration. Project 2: Cloud Finance migration. Project 3: Cloud Student migration.		Phase 1 completed. Phase 2 completed. Phase 3 to be determined (TBD).
Managed Voice over IP (VoIP) Service Implementation	\$2,800,000 General Fund The University expects the recurring and one-time costs to approximate \$2.8 million over 5 years which will replace existing spend approximating \$4.2 million over 5 years.		Migrate from legacy on-premise Public Branch Exchange (PBX) to a cloud hosted and managed VoIP service. This migration will improve the quality of service for phone calls and voicemail, as well as reduce costs. Phase 1: RFP, vendor selection and define implementation plan. Phase 2: Implement solution. Schedule: 02/2020 - 12/2020.		All project closeout tasks and activities completed.
Migration to Microsoft OneDrive and SharePoint	None		Migrate individual and departmental file shares on legacy on-premise hardware to cloud-based infrastructure provided by Microsoft. Migration will move individual file shares to OneDrive and departmental file shares to SharePoint. Users will have an improved interface to access files from any location on a more secure and resilient platform. The migration avoids replacement of on-premise hardware which goes off support in calendar year 2021. Schedule: 05/2020 - 06/2021.		Project activities 25% complete.
Oracle Platform as a Service (PaaS) Migration	\$2,600,000 General Fund The University expects the recurring and one-time costs to approximate \$2.6 million over 4 years which will replace existing spend approximating \$3.4 million over 4 years.		Migrate from an on-premise Oracle technology platform used to support PeopleSoft and located at The University of Akron to a cloud-based platform hosted by Oracle. This migration helps to 1) Avoid replacement of current on-premise hardware which goes off support in calendar year 2021, 2) Unbundles and eliminates the annual support fees for Oracle technology software, and 3) Provides full business continuity and disaster recovery support. Schedule: 05/2020 - 12/2020 updated to 04/2021.		Project activities 35% 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					
Microsoft Forms and Customer Voice Investigation	None		Investigate and pilot Microsoft Forms and Customer Voice to replace the current solution, Qualtrics, which is used to manage surveys and polls at the University. The elimination of Qualtrics will result in savings that approximate \$60,000 annually. <u>Schedule: 07/2020 - 02/2021.</u>		Project activities 50% complete.
Microsoft InTune Implementation	None		Implement Microsoft InTune to replace the current solution used for device management of laptops and desktops. InTune will allow for the effective management of devices connected anywhere on the internet. The current system only manages devices that are connected on the UA network. InTune is already licensed through the University's current agreement with Microsoft. <u>Schedule: 02/2020 - 08/2020 updated to 03/2021.</u>		Project activities 95% complete.
Student Email Migration to Outlook	None		Migrate active student email addresses and accounts into Microsoft Outlook. This will bring all active students, faculty and employees into the same email platform to communicate from. It will also provide additional functionality within Microsoft 365 to students related to collaboration and security. Microsoft is providing resources at no cost to the University to complete the migration. <u>Schedule: 11/2020 - 01/2021.</u>		Project activities 75% complete.
Upgrade of IT Service Desk Software	None		Complete required upgrade of BMC Footprints Service Desk software. Migration to the latest version will provide a safer and more stable platform. <u>Schedule: 12/2020 - 03/2021.</u>		Project activities 30% complete.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.



FINANCE & ADMINISTRATION COMMITTEE

TAB 11

ADVANCEMENT REPORT

DIVISION OF ADVANCEMENT

DEVELOPMENT

GIFTS

ADAMS FAMILY SCHOLARSHIP IN FINANCIAL PLANNING

University of Akron alumni John and Sarah Adams are sharing their resources and their time with the next generation of financial planning professionals through their establishment of The Mr. John R. and Dr. Sarah A. Adams Family Scholarship in Financial Planning. This award, beginning Fall 2021, will go annually to a student in the financial planning program.

Financial planning students average nearly 30 hours of outside work per week in addition to being students, according to Dr. Barry Mulholland, director of the financial aid program. The Adams scholarship will lessen that burden considerably, giving them more time for studying. Recipients will maintain a 3.25 or higher GPA, be in good academic standing and demonstrate financial need.

Beyond the financial boost, the recipient will gain an additional, perhaps incalculable, edge — learning directly from John Adams, founder and principal of wealth management firm Adams, Gut & Associates. Adams will get to know and meet regularly with the student, sharing his own real-world insights and wisdom gleaned over his career. “Sarah and I decided to create this scholarship as a way of giving back to the University and a profession that has been incredibly impactful and rewarding in our lives,” Adams said. “We are excited to pay it forward.”



Dr. Sarah Adams, a pediatrician at Akron Children’s Hospital Pediatrics in Hudson, wants the scholarship to have broader impact. “The medical field is advancing in gender and racial equity, and we’re eager to contribute to similar progress in financial services. We hope this scholarship can help overcome barriers to entry in the profession as we support up-and-coming financial planning students.”

John '88 and Sarah '89 Adams

SISLER McFAWN FOUNDATION HELPS NURSING STUDENTS

The Sisler McFawn Foundation recently provided support towards The Sisler-McFawn Endowed Nursing Scholarship.

The Foundation has a strong focus on supporting education, health care services, youth, and the improvement of public health. The scholarship is open to students with financial need who are pursuing nursing careers.



STUDENTS AND INITIATIVES BENEFIT FROM ROGER T. READ FAMILY FUND

Scott Read, along with Roger and Sally Read (the couple married on Dec. 12, 2020) continued their support of students and various University initiatives through the Roger T. Read Family Fund.

The Reads' impact can be felt throughout campus, including Hower House, the College of Business Advancement Council, Men's Track and Cross Country, Zips Marching Band and Williams Honors College.

From left to right: Scott '91, Roger '63, '66 and Sally Read



OHIO COMMISSION ON MINORITY HEALTH BOLSTERS NUTRITION PROJECT

The Ohio Commission on Minority Health recently provided The University of Akron Foundation a financial award from the commission's existing Minority Health grant. The allocation supports "Finding a Better U" or FABU, a two-year exercise and nutrition project led by Drs. Carolyn Murrock, Mary Jo MacCracken, Judy Juvancic-Heltzel, and Ms. Alexis Holt.

The initiative focuses on reducing heart disease and diabetes among minority adults in the Akron area. Funds provide participants with dietitian guidance, nutrition planning, and incentives to help reach success.

SEMANCIK ENDOWMENTS ASSIST ELECTRICAL ENGINEERING AND NURSING STUDENTS



William '77 and Margaret '76 Semancik

University of Akron alumni, Dr. William J. and Margaret M. Semancik, recently added to their support of The Dr. William J. Semancik and Margaret M. Laco Semancik Endowment for Electrical Engineering and The Dr. William J. Semancik and Margaret M. Laco Semancik Endowment for Nursing.

William and Margaret met as UA students in 1972. In appreciation of their UA educations, they have each established endowments for the Department of Electrical Engineering and the School of Nursing, respectively.

William graduated in 1977 with a Bachelor of Science in Electrical Engineering degree. Margaret graduated in 1976 with a Bachelor of Science in Nursing degree.

HAAS FOUNDATION HELPS MANUFACTURING TECHNOLOGY STUDENTS

The Gene Haas Foundation is committed to ensuring a trained workforce in the manufacturing technology industry. A recent scholarship gift from the foundation focuses on expanding the work force in manufacturing technology for the future.

Their gift will be awarded to students who are U.S. citizens or U.S. permanent residents, have graduated from a secondary school, and who seek to enroll in one of the manufacturing technology programs in UA's College of Applied Science and Technology.

MERCURY PLASTICS SUPPORTS ENGINEERING SCHOLARSHIPS AND DIVERSITY

The College of Engineering and Polymer Science recently received two generous gifts from Mercury Plastics (a division of Masco), a Middlefield, Ohio-based company. Their gifts will support the college's diversity and inclusion programs. The awards will also fund the Mercury Plastics Scholarship, given to a student member of the Increasing Diversity in Engineering Academics (IDEAs), or Women in Engineering program.



Additionally, this spring semester funding will assist efforts by Heidi Cressman, Director of Diversity & Inclusion. Cressman visits Akron and Cuyahoga Falls schools, discussing invention and the possibility of engineering careers with middle school students. She will soon be working with Tallmadge and Heritage middle schools as well as the Cardinal school district.

Mercury Plastics provides custom thermoplastic products to a variety of markets including appliance, automotive, construction, electrical and marine.

BIOLOGY STUDENTS BENEFIT FROM NORBERT THOMPSON'S PHILANTHROPY



Norbert Thompson '51

Norbert Thompson, an advocate of science and a 1951 UA alumnus, continues lending a helping hand to students. His 2017 gift created a tiered mentoring program in the Department of Biology, as well as the Norbert Thompson Biology Undergraduate Symposium. In the past year, even amidst the coronavirus pandemic, research and another round of 13 new tiered mentoring projects on campus have continued with 17 students placed into research labs (subject to UA safety protocols), all thanks to Thompson. Each research group was awarded funds for research supplies from his generosity.

Additionally, five of the mentoring students have either presented their research at an international meeting or had their research published in peer-reviewed journals during this academic year. To date, Thompson's funding has allowed 18 mentoring students to have their research presented at seminars and/or be published in peer-reviewed journals.

RICHARD AND CONNIE HELDENFELS ENDOWED SCHOLARSHIP IN LIBERAL ARTS



Richard and Connie Heldenfels

University supporters Richard and Connie Heldenfels recently bolstered their Richard and Connie Heldenfels Endowed Scholarship in the Liberal Arts. The endowment was established in 2020 in recognition of UA's Sesquicentennial Anniversary.

The scholarship helps University of Akron students planning on or already pursuing liberal arts degrees who need financial assistance. Richard and Connie have long had personal and professional connections to the University. Before her retirement, Connie served in the Department

of Residence Life and Student Housing and in the Registrar's Office, working with students and administrators in several roles.

A retired journalist, Richard received a master's degree in English from UA in 2011 and has taught in the Department of English since that time. Both are avid followers of Zips athletics.

LOU AND JOAN PERRY SUPPORT COLLEGE OF ENGINEERING AND POLYMER SCIENCE STUDENT ASSISTANCE FUND

Lou '64 and Joan Perry recently made a generous gift to the newly established Student Assistance Fund in the College of Engineering and Polymer Science. Perry said he has been blessed to have a career in engineering, and "do what I have a passion for." He credited his UA education with putting him on a path to success for which he's grateful. Perry said he's been able to do what he loves because of UA, and he's happy to help students in any way he can. Perry, now retired, owned his own engineering firm.

The College of Engineering Student Assistance Fund was established last year to address a growing need to financially support economically challenged engineering students. The fund offers emergency assistance when unexpected events threaten to disrupt a student's educational pursuits. Eligible engineering students must be full-time, be in good academic standing, with a cumulative GPA of 2.0 or higher, and have demonstrated financial need.

1870 MARKET MAKES A SPLASH

In December, The UA Alumni Association launched its rebranded online alumni store with a new e-commerce platform. Dubbed “The 1870 Market,” the store was a welcomed additional outlet for Zips alumni and friends shopping for and sharing UA merchandise with others.

The new platform “Shopify” streamlines services and provides a sleek look allowing users to make easy purchases. The market can be accessed at www.1870market.uakron.edu/

December sales alone totaled nearly \$9,700. A percentage of each item purchased (a total of \$3,254 for December 2020) goes to The UA Alumni Association’s Legacy Scholarship.



2021 ZIPPY CALENDAR RELEASED



This year’s Zippy Calendar was officially released in December, featuring photos of Zippy on campus and visiting popular Akron area locations. She turns up on campus in such places as The Oak Native American Gallery in the Cummings Center and at UA’s radio station, 88.1 WZIP.

The calendars cost \$20.21 and support student scholarships. To obtain a calendar, go to www.1870market.uakron.edu/

NATIONAL ALUMNI BOARD HOSTED DIRECTOR OF ATHLETICS

The Board of Directors for The UA Alumni Association met December 14, with Larry Williams, UA Director of Athletics, as the featured guest. Williams gave an update on Akron Athletics and its handling of matters related to COVID-19 and its impact on games.



Larry Williams

FINANCE & ADMINISTRATION COMMITTEE

TAB 12

**UNIVERSITY COMMUNICATIONS AND
MARKETING REPORT**



REPORT TO THE BOARD OF TRUSTEES | February 2021

UNIVERSITY COMMUNICATIONS AND MARKETING



YOU AND YOUR FAMILY
ARE CORDIALLY INVITED TO OUR

VIRTUAL SENIOR WEEKS

Feb. 1-4 | March 8-11 | April 5-8

Virtual Senior Weeks are designed to help you learn about the next steps in the enrollment process and discover more about the UA Experience.

YOUR FUTURE STARTS HERE

The University of Akron
 Register at uakron.edu/visit.

Promoting 'Virtual Senior Weeks'

Admissions will hold Virtual Senior Weeks in February, March and April. The sessions are designed to help admitted students gain a taste of campus life and learn about the next steps in the admissions process.

VIRTUAL SENIOR WEEKS

During the Virtual Senior Weeks, you can choose to attend a number of virtual information sessions. While we would love to see you at all of our sessions, we understand that you will attend the ones most relevant to you.

Choose from any of the following virtual information sessions:

- Welcome and Next Steps in the Enrollment Process
- Student Financial Aid and Scholarships
- Williams Honors College
- Involved, encouraged, and engaged at UA!
- Virtual Campus Tour
- Residence Life and Housing
- Life as a Zip
- New Student Orientation
- Diversity and Inclusion at UA
(This session will only be offered in March and April. Be sure to check out Discovering Diversity Day and Diversity at Home events being hosted in February.)

The University of Akron is an Equal Education and Employment Institution - uakron.edu/eoe. © 2021 by The University of Akron. All rights reserved.

Register
at uakron.edu/visit.

PLEASE NOTE: Virtual Senior Weeks are not part of the orientation program.

CONNECT WITH US

@uakron
 @uakron
 @uakron
 @UniversityofAkron

Questions? Contact Admissions at
330-972-7100 | 1-800-655-4884 | admissions@uakron.edu

OFFICE OF ADMISSIONS
AKRON, OH 44325-2001

Nonprofit Organization
U.S. Postage Paid
The University of Akron



The University of Akron

APPLY NOW!

Apply for admission at uakron.edu/apply or commonapp.org.

Let's face it, 2020 was a hard year. That's why, this year, we're making it easy to become an Akron Zip.

NO TESTS? NO PROBLEM.
We're test-optional this year, meaning **you aren't required to submit ACT/ SAT test scores** when you apply. See details at uakron.edu/test-optional.

SCHOLARSHIP CONSIDERATION GUARANTEED.
When you apply, you'll **automatically be considered for competitive, merit-based scholarship awards**, such as the Akron Guarantee Scholarship. For more information, go to uakron.edu/scholarships.

NO APPLICATION FEE.
The \$50 application fee has been waived for the 2021 class.



'Apply Now!' postcard

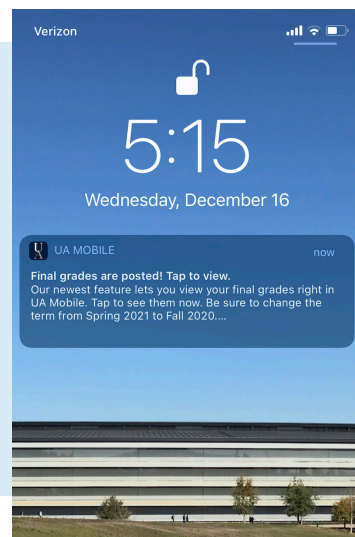
This postcard, sent to prospective students just after the first of the year, reminds them to apply to UA.

A separate follow-up postcard was sent to engineering and nursing majors with University accolades in their intended majors.

Grades through the app

We continue to enhance our mobile app, having added in December the ability to see grades. Students received a push notification through the app, advising them that grades have been posted.

More enhancements are on the way. Soon students will be able to view holds and see their account balances.



DREAM IT, DESIGN IT, DO IT.

YOUR FUTURE STARTS HERE.

NEXT STEP: CONFIRM YOUR ENROLLMENT TODAY



The University of Akron
College of Engineering and Polymer Science
uakron.edu/engineering

A group of four students, three men and one woman, are outdoors on a gravel path. They are wearing blue lanyards and are holding a large, blue and white model rocket. One student is kneeling in the foreground, holding a yellow and blue bag. The background shows other people and a clear blue sky.

Call to confirm enrollment

These mailers are being sent to students that have been admitted to UA and offer highly targeted information about nine different pathways of study at UA, including exploratory

studies and engineering (above). The call to action is for the accepted student to confirm their enrollment at UA.

Step by step

A new page on our site makes it easier for high school counselors to follow the admissions process and contact a UA pro at every step.

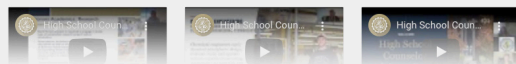
High School Counselor Resources

The University of Akron recognizes school counselor efforts to assist students with the college enrollment process throughout the school year. As a result, we have developed this website to provide helpful links for you. We look forward to connecting with you, and hope to welcome your students to the Zips family!

Please feel free to contact the UA admissions counselor assigned to your school for assistance.



- [Find your UA admissions counselor >](#)
- [View the Counselor's Guide to UA >](#)
- [Request a UA speaker >](#)
- [Discover some of our academic areas v](#)



THE AKRON RISES PROGRAM

The University of Akron is a university full of opportunity for students with all kinds of life experiences. Helping you transition to college so you can be successful is our only priority.



We know you're more than your GPA. When you apply to UA, we review:

- Your high school coursework
- Your GPA trends
- ACT/SAT test scores, if applicable (composite and sub-scores are reviewed)
- Letters of recommendation
- Personal statements and/or Common App essay
- CCP coursework, if applicable



Learn more about the Akron Rises Program by visiting uakron.edu/OARS



The University of Akron is an Equal Education and Employment Institution - uakron.edu/eo © 2020 by The University of Akron / A-10-20-36

A university of opportunity

Through print, web, email and other channels, we're promoting the Akron Rises Program, encouraging students with a range of life experiences to apply for admission and take advantage of our academic support resources. The program is part of our holistic approach to admission that takes into account a student's GPA, high school coursework, grade trends, letters of recommendation and more.

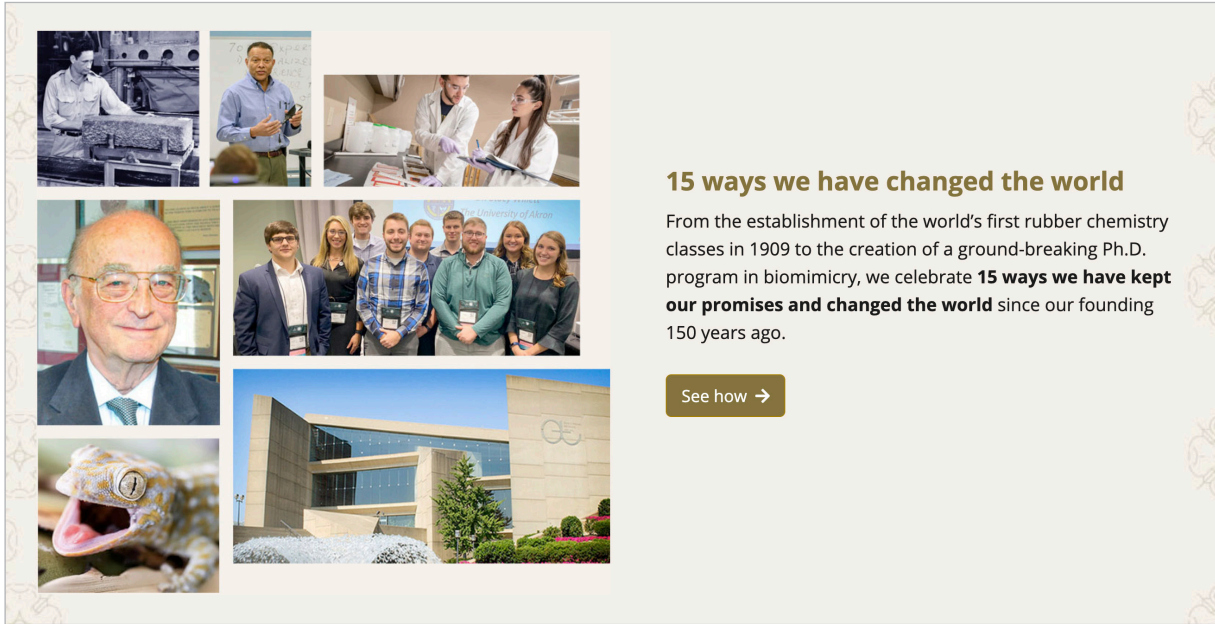
THE AKRON RISES PROGRAM



Learn more about the Akron Rises Program by visiting uakron.edu/OARS

As an Akron Rises Scholar, you'll have dedicated support to help you start your college journey.

- **CONNECTION TO STUDENT MENTORS:** You'll be introduced to students with similar interests who can help you with college life and with coursework.
- **YOUR OWN AKRON RISES COORDINATOR:** Your Akron Rises coordinator works in the **Office of Academic and Retention Support (OARS)** and is here to support you and help you be successful in college.
- **PERSONALIZED SUCCESS PLAN:** You'll work together with your Akron Rises coordinator to create a success plan personalized to your life and goals.
- **HELP GETTING SCHOLARSHIPS:** UA offers scholarships to continuing students, and as an Akron Rises Scholar, you'll have help finding and applying for awards during your freshman year.
- **CAREER AND REAL-WORLD LEARNING OPPORTUNITIES:** We'll help you explore majors, find jobs on-campus, prep for interviews and connect with internships and job opportunities.
- **INVITATIONS TO SPECIAL EVENTS:** OARS hosts many events throughout the year so you can get involved in campus life, meet other students and connect with your community of scholars.
- **LEADERSHIP AND PERSONAL DEVELOPMENT OPPORTUNITIES:** You'll be invited to workshops to help you prepare for tests, improve your study skills and become a leader.



15 ways we have changed the world

From the establishment of the world's first rubber chemistry classes in 1909 to the creation of a ground-breaking Ph.D. program in biomimicry, we celebrate **15 ways we have kept our promises and changed the world** since our founding 150 years ago.

See how →

KEEPING OUR PROMISES

15 ways we made the world a better place

To mark our 150th anniversary, we compiled a list of 15 ways we have made the world a better place.

The list was the subject of a full-page ad in a Sunday Akron Beacon Journal (right), a home page feature (above) and a countdown in social media.

See the list at uakron.edu/150/change.



THE UNIVERSITY OF AKRON

KEEPING OUR PROMISES:

150 YEARS OF MAKING THE WORLD

A BETTER PLACE

When John R. Buchtel saw the cornerstone laid for Buchtel College, he pledged that the new school, built on a hilltop overlooking the city, would be an institution of honor and pride to Akron and the state.

Over the next 150 years, The University of Akron (UA) kept and exceeded the promise of its founder, rising to become one of Ohio's most influential public urban research universities — whose impact has been felt around the globe.

HERE ARE 15 WAYS IN WHICH UA HAS POSITIVELY SHAPED THE STATE, COUNTRY AND WORLD.

- World's first rubber chemistry classes.** Dr. Charles M. Knight, founder of the Chemistry Department at Buchtel College, began teaching the world's first college courses in rubber chemistry in 1909, contributing to Akron's rubber boom.
- One of the first engineering co-op programs.** In 1914, UA established one of the first five engineering co-op programs in the country, partnering with industrial giants such as The Goodyear Tire & Rubber Co.
- One of the first ROTC units.** Following World War I, the U.S. government established one of its first Reserve Officers' Training Corps (ROTC) units at UA in 1919, which has been maintained to this day.
- Aiding the Allies.** When the U.S. lost access to natural rubber supplies in World War II, UA created the Rubber Technical Institute — a consortium of companies and researchers — to develop and manufacture synthetic rubber.
- Globally recognized business education.** Of the 16,500-plus schools offering business degrees worldwide, only about 1% hold dual AACSB accreditation in business and accounting — and the College of Business is one of them.
- Excellence in the arts.** UA is home to the critically acclaimed E.J. Thomas Performing Arts Hall, one of the country's oldest collegiate steel drum bands, and one of only two national centers of choreography in the U.S.
- Premier Institute of applied politics.** Established in 1986, the Ray C. Bliss Institute of Applied Politics, named after the famed alumnus and National GOP chairman, is a nationally renowned center of political research and instruction.
- Pioneer in polymers.** UA founded the world's first College of Polymer Science and Polymer Engineering in 1988 and remains an international leader in polymer research and education, developing new, sustainable polymers for tomorrow.
- Leader in emergency management and homeland security.** UA's Emergency Management and Homeland Security (EMHS) bachelor's degree program, developed in collaboration with FEMA in 1998, is the first accredited program of its kind in the world.
- On the front lines of substance abuse prevention.** In 2001, UA received \$13.7 million from the Robert Wood Johnson Foundation to develop a substance abuse prevention curriculum for OSU. Now, UA's scientists and counselors are tackling the opioid epidemic.
- Combating corrosion.** UA launched the country's first bachelor's degree in corrosion engineering and the National Center for Education and Research on Corrosion and Materials Performance, established in 2010 by a DOD grant.
- The rise of Zippo Nation.** UA hired football legend John Heisman as its first athletic director in 1965, inaugurating a long tradition of athletic excellence, including a 2010 national title in men's soccer.
- World's first Ph.D. graduate in biomimicry.** UA is an international leader in biomimicry, taking inspiration from nature to inform research and development. In 2017, UA graduated the world's first students with doctoral training in the field.
- Leader in cybersecurity.** In 2017, UA launched the first bachelor's degree in CIS cybersecurity among Ohio public universities. It is one of the country's first undergraduate programs offering courses in applied cryptography.
- Unique psychology museum.** UA, home to the Archives of the History of American Psychology since 1965, opened the country's only National Museum of Psychology in 2018, complementing the University's nationally ranked psychology programs.

Above all, it is the 180,000-plus alumni — engineers, scientists, business leaders, health professionals, teachers, artists and more — who have fulfilled the pledge of John R. Buchtel, bringing pride and honor to The University of Akron, the city and the state.

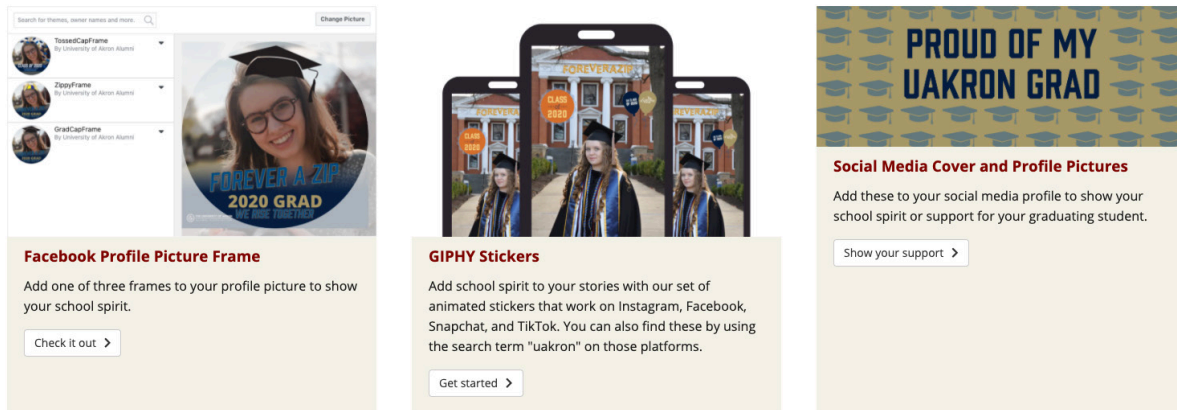
NOTE: For the complete version of this list, go to uakron.edu/150.

BUY UA GEAR, SUPPORT STUDENT SCHOLARSHIPS

The University of Akron exists today thanks to the financial support of its founder, the industrialist John R. Buchtel, who strongly believed that a college education should be made available to all. Since its founding in 1870, UA has relied on the philanthropy of its benefactors to advance that mission.

You can support that mission by purchasing from the all-new 1870 Market, an online store selling alumni gear and merchandise that you can't buy anywhere else. Proceeds from every purchase directly support student scholarships at UA.

Visit 1870market.uakron.edu to shop!



Class of 2020 virtual commencement

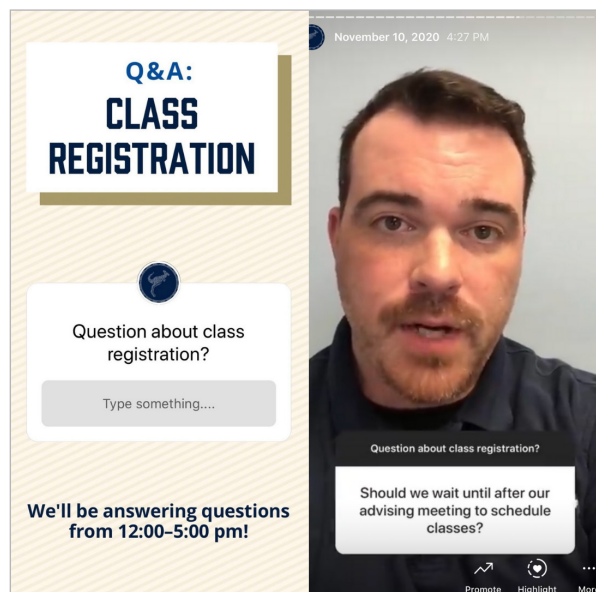
In the lead-up to December's virtual commencement, we compiled a toolkit of graduation social media assets: Facebook profile picture frames, social media cover photos, GIPHY stickers and a new graduation cap Instagram augmented-reality filter.

On the day of the event, we shared graduates' celebratory photos on our social media pages and answered questions that came in about how the event worked.



Instagram Q&A sessions about class registration

With remote instruction, the push for class registration also had to shift online. We used Instagram stories to do two question-and-answer sessions, where students could ask any question about class registration and get a response. We also held random prize drawings for students who joined the sessions.



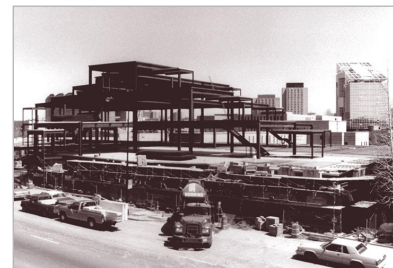
Refresh of corrosion engineering pages

We refreshed the pages for our unique corrosion engineering degree to better describe the professions, typical starting salaries (\$68K) and the career outlook.

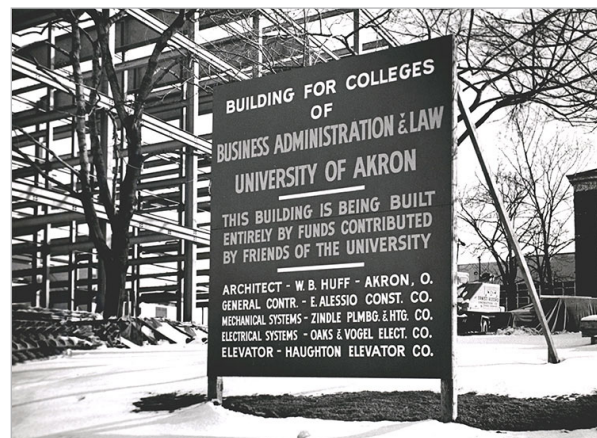
There are also videos showing a typical day in the life of a corrosion engineering student and a profile of a recent grad learning the ropes of her first job.



Celebrating our elite business college



As part of our sesquicentennial celebration — honoring 150 years of our people, place and promises — we continued our “Celebration of Academic Excellence” by highlighting the history and achievements of the College of Business Administration with advertisements, a web story and social media posts.



Capturing student and faculty achievement via video

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



In a holiday message, the Millers acknowledged faculty, staff and students for their persistence through the challenges of 2020.



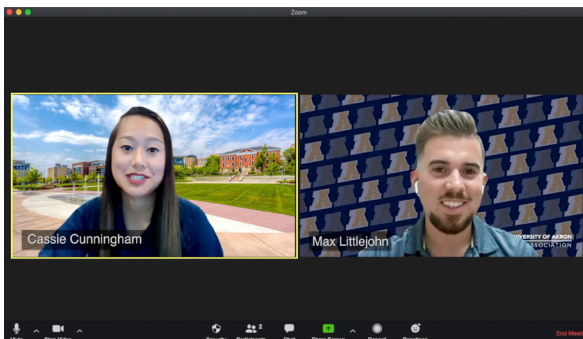
We created a series of clips included in the virtual commencement held for recent graduates in December.



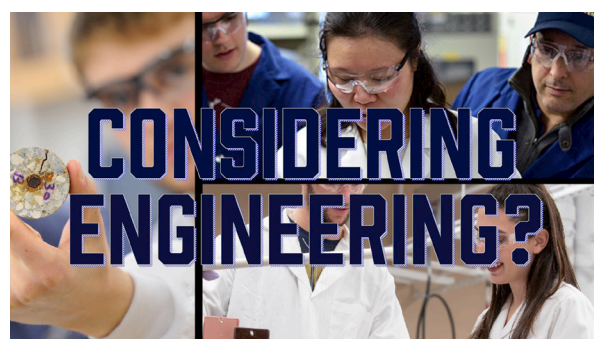
To support international admissions, we profiled Aislinn Meaney of Ireland, a sophomore studying criminal intelligence.



With Admissions, we created "Hot Ones," a series of student interviews where both the wings consumed and the questions get hotter.



An Admissions counselor chats with a student about his experience in class and on campus.



We profiled our one-of-a-kind corrosion engineering program and its many career paths.

Media relations: Telling our story

The media relations team has been busy promoting UA since the last Board meeting:

The media relations team arranged for Kim Gentile, director of admissions, to talk to the Akron Beacon Journal about the University’s new automatic \$500 scholarships for new applicants and the ways UA is providing a safe and meaningful college experience for students. Gentile was also featured on 1590 WAKR about campus visit and scholarship opportunities.

Crain’s Cleveland Business and Broadway World reported on the the National Center for Choreography at UA (NCCAkron) receiving a \$750,000 multi-year award from the Andrew W. Mellon Foundation for a new program called Creative Administration Research. In related news, The Devil Strip interviewed Christy Bolingbroke, executive and artistic director of NCCAkron, on the Center’s five-year anniversary.

Faculty experts spoke with national and local media about



University of Akron President Gary Miller reflects on first year at the helm: Q&A

By Robin Goist

Gary Miller wrapped up his first year as the president of the University of Akron in October, a time of exceptional challenges including transitioning the university online because of the coronavirus pandemic and implementing deep budget cuts, including faculty layoffs.

As Miller prepared to enter his second spring semester, he gave a brief interview to cleveland.com and The Plain Dealer to talk about his experience coming to Akron and managing the university during the pandemic.

What was it like coming Akron?

Miller, who previously served as chancellor at the University of Wisconsin – Green Bay, took over as UA’s 18th president on Oct. 1, 2019. He, his wife Georgia and their cat, Ms. Kitty, bought a home in Akron’s Fairlawn Heights neighborhood the following December.

“I wanted to live within the city of Akron,” Miller said. “I always drive down Market Street to go to work because I just want to see the town.”

Miller said he and Georgia received a warm welcome when they first arrived on campus.

“[The first few months] were very exciting, and actually, the excitement didn’t end, it just sort of changed,” he said. “We were not even close to finished with learning and getting to know people and so forth, but we did feel, when we closed the institution in March and everybody in the state sort of went into isolation, that we had made a



lot of friends. We continue to hear from a lot of people in the community who, even though they met us for only a short period of time, wanted to give us some encouragement and welcome us to town.

“We love Akron. We haven’t regretted coming here in any way. It was a great move for us. In the time of real challenge, the community was exactly what we hoped it would be. It was welcoming and encouraging. It was a great start.”

How have you been spending your free time? What are some of your favorite places in Akron?

“Like everybody else, we’ve been sort of by ourselves,” Miller said. “We love the [Cuyahoga Valley] National Park, and it’s so convenient, that that’s fun. We have

found some places that we really like to order out from that are close here. Ken Stewart’s is one of our favorites.”

Miller said he and his wife have tried to reduce their exposure to others by limiting their shopping trips, but have been encouraged to see local businesses urging employees and customers to wear masks.

“I have spent the vast amounts of my time at work. We’ve just had to do a lot of work just to keep the university going and manage the crises, so I haven’t had a lot of free time. Georgia is very involved with a couple of boards that she’s interested in and very busy, but this time of year, we’re shopping for everybody and mailing stuff to distant places,” he said.

You attended to the university’s budget

President Gary L. Miller granted an interview to Cleveland.com and The Plain Dealer to talk about his experience coming to Akron and managing the University during the pandemic.

the coronavirus pandemic to provide insight into the development of a COVID-19 vaccine. In separate interviews with 1590 WAKR, Dr. Hazel Barton, professor of biology and director

of the Integrated Bioscience Program, and Richard Londraville, professor of biology, discussed the latest development of coronavirus vaccines and the role they can

Continues on next page.

Continued from previous page.

play in defense of COVID-19 virus mutations.

Crain's Cleveland Business and The Devil Strip reported on the pandemic-related fiscal challenges UA is contending with and the University's workforce reduction plan and budget reductions.

National and international science publications reported on Dr. Shi-Qing Wang's development of a prototype poly(lactic acid) cup that is transparent, durable and can withstand boiling water. The news appeared in Phys.org, Canadian Plastics, New Atlas, Info Hightech, French publication SpecialChem, Italian publication Polyestertime and the Iranian ISNA News Agency. Wang is a professor in the School of Polymer Science and Polymer Engineering.

For Veterans Day, Lt. Col. Chad Maynard, professor of military science and commander of UA's Army ROTC program, spoke with 1590 WAKR host Ray Horner about the benefits of the program to cadets and what

December 22, 2020

AKRON BEACON JOURNAL

Bye, 2020. University of Akron professors share expectations for life in 2021

By Jennifer Pignolet

Ready to tell 2020 not to let the door hit it on the way out? Ready to move on to 2021? Of course you are.

Some University of Akron professors are here to help us look forward and set some healthy expectations for the next year.

When could the country reach herd immunity through vaccinations for COVID-19? Will working from home be the new norm? When will actors grace the stages of theaters with audiences in the seats?

The university asked professors in several departments to make predictions for the coming year on a variety of hot topics. Here's what they said to expect:

<p>Politics</p> <p>Prediction: "Nothing will come easy for our 46th president."</p> <p>David Cohen, professor of political science and interim director of Akron's Ray C. Bliss Institute of Applied Science</p>	<p>COVID-19</p> <p>Prediction: "With wide availability of vaccines, we could reach herd immunity against COVID-19 by the summer."</p>	<p>Foreign policy</p> <p>Prediction: "President-elect Joe Biden will recommit the U.S. to its former leadership role in the global community."</p> <p>Karl Kaltenthaler, professor, director of security studies, Department of Political Science</p>
<p>The Arts</p> <p>Prediction: "Theatres won't stay dark — look for live performances by fall."</p> <p>Marc Reed, director of the School of Music and the School of Dance, Theatre and Arts Administration</p>	<p>Racial justice</p> <p>Prediction: "The fight against all forms of injustices and inequities in our society</p>	<p>Work from home</p> <p>Prediction: "The remote-work revolution</p>



The media relations team promoted to the media a story with faculty expert predictions on a variety of topics for 2021, from the ongoing pandemic and its repercussions to our president-elect and what he will face. The Akron Beacon Journal published a list of the experts and their predictions. 1590 WAKR included political insight from interviews with Dr. Karl Kaltenthaler, professor and director of graduate studies in the Department of Political Science, and Dr. John Green, director emeritus of the Ray C. Bliss Institute of Applied Politics.

the day means to him. Several media outlets including the Akron Beacon Journal, Cleveland.com,

Crain's Cleveland Business, Spectrum News, Yahoo! News, WKYC-TV and WOIO-TV reported on UA's remote learning decisions for the

Continues on next page.

Continued from previous page.

end of the fall semester and beginning of the spring semester. WJW-TV also produced a story that included the thoughts of President Gary L. Miller and campus community members on switching to remote learning in mid-November.

Faculty experts in political science and law continued to speak with media representatives about the latest topics surrounding the presidential election and events in Washington, D.C. In an interview with The Washington Times, Dr. David Cohen, professor of political science and interim director of the Ray C. Bliss Institute of Applied Politics, offered his expertise on the role that presidential chiefs-of-staff play in determining the direction of an incoming administration. Cohen also spoke

with 1590 WAKR host Ray Horner about the Georgia senate runoff election results and other political matters. He was interviewed by 1480 WHBC about the certification of the U.S. presidential election and shared with 90.3 WCPN historical context and his perspective on the Jan. 6 attack on the U.S. Capitol. In the days following the insurrection at the U.S. Capitol, Cohen was interviewed by 89.7 WKSU and WEWS-TV about the mechanisms available to members of Congress for removing a U.S. president from office.

Dr. Stacy Willett, professor in the Department of Disaster Science and Emergency Services, spoke with 1590 WAKR reporter Jeanne Destro about the University's Ohio Cyber Range Institute Regional Programming Center.

Continues on next page.

December 21, 2020



UAkron to launch Global Trade Secret Institute in Spring 2021

For Mark Schultz, coming to the University of Akron School of Law almost a year ago as director of the Center for Intellectual Property Law & Technology was an opportunity to bring everything he'd been working on in the area of IP with scholars, businesses and policy professionals under one roof.

In January 2020, Schultz secured a substantial grant from CREATe.org (the Center for Responsible Enterprise and Trade) for the launch of Akron's Center for Intellectual Property Law & Technology's new Global Trade Secret Institute (GTSI), which will be up and running in Spring 2021.

The mission of CREATe.org, founded in 2011, is to provide practical resources to educate organizations on managing risk and improving governance and compliance.

"Trade secrets are an increasingly important asset for businesses," said Schultz, who is also the Goodyear Tire & Rubber Company Chair in Intellectual Property Law at Akron. "More and more (trade secrets) are recognized as an important form of intellectual property. Yet this area of law hasn't received the same attention as others. But this is changing."

Schultz said this emerging area of law is great for new lawyers and law students because there is a chance to get in on an area of law and build a career where



there are greater opportunities and ways to establish a reputation quickly. Schultz added that a large group of Akron law students worked in the summer on particular projects for the Institute.

The launch of the GTSI also pairs Schultz with his former colleague, Dr. Douglas Lippoldt, who will join as distinguished research scholar and senior professional lecturer in intellectual property. The two collaborated several years ago to co-author the Trade Secrets Protection Index (TSPI), a measure of the strength of national trade secret laws originally created for the OECD.

Lippoldt, who recently retired from his position as chief trade economist at HSBC

Bank USA, previously served as a senior expert at the Organization for Economic Cooperation and Development (OECD). He is also the author of several scholarly and policy papers and has taught at the Paris Institute of Political Studies.

"We've been friends and collaborators for some time," Schultz said. "I'm really excited and eager to get back to work with Doug, and take our projects further."

GTSI will regularly update and publish the TSPI and related research.

Among other initiatives, GTSI also will assume leadership of the Trade Secret Best Practices Dialogue, an ongoing public-private multilateral dialogue

The National Jurist reported on the School of Law partnering with the Gujarat National Law University in India. This partnership will establish a joint U.S.-India intellectual property project called Gujarat-Akron IPR Network (GAIN). Mark Schultz, professor and director of the Intellectual Property and Technology Law Program, and Dean C.J. Peters commented on the new partnership.

Continued from previous page.

In an interview with 1590 WAKR, J. Dean Carro, emeritus professor of law in the School of Law, discussed the limits of using the U.S. Constitution's 25th Amendment to remove a U.S. president from office.

UA's new partnership with THORS eLearning to provide certificate of completion programs in various manufacturing disciplines received coverage by US Industry Today.

In continuing coverage, the appointment of Dallas Grundy as senior vice president and chief financial officer at UA was noted in The Chronicle of Higher Education.

Jeffrey Pellegrino, assistant professor in the Department of Disaster Science and Emergency Services, became the first non-Canadian inducted into the Order of the Red Cross, the highest honor bestowed by the Canadian Red Cross. MyTownNEO, which is owned by Gannett and provides news to communities in Summit County, provided coverage on his achievement.

The Akron Beacon Journal published a tribute to Dr. Baffour Takyi, professor of sociology, who passed away Nov. 18 of COVID-19. Enoch Damson, professor of business and information technology and personal friend to Takyi, said in the story his

November 25, 2020
CRAIN'S
CLEVELAND BUSINESS

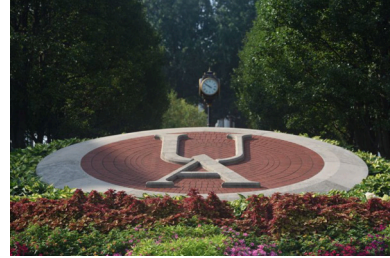
University of Akron receives \$1.25 million as part of Air Force-backed program

By Amy Morona

The U.S. Air Force is partnering up with the University of Akron and six other institutions across the state for a new program to train future engineers.

The offering is called the Assured Digital Microelectronics Education and Training Ecosystem, or ADMETE. It will "develop a pipeline of trained undergraduate engineering students with the skills to design and develop digital microelectronic devices and systems," according to a news release from UA.

Wright State University earned the \$29.75 million contract from the Air Force, with Akron receiving \$1.25 million in the grant's first year.



"We are perfectly positioned for this project given our expertise in providing students with an education that teaches circuits and electronics," said Kevin Cavicchi, professor of polymer engineering at Akron's School of Polymer Science and Polymer Engineering, in a statement. "The funding will allow us to enhance undergraduate engineering degree programs that emphasize electronics and allow students to specialize."

The Air Force has found that current academic programs nationwide don't meet the need of developing "a thriving workforce of analog and digital design engineers with expertise in assured and trusted microelectronic systems," the release stated.

• Several Cleveland Institute of Music alum and other members of its

community recently earned Grammy nominations for the 2021 ceremony. The accolades include nods to pianist Daniil Trifonov for Best Classical Instrumental Solo and Jason Vieaux for Best Classical Solo Vocal Album. You can read the full list here.

• New findings from Kent State show that college students' alcohol consumption has increased during the pandemic. More than 4,200 university's students responded to a survey asking about their drinking and lifestyle habits, according to a news release. About 80% of respondents were female, 86% were white, and the mean age was 24.4. "We believed going into this that drinking would have increased in college students due to COVID-19," said William Lechner, assistant professor in the Department of Psychological Sciences in the College of Arts and Sciences,

in a statement. "We also believed that those with vulnerabilities would be more susceptible to the temptation of alcohol consumption." Those suspicions were proven by the findings, the university said in the release. The findings were published in the peer-reviewed journal Addictive Behaviors.

• Several Ohio scientists were named to the American Association for the Advancement of Science's latest group of fellows. This year's honorees include close to 500 scientists, including faculty members from Ohio State University, the University of Akron and Kent State University. A release from Kent State, issued to honor physicist Jonathan Selinger's spot on the list, points out that those who earn the award do so "because of their scientifically or socially distinguished efforts to advance science or its applications."

UA received coverage for being one of seven universities that were awarded funding from the U.S. Air Force to develop a pipeline of trained undergraduate engineering students with the skills to design and develop digital microelectronic devices and systems. Crain's Cleveland Business provided a report and included comments from Dr. Kevin Cavicchi, professor of polymer engineering, about the Assured Digital Microelectronics Education and Training Ecosystem (ADMETE) initiative.

colleague was beloved by students and peers.

Leveraging an appearance in a documentary on Apple TV+, the media relations team promoted the involvement of Dr. Nita Sahai,

Continues on next page.

Continued from previous page.

professor and Ohio Research Scholar in the School of Polymer Science and Polymer Engineering, in the film “Fireball: Visitors from Darker Worlds,” co-directed by acclaimed filmmaker Werner Herzog. Sahai was interviewed for a segment on a women in STEM show hosted by WOIO-TV meteorologist Kelly Dobeck.



University of Akron Receives Grant for Addiction Training

By Rodneya Ross

A Northeast Ohio university has received a \$200,000 grant that will help train students to help fight the opioid crisis plaguing the state of Ohio.

Dr. Rikki Patton is an associate professor at the University of Akron's School of Social Work and School Counseling. She has a passion for helping people who suffer from substance abuse.

“Addiction surrounds us if we are willing to see it. So, coming from a family who has experienced substance abuse, experiencing the dynamic. Also, the focus, my first clinical experience was working with homeless youth who were impacted by substance use, and I would say that those folks those kids are in my heart the most who I’m reminded of each time I’m able to offer something to our community or able to offer some type of increased training,” said Patton.

In addition to helping substance abuse patients, Patton also has a passion for educating future health care professionals about the role they play in breaking the opioid addiction cycle.

“If they have the knowledge and the tools to be able to screen and refer to treatment if needed, then we open up a bridge between health professions to help increase treatment access and knowledge



about substance abuse treatment.”

That’s why Patton applied for a grant from the Substance Abuse and Mental Health Services Administration to fund the Addiction Treatment Counts: Expanding Interprofessional Training program at the University of Akron. The \$200,000 grant is for two years and will support the training of 120 students to work with people living with addiction or mental health concerns.

“The students will complete a series of educational modules that will teach them the basics about addiction, in addition to the basic skills needed to complete SBIRT. So, they’ll learn different tools and skills for screening, how to complete

brief intervention using motivational interviewing as the basic core component and strategies for referral to treatment if the screening indicates. In addition to that, they’ll learn about different health professions and how each health profession plays a role in substance use treatment and recovery.”

The program for students will focus on four areas of health care: counseling, marriage and family therapy, social work, and nurse practitioners. The course for students will officially launch at the start of the spring 2021 semester.

Dr. Rikki Patton, associate professor in the School of Counseling, received coverage from Spectrum News about the two-year grant she received to provide future counselors, marriage and family therapists, social workers and nurse practitioners with the skills needed to assist those living with addiction and mental health concerns.

FINANCE & ADMINISTRATION COMMITTEE

TAB 13

**PUBLIC LIAISON AND
GOVERNMENT RELATIONS UPDATE**

PUBLIC LIAISON AND GOVERNMENT RELATIONS UPDATE

January-February 2021

The University of Akron government affairs office and public liaison communicate with local, state, and federal elected officials and staff about University priorities and objectives. We monitor and track legislation, regulations, and financial issues and opportunities that could impact higher education in general and the University in particular. During the months of January and February, we worked with the Inter-University Council of Ohio, which represents all 14 Ohio public four-year universities, and the Association of Public Land-Grant Universities, which represents 246 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 communicated frequently with elected officials and community leaders regarding developments at the University. We participated in virtual meetings with elected officials and community leaders, and connected them with our administration, our faculty and staff, and our students. A detailed state legislative update is found in this report.



U.S. Capitol Building

FEDERAL UPDATE

President Joe Biden and Vice President Kamala Harris took their oaths of office on January 20, 2021. The change in administration has resulted in changes in key administrative positions, including the Secretary of Education. Higher education institutions and organizations are examining the new administration's position on higher education funding, initiatives and other issues. President Biden quickly acted on several issues that affect higher education, including expanding FMLA coverage, expanding financial aid, extending the pause on collecting student loan interest and payments until September 30, 2021, encouraging immigration, and making more students eligible for Pell Grants.

Higher Education Emergency Relief Funding

On December 27, 2020, President Trump signed the Coronavirus Response and Relief Supplemental Appropriations Act, 2021 (CRRSAA) (P.L. 116-260). This new law gives the U.S. Department of Education (Department) approximately \$22.7 billion to distribute to institutions of higher education to prevent, prepare for, and respond to coronavirus through the Higher

Education Emergency Relief Fund (HEERF). The University of Akron will receive \$22,879,071. Of this, \$7,075,909 must be used for student emergency aid grant (like last time), and \$15,803,162 is the institutional portion.

President Joe Biden's proposed stimulus package, American Rescue Plan, includes \$35 billion for higher education. While the APLU applauds the President's move toward additional higher education funding, the higher education organization is asking that the amount be raised to \$97 billion, citing the extensive expenses, lost revenue, and student need. In addition, the stimulus packages include several proposals that affect higher education, including expanding FMLA coverage, expanding financial aid, and making more students eligible for Pell Grants.

Ohio Birthday Party and Ohio Political Panel

The University of Akron has coordinated and led the Ohio Birthday Party in Washington, D.C. for nearly 20 years. This year, due to COVID-19 concerns, we will hold a virtual Ohio Birthday Party on Wednesday, March 3. President Gary L. Miller will welcome guests and introduce members of the Ohio delegation and several state-wide elected officials to make remarks about Ohio. Immediately before the Ohio Birthday Party, we will hold an Ohio Political Panel, moderated by Dr. John C. Green. The panel will discuss federal and state issues related to Ohio politics and Ohio's bellwether status.



Ohio Statehouse

STATE UPDATE

134th General Assembly

Session and Committee Designations/Assignments

The House and Senate have released session dates for the upcoming legislative calendar with the first *if-needed* session date scheduled for February 3. The Legislature will continue to meet regularly through the end of the budget process in late June, at which time they are expected to break until fall.

Senator Matt Huffman, the newly elected Senate President, announced a total of 16 legislative committees, which is two more than last session. Included is an expansion of the previous Senate Higher Education Committee to the new Senate Workforce & Higher Education Committee. Other variations of prior committees are Local Government & Elections; Small Business & Economic Opportunity; and Veterans & Public Safety. Representative Bob Cupp, the Speaker of the House, announced the House's committee list and GOP member assignments. The House Finance Committee will include Rep. Bill Roemer, a University of Akron delegation member. Other committees that impact higher education include the Finance Subcommittee on Higher Education and Higher Education and Career Readiness.

State Operating Budget – FY 22 and FY 23

Governor DeWine unveiled his budget proposal. The following are highlights from the higher education portion.

- **State Share of Instruction:** Even during a pandemic, the new budget provides a record amount of state support for Ohio's public colleges and universities, \$2.057 billion in FY22 and \$2.075 billion in FY23. This is a 1.8 percent increase over the last operating budget.
- **Need-Based Financial Aid:** The new budget provides enough funding to increase the Ohio College Opportunity Grant by \$500 per student over the next two years. Combined with a similar increase in the first DeWine-Husted budget, students will receive \$1,000 more per year – a 44 percent increase in student aid – than in the 2018-19 school year.
- **Choose Ohio First STEM Scholarships:** Choose Ohio First Scholarship spending was \$25.3 million in the budget before DeWine-Husted. The new budget funds the COF Line at \$53 million (112 percent increase above four years ago) for a strong investment in STEM education to meet the demands of Ohio's emerging economy.
- **Ohio National Guard Scholarships:** The new budget maintains 100 percent funding for the Ohio National Guard Scholarship, marking four consecutive years of full scholarship support for our men and women of the Guard.

Sales tax collections continue to beat estimates while income tax collections remain on target. Total tax collections were up 3.3 percent (\$64.2 million) in December and are ahead by 3.7 percent (\$457.7 million) halfway through this fiscal year that began July 1, 2020 and ends June 30, 2021.

In a recent virtual meeting with President Miller and others, Governor DeWine ran through his budget priorities, which included: no new taxes, dip into the \$2.7 billion Rainy Day Fund when critically necessary; and continue to focus one-time COVID relief funds on economic recovery strategies and investments such as broadband.

UA, alongside the Inter-University Council and other four-year public universities, will be focused on several funding priorities in the upcoming state operating budget, including: a three-percent increase in Ohio's State Share of Instruction (SSI); increasing the Ohio College Opportunity Grant by \$500 per student annually; maximizing tuition flexibility; and investment in student services such as mental health and workforce development.

Delegation members/meetings

Since the onset of the pandemic in March, President Miller has held six "meetings" with the UA legislative delegation. Each of these has been an important means of informing our delegation of UA-related updates as well as to push for critical capital budget support and funding priorities in the upcoming Operating Budget.

133rd General Assembly Legislation

[Following are a handful of bills that were signed into law or received significant attention prior to the conclusion of the 133rd General Assembly.]

SB 310 - Capital Budget. (Effective: 12/29/20)

In the waning days of the 133rd General Assembly, the Ohio House and Senate passed, and the Governor signed, SB 310, which included the FY21-22 Capital appropriations. Because the bill contained an Emergency Clause, it became law upon the Governor's signature, and capital dollars were immediately available. The University fared well in the state capital bill, receiving money not only through the traditional higher education allocation, but also in the community project allocation. UA received the following:

- Crouse/Ayer Hall Consolidation = \$18,060,000. (Higher Education allocation)
- South of Exchange Street Safety Initiative = \$100,000 (Community Project)
- McClain Gallery of Akron's Black History & Culture = \$257,000 (Community Project)

SB 40 – Campus Free Speech. (Effective: 3/24/21)

Commonly called the Forming Open and Robust University Minds (FORUM) Act, the bill generally prohibits a state institution of higher education from limiting or restricting free expression by members of its campus community in public areas of campus. The bill was expanded to include an expansion of Ohio's "Forever Buckeye" program by granting in-state college tuition to individuals who receive a certificate of high school equivalence in Ohio.

SB 111 – Sports Wagering

After passing the House 83-10, the bill stalled in the Senate, failing to pass before the session ended. The bill would place regulatory oversight in the hands of the Ohio Casino Control Commission, which would legalize sports betting inclusive of collegiate sports. It is likely the bill will be reintroduced in the 134th General Assembly with colleges and universities continuing to oppose allowing sports wagering on collegiate sports.

HB 310 – Anti Bullying and Hazing

There was a significant effort in the waning days of the session to include anti-hazing provisions on college campuses in HB 310. UA Government Affairs worked with UA legal counsel and a

handful of other institutions to seek additional time to work through some of the concerns with the bill draft, including overly broad definitions and potential conflicts with federal statute, among others.

HB 352 – Employment Discrimination Law. (Effective: 4/15/21)

The bill, which was signed into law by Governor DeWine, shortens from six years to two years the time in which lawsuits related to employment discrimination can be brought, and creates a separate procedure for the Ohio Civil Rights Commission filings that allege an unlawful discriminatory practice relating to employment.

HB 404 – Remote Meetings. (Effective: 11/22/20)

While the measure began as a bill authorizing boards of trustees of state institutions of higher education to attend virtually, it gained an omnibus amendment that included an extension to July 1, 2021 of the ability for public bodies to hold and attend meetings virtually. Additional changes included the extension of deadlines to July 1, 2021 for licenses that would have expired and the extension of education-related provisions involving College Credit Plus.

HB 673 – Business Practices

A bill intended to bolster the state’s workforce in the face of the pandemic, it allowed for temporary nurse licensure through July 1, 2021. The bill did not pass prior to the conclusion of the last General Assembly but is expected to be reintroduced in the coming weeks. UA Government Affairs will continue working with fellow higher education institutions and UA’s Director of Nursing Marlene Huff.



LOCAL UPDATE

Akron City Council and Reimagining Public Safety Report

Akron City Council’s Special Committee on Reimagining Public Safety released a Report of Recommendations, detailing the work of four Council working groups on issues of police accountability and transparency, crime prevention, personnel and culture, and technology and equipment. Across 22 separate meetings last fall, all 13 Council representatives participated in this process, formulating ideas and proposals that will guide Council’s continued efforts in 2021.

Akron City Council will embark on a new partnership with The University of Akron. Students and faculty will work alongside Council representatives to create a public engagement process, including a survey and virtual town hall meetings. As part of that process, we will share the information in this report with the community and solicit feedback about policing and public safety.

South of Exchange Street Safety Initiative

The University of Akron will serve as the fiscal agent for the South of Exchange Safety Initiative, for which the County of Summit received money (\$100,000) through the community project allocation of the FY21-22 state capital budget.

The project will deploy upgraded street lighting with camera and software technology to provide a safer environment for the large number of students and residents living in this residential area as well as the police who patrol it.



The Ray C. Bliss Institute of Applied Politics Update

Staff members of The Ray C. Bliss Institute of Applied Politics have spoken to local and national media and local business, economic, and civic groups and have served as panelists in discussions about local, state, and federal elections. We have several upcoming events focused on issues surrounding race, including a co-sponsored event with the Jack, Joseph, and Morton Mandell Humanities Center at Cuyahoga Community College called "The Color of Health" on February 24 from noon to 1:00 p.m. The event will be a panel discussion about public policy, health care access, race, and racism in Ohio. Leader Emilia Sykes, Representative Tavia Galonski, and Representative Stephanie Howse will serve as panelists in a Bliss Institute-sponsored Rethinking Race event on Friday, February 26, from 5:30 to 6:30 p.m. Additionally, the Bliss Institute will host an event focused on Director Emeritus John C. Green's newly released book *Secular Surge*, which examines the rise of secularism in American politics.

Update from the Provost

Action Items for Consent Agenda Consideration:

February 10, 2021
Committee Meeting

1

Proposed Department and College Name Changes

Presiding:
Olivia P. Demas

2

Proposed Updated Structure for Overseeing
Government Classified Information

For Information Only:

3

Research Report

4

Student Success Report



BOARD OF TRUSTEES PRESENTATION

Academic Issues & Student Success Provost's Report

John Wiencek
Executive Vice President & Provost

February 10, 2021

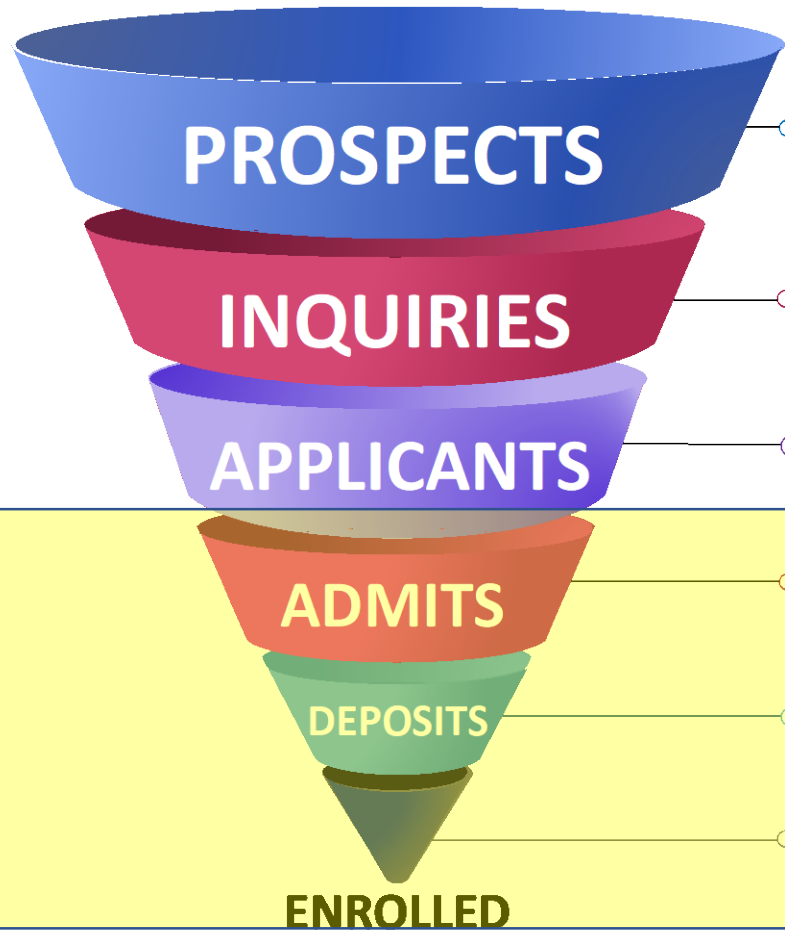




AGENDA

- **Enrollment Update**
- **Strategic Planning**
- **Leadership Searches**
- **Faculty Senate
Actions to Support
Student Success**

ENROLLMENT FUNNEL



Anonymous interactions with UA website, social media.
Purchased contact lists (ACT, Niche, College Board).

Indicate interest in UA.

Apply for admissions via the UA application or the Common App.

Meet admission requirements and are accepted to UA.

Confirm enrollment and pay \$145 fee (or request waiver).

Attend orientation, meet with academic advisor, enroll in classes.

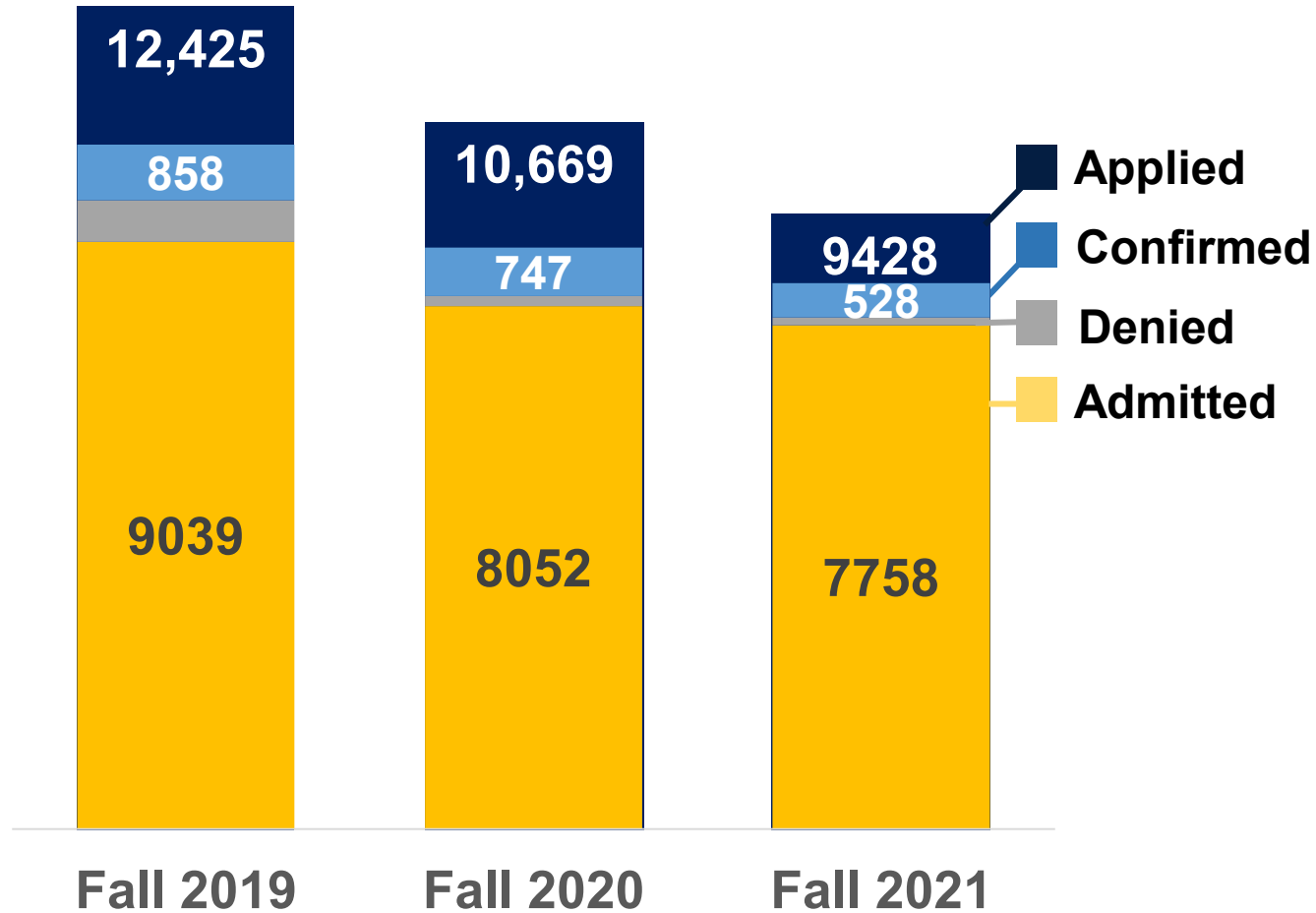
Admissions, UCM & Vendors

Admissions

Admissions, UCM, Colleges, Student Services

Admissions, Colleges, Student Services, Fin. Aid Res Life, Orientation

FALL 2021 ADMISSIONS DATA



- Applications down 12% from last year
- Admits down 4% from last year
- Increasing yield by 2% will mitigate decline in admits (current focus)

FALL TO SPRING RETENTION

	SCH	UG Heads
FY15	90.45%	
FY16	89.81%	
FY17	90.94%	
FY18	91.02%	90.60%
FY19	90.62%	90.80%
FY20	90.87%	92.00%
FY21	87.82%	89.10%
pre COVID Avg	90.62%	91.13%
Change from Average	2.80%	2.03%

UNIVERSITY PLANNING GROUP

- Working in two collaborative groups on short-term action plan and long-term planning process
- Shared updates with President & Provost, including three short-term priorities
- Collecting feedback from the campus community on short-term priorities and planning process



TOP THREE SHORT TERM GOALS (PROPOSED)

- **Develop a budget model that incentivizes enrollment growth across the University including those associated with cross-unit collaborations.**
- **Improve academic outcomes by using lessons learned during the pandemic to enhance student learning, academic success and satisfaction.**
- **Invest in a single, one stop professional and continuing education office that consolidates and improves support for all non-credit initiatives.**

SEARCH PROCESS UPDATES

Dean, College of Business

Joe Urgo, search chair
8 committee members

62 applications received from
professionally strong, diverse pool

Initial interviews end of February
with 8-10 candidates

Finalists interviewed late March/
Early April

Director, Polymer Science & Polymer Engineering

Luke Ju, search chair

Early in process

10 applications received, not yet
under review

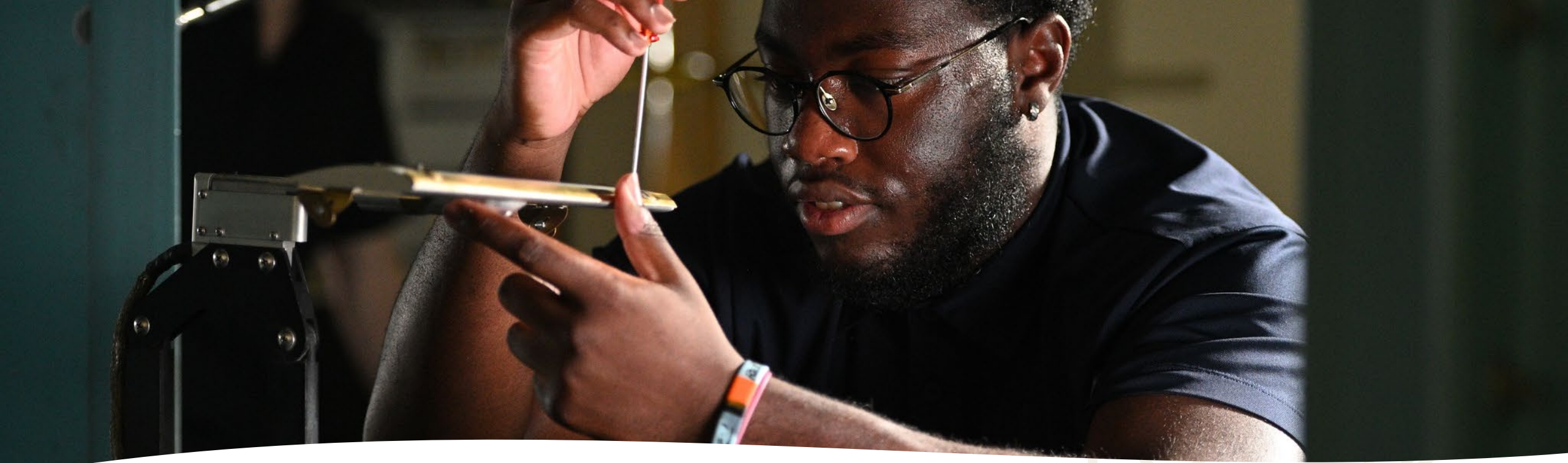
Process to be completed this
semester

University of Akron taps Missouri academic as dean of Buchtel College of Arts and Sciences

Updated Jan 28, 2021; Posted Jan 27, 2021



Welcome
Dr. Mitchell S. McKinney



FACULTY SENATE ACTIONS TO SUPPORT STUDENT SUCCESS

- Credit/No Credit policy extends ability to opt into credit/no credit after students see their grades; Registrar's Office counseling students to ensure best outcome.
- No change to the withdrawal date
- Suspend dismissal for academic deficiency

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 1

**PROPOSED DEPARTMENT AND COLLEGE
NAME CHANGES**

TO: JOHN WIENCEK, EXECUTIVE VICE PRESIDENT AND PROVOST

FROM: TIM MCCARRAGHER, ACTING DEAN, COLLEGE OF HEALTH PROFESSIONS

SUBJECT: NAME CHANGES IN THE COLLEGE OF HEALTH PROFESSIONS

DATE: 11/6/20

CC: CHER HENDRICKS, INTERIM CHIEF OF STAFF TO THE EXECUTIVE VICE PRESIDENT AND PROVOST

As requested, I am forwarding the voting results for proposed name changes for the College of Health Professions and for Schools within the College.

Social Work

The Social Work faculty and staff voted for a name change to the **School of Social Work and Family Sciences**.

The proposed name was then sent for a college-wide vote, and on 10/30, the results for the college vote indicated 80 in favor, and 5 opposed to the name change.

Disaster Science and Emergency Services

The Department of Disaster Sciences and Emergency Services voted for a name change to the **School of Disaster Science and Emergency Services**.

The proposed name was then sent for a college-wide vote, and on 10/30, the results for the college vote indicated 80 in favor, and 2 opposed to the name change.

Sports Science and Wellness Education / Nutrition and Dietetics.

The School of Sports Science and Wellness Education and the School of Nutrition and Dietetics merged recently and voted for a name change to the **School of Exercise and Nutrition Sciences**.

The proposed name was then sent for a college-wide vote, and on 10/30, the results for the college vote indicated 80 in favor, and 5 against the name change.

Vote of the College name

The 10/30 vote also included a vote on a revised name change for the College.

Over 20 suggestions were offered, and the School Directors and the staff of the Dean's office narrowed the pool to three options that seemed to be the most feasible and relevant:

The College of Health and Human Sciences

The College of Health and Human Services

The College of Health Sciences and Human Services

After a close vote, the name *College of Health and Human Sciences* earned the largest number of votes (30).

THE UNIVERSITY OF AKRON

RESOLUTION 2- -21

Proposed Department and College Name Changes

WHEREAS, The faculty of the School of Social Work has voted to change the department name to the School of Social Work and Family Sciences to better reflect its mission; and

WHEREAS, The faculty of the Department of Disaster Sciences and Emergency Services has voted to change the department name to the School of Disaster Science and Emergency Services to better reflect its mission; and

WHEREAS, The faculty of the School of Sports Science and Wellness Education and the School of Nutrition and Dietetics have merged and voted to change their department name to the School of Exercise and Nutrition Sciences to better reflect its mission; and

WHEREAS, The faculty of the College of Health Professions has voted to change the College name to the College of Health and Human Sciences to better reflect its mission; and

WHEREAS, The faculty of said departments, schools, College and the Faculty Senate all recommend the above changes; and

WHEREAS, The President and the Office of Academic Affairs concur; Now, Therefore,

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on February 10, 2021 pertaining to the approval of the proposed departmental, school, and College name changes be approved.

M. Celeste Cook, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 2

**PROPOSED UPDATED STRUCTURE FOR
OVERSEEING GOVERNMENT CLASSIFIED
INFORMATION**



College of Engineering and Polymer Science

DATE: January 25, 2021

TO: John Wiencek, Ph.D.
Executive Vice President and Provost

FROM: Craig C Menzemer *CCM*
Interim Dean

RE: **Summary of Key Management Personnel Resolution for the
February 10, 2021 Meeting of The University of Akron Board of Trustees**

The Board of Trustees will be asked to consider the following Resolution at its meeting on February 10, 2021.

Executive Summary

At its meeting on December 9, 2020, The Board of Trustees adopted Resolution 12-17-20, which established the Key Management Personnel Group for National Industrial Security Program Agreements. In Resolution 12-17-21, the Executive Vice President and Provost was designated as the Senior Management Official for the University in the Key Management Personnel Group. The Department of Defense now has advised the University that the Senior Management Official for the University must be the President. The attached Resolution updates Resolution 12-17-20 to substitute the President for Executive Vice President and Provost in the Key Management Personnel Group. Except as modified by this Resolution, all other provisions of Resolution 12-17-20, including the University's obligations under the National Industrial Security Program remain in effect.

Please let me know if you have any questions or if I can be of further assistance.

cc: Gary L. Miller
Paula Neugebauer

THE UNIVERSITY OF AKRON

RESOLUTION 2- -21

Pertaining to the Updating of Membership to the
Key Management Personnel Group for
National Industrial Security Program Agreements

WHEREAS, The University of Akron (“University”), an instrumentality of the state of Ohio, enacted Resolution 12-17-20 (attached as Exhibit A), which established a Key Management Personnel Group for National Industrial Security Program Agreements; and

WHEREAS, Resolution 12-17-20 identified John Wiencek, Executive Vice President and Provost, as the Senior Management Official; and

WHEREAS, The Department of Defense has advised the University that the Senior Management Official, in the absence of the Chair of the Board of Trustees, must be the institution’s President; Now, Therefore,

BE IT RESOLVED, That the Board appoints Gary L. Miller, President, to replace John Wiencek as the Senior Management Official on the managerial group, “Key Management Personnel” or “KMP.” The remainder of the KMP shall continue to consist of Laurie Graupner, Facility Security Officer; Emily Njus, Alternate Facility Security Officer; Philip Allen, Alternate Facility Security Officer; and Christopher C. Daniels, Insider Threat Program Senior Official; and

BE IT FURTHER RESOLVED, That except as modified in this Resolution, all other provisions of Resolution 12-17-20 remain in full force and effect.

M. Celeste Cook, Secretary
Board of Trustees

THE UNIVERSITY OF AKRON

RESOLUTION 12-17-20

Pertaining to the Establishment of a
Key Management Personnel Group for
National Industrial Security Program Agreements

WHEREAS, The University of Akron ("University"), an instrumentality of the state of Ohio, desires to contract with agencies of the United States Government, which contracts include security clearance obligations; and

WHEREAS, Current Department of Defense ("DoD") policy requires either that the Chair of The University of Akron Board of Trustees (the "Board"), the President, and certain officers and directors meet personnel security clearance requirements required for the University's security clearance or that the Board adopt a resolution explicitly stating that Board members and officers designated by name do not require, and will be excluded from, access to all classified information in the University's possession, and do not occupy positions that would permit them to adversely impact the University's policies or practices in the performance of classified contracts for the DoD or other similar agencies under the National Industrial Security Program ("NISPOM") (the "Exclusion Resolution"); and

WHEREAS, The Board desires to adopt an Exclusion Resolution; Now, Therefore,

BE IT RESOLVED, That the Board appoints a managerial group (the "Key Management Personnel" or "KMP") and delegates to them the authority and responsibility to negotiate and administer the DoD agreement, including all duties, responsibilities and authorities pertaining to the University's obligations under NISPOM, and which KMP shall include: John Wiencek, Executive Vice President and Provost; Laurie Graupner, Facility Security Officer; Emily Njus, Alternate Facility Security Officer; Philip Allen, Alternate Facility Security Officer; and Christopher C. Daniels, Insider Threat Program Senior Official; and

BE IT FURTHER RESOLVED, That the following individuals who are not part of the KMP shall not have, and can be effectively excluded from, access to all classified information in the University's possession and possession of UA, and do not occupy positions that would permit them to adversely impact the University's policies or practices in the performance of classified contracts, including University Trustees (Chair Joseph M. Gingo, Vice Chair Olivia P. Demas, Vice Chair Dr. Alfred V. Ciraldo, Trustees Lewis W. Adkins Jr., Cindy Crotty, Michael J. Dowling, Thomas F. Needles, William A. Scala, Student Trustees Taylor Bennington and McKenzie Gerzanics, and, Advisory Trustees Anthony J. Alexander and David James) as well as all University officers and directors that are not KMP; and

BE IT FURTHER RESOLVED, That all KMP members either have or will obtain the required security clearances; and

BE IT FURTHER RESOLVED, That in the future, if a cognizant security agency (CSA) of the United States government determines that other University officials must be added to the KMP, unless otherwise required by the CSA, the authority to add members is delegated by the Board to the KMP, with approval of the President and the Executive Vice President and Provost, and with and notice to the Board.



M. Celeste Cook, Secretary
Board of Trustees



**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 3

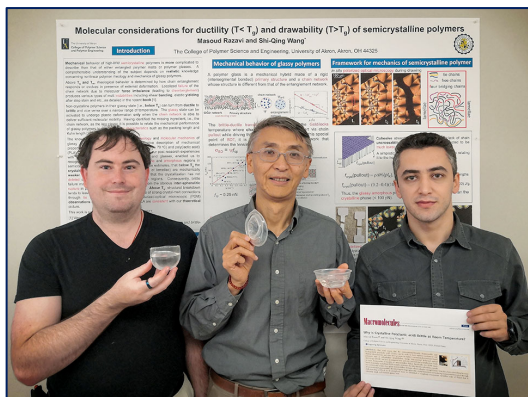
RESEARCH REPORT

Research and Scholarly Activities Highlights

Polymer researcher's latest development results in novel cup that withstands boiling water

A University of Akron (UA) professor's latest development in bioplastics has the potential to make important strides in sustainability for future plastics.

Dr. Shi-Qing Wang, Kumho Polymer Science Professor, and his team are focused on research showcasing effective strategies for turning brittle polymers into tough and flexible materials. The group has recently produced a prototype poly(lactic acid) (PLA) cup that is transparent, super tough and does not shrink when filled with boiling water.



Kumho Polymer Science Professor **Shi-Qing Wang**, Ph.D., (center) and polymer science Ph.D. student Travis Smith (left) hold the plastic PLA cup Wang's research team developed. Polymer science Ph.D. student Masoud Razavi (right) displays a recent paper published by Wang and him in the journal *Macromolecules* that shows poly(lactic acid) (PLA) can be made to have superior mechanical and thermal characteristics and thus show promise to replace conventional petroleum-based polymers such as polyethylene terephthalate.

"Plastics have become an essential part of our daily lives, though most cannot be recycled and therefore accumulate in landfills," says Wang. "Some promising biodegradable/compostable alternatives, such as PLA, are typically not strong enough to replace traditional fossil-fuel based polymers like poly(ethylene terephthalate) (PET) because these sustainable materials are brittle."

Dr. Ramani Narayan, distinguished professor in Michigan State University's Department of Chemical Engineering and Materials Science, and renowned scientist in the bioplastics space, says Wang's research has the potential to be a breakthrough in the PLA market.

"PLA is the world's foremost 100% biobased and fully compostable polymer," says Narayan. "But it has low toughness and a low heat distortion temperature. It softens and structurally collapses around 140 degrees Fahrenheit, making it unusable in many hot food packing applications and disposable containers. Dr. Wang's research could be disruptive technology because his prototype PLA cup is tough, transparent, and yet rigid to hold boiling water."

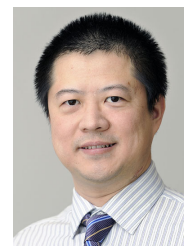
Wang, who has taught at UA for 20 years, has been trying to establish a knowledge base for understanding the processing-structure-property relationship for various plastics and applying the latest understanding to deal with the notorious brittleness of PLA.

"The impact of our new understanding could finally stimulate the PLA market to grow exponentially," says Wang.

The research is supported, in part, by the National Science Foundation. A U.S. patent on how to modify PLA based materials has been filed through UA's Office of Technology Transfer.

Polymer professor named a Fellow of the American Association for the Advancement of Science

Dr. Tianbo Liu, A. Schulman Professor of Polymer Science, has been named a Fellow of the American Association for the Advancement of Science (AAAS). Election as an AAAS Fellow is an honor bestowed upon AAAS members by their peers because of their scientifically or socially distinguished efforts to advance science or its applications. As part of the Chemistry section, Liu was elected "for his fundamental contributions to the development of the field of macroionic solutions, which fill the gap between simple ions and colloids." AAAS is the world's largest general scientific society and publisher of the journal *Science*.



Select awards received in November and December

Department (College)	Title	Sponsor	Award Amount	PI and Co-PI(s)
BCAS: Chemistry	Metabolome Analyses of Saliva Samples from HIV+ Patients on cART	National Institute of Dental & Craniofacial Research via Case Western Reserve University	\$ 19,179	Shriver, Leah
BCAS: Chemistry	Regulation of Membrane Receptor Function in the Brain by Lipid Composition and Dietary Inputs	Human Frontier Science Program	\$ 100,000	Smith, Adam W
BCAS: Education	Sparking the Reading Shift in Summit County: Reaching out to Raise the Literacy Achievement in Ohio	U.S. Department of Education via University of Cincinnati	\$ 30,000	Houser, Shelley
CEPS: Chemical, Biomolecular, and Corrosion Engineering	Probabilistic Performance Evaluation of Cathodically Protected Pipeline Considering AC Corrosion	U.S. Department of Transportation	\$ 250,000	Zhou, Qixin
CEPS: Chemical, Biomolecular, and Corrosion Engineering	Waterborne NIPU Epoxy Hybrid Coating	U.S. Environmental Protection Agency	\$ 25,000	Zhou, Qixin
CEPS: Civil Engineering	Winter Pothole Treatments for Local Roads	Federal Highway Administration via University of Cincinnati	\$ 40,501	Abbas, Ala R
CEPS: Mechanical Engineering	Investigating impact tolerance of sea urchin for aerospace applications	Ohio Space Grant Consortium	\$ 7,392	Tan, Kwek Tze
CEPS: Polymer Science and Polymer Engineering	Sensitivity Enhanced Solid-State NMR Study of Chemical Reactions of Heat-Treated Poly(acrylonitrile) Films	American Chemical Society	\$ 110,000	Miyoshi, Toshikazu
CHP: Disaster Science & Emergency Services	Cybersecurity ODHE	Ohio Department of Higher Education via University of Cincinnati	\$ 123,490	Smith, Stanley H
CHP: Nursing in collaboration with Social Work and Counseling	Geriatric Workforce Enhancement Program	Health Resources & Services Administration via Northeast Ohio Medical Univ. (NEOMED)	\$ 51,543	Brown, Diane K, with Co-PIs Lori Kidd, Rikki Patton, and Janice Steinmetz

Technology Transfer and UA Research Foundation Highlights

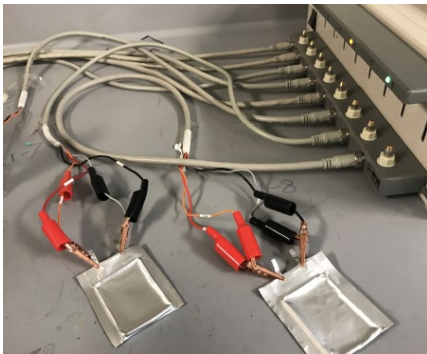
UARF's STRIDE Accelerator graduates its third cohort

The University of Akron Research Foundation's (UARF) STRIDE Accelerator, a 5-month program that assists companies that are creating high-tech physical products, has graduated its third 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, sales strategy, accounting and financial projections, and pitching for investment. Since its launch in late 2019, the STRIDE Accelerator has assisted 6 UA spinout companies: Enlighten Coatings, eSens, MIC Monitor, ProfProtects, RooSense, and S4 Mobile Laboratories. STRIDE Accelerator graduates have raised nearly \$1 million in funding, including receiving several prestigious National Science Foundation awards. STRIDE is funded by the Burton D. Morgan Foundation and the JumpStart Entrepreneurial Network.



UARF's Spark Fund announces the completion of its fifth project



Associate Professor of Polymer Science **Yu Zhu** and his lab successfully completed prototyping and testing of a improved polymer binder material for silicon rich batteries thanks to funding provided by UARF's Spark Fund. Dr. Zhu's polymer binder material enables battery companies to make batteries that are more energy dense, meaning they can hold more power at a lighter weight. This is potentially useful for batteries used in products ranging from consumer electronics to electric vehicles. Using Spark Fund support, a wide range of polymer binder materials were synthesized and tested. The UA binder material reached targets set by NASA, Department of Defense and Department of Energy for energy density, and were able to

be used and recharged more than 100 times without losing significant performance. This is one of five projects funded by UARF's Spark Fund since 2017.

Small Business Administration "FAST" grant renewed to assist more local SBIR applicants

UARF has received a fourth year of funding support from the U.S. Small Business Administration to assist Ohio startups in applying for federal Small Business Innovation Research and Small Business Technology Transfer (SBIR/STTR) funding. Among the services to be provided, UARF will provide companies with customer discovery training, market research and competitive analysis, as well as

assisting companies in deciding whether these grants are suitable for them and which grants to apply for.

UARF's work is done in collaboration with the Ohio Aerospace Institute, which coordinates the Federal and State Technology (FAST) Partnership Program for Ohio. Both university-affiliated startup companies and high-tech small businesses from the community are eligible for this assistance. Since 2018, UARF has assisted 31 companies in submitting SBIR/STTR applications of which 18 have been awarded. Through these efforts, 10 companies have received SBIR/STTR funding totaling more than \$2 million.

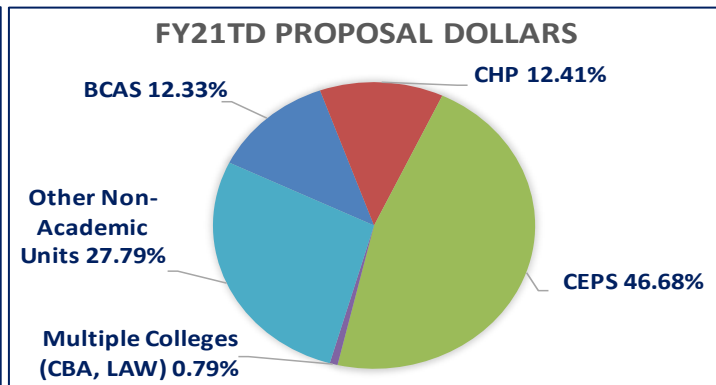
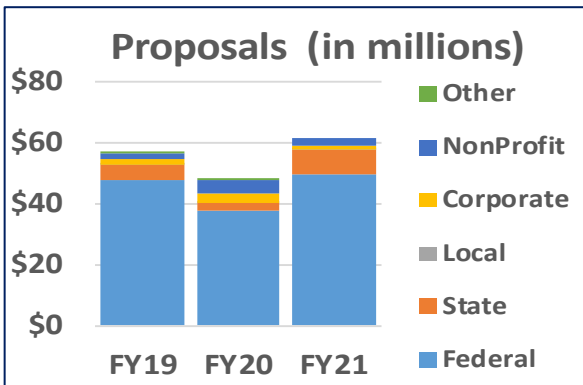


PROPOSALS (New and Continuing)

FY19	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	130	\$ 47,764,428	\$ 14,438,464	\$ 853,311
State	9	\$ 5,028,104	\$ 125,687	\$ 55,872
Local	2	\$ 62,455	\$ 5,152	\$ -
Corporate	27	\$ 1,835,003	\$ 424,159	\$ -
NonProfit	24	\$ 1,861,070	\$ 127,347	\$ 31,594
Other*	7	\$ 324,910	\$ 80,784	\$ 40,243
Total	199	\$ 56,875,970	\$ 15,201,593	\$ 981,020

FY20	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	97	37,649,475	9,298,669	648,471
State	11	2,746,396	261,125	351,617
Local	2	15,995	-	-
Corporate	35	2,969,521	439,383	-
NonProfit	35	4,105,959	832,387	2,313,864
Other*	3	339,287	-	-
Total	183	47,826,632	10,831,564	3,313,952

FY21	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	97	\$ 49,237,836	\$ 8,806,770	\$ 2,574,055
State	13	\$ 8,680,302	\$ 1,513,261	\$ 74,222
Local	3	\$ 30,826	\$ 5,097	\$ -
Corporate	22	\$ 845,066	\$ 73,748	\$ -
NonProfit	26	\$ 2,587,818	\$ 509,345	\$ 1,490,703
Total	161	\$ 61,381,848	\$ 10,908,221	\$ 4,138,980



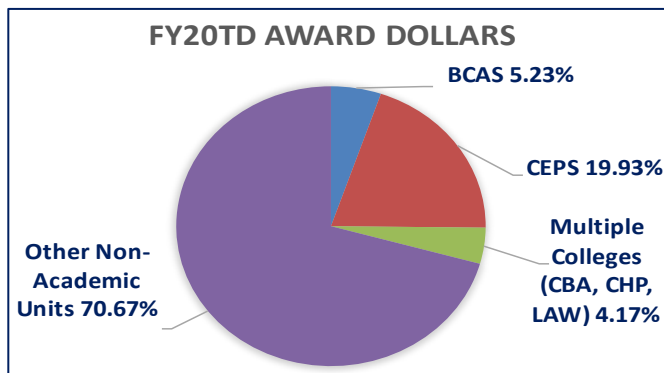
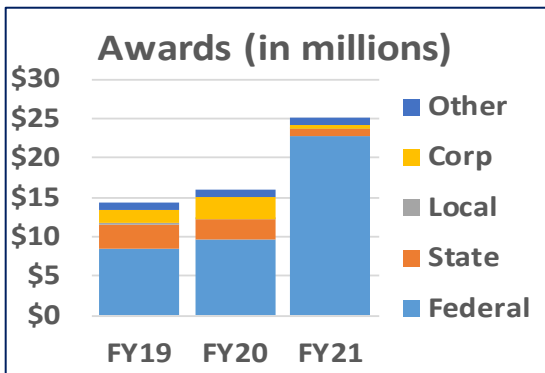
*Other is comprised of sponsor types: individual, non-U.S. government, and other universities.
 FY21 federal and state funding includes COVID-19 relief dollars, including funding from the federal CARES Act.
 This report may co-report with UA's Development Office.

A W A R D S

FY19	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	65	\$ 8,401,004	\$ 2,121,628	\$ 122,732
State	9	\$ 3,221,184	\$ 126,667	\$ 80,705
Local	3	\$ 96,021	\$ 5,152	\$ -
Corporate	28	\$ 1,706,409	\$ 431,101	\$ -
Other*	18	\$ 940,662	\$ 41,285	\$ 94,347
Total	123	\$ 14,365,280	\$ 2,725,833	\$ 297,784

FY20	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	54	\$ 9,781,655	\$ 2,005,711	\$ 178,089
State	8	\$ 2,420,757	\$ 26,441	\$ 2,205,800
Local	5	\$ 85,566	\$ 3,302	\$ -
Corporate	36	\$ 2,828,106	\$ 716,055	\$ -
Other*	24	\$ 960,958	\$ 29,269	\$ 80,702
Total	127	\$ 16,077,042	\$ 2,780,778	\$ 2,464,591

FY21	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	52	\$ 22,898,079	\$ 1,202,397	\$ 98,759
State	8	\$ 726,255	\$ 25,754	\$ 240,990
Local	2	\$ 15,926	\$ 3,286	\$ -
Corporate	21	\$ 537,998	\$ 103,208	\$ -
Other*	23	\$ 880,707	\$ 79,578	\$ -
Total	106	\$ 25,058,964	\$ 1,414,223	\$ 339,749



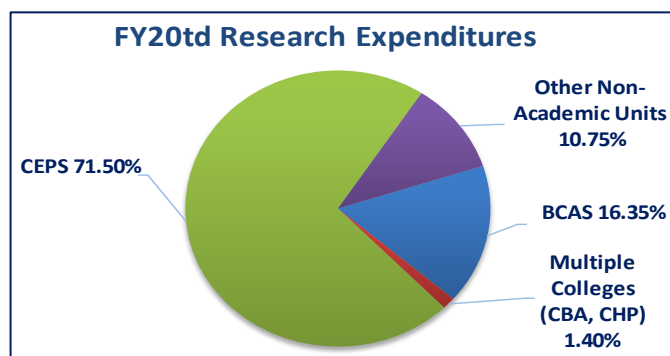
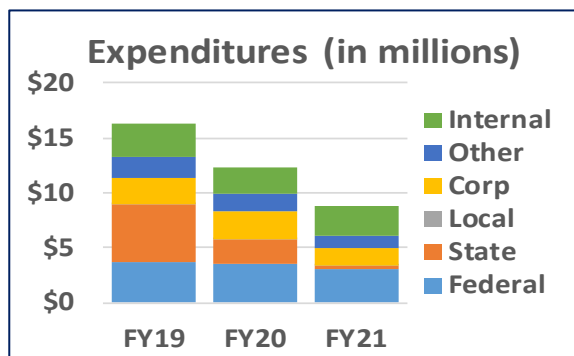
*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. This report does not include testing agreements. Also, this report may co-report with UA's Development Office.
 FY21 federal and state funding includes COVID-19 relief dollars, including funding from the federal CARES Act.

RESEARCH EXPENDITURES

FY19	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 13,211,368	\$ 2,216,193	\$ 2,086,764
Federal	\$ 3,686,116	\$ 1,073,553	\$ 73,300
State	\$ 5,226,122	\$ 144,627	\$ 1,671,582
Local	\$ 38,474	\$ -	\$ 19,397
Corporate	\$ 2,405,790	\$ 750,147	\$ 58,962
Other*	\$ 1,854,865	\$ 247,866	\$ 263,524
Internal	\$ 3,136,154	\$ -	
Grand Total	\$ 16,347,521	\$ 2,216,193	\$ 2,086,764

FY20	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 9,870,482	\$ 2,027,269	\$ 2,131,023
Federal	\$ 3,583,186	\$ 1,064,184	\$ 51,856
State	\$ 2,181,627	\$ 15,223	\$ 1,867,116
Local	\$ 31,837	\$ -	\$ 19,906
Corporate	\$ 2,493,280	\$ 714,709	\$ 33,655
Other*	\$ 1,580,552	\$ 233,153	\$ 158,490
Internal	\$ 2,407,694	\$ -	
Grand Total	\$ 12,278,176	\$ 2,027,269	\$ 2,131,023

FY21	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 6,135,986	\$ 1,611,738	\$ 273,698
Federal	\$ 3,067,304	\$ 935,796	\$ 129,559
State	\$ 280,371	\$ 66,679	\$ 906
Local	\$ 3,906	\$ -	
Corporate	\$ 1,556,673	\$ 403,975	\$ 5,115
Other*	\$ 1,227,732	\$ 205,287	\$ 138,118
Internal	\$ 2,660,570	\$ -	
Grand Total	\$ 8,796,556	\$ 1,611,738	\$ 273,698



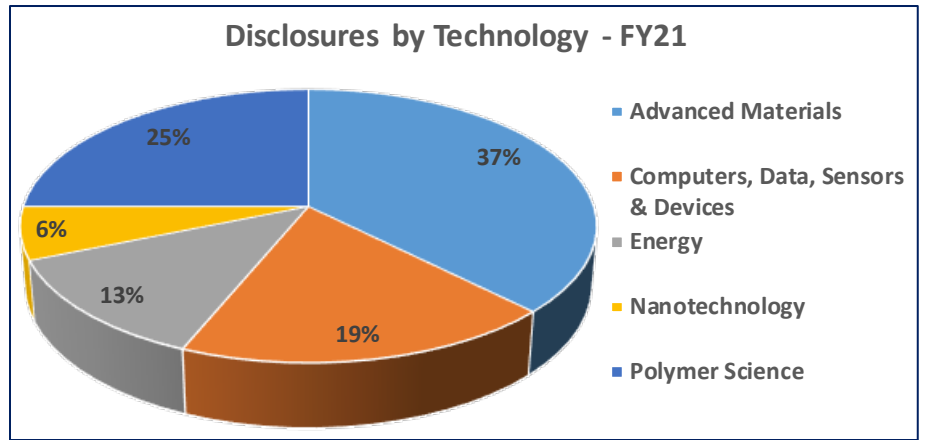
General Fund savings to-date due to research policy and other sponsor requirements:

Full-time Faculty Academic Year Salary and Fringes:	\$654,331
Tuition Charged to Research Grants:	\$105,952

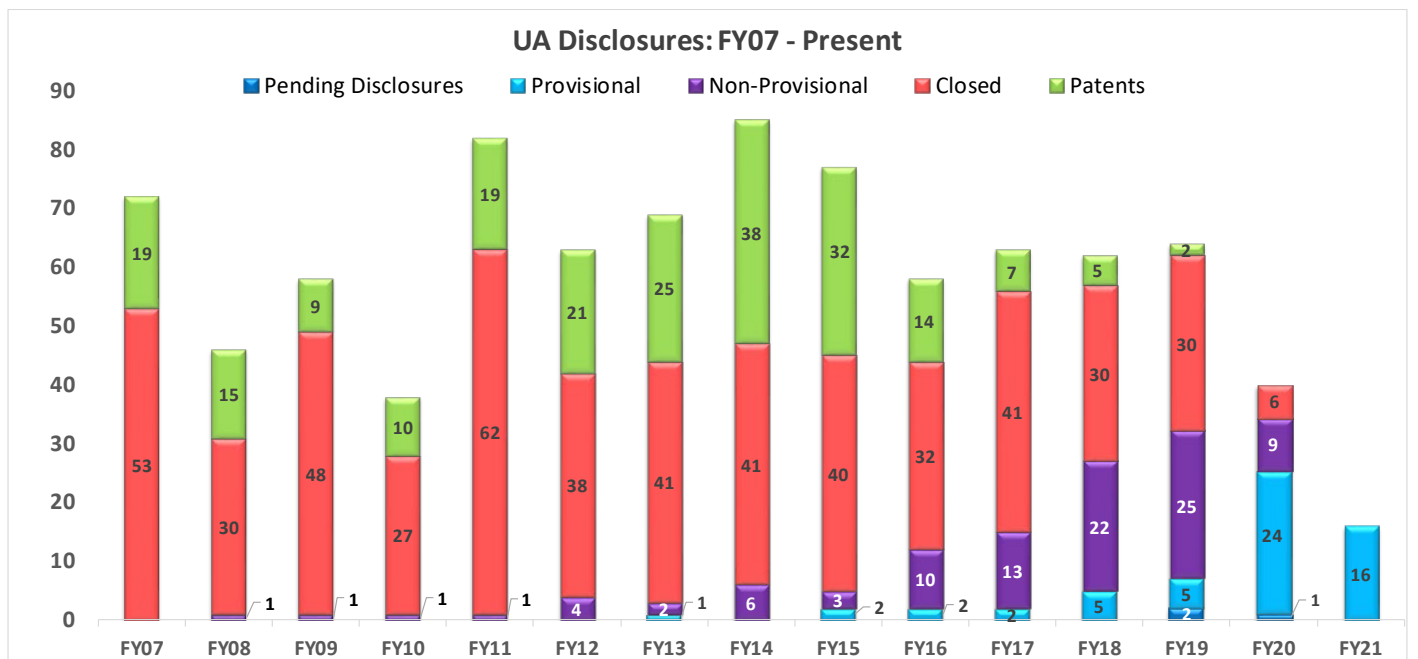
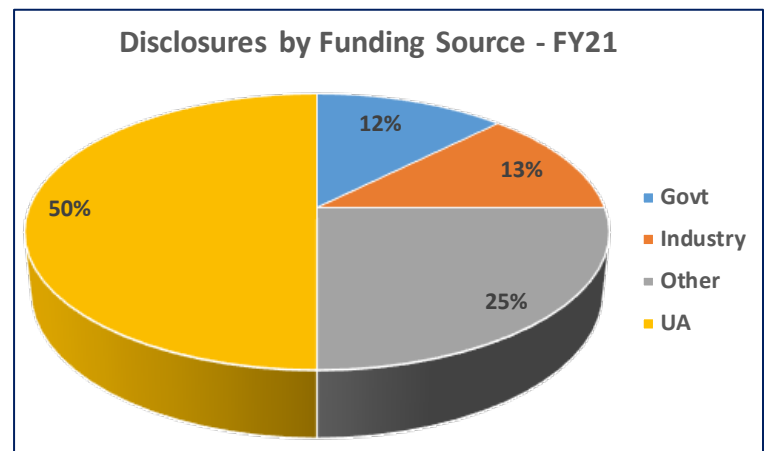
*External Other sponsor types are foundation/nonprofit, individual, non-U.S. gov't. and other universities. This page reports research expenditures only. Internal research expenditures include research-related accounts, such as startup funding. Expenditure data subject to change due to adjustments, including after-the-fact student tuition and academic year wages.

Technology Transfer: Invention Disclosures and Patent Activity FY07 to present

Disclosures submitted in FY21 to date continue in a variety of fields, with 81% being in advanced materials, polymer science, and the field of computers, data, sensors and devices. 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, 2020 to December 31, 2020
(Sorted by Funding Source & Technology)**

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
10,731,635	8/4/2020	Polymer Electrolyte Membrane Assembly	Dr. Thein Kyu, Camilo Piedrahita and Jinwei Cao	CEPS	Advanced Materials	Govt
10,809,170	10/20/2020	Dynamic Mechanical Analysis System	Dr. Siamak Farhad and Roja Esmaeeli	CEPS	Computers, Data, Sensors & Devices	Govt
10,875,015	12/29/2020	Methods for Making Oxygen Reduction Catalysts Formed of Platinum Alloy Nanoparticles Embedded in Porous Carbon	Dr. Zhenmeng Peng, Li Qin Zhou, Kan Huang, Tomoyuki Nagai, Hongfei Jia, Hisao Kato and Xiaochen Shen	CEPS	Advanced Materials	Industry
10,840,500	11/17/2020	Superionic Conductive Polymer Electrolyte Composites for Lithium Battery	Dr. Yu Zhu	CEPS	Energy	Industry
10,710,281	7/14/2020	Electric Field "Z" Direction Alignment of Nanoparticles in Polymer Solutions	Dr. Mukerrem Cakmak, Yuanhao Guo and Saurabh Batra	CEPS	Advanced Materials	Other
10,816,415	10/27/2020	Flexible Sensors and Methods for Making the Same	Dr. Jae-Won Choi	CEPS	Advanced Materials	Other
10,870,749	12/22/2020	Thermally Conductive Polymers and Methods for Making	Dr. Jiahua Zhu, Nitin Mehra and Liwen Mu	CEPS	Advanced Materials	Other
10,788,445	9/29/2020	Polymer Electrolyte Membrane Fuel Cell (PEMFC) Sensor	Dr. Siamak Farhad	CEPS	Computers, Data, Sensors & Devices	Other
10,849,710	12/1/2020	Imaging Display System for Guiding Medical Interventions	Dr. Yang Liu	CEPS	Medical	Other
10,774,185	9/15/2020	Centrally Functionalizable Living Cationic Polymer or Copolymer and Methods Synthesizing the Same	Dr. Joseph Kennedy, Dr. Turgut Nugay, Tejal Deodhar and Dr. Nihan Nugav	CEPS	Polymer Science	Other
10,793,661	10/6/2020	Synthesis of Star Isobutylene-Based Thermoplastic Elastomers	Dr. Kennedy, Dr. Turgut Nugay and Dr. Nihan Nugav	CEPS	Polymer Science	Other
10,777,324	9/15/2020	Engineered 3D Lung Airway Tree	Hossein Taviana	CEPS	Medical	UA

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 4

STUDENT SUCCESS REPORT

REPORT TO THE ACADEMIC ISSUES AND STUDENT SUCCESS COMMITTEE DIVISION OF STUDENT AFFAIRS FEBRUARY 2021

VIRTUAL COMMENCEMENT 2020 CELEBRATES SPRING AND SUMMER GRADUATES



Dr. Gary L. Miller, President, The University of Akron



Joseph M. Gingo, Chair of the Board of Trustees, The University of Akron



Payton E. Burkhammer, Class Representative



Tabitha E. Meers, Class Representative



Chamber Choir, The University of Akron



The University of Akron Marching Band "Ohio's Pride"

On Saturday, December 12, 2020, The University of Akron hosted its first-ever virtual commencement to honor the accomplishments of graduates from the Spring 2020 and Summer 2020 terms, and degree candidates from the Fall 2020 term. A total of 3,959 students were recognized across a total of sixteen virtual ceremonies. Since the virtual ceremonies launched on December 12, they have been viewed over 24,500 times by more than 10,600 people in 54 different countries.

UNDERGRADUATE STUDENT GOVERNMENT

The Undergraduate Student Government concluded the fall semester with the adoption of two key executive orders. The first established two Student Directors for the University of Akron Foundation. The selection process for these two student directors will be similar to the process used to appoint Board of Trustee student trustees. The other recognizes the Black Excellence Commission (a registered student organization) as a governing body. This governing body will be granted the same privileges, specifically those of annual funding allocations by the Vice President of Student Affairs in consultation with USG, GSG, and SBA.

ESPORTS – UNDEFEATED VARSITY ROCKET LEAGUE BLUE TEAM ARE MAC CHAMPIONS



The varsity Rocket League Blue team won the MAC league (Esports Collegiate Conference), going undefeated against the rest of the MAC schools.

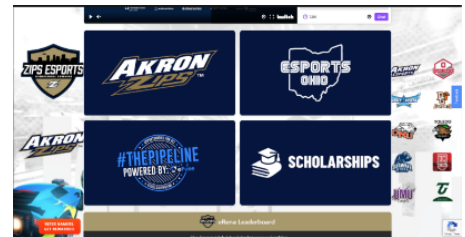
ESPORTS – VARSITY RAINBOW 6 SIEGE CONTINUES WINNING WAYS

Rainbow Six Siege varsity also picked up two conference titles, extending their streak of titles to 6



ESPORTS HOSTS HIGH SCHOOL ROCKET LEAGUE INVITATIONAL

The eSports program hosted a High School Rocket League invitational that had 16 teams from across Ohio competing December 12 and 13 . The event drew 250 unique viewers and gave high school students an opportunity to interact with college players at the University of Akron and the eSports staff. The event saw UA partner with Esports Ohio and eFuse.



STUDENT ORGANIZATIONS USE CREATIVITY TO SUPPORT STUDENT ENGAGEMENT

At the conclusion of the fall 2020 semester, there were 284 registered student organizations. In fact, nine new student organizations were created during that period, including Hindu Student Council, American Medical Student Association, Ohio Innocence Project, Cybersecurity Student Group, Akron Community Empowerment Alliance, Society of Sales Engineers, Women in Psychology, Alpha Phi Sigma, and Minority Association of Premedical/pre-health Students. Meetings, either held virtually or in person in accordance with COVID safety guidelines, were well attended, with organizations demonstrating the ability to adapt to ensure strong levels of engagement with their members.

SERVEAKRON AND ZPN HELP FILL CAMPUS CUPBOARD

ZPN and serveAkron collaborated on a Hunger and Homelessness Awareness Week program in November. Students, faculty, and staff were encouraged to donate non-perishable items and toiletries to benefit our university Campus Cupboard. Students who brought at least two items received a ZPN long-sleeve t-shirt. During this week, the University of Akron competed against Kent State University to see who would collect the most goods for their cause. UA came together to not only beat Kent State but to donate 741 items to the Campus Cupboard. Proudly, the University of Akron triumphed over Kent State as our donation collection far exceeded their collection. The Campus Cupboard program remains a support mechanism available to all enrolled students. ZipAssist has fulfilled over 527 requests for Zips Care Packages [pre-bagged groceries] in 2020. Zips Care Packages may also include full-size hygiene products, fresh, frozen, and non-perishable items. In addition, the Campus Cupboard is fully stocked with winter apparel items and school supplies, thanks to the generous donations of University supporters. The program also hosts pop-up hand out events, a walk-in pantry in Simmons Hall, and Grab-And-Go shelves in the Jean Hower Taber Student Union, Simmons Hall, Polsky Building, Bierce Library, and Student Life Building – Wayne College.

COUNSELING AND TESTING CENTER OFFERS RESOURCES TO CAMPUS COMMUNITY

Kognito At-Risk Mental Health for Students and At-Risk for Faculty and Staff will soon be available through 2021 for use by UA students, faculty and staff. Kognito is an evidence-based interactive online role play simulation that provides information “about mental health and suicide prevention which supports improved academic performance, student retention and campus safety”. The simulations consist of human avatars who engage in conversations about mental health in a higher education setting. Kognito was obtained through the CARES acts by request of the Counseling and Testing Center. Counseling and Testing Center psychologists and doctoral interns are now providing LGBTQ+ Ally Training for UAPD to promote inclusive excellence for our campus community. Counseling and Testing Center psychologists continue to provide individual therapy, group therapy, psychoeducational outreach programs and consultation through video conferencing as well as some telephone counseling. Students report that they are pleased to have access to these services especially during the pandemic in a holistic manner which also promotes health and safety.

RETURN TO REC – SRWS FACILITIES

Student Recreation and Wellness Services (SRWS) re-opened the Student Recreation & Wellness Center and Ocasek Natatorium on August 17th. Since that time, 52,242 card swipes to access the facilities have been counted, with more than 3,400 individuals utilizing our facilities to support their personal health and wellness. As students return for the spring semester SRWS has seen steady growth in facility use and looks forward to continuing to offer programs and services in a safe and efficient manner.



SWIM MEETS RETURN

The University of Akron hosted two swim meets in November 2020, the athletic varsity Swim Classic on November 6-7 and the 2020 "Mini" Zippy Swimming & Diving Meet on November 23, with The University of Akron swimming and diving team competing against The University at Buffalo. Cleaning protocols were followed and spectators were not present. In total, more than 90 students participated in both events.

SRWS, ZPN, AND USG PLANNING NEW WELLNESS PROGRAM

Student Recreation and Wellness Services is collaborating with the Zips Programming Network and Undergraduate Student Government to develop a new wellness incentive program for students during the spring semester. This program will encourage physical activity throughout a 10-week program. ZPN will provide rewards/incentives while SRWS will provide programming and tracking features in the new MyWellness App to help create programs and challenges for students.

SPRING CAREER EVENTS

Spring 2021 UA Virtual Job Fairs and Career Fairs:

- On-Campus Student Employment Job Fair: January 7
- Student Employment and Part-Time Job Fair: January 14
- UA Internship and Career Fair will run for three consecutive days, from February 9 – 11. The career fairs will take place on Handshake’s virtual career fair platform.
- The College of Engineering and Polymer Science Virtual Career Fairs hosted by The Engineering and Polymer Science Co-op and Placement Office will run on Zoom February 1 – February 5
- UA Graduate School Fair: February 17 - 18
- Social Work and Behavioral Health Career Fair: March 11

NEW PARTNERSHIP LEADS TO FASTER DELIVERY OF TRANSCRIPTS

As of February 10, 2020, all transcript requests (excepting those requested in-person via RapidRequest) have been directed into a single web storefront in partnership with Parchment Exchange. This change decreases the wait time from request to delivery of academic transcripts via seamless integration between PeopleSoft and Parchment Exchange. The proportion of students and alumni requesting an academic transcript as a secure e-transcript in PDF format has increased significantly. In 2019, secure e-transcripts accounted for approximately 40% of all requests, with printed hard copies comprising the other 60%. Since February 2020, secure e-transcripts have accounted for nearly 85% of all requests. In 2020, the number of requests for secure e-transcripts reflects a 104% increase from 2019.

DIVERSITY WEEK WELCOMES HUNDREDS

Diversity Week, November 9-13, celebrated and promoted the importance of inclusion and diversity throughout campus. Almost 700 students, faculty, and staff participated during the week. It was an opportunity to start having conversations and make it a priority to continue them in the spring semester.

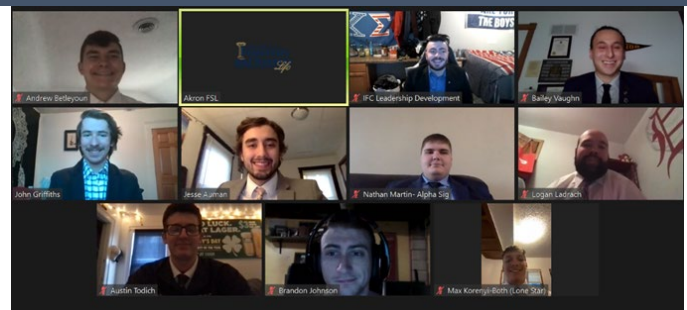
PANHELLENIC COUNCIL

PHC is currently preparing to execute their primary recruitment process in January. PHC primary recruitment usually occurs during the fall semester, however, due to COVID-19 the community opted to delay recruitment until this spring semester. This is huge undertaking for the student leaders and office to move this complex process to a 100% virtual experience. The 2020 leadership team will remain in their roles to see it through.

INTERFRATERNITY COUNCIL LAUNCHES RECRUITMENT

Pictured Right: Outgoing and Incoming Executive Board Transitions for IFC. (Top Left to Bottom Right: Andrew Betleyoun, Chase Buckler, Bailey Vaughn, John Griffiths, Jesse Auman, Nathan Martin, Logan Ladrach, Austin Todich, Brandon Johnson, Max Korenyi-Both)

IFC will oversee a structured recruitment period this spring during the first two weeks of classes, in which individual chapters are scheduled to host 47 virtual events.



NPHC PILOTS “COUNCIL OF PRESIDENTS”

The National Pan-Hellenic Council is piloting a new council structure, the Council of Presidents. In order to better accommodate the size of the NPHC community, the Council of Presidents will now consist of a NPHC Council President and the individual Chapter Presidents. The goals of the new structure are to streamline council operations, , increase responsiveness to member chapters, and support student leadership.

HEALTH SERVICES

Health Services continues to provide COVID related care to all employees, faculty and degree-seeking students at the University of Akron. Containment and mitigation efforts include:

- In-person sick visit and COVID testing under the supervision of Family Nurse Practitioners.
- Surveillance testing and Back to Campus residential housing COVID testing provided through CVS.
- Surge testing as identified through surveillance, testing, and high-risk group subgroup identification. Surge testing will have the option to use PCR or antigen testing methods.
- Welfare and temperature monitoring twice daily of isolation/quarantine students in Quaker.
- Reporting of all positive COVID cases to Summit County Public Health and initial contact tracing information gathering and hand-off to Talent Boost.
- Campus resource for up to date COVID information and recommendations.

The campus has been encouraged to take the following steps to continue to protect individuals and the greater community:

- Wear a face covering when in public spaces or when you are not able to maintain a 6ft (2 meter) distance from other individuals.
- Complete a daily self check for fever and COVID-19 symptoms each day before coming to campus.
- Clean your hands often. Washing of hands with soap and water for at least 20 seconds especially after being in a public place, blowing your nose, coughing or sneezing. If soap and water are not readily available, use a hand sanitizer that contains at least 60% alcohol and avoid touching your eyes, nose and mouth with unwashed hands.
- Avoiding close contact with people who are sick and putting 6 feet (2 meters) distance between yourself and others.
- Stay home if you are sick except to seek medical care.
- Follow all directions provided from health officials regarding quarantine and isolation if you are identified as having contact with COVID or you test positive for the illness.
- Cover coughs and sneezes with a tissue or use the inside of your elbow. Throw used tissues in the trash and immediately wash your hands.
- Clean and disinfect frequently touched surfaces at least daily. This includes tables, doorknobs, light switches, countertops, handles, desks, phones, keyboards, toilets, faucets and sinks.
- Take care of yourself. Be sure you are getting adequate sleep, eating a balanced diet and staying hydrated.
- Participate in COVID-19 immunization programming as it becomes available to your designated risk-group.



TUTORING SERVICES DELIVERS IN-PERSON AND VIRTUAL SERVICES

Student Academic Success (Tutoring) has provided services face-to-face in Bierce Library and Polsky, online through E-Tutoring, the university's collaboration with the Ohio consortium, and remotely through virtual appointments using GoogleMeet and Zoom for more than 60 courses. These services are delivered by 54 peer tutors, 17 faculty tutors and 4 learning assistants.

SEFA PROVIDES EMERGENCY SUPPORT

Since August 2017, The Student Emergency Financial Assistance [SEFA] program has awarded over 560 students with nearly \$415,000 in one-time emergency support to students for non-tuition expenses such as assistance with rent, food, utilities, childcare, or car repairs. Students who are low-income and identified as having an emergency financial need that would cause them to drop out are eligible for a SEFA grant. SEFA grant funding is

distributed through ZipAssist and students work with the ZipAssist team to evaluate interventions, create sustainable outcomes, and facilitate long-term support.

CTC EXECUTIVE DIRECTOR PARTICIPATES IN DIVERSITY DIALOGUE

Dr. Juanita K Martin, Executive Director of the Counseling Center, was one of 3 African American behavioral health professional panelists who facilitated a Diversity Dialogue addressing the impact of COVID-19, the racial pandemic and healthy ways to cope for the campus community. It was sponsored by the Office of Inclusion and Equity in December.

Action Items for Consent Agenda Consideration:

1

Revisions to University Rule 3359-20-05.1, Grading System, Discipline, Academic Probation and Dismissal

2

Revisions to University Rule 3359-60-03.3, Repeating Courses

February 10, 2021

Committee Meeting

Presiding:

Alfred V. Ciraldo, M.D.


Rules Committee



Office of the Vice President &
General Counsel

DATE: January 25, 2021

TO: John M. Wiencek, Ph. D.
Executive Vice President and Provost

FROM: John J. Reilly 
Associate Vice President and Deputy General Counsel
Assistant Secretary, Board of Trustees

RE: Summary of Rules Committee Agenda Items for the
February 10, 2021 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 February 10, 2021:

1. **O.A.C. 3359-20-05.1 Grading System, Discipline, Academic Probation and Dismissal**

The proposed revisions to this Rule were approved by the Faculty Senate at the November 5, 2020 meeting. The language regarding repeating courses is being removed from this rule and consolidated in one rule – 3359-60-03.3 Repeating Courses. The Faculty Senate has noted that the Dean's List for part-time students disappeared when the President's List was added in 2014. The Faculty Senate, believing that part-time students should be rewarded for hard work and incentivized to return for successive semesters, recommends reinstating the Dean's List and President's List for part-time students. The proposed rule change will create separate President's Lists and Dean's Lists for full-time as well as part-time students. The credit hours required for designations on both lists must be earned, letter-graded hours. This is in line with practices at peer institutions.

2. **O.A.C. 3359-60-03.3 Repeating Courses**

The proposed revisions to this Rule were approved by the Faculty Senate at the November 5, 2020 meeting. The edits to this rule serve to clarify, rather than change, the existing rule that stipulates that only the grade for the last attempt at a course will be used in calculating the grade point average. In other words, attempts prior to the last attempt cannot be used to fulfill curricular requirements. This is also in line with the policies and practices of the University's peer institutions and serves as incentive for students to make their last attempt their best, as financial aid will not pay for the course past the second attempt.

John M. Wiencek, Ph.D.
January 25, 2021
Page 2

Please let me know if you have any questions or if I can be of further assistance.

c: Dr. Gary L. Miller
Paula Neugebauer

3359-20-05.1 Grading system, discipline, academic probation and dismissal.

(A) Faculty grade records.

- (1) The faculty member is expected to maintain a careful and orderly record of each student's academic performance in each class. A record of all grades earned for each course must be retained for a period of five years and shall be uploaded to a central location where they may be accessed by relevant and authorized parties.
- (2) The faculty member's grade records must be legible, understandable, and complete, as they are the ultimate information in case of questions concerning a student's or a former student's academic performance.

(B) Reporting grades.

- (1) By the end of the fifth week of classes in normal academic semesters (pro-rated for summer sessions), faculty members teaching one hundred-level and two hundred-level classes will assign satisfactory or unsatisfactory performance indicators to all students. Such indicators will be assigned in the system used by the university registrar, and will be based on the faculty members' overall assessment of the students' classroom performance to-date. The system will in turn notify students of any unsatisfactory indicators and direct them to seek the advice of their faculty and/or academic adviser in order to improve their classroom performance.
- (2) At the time for reporting final grades, the university registrar provides each faculty member with appropriate instructions for the reporting of grades.

(C) Grading system.

- (1) Grades, as listed in the following chart, are used to indicate academic performance. Overall scholastic averages are computed on a quality point ratio basis, wherein the sum of the quality points earned is divided by the sum of the credits attempted. The quality point value per credit for each letter grade is shown in the following table:

Grade	Quality Points	Key
A	4.0	
A-	3.7	
B+	3.3	
B	3.0	
B-	2.7	
C+	2.3	
C	2.0	
C-	1.7	
D+	1.3	undergraduate/law courses
	0.0	graduate courses
D	1.0	undergraduate/law courses
	0.0	graduate courses
D-	0.7	undergraduate/law courses
	0.0	graduate courses
F	0.0	

Symbol	Quality Points	Key
I	0.0	incomplete
IP	0.0	in progress
AUC	0.0	audit
CR	0.0	credit
NC	0.0	no credit
WD	0.0	withdrawn
NGR	0.0	no grade reported
INV	0.0	invalid grade reported
PI	0.0	Permanent incomplete

- (2) Incomplete "I" means that the student has done passing work in the course, but some part of the work is, for good and acceptable reason, not complete at the end of the term. Failure to complete the work by the end of the following semester (not summer session, except in engineering) converts the incomplete "I" to an "F." When the work is satisfactorily completed within the allotted time, the incomplete "I" is converted to whatever grade the student has earned.

It is the responsibility of the student to make up the incomplete work. The faculty member should submit the new grade to the university registrar's office on a change of grade form, which is available from each dean's office. If the instructor wishes to extend the "I" grade beyond the following term for which the student is registered,

the instructor should submit an incomplete extension form, which is available from each collegiate dean's office, before the end of the semester.

- (3) In progress "IP" means that the student has not completed the scheduled course work during the semester because the nature of the course does not permit completion within a single semester, such as work toward a thesis. An "IP" grade should be assigned only in graduate courses.
- (4) Credit "CR" means that a student has shown college level competence by satisfactorily pursuing a regular university course under the credit/noncredit registration option. An undergraduate student who has completed at least fifty percent of the work toward a degree, or a postbaccalaureate student, may register for selected courses on a credit/noncredit basis. The student should consult his/her academic adviser for details.

Noncredit "NC" is assigned if the work pursued under this option is unsatisfactory. The student may secure information about this option from an adviser or from the university's "Undergraduate Bulletin."

- (5) Permanent incomplete "PI" means that the student's instructor and the instructor's dean may for special reasons authorize the change of an "I" to a "PI."
- (6) No grade reported "NGR" indicates that at the time grades were processed for the current issue of the record, no grade had been reported by the instructor.
- (7) Invalid "INV" indicates the grade reported by the instructor of the course was improperly noted and thus unacceptable for proper processing.

(D) Dropping courses - applicable to undergraduate and graduate students.

- (1) It is the responsibility of the student to determine the impact of dropping from courses on matters such as financial aid (including scholarships and grants), eligibility for on-campus employment and housing, athletic participation, and insurance eligibility.
- (2) Students may drop a course through the second week (fourteenth calendar day) of a semester or proportionally equivalent dates during summer session, intersession, and other course terms. No record of the course will appear on the student's transcript. For purposes of this policy, the course term for a course that meets during a semester but begins after the beginning of a semester and/or ends before the end of a semester begins when its class meetings begin and ends when its class meetings end.
- (3) Dropping a course shall not reduce or prevent a penalty accruing to a student for misconduct as defined in the code of student conduct.
- (4) Degree-granting colleges may supplement this policy with more stringent requirements.

- (5) This policy shall take effect at the beginning of the fall 2011 semester for all newly enrolled undergraduate students. In addition, this policy shall take effect at the beginning of the fall 2013 semester for all currently and previously enrolled undergraduate students who have not graduated prior to the start of the fall 2013 semester.
- (E) Withdrawing from courses - applicable to undergraduate and graduate students.
- (1) It is the responsibility of the student to determine the impact of withdrawing from courses on matters such as financial aid (including scholarships and grants), eligibility for on-campus employment and housing, athletic participation, and insurance eligibility.
 - (2) After the fourteen-day drop period, and subject to the limitations below, students may withdraw from a course through the seventh week (forty-ninth calendar day) of a semester or proportionally equivalent dates during summer session, intersession, or other course terms. A course withdrawal will be indicated on the student's official academic record by a grade of "WD."
 - (3) This policy shall take effect for all students at the beginning of the fall semester of 2011.
- (F) Withdrawing from courses - applicable to undergraduate students only.
- (1) Undergraduate students may not withdraw from the same course more than twice. If a student attempts to withdraw from a course after having withdrawn from it twice before, he or she will continue to be enrolled in the course and will receive a grade at the end of the semester.
 - (2) Full-time undergraduate students who need to withdraw from all courses for documented extraordinary, non-academic reasons (e.g., medical treatment or convalescence, military service) must obtain the permission of the dean of their college. For purposes of this paragraph,
 - (a) Students are considered full-time if they were enrolled as full-time students at the beginning of the term; and
 - (b) Courses for which the student has completed all requirements are excluded.
 - (3) Undergraduate students who withdraw from two courses either before they have earned thirty credits, or after they have earned thirty credits but before they have earned sixty credits, are not permitted to register for additional courses until they have consulted with their academic adviser. The purpose of this consultation is to discuss the reasons for the course withdrawals and to promote satisfactory academic progress by helping students develop strategies to complete their courses successfully.

- (4) Except as otherwise provided below, undergraduate students may not withdraw from more than four courses before they have earned sixty credits. Students who attempt to withdraw from more than four courses will continue to be enrolled in those courses and will receive grades at the end of the semester.
- (5) Undergraduate students who need to withdraw from all courses for documented extraordinary, non-academic reasons (e.g. medical treatment or convalescence, military service) may, after consulting with their adviser, submit a written petition to the dean of their college requesting that these courses not be counted toward the four-course withdrawal limit. The dean may grant this permission if, in the dean's judgment, it is consistent with the best academic interests of the student and the best interests of the university.
- (6) After the withdrawal deadline, undergraduate students may submit a written petition to the dean of their degree-granting college requesting partial withdrawal, after the deadline, for documented extraordinary, non-academic reasons (e.g. medical treatment or convalescence, military service). If the student is not yet admitted to a degree-granting college, the withdrawal request must be submitted to the dean of the student's intended degree-granting college or, if the student has not declared a major, from the deans of the degree-granting colleges offering the courses. The dean may grant this permission if the dean finds that the withdrawal is necessitated by circumstances beyond the student's control and is consistent with the best academic interests of the student and the best interests of the university.
- (7) Undergraduate students who have reached the four-course withdrawal limit as noted above may, after consultation with their adviser, submit a written petition to the dean of their college seeking permission to withdraw from one or more additional courses. The dean may grant this permission if the dean finds that the withdrawal is necessitated by circumstances beyond the student's control and is consistent with the best academic interests of the student and the best interests of the university.
- (8) Withdrawing from a course shall not reduce or prevent a penalty accruing to a student for misconduct as defined in the student code of conduct.
- (9) Degree-granting colleges may supplement this policy with more stringent requirements.
- (10) This policy shall take effect at the beginning of the fall 2011 semester for all newly enrolled undergraduate students. In addition, this policy shall take effect at the beginning of the fall 2013 semester for all currently and previously enrolled undergraduate students who have not graduated prior to the start of the fall 2013 semester.

(G) Changing grades.

- (1) A faculty member who, because of an error, wishes to change a final grade already awarded to a student must submit a written request on the change of grade form for that change to his/her dean. Grade changes must be initiated by the end of the fifth week of the spring semester for fall semester courses, and by the end of the fifth week of the fall semester for spring or summer semester courses. The change of grade must be completed by the end of the semester in which it was initiated. Grade changes for grades earned during the semester in which a student graduates must be completed before the degree is posted to the student's permanent record. The dean notifies the faculty member and the university registrar of the decision.
- (2) A student who wishes to appeal a final grade must initiate the procedure by the end of the fifth week of the spring semester for grades received during the preceding fall semester, and by the fifth week of the fall semester for grades received during the preceding spring or summer semesters. For grades earned during the semester in which a student graduates, grade appeals must be initiated and completed before the degree is posted to the student's permanent record. Students must first review the matter with the instructor. If the matter is not resolved, or if the instructor is not available, the student must submit a written appeal to the department chair or school director.
- (3) Re-examination for the purpose of raising a grade is not permitted.

(H) Retroactive withdrawal.

- (1) A retroactive withdrawal may be granted only when a student has experienced unforeseen, documented extenuating medical or legal circumstances that he/she could not have reasonably expected.
- (2) The student must submit all retroactive withdrawal requests within one calendar year of resuming coursework at the university of Akron.
- (3) The student must initiate the withdrawal request by providing written documentation of the circumstances, a current university of Akron transcript, current contact information, and a cover letter of explanation addressed to the dean of the college in which he/she is enrolled.
- (4) Upon receipt of required materials from the student, the dean of the student's college will discuss the request with the instructor(s) of record, relevant chair(s), and other deans (if the student is requesting retroactive withdrawal from courses in other colleges). Based on these discussions, a coordinated joint response regarding the request will be formulated by the dean. If approval of the request is recommended by the dean, the university registrar will initiate the retroactive withdrawal. The dean will notify the student of the action taken. If the student is not yet admitted to a degree-granting college, the withdrawal request must be submitted to the dean of the

student's intended degree-granting college or, if the student has not declared a major, from the deans of the degree-granting colleges offering the courses.

- (5) Requests that have been denied can be appealed to the office of the provost.
 - (6) This process addresses academic changes to a student's record only. Once the academic record changes have been made, the student has the right to submit an appeal for tuition and/or fee changes.
- (I) Course credit by examination.
- (1) Qualified students may obtain credit for subjects not taken in a course by passing special examinations. The grade obtained is recorded on the student's permanent record and counts as work attempted whenever quality ratio calculations are made.
 - (2) Any student desiring to take special examinations for credit, before beginning to study for the examination and before asking the course instructor for direction, must first receive permission from both the student's dean and the dean under whose jurisdiction the course is listed. After permission is granted, the student prepares for the special examination without faculty assistance. Faculty members may describe only the objectives of the course and the work to be covered. The examination must be comprehensive and demand more from the student than is expected on a regular final examination in the course. The faculty member will file copies of the examination and the student's answers with the faculty member's dean.
 - (3) Credit by examination is not allowed during a student's last semester before graduation.

(J) Exemption from required courses.

Qualified students may be exempted from courses by examination, testing, or other means approved by the college faculty in which the course is offered.

(K) Faculty tutoring.

If a faculty member tutors a student in a credit course, the student's examination and other performance in the course must be planned and evaluated by another faculty member or by an approved faculty member from another university.

~~(L) Repeating courses.~~

~~Any course may be repeated twice by an undergraduate student subject to the following conditions:~~

- ~~(1) To secure a grade ("A" through "F") a student may repeat a course in which the previously received grade was a "C," "D+," "D," "D-" or "F," "CR," "NC," or "AUD." Registrations under the "CR/NC" option are subject to the restrictions in the "CR/NC" policy.~~
 - ~~(2) To secure a "CR," a student may repeat a course in which the previously received grade was a "NC." Registrations under the "CR/NC" option are subject to the restrictions in the "CR/NC" policy.~~
 - ~~(3) To secure a grade ("A" through "F"), "CR," "NC," a student may repeat a course in which the previously received grade was an "AUD." Registrations under the "CR/NC" option are subject to the restrictions in the "CR/NC" policy.~~
 - ~~(4) A graded course ("A" through "F") may not be repeated for a grade of "AUD."~~
 - ~~(5) A course taken under the "CR/NC" option may not be repeated for a grade of "AUD."~~
 - ~~(6) With the dean's permission, a student may substitute another course if the previous course is no longer offered. Courses must be repeated at the university of Akron.~~
 - ~~(7) Grades for all attempts at a course will appear on the student's official academic record.~~
 - ~~(8) Only the grade for the last attempt will be used in the grade point average.~~
 - ~~(9) For purposes of this policy, credit for this course or equivalent will apply only once toward meeting degree requirements.~~
- ~~(M)~~ (L) Approbation, probation, and dismissal.
- (1) An undergraduate student who ~~carries~~ earns twelve or more letter-graded credit hours during a semester and earns a quality point average of 3.50 or better is listed on the dean's list of the student's college.
 - (2) An undergraduate student who ~~carries~~ earns twelve or more letter-graded credit hours during a semester and earns a quality point average of 4.00 is listed on the president's list of the university.
 - (3) An undergraduate student who earns at least six but fewer than twelve letter-graded credit hours during a semester and earns a quality point average of 3.50 or better is listed on the part-time dean's list of the student's college.
 - (4) An undergraduate student who earns at least six but fewer than twelve letter-graded credit hours during a semester and earns a quality point average of 4.00 is listed on the part-time president's list of the university.

- ~~(3)~~ (5) An undergraduate student whose cumulative grade point average falls below 2.0 is placed on academic probation and is subject to such academic action, including but not limited to mandatory repeat for change of grade, credit hour restriction, and student success programming, as may be imposed by the dean of the student's degree-granting college, or by the dean's designee. An undergraduate student whose cumulative grade point average falls below 2.0 for consecutive semesters (excluding summer semesters) will be evaluated at the end of each of the second and third consecutive semesters for dismissal from the university by the dean of the student's degree-granting college, or by the dean's designee. The dean may retain an undergraduate student for the third or fourth consecutive semester if the term grade point average has improved significantly but the cumulative grade point average remains below 2.0. An undergraduate student whose cumulative grade point average falls below 2.0 for each of four consecutive semesters will be dismissed from the university. An undergraduate student not yet enrolled in a degree-granting college will be evaluated for dismissal, according to the criteria above, by the head of the division of student success, or by the head's designee.
- ~~(4)~~ (6) Probation is a warning to the student whose academic record is unsatisfactory and who is in danger of being dismissed from the university. A student may, however, be dismissed without having previously been placed on probation.
- ~~(5)~~ (7) Students dismissed from the university are not eligible to register for any credit courses. They may, however, register for noncredit work. To be eligible for readmission, the student must have either:
- (a) Completed at a regionally accredited college or university, with a grade point average of 2.5 or higher, at least eighteen credit hours that will transfer to the university of Akron and apply toward a degree, or;
 - (b) Satisfied both of the following:
 - (i) Wait a minimum of two calendar years from the date of dismissal, and;
 - (ii) Submit a written statement describing the causes of poor academic performance and steps taken toward improvement since dismissal.
- ~~(6)~~ (8) Students readmitted under paragraph (M)(5) of this rule will be evaluated for dismissal immediately following the first semester after readmission, with the option to retain for one additional semester if the term grade point average has improved significantly, but the cumulative grade point average remains below 2.0.
- ~~(7)~~ (9) Students dismissed from the university for reasons other than failure to meet academic standards are readmitted by action of the president only.

~~(N)~~ (M) Auditing courses.

A student choosing to audit a course must elect to do so at the time of registration. The student pays the enrollment fee and may be expected to do the work prescribed for students taking the course for credit, except that of taking the examination. Any faculty member may initiate withdrawal for a student not meeting these expectations.

~~(O)~~ (N) Scheduling field trips.

The university encourages faculty members to arrange worthwhile field trips which they believe will add substantially to the course they teach. Before scheduling a field trip which is not listed in the university "Undergraduate Bulletin" as an integral part of the course, faculty members should receive approval from their dean. The request for approval should state the name and number of the course, the number of students and faculty members making the trip, the nature of the trip, the destination and the time required for the trip. If students will miss other classes, they must consult their instructors so that work missed because of an approved trip can be made up. Faculty members should contact the purchasing department about insurance coverage.

~~(P)~~ (O) Dealing with academic misconduct.

- (1) The university reserves the right to discipline any student found responsible of academic misconduct in accordance with the code of student conduct. The student's faculty member shall refer the matter to the office of student conduct and community standards or a designated representative of that office to investigate the alleged misconduct and determine the outcome.
- (2) A faculty member who has evidence that a student has cheated in any term papers, theses, examinations or daily work shall report the student to the department chair who in turn shall report the matter to the student's dean. Faculty members should be familiar with the student disciplinary procedures in order to protect the rights of students who have been alleged of academic dishonesty or other misconduct.
- (3) All tests and examinations shall be proctored except in colleges of the university with honors systems which have been approved by the faculty senate.
- (4) Members of the faculty of the school of law should consult with their dean as to procedures under the honor system of that school. Faculty members should become familiar with the student disciplinary procedures and the school of law honor system.

Effective:

~~June 20, 2020~~

Certification:

M. Celeste Cook

Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 11/27/1989, 07/20/1990, 05/22/1991, 07/31/1992,
09/16/1996, 02/01/2003, 02/22/2003, 03/20/2003,
06/25/2007, 06/13/2008, 06/30/2011, 07/30/2011,
02/14/2013, 05/23/2013, 07/05/2013, 05/09/2014,
02/01/2015, 08/27/2017, 04/20/2019, 12/22/2019,
6/20/2020

THE UNIVERSITY OF AKRON

RESOLUTION 2- -21

Revisions to University Rule 3359-20-05.1
Grading System, Discipline, Academic Probation and
Dismissal

BE IT RESOLVED, That the recommendation presented by the Rules Committee on February 10, 2021 to revise Rule 3359-20-05.1, be approved.

M. Celeste Cook, Secretary
Board of Trustees

February 10, 2021

3359-60-03.3 Repeating courses.

Undergraduate students may repeat a course twice. Undergraduate students may repeat a course more than twice with the permission of the dean of their degree-granting college or, if they are not yet admitted to a degree-granting college, by the dean of their intended degree-granting college or, if they have not yet declared a major, by the dean of the college offering the course. All course repeats are subject to the following conditions:

- (A) To receive a new grade of "A" through "F" a student may repeat a course in which the previously received grade was a "C-", "D+", "D", "D-", "F", "CR", "NC", or "AUD."
- (B) To receive a new grade of "CR" or "NC", a student may repeat a course in which the previously received grade was a "NC." Registrations under the "CR/NC" option are subject to the restrictions in the "CR/NC" policy.
- (C) To receive a new grade of "A" through "F", or "CR" or "NC," a student may repeat a course in which the previously received grade was an "AUD." Registrations under the "CR/NC" option are subject to the restrictions in the "CR/NC" policy.
- (D) A course in which the previously received grade was "A" through "F", or "CR" or "NC", may be repeated for a grade of "AUD"; however, the grade of "AUD" does not replace the previously received grade.
- (E) With the dean's permission, a student may substitute another course if the previous course is no longer offered.
- (F) Grades for all attempts at a course will appear on the student's official academic record.
- (G) Only the grade for the last attempt at a course at the university of Akron will be used in calculating the grade point average. [Attempts prior to the last attempt cannot be used to satisfy curricular requirements.](#)
- (H) A student who wishes to receive credit or satisfy a prerequisite by repeating a course at another institution must satisfy the conditions and receive the permissions specified for transient students in paragraph (B) of rule 3359-60-03.1 of the Administrative Code. A course repeated at another institution for transient credit will count toward the two repeats allowed without the dean's permission. A course repeated at another institution will not be used in the calculation of the grade point average.
- (I) Regardless of where a course is taken, credit for the course or its equivalent will apply only once toward meeting degree requirements.

Effective: ~~12/22/2019~~

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: Prior to 11/04/1977, 08/30/1979, 01/31/1981,
05/15/1982, 12/31/1986, 02/22/2003, 06/25/2007,
01/31/2015, 08/27/2017, 12/18/2017, 12/22/2019

THE UNIVERSITY OF AKRON

RESOLUTION 2- -21

Revisions to University Rule 3359-60-3.3
Repeating Courses

BE IT RESOLVED, That the recommendation presented by the Rules Committee on February 10, 2021 to revise Rule 3359-60-03.3, be approved.

M. Celeste Cook, Secretary
Board of Trustees

February 10, 2021



Consent Agenda
The University of Akron Board of Trustees
Meeting of February 10, 2021

Item	Description	Committee	Tab
1	Minutes for December 9, 2020	None	Board of Trustees
2	Investment Report for the Quarter Ended December 31, 2020	Finance & Admin.	2
3	Financial Report for the Six Months Ended December 31, 2020 and Revised FY 2020-2021 Budgets	Finance & Admin.	3
4	Procurement for More Than \$500,000	Finance & Admin.	4
5	New Summer 2021 Course Fees	Finance & Admin.	5
6	Termination of The University of Akron 403(b) Retirement Plan and The University of Akron Chief Executive 401(a) Retirement Plan	Finance & Admin.	6
7	Cumulative Gift and Grant Income Report for July 1 through December 31, 2020	Finance & Admin.	7
8	Department and College Name Changes	Academic Issues & Student Success	1
9	Updated Structure for Overseeing Government Classified Information	Academic Issues & Student Success	2
10	Revisions to University Rule 3359-20-05.1, Grading System, discipline, Academic Probation and Dismissal	Rules	1
11	Revisions to University Rule 3359-60-03.3, Repeating Courses	Rules	2

1

Modifications to the Temporary Reduction of Employee Compensation

2

Board of Trustees 2021-2022 Regular Meeting Schedule and Submission of Materials

Presiding:

Chair
Joseph M. Gingo

February 10, 2021

3

4

5

6

7

8

9

10

11

12

New Business

THE UNIVERSITY OF AKRON

RESOLUTION 2 - - 21

**Pertaining to Modifications to the Temporary Reduction of
Employee Compensation**

WHEREAS, The Board of Trustees (the “Board”) of The University of Akron (the “University”) adopted Resolution 5-5-20 on May 29, 2020 (attached as Exhibit A), in which it authorized (a) the University administration to institute a temporary tiered reduction to annual base wages for non-bargaining unit staff and contact professionals earning in excess of \$50,000 annually, and to negotiate modifications to employment contracts for those university employees having individual employment contracts, and (b) the voluntary agreement by certain non-bargaining unit staff and contract professionals, including senior administration, to reduce their annual base wages in excess of the tiered reduction schedule; and

WHEREAS, The Board adopted Resolution 6-14-20 on June 10, 2020 (attached as Exhibit B), in which the Board authorized the University administration to reduce temporarily the annual base wages of all non-bargaining unit faculty and academic administrators with faculty rank not subject to an individual employment agreement and earning in excess of \$50,000 annually. The Resolution also authorized the University administration to accept larger voluntary reductions by these employees; and

WHEREAS, The Board adopted Resolutions 7-1-20 and 7-2-20 on July 15, 2020 (attached as Exhibits C-1 and C-2), in which the Board approved Memoranda of Understanding between the University and the Communications Workers of America, Local 4302, (the “CWA”) which included in part an agreement to a temporary reduction to annual base wages by both the Staff Bargaining Unit and the Physical Operations Center Unit employees of the CWA; and

WHEREAS, The Board adopted Resolution 7-3-20 on July 15, 2020 (attached as Exhibit D), in which the Board approved a tentative agreement with the Fraternal Order of Police/Ohio Labor Council, Inc. (the “FOP”), which tentative agreement subsequently was approved by the FOP and which included a temporary tiered reduction to annual base wages; and

WHEREAS, The temporary wage reductions authorized by the Board were contemplated to extend through June 30, 2021; and

WHEREAS, The Board now wishes to modify the time of the temporary reductions; Now,
Therefore,

BE IT RESOLVED, That effective January 1, 2021, the Board authorizes the University administration to shorten by fifty percent (50%) the approved duration for the temporary reduction to annual base wages, and to return base wages to their July 1, 2020 levels for non-bargaining unit staff, contract professionals, non-bargaining unit faculty, and academic administrators with faculty rank, who are not subject to an individual employment agreement and earning an annual base salary of greater than \$50,000; and

BE IT FURTHER RESOLVED, That the Board authorizes the University administration to take all steps necessary to return base wages to their July 1, 2020 levels for these employees, consistent with the January 1, 2021 effective date; and

BE IT FURTHER RESOLVED, That the Board authorizes the University administration to negotiate with the CWA (both the Staff Bargaining Unit and the Physical Operations Center Unit), the FOP, and employees subject to an individual employment agreement, and to take all steps necessary to restore annual base salaries to pre-reduction levels.

M. Celeste Cook, Secretary
Board of Trustees

THE UNIVERSITY OF AKRON

RESOLUTION 5-5-20

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

WHEREAS, On January 30, 2020, the International Health Regulations Emergency Committee of the World Health Organization (WHO) declared the outbreak of COVID-19 a public health emergency of international concern, and on January 31, 2020, the United States Health and Human Services Secretary declared a public health emergency for the United States; and

WHEREAS, On March 9, 2020, Governor Mike DeWine issued Executive Order 2020-01D, declaring a State of Emergency to protect the well-being of Ohio citizens from the dangerous effects of COVID-19 and to coordinate the state response to COVID-19; and

WHEREAS, On March 11, 2020, the WHO declared COVID-19 a global pandemic and on March 13, 2020, the President of the United States declared a National Emergency concerning the COVID-19 outbreak; and

WHEREAS, On March 17, 2020, The University of Akron (the "University") Board of Trustees (the "Board") passed Resolution 3-1-20, retroactive to March 9, 2020, authorizing the University President, in consultation with appropriate healthcare experts, governmental officials, and University officials, to oversee and direct all steps necessary to protect the health, safety, and welfare of the campus community and to maintain the essential functions and operations critical to carrying out the mission and business continuity of the University; and

WHEREAS, On May 5, 2020, Governor Mike DeWine announced that \$110 million will be cut from the Ohio Department of Higher Education's fiscal year 2020 budget for the state's public colleges and universities; and

WHEREAS, As a result of the reduction in state funding for fiscal year 2020, as well as the projected reduction in state funding for fiscal year 2021 and other financial losses resulting from the COVID-19 pandemic, the University projects a revenue shortfall of approximately \$65 million for fiscal year 2021; and

WHEREAS, The University will offset a portion of the projected shortfall by reducing the administrative organization of the institution through a consolidation of the current eleven (11) college structure into significantly fewer academic colleges and by reducing departmental budgets by up to twenty-five percent (25%); and

WHEREAS, Ohio Revised Code Chapters 3345 and 3359 grant the Board full power and authority on all matters relative to the administration of the University, including the authority to employ, fix the compensation of, and remove the president and such number of professors, teachers, and other employees as may be deemed necessary; and

WHEREAS, University President Gary L. Miller has volunteered to temporarily reduce his annual base wages by ten percent (10%), effective July 1, 2020, through June 30, 2021; and

WHEREAS, President Miller has requested that all senior administrators, including Cabinet members and those with the title of Vice President or Dean hired before April 1, 2020, join him in voluntarily reducing their annual base wages by ten percent (10%), effective July 1, 2020 through June 30, 2021; and

WHEREAS, The University administration now recommends to the Board that all non-bargaining staff and contract professionals hired before April 1, 2020, earning \$50,000 or more per year, who are not subject to an individual employment agreement, temporarily reduce their annual base wages, effective July 1, 2020, through June 30, 2021, in accordance with the scale reflected in the table below; Now, Therefore,

BE IT RESOLVED, That the Board authorizes the University administration to temporarily reduce the annual base wages of all non-bargaining unit staff and contract professionals hired before April 1, 2020, earning \$50,000 or more per year, who are not subject to an individual employment agreement, effective July 1, 2020, through June 30, 2021, in accordance with the scale reflected in the table, below;

SALARY TIER	% REDUCTION
Under \$50,000	0%
\$50,000 - \$66,999	3%
\$67,000 - \$91,999	4%
\$92,000 - \$124,999	5%
\$125,000 - \$149,999	6%
\$150,000 - \$199,999	7%
\$200,000 -	10%

and

BE IT FURTHER RESOLVED, That the Board authorizes University non-bargaining staff and contract professionals, as well as the University senior administration, including the President, Executive Vice President and Provost, Cabinet members and those with the title Vice President or Dean, to take a voluntary reduction to their annual base wage in excess of the tiered schedule of reductions, effective July 1, 2020, through June 30, 2021; and

BE IT FURTHER RESOLVED, That the Board authorizes the University administration, retroactive to March 9, 2020, to negotiate modifications to the terms and conditions of employment contracts for those University employees having individual employment contracts and, in its discretion, to formally amend the terms and conditions of individual employment contracts, consistent with the terms of those contracts and the requirements of applicable University Rules and policies.



M. Celeste Cook, Secretary
Board of Trustees



THE UNIVERSITY OF AKRON

RESOLUTION 6-14-20

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

WHEREAS, On May 5, 2020, Governor Mike DeWine announced that \$110 million will be cut from the Ohio Department of Higher Education's year 2020 budget for the state's public colleges and universities; and

WHEREAS, As a result of the reduction in state funding for fiscal year 2020, as well as the projected reduction in state funding for fiscal year 2021 and other financial losses resulting from the COVID-19 pandemic, the University projects a revenue shortfall of approximately \$65 million for fiscal year 2021 and is examining all opportunities to create financial savings; and

WHEREAS, Ohio Revised Code Chapters 3345 and 3359 grant the Board full power and authority on all matters relative to the administration of the University, including the authority to employ, fix the compensation of, and remove the president and such number of professors, teachers, and other employees as may be deemed necessary; and

WHEREAS, University President Gary L. Miller and all senior administrators, including the Provost, Cabinet members, and those with the title of Vice President or Dean hired before April 1, 2020, voluntarily have agreed to temporarily reduce their annual base wages by ten percent (10%), effective July 1, 2020, through June 30, 2021; and

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

WHEREAS, The University administration now recommends to the Board that all non-bargaining unit faculty and academic administrators with faculty rank, hired before April 1, 2020, and earning \$50,000 or more per year, who are not subject to an individual employment agreement, temporarily reduce their annual base wages, effective July 1, 2020, through June 30, 2021, in accordance with the scale reflected in the table below; Now, Therefore,

BE IT RESOLVED, That the Board authorizes the University administration to temporarily reduce the annual base wages of all non-bargaining unit faculty and academic administrators with faculty rank, hired before April 1, 2020, and earning \$50,000 or more per year, who are not subject to an individual employment agreement, effective July 1, 2020, through June 30, 2021, in accordance with the scale reflected in the table, below;

SALARY TIER	% REDUCTION
Under \$50,000	0%
\$50,000 - \$66,999	3%
\$67,000 - \$91,999	4%
\$92,000 - \$124,999	5%
\$125,000 - \$149,999	6%
\$150,000 - \$199,999	7%
\$200,000 -	10%

and

BE IT FURTHER RESOLVED, That the Board authorizes University non-bargaining unit faculty and academic administrators with faculty rank, should they so choose, to take a voluntary reduction to their annual base wage in excess of the tiered schedule of reductions, effective July 1, 2020, through June 30, 2021.



M. Celeste Cook, Secretary
Board of Trustees



THE UNIVERSITY OF AKRON

RESOLUTION 7-1-20

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

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

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

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

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

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


M. Celeste Cook, Secretary
Board of Trustees

July 15, 2020

Memorandum of Understanding

The University of Akron ("University") and the Communications Workers of America, Local 4302 ("CWA"), agree that, except otherwise provided below, for a one (1) year period, beginning on July 1, 2020 and ending June 30, 2021, for the bargaining unit certified by the State Employment Relations Board (SERB) on January 10, 1985 in Case No. 84-RC-04-0794 (aka the "CWA Unit"), as follows:

On January 30, 2020, the International Health Regulations Emergency Committee of the World Health Organization (WHO) declared the outbreak of COVID-19 a public health emergency and on March 9, 2020, Governor Mike DeWine issued executive order 2020-01D, declaring a State of Emergency.

As a result of the Governors reduction in state funding for fiscal year 2020, as well as the projected reduction in state funding for fiscal year 2021, and other financial losses resulting from the COVID-19 pandemic, the University projects a revenue shortfall of approximately \$65 million for fiscal year 2021.

Recognizing the University's current financial situation, and to assist the University with the budget shortfall, and in sharing the sacrifice of non-bargaining unit University employees, the CWA Unit agrees to the following regarding wages and other terms and conditions of employment.

Wages

The CWA Unit agrees to accept an across-the-board, wage reduction of three-quarters of one percent (.75%) for the 2021 fiscal year (July 1, 2020 through June 30, 2021). The first pay period of the 2021 fiscal year was effective on June 22, 2020, therefore the employees in the CWA agree to accept the voluntary wage reduction beginning on that date.

Health Insurance Premiums

As a result of the savings gained from the voluntary wage reductions, above, there will be no increase in the CWA Unit employees' percentage of health insurance premium contributions. This arrangement is different (i.e. more favorable) to the CWA Unit than that for other, non-bargaining unit employees. The parties agree to revisit the issue of Health Insurance Premiums for the 2022 fiscal year.

Furloughs

The CWA Unit agrees to permit the University to implement up to two (2) furlough days per month (maximum 24 furlough days for the 2021 fiscal year). The furlough would be implemented consistent with University Rule 3359-11-02.1, with the exception as to the total number of days.

Retiree Spouse and Dependent Healthcare Coverage

Effective January 1, 2021, the CWA Unit agrees to permanent discontinuation of the retiree spouse and dependent healthcare coverage benefit. This change is consistent with the discontinuation of this benefit for the non-bargaining unit University employees.

Retirement

The employees in the CWA Unit, along with other non-bargaining unit employees, were given the opportunity to retire on or before January 1, 2021 so long as they documented their intention to retire prior to June 30, 2020.

The Collective Bargaining Agreement

The parties agree that, with the exception of the deletion of Article 4, Section 6 as a result of the *Janus* court decision and the modification to Article 35, Section 4(A) regarding health care premium contributions, the terms and conditions contained in Collective Bargaining Agreement, effective May 1, 2019 through April 30, 2020, as was mutually extended through June 30, 2020, shall remain in place for the duration of the this MOU and that said agreement will remain in full force and effect until midnight on June 30, 2021. The parties agree to follow Article 36, Duration, to negotiate a successor agreement. .

This MOU and Collective Bargaining Agreement are contingent on the ratification by the CWA Bargaining Unit and the approval of the University Board of Trustees.


IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be made effective this 6 day of July, 2020.

Recommended by:  Date: 07/06/2020
Mark G. Stasitis
THE UNIVERSITY OF AKRON

By:  Date: 07/06/2020
M. Celeste Cook

Witness:  Date: 07/06/2020
Aysa Adce

THE COMMUNICATIONS WORKERS OF AMERICA, LOCAL 4302

By:  Date: 7/3/2020

Witness:  Date: 7/3/2020

THE UNIVERSITY OF AKRON

RESOLUTION 7-2-20

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

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

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

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

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

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


M. Celeste Cook, Secretary
Board of Trustees



July 15, 2020

Memorandum of Understanding

The University of Akron ("University") and the Communications Workers of America, Local 4302 ("CWA"), agree that, except otherwise provided below, for a one (1) year period, beginning on July 1, 2020 and ending June 30, 2021, for the bargaining unit certified by the State Employment Relations Board (SERB) on March 14, 2013 in Case No. 2012-REP-10-0115 (aka the "SBU Unit"), as follows:

On January 30, 2020, the International Health Regulations Emergency Committee of the World Health Organization (WHO) declared the outbreak of COVID-19 a public health emergency and on March 9, 2020, Governor Mike DeWine issued executive order 2020-01D, declaring a State of Emergency.

As a result of the Governors reduction in state funding for fiscal year 2020, as well as the projected reduction in state funding for fiscal year 2021, and other financial losses resulting from the COVID-19 pandemic, the University projects a revenue shortfall of approximately \$65 million for fiscal year 2021.

Recognizing the University's current financial situation, and to assist the University with the budget shortfall, and in sharing the sacrifice of non-bargaining unit University employees, the SBU Unit agrees to the following regarding wages and other terms and conditions of employment.

Wages

The SBU Unit agrees to accept an across-the-board, wage reduction of one percent (1%) for the 2021 fiscal year (July 1, 2020 through June 30, 2021). The first pay period of the 2021 fiscal year was effective on June 22, 2020, therefore the employees in the SBU unit employees agree to accept the voluntary wage reduction beginning on that date.

Health Insurance Premiums

As a result of the savings gained from the voluntary wage reductions, above, there will be no increase in the SBU Unit employees' percentage of health insurance premium contributions. This arrangement is different (i.e. more favorable) to the SBU Unit than that for other, non-bargaining unit employees. The parties agree to revisit the issue of Health Insurance Premiums for the 2022 fiscal year.

Furloughs

The SBU Unit agrees to permit the University to implement up to two (2) furlough days per month (maximum 24 furlough days for the 2021 fiscal year). The furloughs would be implemented consistent with University Rule 3359-11-02.1, with the exception as to the total number of days.

Retiree Spouse and Dependent Healthcare Coverage

Effective January 1, 2021, the SBU Unit agrees to the permanent discontinuation of the retiree spouse and dependent healthcare coverage benefit. This change is consistent with the discontinuation of this benefit for the non-bargaining unit University employees.

Retirement

The employees in the SBU Unit, along with other non-bargaining unit employees, were given the opportunity to retire on or before January 1, 2021 so long as they documented their intention to retire prior to June 30, 2020.

The Collective Bargaining Agreement

The parties agree that, with the exception of the deletion of Article 2, Section 6 as a result of the *Janus* court decision and the modification to Article 34 (Insurance) regarding health care premium contributions, the terms and conditions contained in Collective Bargaining Agreement, effective May 1, 2019 through April 30, 2020, as was mutually extended through June 30, 2020, shall remain in place for the duration of the this MOU and that said agreement will remain in full force and effect until midnight on June 30, 2021. The parties agree to follow Article 35, Duration, to negotiate a successor agreement.

This MOU and Collective Bargaining Agreement are contingent on the ratification by the SBU Bargaining Unit and the University Board of Trustees.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be made effective this 6 day of July, 2020.

Recommended by:  Date: 07/06/2020
Mark G. Stasitis

THE UNIVERSITY OF AKRON

By:  Date: 07/06/2020
M. Celeste Cook

Witness:  Date: 07/06/2020
Alysa Appeldorn

THE COMMUNICATIONS WORKERS OF AMERICA, LOCAL 4302

By:  Date: 7/3/2020

Witness:  Date: 7/3/2020

THE UNIVERSITY OF AKRON

RESOLUTION 7-3-20

Approval of the Collective Bargaining Agreement between The University of Akron and the Fraternal Order of Police/Ohio Labor Council, Inc.

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

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

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

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

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

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



M. Celeste Cook, Secretary
Board of Trustees



**TENTATIVE AGREEMENT BETWEEN THE UNIVERSITY OF AKRON AND THE
FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL, INC.**

The University of Akron (“University”) and the Fraternal Order of Police, Ohio Labor Council, Inc. (“FOP”), agree to a one (1) year extension of the current Collective Bargaining Agreement (“CBA”), beginning on July 1, 2020 and ending June 30, 2021.

On January 30, 2020, the International Health Regulations Emergency Committee of the World Health Organization (WHO) declared the outbreak of COVID-19 a public health emergency and on March 9, 2020, Governor Mike DeWine issued executive order 2020-01D, declaring a State of Emergency.

As a result of the Governors reduction in state funding for fiscal year 2020, as well as the projected reduction in state funding for fiscal year 2021, and other financial losses resulting from the COVID-19 pandemic, the University projects a revenue shortfall of approximately \$65 million for fiscal year 2021.

The Collective Bargaining Agreement

Recognizing the University’s current financial situation, and to assist the University with the significant budget shortfall, and in sharing the sacrifice of other bargaining unit and non-bargaining unit University employees, the parties agree to extend the terms of current Collective Bargaining Agreement (“CBA”) for one year, with the following modifications:

Article 3, Section 3.5: Strike/Eliminate Entire Section based on *Janus* Supreme Court decision.

Article 7, Section 7.1: No bargaining unit member shall, for disciplinary reason, be reduced in pay or position, suspended, discharged, or removed except for just cause, including any violation of University and Police Department work rules. *When appropriate, the University shall utilize the principal of progressive discipline in an effort to correct misconduct.*

Article 7, Section 7.7: (new language): In disciplining an employee, the University shall not rely upon instances of first step written warnings which are more than twelve (12) months old or instances of suspension, with or without pay, which are more than twenty-four (24) months old.

Article 9, Section 9.2: All newly-appointed *Police Officer 1 employees* ~~bargaining unit members~~ will be considered probationary employees for the first twelve (12) months in active pay status with the University and during such period shall have no recourse to the grievance and arbitration procedure for the purpose of challenging any discipline or discharge; shall have no ability to exercise the application of seniority; and are employed at the sole discretion of the University. Upon the successful completion of the probationary period, seniority will be retroactive to the employee's date of appointment and said probationary employees shall become Police Officer 2 employees.

Article 10, Section 10.5: A laid off bargaining unit member will retain recall rights for a period of *twenty-four (24)* ~~twelve (12)~~ months from the effective date of the layoff. The recalled employee

shall have five (5) calendar days following the date of the recall notice to notify the University of the intention to return to work and must return to work on the date established by the University, which shall be not less than ten (10) days after the date of notice of recall, unless the University and the employee mutually agree to a different date. *The laid off bargaining unit member shall remain in good standing and be responsible for maintaining all necessary certifications and training requirements during the entire term of the recall period.*

Article 12, Section 12.4 (new language): Upon request of a bargaining unit member, disciplinary records more than twenty-four (24) months old shall not be maintained in the employee personnel file and shall instead be maintained in a separate inactive disciplinary file to await destruction as prescribed by the University's records retention policy.

Article 19, Section 19.1: See modified language in the Memorandum of Understanding ("MOU") attached hereto.

Article 24, Section 24.2: When a vacancy occurs in a Sergeant's *or Lieutenant's* position and the Chief of Police intends to fill the position, a notice of vacancy shall be posted on the bulletin boards where employee notices are usually posted for seven (7) calendar days prior to filling the vacancy. Written application must be received by the close of business on the last regular business day (Monday-Friday) prior to the end of the seven (7) calendar day period. The posting shall contain a description of the position to be filled, basic and special qualifications required, and work shift. Vacancies shall be awarded in accordance with University procedures. *The University agrees to meet and confer with the labor-management committee prior to posting any such Sergeant or Lieutenant's position.*

Article 28, Section 28.1: The University will continue to provide the following items to bargaining unit members:

1. Duty weapon
2. Duty ammunition
3. Badges
4. Patches
5. Protective Vests (Vests shall be replaced upon the specified time frames recommended by the manufacturer). *The University and the Union shall, through collaboration of the labor-management committee, mutually determine the protective vest(s) (i.e. protection level, style and type) to be utilized. Bargaining unit members shall be provided protective vests of similar protection level, style, type and cost of the protective vests provided to non-bargaining unit employees (i.e. the command staff). The ultimate decision regarding protective vest shall rest with the University.* The protective level of new vests will be level 2. Two carriers will be provided for the officer, one internal carrier and one external carrier.

Article 30, Section 30.4 (new language): Field Training Officer (FTO). Bargaining unit members who are designated as an FTO shall be compensated with one (1) additional hour of pay at the regular rate for each shift acting as an FTO.

Article 32, Section 32.2: The Chief of Police will post available shifts and schedules and

bargaining unit members will be permitted to express shift preference based on seniority once per year (January) of each year of this Agreement. Seniority will prevail in shift assignments unless disapproved by the Chief of Police, however selections for shifts based on seniority shall not be unreasonably denied. *The University agrees to meet and confer with the labor-management committee before the posting of shifts and schedules.*

Article 34: The Duration of this Agreement shall be from July 1, 2020 through June 30, 2021. The parties mutually agree that upon expiration of this agreement on June 30, 2021, the parties shall continue to abide by the full force and effect of all terms and conditions of the CBA, as modified hereinabove, until such time that the parties reach an agreement to either terminate, modify or negotiate a successor collective bargaining agreement.

This Tentative Agreement extending the Collective Bargaining Agreement are contingent on the ratification by the FOP Bargaining Unit and the University Board of Trustees.

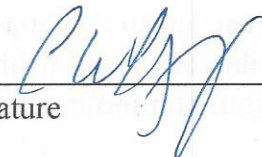
IN WITNESS WHEREOF, the parties have caused this Tentative Agreement to be made effective as of the dates written below.

FOR THE EMPLOYER:

FOR THE FOP/OLC:

Recommended By:

 07/20/2020
Signature M. Celeste Cook Date

 7/20/20
Signature Date

 07/20/2020
Signature Mark G. Stasitis Date

Signature Date

MEMORANDUM OF UNDERSTANDING

Except as otherwise indicated below, The University of Akron (“University”) and the Fraternal Order of Police, Ohio Labor Council, Inc. (“FOP”), agree to this one (1) year Memorandum of Understanding (MOU), beginning on July 1, 2020 and ending June 30, 2021.

Compensation

Members of the FOP unit agree to the following temporary tiered wage reductions for the time period of July 1, 2020 through June 30, 2021:

Salary Tier	% Reduction
Under \$50,000	0%
\$50,000 - \$66,999	3%
\$67,000 - \$91,999	4%
\$92,000 - \$124,999	5%
\$125,000 - \$149,999	6%
\$150,000 - \$199,999	7%
\$200,000+	10%

Benefits

Consistent with current “me too” contract language, members of the FOP unit agree to no changes to health care contribution premiums through December 31, 2020. The FOP unit agrees to the following changes to health insurance premium contributions as of January 1, 2021 and ending December 31, 2021:

Salary Tier	Current	Proposed
Under \$32,000	15%	15%
\$32,000 - \$36,999	17%	17%
\$37,000 - \$47,999	18%	18%
\$48,000 - \$49,999	19%	19%
\$50,000 - \$66,999	19%	30%
\$67,000 - \$91,999	20%	31%
\$92,000 - \$124,999	21%	32%
\$125,000+	23%	34%

Retirement

In an effort to reduce costs, the members of the FOP, along with other University non-bargaining unit employees, were given the opportunity to retire on or before January 1, 2021 so long as they documented their intention to retire prior to June 30, 2020.

Officer in Charge (OIC)

The parties agree to modify *Article 19, Section 19.1* of the current CBA on a trial basis, as follows:

Whenever no supervisor is working an assigned shift, the Chief of Police or designee (including a sergeant) will have the sole discretion to determine whether an Officer-in-Charge (OIC) is required. In the absence of an appointment, the senior officer assigned to the shift will be the OIC. To earn OIC pay, the officer must be directly supervising two or more other officers and serve as OIC for more than ~~two (2)~~~~four~~ hours during an eight (8)-hour shift. The compensation for OIC will be *an additional three dollars (\$3.00) per hour for each hour the officer serves*~~1/4 hour of overtime for each day~~ as OIC. It is the responsibility of each OIC to ensure that the OIC compensation is properly logged on the time-card and the OT board/page. This article shall not apply to special details or to the Wayne Campus unless approved by the Chief of Police or designee.

Fee (Tuition) Remission

The University will provide any laid-off employee (and his/her dependents) with the same fee remission benefits offered to then current employees for up to four (4) years from the date of layoff to allow completion of any degree program in which they are currently enrolled, so long as there is no break in attendance. The University shall provide any laid-off employee (and his/her dependents) with the same fee remission benefits offered to then current employees for up to one (1) year for any laid-off employee (and his/her dependents) who is currently enrolled in classes for the first time for the Fall 2020 semester.

No Contracting

The University agrees that for the duration of this MOU, it shall not contract out bargaining unit work except in cases of special events (e.g., sporting events, concerts, etc.), emergency situations, to provide adequate protection of University property (e.g., a University garage, an outlying building, especially valuable property, campus disruption, etc.).

This MOU is contingent on the ratification by the FOP Bargaining Unit and the University Board of Trustees. The parties agree that the language in this MOU is not precedent setting.

IN WITNESS WHEREOF, the parties have caused this Tentative Agreement to be made effective as of the dates written below.


FOR THE EMPLOYER:

FOR THE FOP/OLC:

Recommended By:

 07/20/2020
Signature M. Celeste Cook Date

 7/20/20
Signature Date

 07/20/2020
Signature Mark G. Stasitis Date

Signature Date

THE UNIVERSITY OF AKRON

RESOLUTION 2- -21

**Board of Trustees 2021-2022 Regular Meeting Schedule
and Submission of Materials**

BE IT RESOLVED, That the 2021-2022 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 MEETING
Wednesday, August 11, 2021	Wednesday, August 11, 2021
Wednesday, October 6, 2021	Wednesday, October 6, 2021
Friday, December 3, 2021	Wednesday, December 8, 2021
Wednesday, February 16, 2022	Wednesday, February 16, 2022
Wednesday, April 27, 2022	Wednesday, April 27, 2022
Friday, June 10, 2022	Wednesday, June 15, 2022

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 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.

M. Celeste Cook, Secretary
Board of Trustees