

Presiding:
Chair
Joseph M. Gingo
December 11, 2019

1	Call to Order
2	Report of the Chair
3	Report of the President
4	Report of the Student Trustees
5	Approval of Minutes
6	Report of the Finance & Administration Committee
7	Report of the Academic Issues & Student Success Committee
8	Report of the Rules Committee
9	Report of the Audit & Compliance Committee
10	Consent Agenda Vote
11	New Business
12	Next Regular Meeting: February 12, 2020 Student Union, Room 339
	Adjournment

Board of Trustees

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES

Meeting Minutes

Wednesday, October 9, 2019
Student Union, Room 339

Board Members Present:

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

*Joined meeting at 7:33 a.m.

Student Trustees Present:

Andrew M. Adolph
Taylor A. Bennington

Staff Officers of the Board Present:

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

Administrative Officers Present:

Dr. Gary L. Miller, President
Kimberly M. Cole, Vice President, Advancement
Dr. John C. Green, Special Assistant to the President for Strategy and Transition
Wayne R. Hill, Vice President and Chief of Staff
Jolene A. Lane, Chief Diversity Officer/Vice President, Inclusion and Equity
Dr. John A. Messina, Vice President, Student Affairs
Dr. Chand Midha, Interim Executive Vice President/Chief Academic Officer
Nathan J. Mortimer, Vice President, Finance and Administration/Chief Financial Officer
Dr. Rex D. Ramsier, Executive Vice President and Chief Administrative Officer

Others Present: (See Appendix A.)

REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Gingo called the meeting to order at 7:30 a.m., and 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) and considering real estate matters pursuant to O.R.C. 121.22(G)(2). The meeting returned to public session at 10:45 a.m. on a 9-0 vote.

REPORT OF THE CHAIR

Special Welcome and Thanks

Mr. Gingo began by acknowledging Dr. Miller's first regular meeting of the Board of Trustees as president of The University of Akron. "Once again, on behalf of the entire Board, I extend our

sincere welcome to you, President Miller. Although we know that you already have begun working to address important issues facing the University— and we look forward to hearing your report to the Board shortly— it is gratifying to mark this occasion as the successful fruition of our presidential search,” he said.

Turning to Dr. Green, Mr. Gingo said, “We are indeed grateful that your seasoned wisdom remains close at hand as you continue to serve through January as special assistant to the president for strategy and transition. The perspective that your 32 years at the University affords us is deeply valued and appreciated.”

Recognition of University Benefactors

Mr. Gingo then acknowledged two exemplary benefactors to The University of Akron in the following statement:

“The Fred A. Lennon Charitable Trust has been a stalwart friend to the University for more than a decade. The Lennon Charitable Trust is completing a five-year pledge on the heels of a previous six-year commitment for a total of \$2.25 million. In both cases, the pledge also included capital support for engineering construction: first, for the Engineering Research Center, and most recently for the Auburn Science and Engineering Center atrium in the Swagelok Career Center.

The Swagelok Engineering Scholarship, established in 2011 with a challenge grant from the Lennon Charitable Trust, has helped 223 students with 502 awards. Art Anton, Swagelok’s Chairman, took a particular interest in The University of Akron because of our co-op program, one he sees as unsurpassed by other schools in northern Ohio. I should point out that the Swagelok Company is 49th on Forbes’ list of the top 500 midsize employers for 2018.

Mr. Anton’s longstanding endorsement of our students and our engineering program says a great deal about the work the college is doing. This endorsement is further demonstrated by Art and Carol Anton’s personal financial support of engineering scholarships at UA.”

New University Council Chair

Mr. Gingo expressed congratulations on behalf of the Board to Ms. Ruth Nine-Duff, who had become chair of University Council effective September 1, 2019 for a term that would extend through August 31, 2020. Ms. Nine-Duff had served as vice chair immediately prior to becoming chair. “We look forward to working with Ms. Nine-Duff in her new role,” Mr. Gingo said.

Ohio Trustees Conference

Mr. Gingo reported that registration to attend the annual Ohio Trustees Conference later this month would close on Saturday, October 19 at 12 noon, or sooner if the conference would

become sold out. He advised Trustees who had not yet registered but plan to attend the conference to notify the Board office before the end of business on Friday, October 18. The event would again be held on the campus of Columbus State Community College, starting with a reception and dinner with Governor DeWine on Tuesday, October 29. Conference programming would follow on Wednesday, October 30.

Fall Semester Welcome to Students

Mr. Gingo concluded his report with the following statement:

“I want to acknowledge and welcome our new and returning students to campus for fall semester. Please know that your success remains the top priority of this Board and the University’s administration. I hope that, even as you work hard at your studies and most likely at least one part-time job, you will take time to savor your college experience. This weekend, we will welcome alumni for Homecoming 2019 festivities. There is much to celebrate, and much to anticipate, for the Zips nation.”

REPORT OF THE PRESIDENT (See Appendix D.)

REPORT OF THE STUDENT TRUSTEES

Mr. Bennington reported that, over the past seven weeks, the Student Trustees had been privileged to participate in a host of campus activities welcoming new and returning students, while being encouraged by their already-evident energy, excitement, and pride in The University of Akron. “Whether at a home athletic event or student organization meeting, or on the intramural field, you can tell that these students have found their home in Akron,” he said.

Mr. Bennington added that students have good reason to be excited about being at UA as the start to the 2019-2020 academic year had marked great change and accomplishment, most notably with the recent installation of President Gary Miller, who had received a thrilling reception by students the previous week. Mr. Bennington said that he and Mr. Adolph look forward to partnering with Dr. Miller as he assumes his duties and joins in their mission to serve students. Turning to Dr. Miller, he said, “Mr. President, on behalf of the student body, welcome to The University of Akron. We are confident that, under your leadership, the best is yet to come.”

Additionally, Mr. Bennington reported that he and Mr. Adolph had successfully launched a collaborative leadership initiative between the Student Trustees and the three student body constituencies on campus. In September, they gathered together with the presidents of Undergraduate Student Government and Graduate Student Government to discuss how to best serve their community and strategies to resolve issues facing students. Since that meeting, the Student Bar Association appointed its representative. This uniquely titled “Group of Five” would meet later in October to foster a higher level of cross-functional student leadership and engage in conversation about the University that is better informed by perspectives from all degree levels.

Mr. Bennington added special congratulations to the women’s volleyball team for its nine-game winning streak, and wished all a happy Homecoming week ahead.

Mr. Adolph then introduced as the featured speaker senior Chemical Engineering student Gregory Brown, who presented on his Akron Experience (see Appendix E). He received a commemorative gift from Trustees.

ACTION ITEMS

Mr. Gingo said that, because the Board uses a consent agenda, it would hear reports for each committee and wait to hold one vote for all actions on the consent agenda. The Board would vote on actions not listed on the consent agenda immediately after those items are raised. All of the action and informational items in the Board materials had been discussed in detail during committee meetings held on Friday, October 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 August 14; the Presidential Transition Committee meeting of September 3; and the Safety and Facilities Special Committee meeting of September 23, 2019 was placed on the consent agenda.

RESOLUTION 10-1-19 (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 10-2-19 (See Appendix B.)

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

- Real Estate: Property Transaction Authority (Tab 5c)

A resolution was proposed to assign authority to the Vice President for Finance & Administration/ CFO to execute transactions to obtain, exchange and/or dispose of real and improved property, subject to specified review and written approvals, in a timely and effective manner. Such actions would be reported to the Board of Trustees at a subsequent meeting.

RESOLUTION 10-3-19 (See Appendix B.)

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

- Investment Report for the Fiscal Year Ended June 30, 2019 (Tab 2)

OPERATING FUNDS

The operating funds totaled \$209.4 million at June 30, 2019 and posted a blended rate of return (ROR) of 3.8 percent, or \$8.7 million, for the fiscal year ended June 30, 2019.

Cash and Fixed Income

PFM and JPMorgan Chase each manage a portion of the cash and equivalents portfolio, while PFM also manages the short- and intermediate-term fixed income investments portfolios. During March 2018, a University escrow was established with PNC. That escrow holds cash that will be used to fund the University's Voluntary Retirement Incentive Program's defined contribution plan. Cash and fixed income portfolios totaled \$149.6 million at June 30, 2019. The cash and fixed income portfolios achieved an overall twelve-month ROR of 4.5 percent, or \$6.3 million [\$161 million average quarterly balance].

Long-term

The long-term investments managed by Legacy totaled \$59.8 million at June 30, 2019 and achieved an overall twelve-month ROR of 4.1 percent, or \$2.3 million [\$57.3 million average quarterly balance] compared to the benchmark of 5.3 percent.

The operating funds were within the University's prescribed asset allocation requirements at June 30, 2019.

ENDOWMENTS

The endowments totaled \$69.6 million at June 30, 2019 and posted a blended ROR of 2.3 percent, or \$1.7 million, for the fiscal year ended June 30, 2019.

The June 30, 2019 market value increased \$0.8 million from June 30, 2018. The largest contributors to that change were endowment distributions of -\$2.9 million, offset by gifts of \$2.3 million.

Pooled

The pooled endowment managed by Cambridge totaled \$62.7 million at June 30, 2019 and achieved an overall twelve-month ROR of 1.8 percent, or \$1.3 million [\$61.1 million average quarterly balance] compared to the policy benchmark of 4.9 percent.

Of Cambridge's portfolio, Vanguard REIT Index ETF achieved the highest twelve-month ROR at 12 percent [\$2.2 million balance at June 30], while the Victory Global Natural Resources posted the lowest ROR at -52.6 percent [\$1.6 million balance at June 30].

These funds were within the University's prescribed asset allocation requirements at June 30, 2019.

Separately Invested

The separately invested endowments totaled \$6.9 million at June 30, 2019, are invested in accord with donor stipulations, and posted a blended twelve-month ROR of 5.9 percent, or \$0.4 million [\$6.7 million average quarterly balance].

The highest ROR for the fiscal year ended June 30 was the ORSP portfolio, invested at PNC Bank, at 7 percent on market value of \$2.8 million at June 30. The lowest ROR for the fiscal year ended

June 30 was the Constitutional Law endowment, invested at Key Bank, at 2.7 percent on market value of \$1 million at June 30.

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

RESOLUTION 10-4-19 (See Appendix B.)

- Financial Report for Fiscal Year Ended June 30, 2019 (Tab 3)

GENERAL FUND – AKRON AND WAYNE

Revenues

Tuition & General Service Fees revenue totaled \$186.3 million, or approximately 99 percent of the \$187.5 million revised annual budget. The revenues for the first part of the summer 2019 term are reflected in the year-end results. The overall credit hour production for the current fiscal year is roughly eight percent less than the prior year.

Other Fees revenue totaled \$21.7 million, or approximately 99 percent of the \$21.9 million revised annual budget.

State Share of Instruction (SSI) revenue totaled \$101.9 million, or 100 percent of the \$101.9 million revised annual budget.

Indirect Cost Recovery (IDC) revenue totaled \$5.2 million, or approximately 96 percent of the \$5.4 million revised annual budget.

Investment Income revenue totaled \$1.1 million, or 100 percent of the \$1.1 million revised annual budget.

Expenditures

Payroll and Fringe Benefits: Payroll expenditures totaled \$140.3 million, or approximately 99 percent of the \$141 million revised annual budget. Fringe benefit costs totaled \$50.6 million, or 95 percent of the \$53.3 million revised annual budget.

Utilities expenditures totaled \$10.7 million, or approximately 98 percent of the \$10.9 million revised annual budget.

Operating expenditures totaled \$33.4 million, or approximately 96 percent of the \$34.8 million revised annual budget.

Scholarships totaled \$52.8 million, or approximately 96 percent of the \$54.7 million revised annual budget.

Transfers and Advances

At year end, \$3.8 million was **transferred in** to cover the Fiscal Year 2019 general fund shortfall.

Transfers-in Plant Fund and Other: The general fund's retiree dependent healthcare funding was sufficient without additional support; therefore, the Fiscal Year 2017 support in the amount of \$2.3

million was reversed. A transfer-in of \$173,000 from Telecommunications reflected the remaining fund balance of the auxiliary operation, which had shifted to the general fund in Fiscal Year 2018.

Advances-in: In accordance with agreements, \$597,000 has been repaid, leaving a balance of \$103,000 to be repaid.

Transfers-out – Plant Fund: Transfers to plant funds of \$2.8 million, including the Ballet Center insurance proceeds of \$797,000, were made in support of the: campus surveillance system, \$722,000; boiler controls, \$277,000; Gallucci Hall demolition, \$275,000; Roadway Building air handler, \$200,000; Akron Engineering Research Center air chiller, \$170,000; Polsky elevator, \$150,000; and others.

Transfers-out – Other: Transfers of \$34.4 million, or 109 percent of the \$31.5 million revised annual budget, reflected facilities fees and general service fees; general support of auxiliaries, including \$1.2 million to Athletics to offset the Fiscal Year 2019 operating shortfall; \$1.1 million to Parking Services for deck repairs; \$400,000 to a departmental sales account in support of Corrosion Engineering; \$295,000 to Recreation and Wellness Center projects; and \$33,500 to E. J. Thomas Performing Arts Hall for a lighting project.

Advance-out: A loan to Athletics of \$77,000 in support of the James A. Rhodes Arena weight room renovation had been repaid in March 2019.

AUXILIARIES – AKRON AND WAYNE

Athletics

Athletics actual revenue totaled \$9.5 million, or 103 percent of annual budgeted revenue of \$9.2 million. Unearned revenue of \$278,000 for seasonal and single tickets would be realized in the fiscal year when the games are held. Earned revenue exceeded the budget by \$274,000, largely due to supplements from game guarantees. Payroll and fringe benefit expenditures totaled \$10.9 million or approximately 98 percent of the \$11.1 million annual budget. Operating expenditures totaled \$13.2 million or 124 percent of the \$10.7 million annual budget. Game guarantee payout generated additional cost that caused the budget to be exceeded. Scholarships, or athletic financial aid, totaled \$6.5 million or 89 percent of the \$7.3 million annual budget.

Other sources of funding included transfers-in of \$4.8 million in facilities fees, which serviced a portion of the stadium and field house debt, and \$21.2 million combined from the General Service Fees and Other categories supported operations. The operating deficit was offset by an unbudgeted transfer-in of \$1.2 million. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$37,000. Transfers-out for encumbrances of \$13,000 represented the liability and expenditures that carried into Fiscal Year 2020. Transfers-out for debt service totaled \$5 million, in line with the annual budget, and paid the bonded debt related to InfoCision Stadium and the Stile Athletics Field House.

Residence Life and Housing

Residence Life and Housing actual revenue totaled \$19 million, or 96 percent of annual budgeted revenue of \$19.8 million. Unearned revenue accounted for \$598,000. Payroll and fringe benefit expenditures totaled \$1.1 million, or approximately 95 percent of the \$1.2 million annual budget. Operating expenditures totaled \$7.1 million or 89 percent of the \$8 million annual budget. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$6,000. Transfers-out for

encumbrances of \$37,000 represented the liability and expenditures that carried into Fiscal Year 2020. Transfers-out for debt service totaled \$10.6 million, in line with the annual budget, and paid the bonded debt related to the renovation of seven residence halls and construction of four new buildings.

E. J. Thomas Performing Arts Hall

E. J. Thomas Hall actual revenue totaled \$2.2 million, or 91 percent of annual budgeted revenue of \$2.4 million. Unearned ticket revenue of \$61,000 for the Broadway in Akron Series Fiscal Year 2020 would be realized once those shows are held. Payroll and fringe benefit expenditures totaled \$315,000 or approximately 65 percent of the \$484,000 annual budget. Operating expenditures totaled \$2.3 million, or 90 percent of the budgeted \$2.6 million. Transfers-in – Other of \$970,000, or 104 percent of the \$937,000 annual budget, represented general fund support for operations. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$29,000. Transfers-out – Plant Fund of \$214,000 funded the E. J. Thomas Performing Arts Hall lighting upgrade project. Transfers-out for debt service totaled \$327,000, in line with the annual budget, and paid the bonded debt related to improvements and equipment.

Dining Services (Aramark)

Aramark actual revenue totaled \$4.1 million, or 123 percent of annual budgeted revenue of \$3.3 million. Payroll and fringe benefit expenditures totaled \$342,000, or approximately 85 percent of the \$400,000 annual budget. The \$263,000 in fringe benefits included the difference between SERS and FICA for CWA employees who remained with the University as well as Aramark employees performing work at the University. Operating expenditures totaled \$1.3 million, or 84 percent of the \$1.6 million annual budget. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$22,000. Transfers-out for encumbrances of \$46,000 represented the liability and expenditures that carried into Fiscal Year 2020. Transfers-out for debt service totaled \$776,000, in line with the annual budget, and paid the bonded debt related to various buildouts of space and renovations including the dining hall and retail sites located throughout the campus.

Recreation and Wellness Services

Recreation and Wellness Services actual revenue totaled \$609,000, or 106 percent of annual budgeted revenue of \$573,000. Payroll and fringe benefit expenditures totaled \$797,000, in line with the annual budget of \$796,000. Operating expenditures totaled \$1.8 million, or 99 percent of the budgeted \$1.9 million. Transfers-in of \$4.1 million, or 108 percent of the budgeted \$3.8 million, represented facilities fees and general fund support to service the building's bonded debt and operations, including support of capital projects of \$295,000. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$62,000. Transfers-out for encumbrances of \$12,000 represented the liability and expenditures that carried into Fiscal Year 2020. Transfers-out for plant funds of \$295,000 supported capital projects including a heat exchanger and domestic hot water boilers. Transfers-out of \$1.7 million, in line with the annual budget, supported upcoming debt service requirements.

Jean Hower Taber Student Union

Student Union actual revenue totaled \$1 million, or 106 percent of annual budgeted revenue of \$946,000. Payroll and fringe benefit expenditures totaled \$848,000, or approximately 98 percent of

the \$862,000 annual budget. Operating expenditures totaled \$1.8 million, or 98 percent of the \$1.9 million annual budget. Transfers-in of \$4.7 million, in line with the annual budget, represented facilities fees and general fund support to service the building's bonded debt and for operations, respectively. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$27,000. Transfers-out for encumbrances of \$12,000 represented the liability and expenditures that carried into Fiscal Year 2020. Transfers-out for debt service requirements totaled \$2.9 million, in line with the annual budget.

Parking

Parking actual revenue totaled \$6.8 million, or 94 percent of annual budgeted revenue of \$7.2 million. Unearned revenue of \$110,000 generated from parking permit sales would be recognized once the applicable semester begins. Payroll and fringe benefit expenditures totaled \$313,000, or approximately 84 percent of the budgeted \$373,000. Operating expenditures totaled \$2.4 million, or 79 percent of the budgeted \$3 million. Transfers-in – Other of \$1.8 million represented \$1.1 million in general fund support for West Campus Parking Deck repairs and \$743,000 from the Parking and Transportation Services reserve. The budgeted Transfers-out – Plant Fund had been intended to fund operations in the amount of \$600,000 and capital repairs of the Administrative Services Building (ASB) parking deck in the amount of \$1 million. However, a transfer to plant funds of \$1.6 million was instead used to make capital repairs at the West Campus Parking Deck while the ASB parking deck was not repaired in Fiscal Year 2020. The Schrank Parking Deck capital expenditures did not require \$51,000, which was returned from the plant fund. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$89,000. Transfers-out for encumbrances of \$16,000 represented the liability and expenditures that carried into Fiscal Year 2020. Transfers-out for debt service of \$4.5 million was in line with the annual budget and paid the bonded debt related to the renovation and construction of six parking decks.

Wayne Student Union

Wayne Student union revenue totaled \$47,000, or 74 percent of annual budgeted revenue of \$64,000. Operating expenditures totaled \$9,200, or 92 percent of the \$10,000 annual budget.

DEPARTMENT SALES AND SERVICES – AKRON AND WAYNE

Self-insurance Health Care

Self-insurance Health Care actual revenue totaled \$30.3 million, or 92 percent of annual budgeted revenue of \$33 million. Payroll and fringe benefit expenditures totaled \$178,000, or 92 percent of the \$194,000 annual budget. Operating expenditures totaled \$287,000 for consulting and administrative services, or 182 percent of the \$158,000 annual budget. Premium and claims expenditures totaled \$26.4 million, or 83 percent of the \$31.7 million annual budget. Transfers-out – Other of \$2.3 million represents the reversal of Fiscal Year 2017 general fund support of the retiree dependent healthcare program.

Workforce Training Solutions (Formerly UA Solutions)

Workforce Training Solutions actual revenue totaled \$899,000, or 120 percent of annual budgeted revenue of \$750,000. Payroll and fringe benefit expenditures totaled \$432,000, or 159 percent of the \$271,000 annual budget. Generally, payroll costs related to contract training is incurred prior to the

associated revenue being collected. Operating expenditures totaled \$305,000, or 81 percent of the \$377,000 annual budget. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$20,000. Transfers-out for encumbrances of \$34,000 represented the liability and expenditures that carried into Fiscal Year 2020.

New Student Orientation

New Student Orientation actual revenue totaled \$530,000, or 96 percent of annual budgeted revenue of \$551,000. Payroll and fringe benefit expenditures totaled \$230,000, or 95 percent of the \$242,000 annual budget. Operating expenditures totaled \$356,000, or 79 percent of the \$449,000 annual budget. The \$56,000 deficit was offset by New Student Orientation carryover from the fiscal year ended June 30, 2018.

English Language Institute

English Language Institute actual revenue totaled \$280,000, or 48 percent of annual budgeted revenue of \$580,000. Payroll and fringe benefit expenditures totaled \$294,000, or 71 percent of the \$413,000 annual budget. Operating expenditures totaled \$7,600, or 25 percent of the \$30,000 annual budget. The \$22,000 deficit was offset by English Language Institute's carryover from the fiscal year ended June 30, 2018.

Other

Other departmental sales and services actual revenue totaled \$5.5 million, or 116 percent of annual budgeted revenue of \$4.8 million. Payroll and fringe benefit expenditures totaled \$2.6 million, or 110 percent of the \$2.3 million annual budget. Operating expenditures totaled \$2.5 million, or 115 percent of the \$2.1 million annual budget. Capital expenditures totaled \$27,000, or 342 percent of the \$8,000 annual budget. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$364,000. Transfers-out for encumbrances of \$259,000 represented the liability and expenditures that carried into Fiscal Year 2020. Transfers-in – Other of \$400,000 represented general fund support for the University's National Center for Education and Research on Corrosion and Materials Performance. Transfers-out – Other of \$104,000 represented the return to the general fund of the University Credit Card Program balance and funding support for a Computer Aided Dispatch System.

RESOLUTION 10-5-19 (See Appendix B.)

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

1. Infrastructure Improvements – Electrical (State Capital Funds)

An award was proposed to Hilscher-Clarke Electric Company in the amount of its \$1,096,085 bid to replace deteriorated medium-voltage cabling and associated equipment and complete the 23KV loop to ensure stable and dependable electrical service on campus. The award had been recommended by Capital Planning and Facilities Management and the Department of Purchasing and would be made following review for legal form and sufficiency by the Office of General Counsel and approval by the state Controlling Board.

2. Life and Disability Insurance (General/Other Funds and Employees)

An award was proposed to Unum in the annual amount of \$1,450,279 for four years to provide both life and disability insurance based on specific pricing and service negotiated by the Inter-University Council of Ohio's Purchasing Group. The award had been recommended by Human Resources and the Department of Purchasing, and reviewed for legal form and sufficiency by the Office of General Counsel.

3. Medical Plan Third-party Administrator (General/Other Funds and Employees)

A one-year contract extension, with two optional renewals, was proposed to Anthem Blue Cross & Blue Shield in the annual amount of approximately \$1,000,000 to continue medical plan third-party administrator services for Plan Year 2020 and potentially through 2022. The award had been recommended by Human Resources and the Department of Purchasing. Final terms and conditions of the contract extension were subject to negotiation between the parties and review for legal form and sufficiency by the Office of General Counsel.

RESOLUTION 10-6-19 (See Appendix B.)

- Real Estate – Disposition of the Former Ballet Center (Tab 5a)

A resolution was proposed to authorize the Vice President for Finance and Administration/CFO and the Office of General Counsel to coordinate with the state Department of Administrative Services to dispose of the former Ballet Center located at 354 East Market Street. Conclusion of such transaction would be subject to specified review and written approval and be reported to the Board of Trustees at a subsequent meeting.

RESOLUTION 10-7-19 (See Appendix B.)

- Exchange of 503 Vine Street for 496-502 Vine Street (Tab 5b)

A resolution was proposed to authorize the Vice President for Finance and Administration/CFO and the Office of General Counsel to coordinate with the state Department of Administrative Services to exchange University-owned property located at 503 Vine Street for property located at 496-502 Vine Street owned by the Lone Star Alumni Association in a mutually beneficial transfer of ownership. Conclusion of such transaction would be subject to specified review and be reported to the Board of Trustees at a subsequent meeting.

RESOLUTION 10-8-19 (See Appendix B.)

- Pre-authorization to Select an Outsourced Chief Investment Officer and Investment Policy Statement (Tab 6)

A resolution was proposed to authorize the Vice President for Finance and Administration/CFO to select an outsourced chief investment officer (OCIO), subject to specified review, with whom to review and update as needed the Investment Policy Statement. The selection decision would be reported to the Board of Trustees, and the updated Investment Policy Statement would be submitted for its approval, at a subsequent meeting.

RESOLUTION 10-9-19 (See Appendix B.)

- Administrative and Fiduciary Oversight of Defined Contribution Plans Sponsored by The University of Akron (Tab 7)

A resolution was proposed to delegate the University’s fiduciary and administrative plan oversight responsibilities as specified to the Vice President for Finance & Administration/CFO and to delegate to the Finance and Administration Committee of the Board of Trustees the fiduciary oversight and monitoring of the Vice President for Finance and Administration/CFO.

RESOLUTION 10-10-19 (See Appendix B.)

- Naming of The Dr. Florence L. Denmark Gallery of Social Change (Tab 8a)

A resolution was proposed to name “The Dr. Florence L. Denmark Gallery of Social Change” in the National Museum of Psychology within the Drs. Nicholas and Dorothy Cummings Center for the History of Psychology, in honor of Dr. Denmark’s support for and dedication to the Cummings Center for the History of Psychology.

RESOLUTION 10-11-19 (See Appendix B.)

- Naming of the Lynn Rodeman Metzger Galleries (Tab 8b)

A resolution was proposed to name the “Lynn Rodeman Metzger Galleries” in the Institute for Human Science and Culture within the Drs. Nicholas and Dorothy Cummings Center for the History of Psychology, in memory of Dr. Metzger.

RESOLUTION 10-12-19 (See Appendix B.)

- Cumulative Gift and Grant Income Report for July 1, 2018 through August 31, 2019 (Tab 9)

During July 1 through August 2019, The University of Akron recorded gifts of cash, bequests, gifts-in-kind and pledges totaling \$2,214,126.

RESOLUTION 10-13-19 (See Appendix B.)

- Purchases \$25,000 to \$500,000 (Tab 10a) INFORMATION ONLY
- University P-Cards (Tab 10b) INFORMATION ONLY
- Capital Projects Report (Tab 11) INFORMATION ONLY
- Information Technology Report (Tab 12) INFORMATION ONLY
- Advancement Report (Tab 13) INFORMATION ONLY
- University Communications and Marketing Report (Tab 14) INFORMATION ONLY
- Public Liaison and Government Relations Report (TAB 15) INFORMATION ONLY

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Chair Demas

- Presentation: Black Male Summit; Multicultural Student Development and Support

Chief Diversity Officer and Vice President for Inclusion and Equity Jolene Lane gave an in-depth presentation on the Black Male Summit and Multicultural Student Development and Support programs.

- Curricular Changes (Tab 1)

New Program:

Establish a new Master of Arts in Strategic Communication in the Buchtel College of Arts and Sciences, School of Communication, proposal #16-18922

An online Master of Arts in Strategic Communication degree would offer four cognate areas of focus: Health & Crisis Communication, Social Media, Sports Communication, or Science Communication. The new program would be comprised of a reorganization of already approved online courses and two new courses.

RESOLUTION 10-14-19 (See Appendix B.)

- Enrollment Management Report (Tab 2) INFORMATION ONLY
- Research Report (Tab 3) INFORMATION ONLY
- Student Affairs Report (Tab 4) INFORMATION ONLY

REPORT OF THE RULES COMMITTEE

presented by Committee Chair Ciraldo

- Revisions to University Rule 3359-20-03.2, Faculty workload policy (Tab 2)

A resolution was proposed by the Office of Academic Affairs to revise the faculty workload policy rule to clarify: a) the applicability of the rule to tenured and tenure-track faculty; and b) that certain academic units with unique situations may require special consideration when assigning teaching responsibilities under the workload policy.

RESOLUTION 10-15-19 (See Appendix B.)

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

- Revisions to University Rule 3359-11-05, Court and military leave for all employees except bargaining unit faculty (Tab 1)

The proposed revisions would correct the rule's title, clarify its scope, and correct language concerning the means by which leave should be recorded for University records.

RESOLUTION 10-16-19 (See Appendix B.)

- Revisions to University Rule 3359-60-07, School of Law admission (Tab 3)

The proposed revisions would update the rule to permit use of the Graduate Record Exam (GRE) as an acceptable alternate to the Law School Admission Test (LSAT) as an entrance exam, and to streamline the rule by moving the details of the admissions process from the rule to the administrative oversight and responsibility of the School of Law.

RESOLUTION 10-17-19 (See Appendix B.)

CONSENT AGENDA VOTE

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

ACTION: Adkins motion, Scala second for approval of Resolutions 10-1-19, 10-4-19 through 10-14-19, and 10-16-19 through 10-17-19, passed 9-0.

NEW BUSINESS

- Approval of Presidential Employment Agreement for Dr. Gary L. Miller (Tab 1)

Mr. Gingo made the following statement:

“Our first item of new business today is to approve the employment agreement for our new president, Dr. Gary Miller. I am happy to be able to bring this five-year agreement to the Board for approval so soon after Dr. Miller having arrived at the University. The terms of the employment agreement are consistent with the terms and conditions agreed upon and approved by the Board on August 14, 2019, the day we appointed Dr. Miller as our 18th president.

I know I speak for the other members of the Board when I say that we are excited for you and Georgia to join us at the University, and that we look forward to working together with you to move Akron forward as a stronger and more fiscally sound academic institution.”

RESOLUTION 10-18-19 (See Appendix B.)

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

- Authorizing the Reorganization of the Office of Academic Affairs and Establishing the Position of Executive Vice President and Provost (Tab 2)

Dr. Miller made the following statement:

“Thank you, Mr. Chairman. In December 2017, this Board authorized the creation of two co-equal positions of Executive Vice President and Chief Academic Officer and Executive Vice President and Chief Administrative Officer, and discontinued the title of Senior Vice President and Provost. In consultation with many of you and others, we are requesting today that the Board eliminate those two positions, combine them into a single operational organizational structure under an Executive Vice President/Provost; initiate a national search

for an Executive Vice President/Provost immediately; and once that person is hired, combine those two previous positions permanently into a single office for which the Executive Vice President/Provost has responsibility.”

RESOLUTION 10-19-19 (See Appendix B.)

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

- Authorizing Dr. Miller to Develop a University-wide Strategic Plan (Tab 3)

Mr. Gingo made the following statement:

“Our third item of new business today is a resolution to ask Dr. Miller to develop a University-wide strategic plan for the University. This Board charges Dr. Miller with developing a University-wide strategic plan to present to the Board at its regular meeting on June 10, 2020.”

Mr. Gingo then read the resolution and conducted the vote.

RESOLUTION 10-20-19 (See Appendix B.)

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

Mr. Gingo announced that the next regular meeting of the Board of Trustees would take place on Wednesday, December 11, 2019 with an executive session beginning at 7:30 or 8:00 a.m. Committees of the Board would meet on Thursday, December 5 and Friday, December 6.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 11:40 a.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

December 11, 2019

APPENDIX A: OTHERS PRESENT

Dr. Matthew P. Akers, Public Liaison, Assistant Director, Ray C. Bliss Institute of Applied Politics

Cristine Boyd, Director, Media Relations

Gregory Brown, Featured Student

Douglas Brumbaugh, Chief Audit Executive

Lisa Dodge, Vice President, Sean P. Dunn & Associates LLC

Sean Dunn, President, Sean P. Dunn & Associates LLC

Kathee Evans, Staff Employee Advisory Committee

Anne C. Hanson, Director, Community Relations and Engagement

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

Paula Neugebauer, Coordinator, Office of the Board of Trustees

Ruth N. Nine-Duff, Chair, University Council

Alan D. Parker, Contract Professional Advisory Committee

C. J. Peters, Dean, The University of Akron School of Law

Jennifer Pignolet, Akron Beacon Journal

Dr. D. Dane Quinn, Acting Dean, Williams Honors College

Dr. Linda M. Saliga, Chair, Faculty Senate

Dr. Julia A. Spiker, University Council

Nathaniel L. Yost, Staff Employee Advisory Committee

APPENDIX B: RESOLUTIONS

RESOLUTION 10-1-19: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of August 14; the Presidential Transition Committee meeting of September 3; and the Safety and Facilities Special Committee meeting of September 23, 2019 be approved as amended.

RESOLUTION 10-2-19: Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by President Gary L. Miller, dated October 9, 2019, 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 10-3-19: Pertaining to the Acquisition, Exchange, and Disposition of Real and Improved Property

WHEREAS, The University of Akron (the "University") periodically reviews its need for space and facilities on its campus in relation to the performance of its mission; and

WHEREAS, From time to time, the University may determine that certain real and improved property no longer is critical to its mission, and/or that certain real and improved property is better suited to meet the needs of the University's mission; and

WHEREAS, The University desires to be able to manage these needs in a timely and efficient manner; Now, Therefore,

BE IT RESOLVED, That the Vice President for Finance and Administration/CFO is authorized to obtain, exchange and/or dispose of real and improved property, subject to the written approval of the Chair of the Board of Trustees, the Chair of the Finance and Administration Committee of the Board of Trustees, and the President; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO is authorized to execute such documents as may be necessary to conclude the transaction, subject to review for legal form and sufficiency by the Office of General Counsel and consistent with the requirements of the State of Ohio and its Department of Administrative Services; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO will report back to the Board of Trustees at a future meeting soon following the conclusion of the transaction; and

BE IT FURTHER RESOLVED, That such authority is effective upon the approval of this resolution through June 30, 2021, unless otherwise revoked, modified, or extended by the Board.

APPENDIX B: RESOLUTIONS, Page 2

RESOLUTION 10-4-19: Acceptance of the Investment Report for the Fiscal Year Ended June 30, 2019

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on October 9, 2019, accepting the Investment Report for the Fiscal Year Ended June 30, 2019, be approved.

RESOLUTION 10-5-19: Acceptance of the Financial Report for the Fiscal Year Ended June 30, 2019

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on October 9, 2019, accepting the Financial Report for the Fiscal Year Ended June 30, 2019, be approved.

RESOLUTION 10-6-19: Acceptance of Procurements for More Than \$500,000

BE IT RESOLVED, that the following recommendations presented by the Finance & Administration Committee on October 9, 2019 be approved:

Award to Hilscher-Clarke Electric Company a contract to replace medium-voltage cabling and associated equipment and complete the 23KV loop in the amount of \$1,096,085.

Award to Unum a contract for active and retiree life insurance and active employee long- and short-term disability insurance in the annual amount of \$1,450,279 for four years (2020-2023).

Award to Anthem Blue Cross & Blue Shield a one-year contract extension, with the option for two additional renewals, to continue medical plan third-party administrator services for plan year 2020 and up through 2022, in the annual amount of approximately \$1,000,000.

RESOLUTION 10-7-19: Pertaining to the Disposition of the Former Ballet Center

WHEREAS, The University of Akron (the "University") is the owner of certain real and improved property that is referred to as the "Ballet Center," which property is located at 354 East Market Street, Akron, OH 44304 and consists of Permanent Parcel Number 68-41381; and

WHEREAS, The University has determined that the Ballet Center is no longer essential to its mission; and therefore, it is no longer necessary for the University to retain ownership of the Ballet Center; Now, Therefore,

BE IT RESOLVED, That the Office of the Vice President for Finance and Administration/CFO and the Office of General Counsel are authorized to coordinate with the State of Ohio, Department of Administrative Services ("DAS"), to dispose of the Ballet Center in a manner acceptable to the University and DAS; and

BE IT FURTHER RESOLVED, That the University Administration is authorized to execute such documents as may be necessary to conclude the transaction, subject to the approval by the President and review for legal form and sufficiency by the Office of General Counsel; and

APPENDIX B: RESOLUTIONS, Page 3

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO will report back to the Board of Trustees at its next meeting following conclusion of the transaction.

RESOLUTION 10-8-19: Pertaining to the Exchange of 503 Vine Street for 496-502 Vine Street

WHEREAS, The University of Akron (the “University”) is the owner of certain real property that collectively is referred to as “503 Vine Street” and consists of Permanent Parcel Numbers 67-07618, 67-07619, and 67-07620; and

WHEREAS, The Lone Star Alumni Association (“Lone Star”) is the owner of certain real and improved property located at 496-502 Vine Street (the “Lone Star Property”), which consists of Permanent Parcel Numbers 67-45192 and 67-60586; and

WHEREAS, The Lone Star Property’s location better meets the future needs of the University because its location is contiguous to other properties owned by the University; and

WHEREAS, Lone Star is willing to exchange the Lone Star Property for 503 Vine Street in a mutually beneficial transfer of ownership; Now, Therefore,

BE IT RESOLVED, That the Office of the Vice President for Finance and Administration/CFO and the Office of General Counsel are authorized to coordinate with the State of Ohio, Department of Administrative Services (“DAS”), to exchange 503 Vine Street for the Lone Star Property in a manner acceptable to the University and DAS; and

BE IT FURTHER RESOLVED, That the University Administration is authorized to execute such documents as may be necessary to conclude the transaction, subject to review for legal form and sufficiency by the Office of General Counsel; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO will report back to the Board of Trustees at its next meeting following conclusion of the transaction.

RESOLUTION 10-9-19: Pertaining to the Pre-authorization to Select an Outsourced Chief Investment Officer and Investment Policy Statement

WHEREAS, The University of Akron and The University of Akron Foundation have been conducting a joint search for an Outsourced Chief Investment Officer to manage the University’s and Foundation’s endowments, respectively; and

WHEREAS, The Vice President for Finance and Administration/CFO is seeking authorization to make an OCIO selection for The University of Akron at the completion of the process and informationally report that decision to the Board of Trustees at a future Board meeting; and

WHEREAS, The Vice President for Finance and Administration/CFO shall work with the selected OCIO to review and update, as needed, the Investment Policy Statement and formally bring the updated Investment Policy Statement to the Board of Trustees at a future meeting for its consideration and action; Now, Therefore,

APPENDIX B: RESOLUTIONS, Page 4

BE IT RESOLVED, That the Vice President for Finance and Administration/CFO is authorized to act as necessary to select an Outsourced Chief Investment Officer, subject to review and approval as to legal form and sufficiency by the Office of General Counsel; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO will informationally report back to the Board of Trustees at an upcoming meeting regarding the University decision for the Outsourced Chief Investment Officer.

RESOLUTION 10-10-19: Administrative and Fiduciary Oversight of Defined Contribution Plans Sponsored by The University of Akron

WHEREAS, The University of Akron (the “University”) sponsors and maintains the following defined contribution plans (Plans):

- (i) The University of Akron Alternative Retirement Plan (“ARP”), a defined contribution plan under section 401(a) of the Internal Revenue Code of 1986, as amended, (the “Code”);
- (ii) The University of Akron 403(b) Tax Sheltered Annuity Program (“403(b) Plan”), a defined contribution plan under Code Section 403(b);
- (iii) The University of Akron Qualified Governmental Excess Benefit Arrangement (“415(m) Plan”), a defined contribution plan under Code Section 415(m);
- (iv) The University of Akron 457(b) Deferred Compensation Plan (“457(b) Plan”), a defined contribution plan under Code Section 457(b); (collectively the “Retirement Plans”); and

WHEREAS, As the sponsor and administrator of the Plans, the University has certain fiduciary and administrative responsibilities, and must act for the exclusive benefit of the Plans and their beneficiaries;

WHEREAS, The Board of Trustees recognizes that the University acts as a fiduciary, insofar as it exercises discretion for administration and oversight of its Plans; and

WHEREAS, The Board of Trustees desires to delegate these fiduciary and administrative plan oversight responsibilities to the Vice President for Finance & Administration and Chief Financial Officer (“VP for Finance”) or comparable University role should the title ever change, and to delegate to the Finance Committee of the Board of Trustees, the fiduciary oversight and monitoring to the VP for Finance; Now, Therefore,

BE IT RESOLVED, Pursuant to Sections 1.1 and 3.4 of the ARP, the Board of Trustees designates the VP for Finance to fulfill the duties and have the powers of the Employer under the ARP; and

BE IT FURTHER RESOLVED, Pursuant to Adoption Agreement, Section 2(c), and Basic Plan Document, Section 1.3, of the 403(b) Plan, the Board of Trustees designates the VP for Finance as the Administrator under the 403(b) Plan; and

APPENDIX B: RESOLUTIONS, Page 5

BE IT FURTHER RESOLVED, Pursuant to Section 6.1 of the Plan Document of the 415(m) Plan, the Board of Trustees designates the VP for Finance as the Administrator under the 415(m) Plan; and

BE IT FURTHER RESOLVED, Pursuant to Section 3.01 of the 457(b) Plan Document, the Board of Trustees designates the VP for Finance as the Plan Administrator under the 457(b) Plan; and

BE IT FURTHER RESOLVED, The Board of Trustees designates fiduciary oversight and monitoring of the VP for Finance to the Finance Committee of the Board of Trustees; and

BE IT FURTHER RESOLVED, The VP for Finance is hereby authorized to take such actions that he or she deems necessary or advisable, and to utilize necessary University personnel and resources, to perform the fiduciary and administrative duties delegated to him or her pursuant to this resolution; and

BE IT FURTHER RESOLVED, The VP for Finance shall report to the Finance Committee of the Board of Trustees regarding the Plans at least annually.

RESOLUTION 10-11-19: Pertaining to the Naming of The Dr. Florence L. Denmark Gallery of Social Change

WHEREAS, Dr. Florence L. Denmark is a member of advisory board for The Drs. Nicholas and Dorothy Cummings Center for the History of Psychology at The University of Akron; and

WHEREAS, As a Founding Fellow of the Cummings Center, Dr. Florence L. Denmark has provided significant support to the Center and the National Museum of Psychology, including for the creation of a gallery in the on-campus museum; and

WHEREAS, The gallery features wall-oriented exhibits, which highlight images, text and objects associated with psychologists whose work has made a substantial impact on human society; and

WHEREAS, Dr. Florence L. Denmark is an internationally recognized psychologist, scholar, researcher, and policy maker, who is considered to be a pioneer in the psychology of women, and who previously served as president of multiple professional organizations, including the New York State Psychological Association, the American Psychological Association, and the International Council of Psychologists, and served as the American Psychological Association's representative to the United Nations; and

WHEREAS, Dr. Florence L. Denmark is the first woman to graduate as a double honors major in history and psychology from the University of Pennsylvania, where she also earned her doctoral degree in social psychology; and,

WHEREAS, Dr. Florence L. Denmark has held academic positions at Queens College, Hunter College and the Graduate School of the City University of New York, and is the retired emeritus Robert Scott Pace Distinguished Professor of Psychology at Pace University in New York; Now, Therefore,

APPENDIX B: RESOLUTIONS, Page 6

BE IT RESOLVED, That the Psychology of Social Change Gallery in the National Museum of Psychology within the Drs. Nicholas and Dorothy Cummings Center for the History of Psychology be named The Dr. Florence L. Denmark Gallery of Social Change in honor of Dr. Florence L. Denmark's support for, and dedication to, the Cummings Center for the History of Psychology.

RESOLUTION 10-12-19: Pertaining to the Naming of the Lynn Rodeman Metzger Galleries

WHEREAS, Dr. Lynn Rodeman Metzger received bachelor's and master's degrees in history from The University of Akron, and a Ph.D. in anthropology from Case Western Reserve University; and,

WHEREAS, Dr. Lynn Rodeman Metzger, a cultural anthropologist, taught and mentored University of Akron students for more than 30 years, and was instrumental in developing and promoting the University's archeology program and providing outreach to community organizations to evaluate their cultural resources; and

WHEREAS, Dr. Lynn Rodeman Metzger, a noted scholar and researcher, co-authored two books, *Joe's Place* and *Canal Fever*, and edited a third, titled *Along the Towpath*; and

WHEREAS, Dr. Lynn Rodeman Metzger, and her husband, Edward Metzger, established two funds at the University, which were combined in 2017 to form The Lynn Rodeman Metzger Endowed Curatorship in Anthropology. The fund supports a curator position at The Oak Native American Gallery housed within the Institute for Human Science and Culture at The Drs. Nicholas and Dorothy Cummings Center for the History of Psychology; and

WHEREAS, The Institute for Human Science and Culture contains a rotating gallery space on the newly renovated fourth floor of the Cummings Center for the History of Psychology, which provides special exhibit and presentation space for students in the Institute's museum certificate program; Now, Therefore,

BE IT RESOLVED, That the rotating gallery space in the Institute for Human Science and Culture be named the Lynn Rodeman Metzger Galleries in her memory.

RESOLUTION 10-13-19: Acceptance of Gift Income Report for July 2019 through August 2019

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on October 9, 2019, pertaining to acceptance of the Gift Income Report for July 2019 through August 2019, be approved.

RESOLUTION 10-14-19: Proposed Curricular Change

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on October 9, 2019 for the following curricular change, as recommended by the Faculty Senate, be approved.

APPENDIX B: RESOLUTIONS, Page 7

- Establish a new Master of Arts in Strategic Communication in the Buchtel College of Arts and Sciences, School of Communication

RESOLUTION 10-15-19: Revisions to University Rule 3359-20-03.2

BE IT RESOLVED, That the recommendation presented by the Rules Committee on October 9, 2019, to revise Rule 3359-20-03.2, be approved.

RESOLUTION 10-16-19: Revisions to University Rule 3359-11-05, Court and military leave for all employees except bargaining unit faculty

BE IT RESOLVED, That the recommendation presented by the Rules Committee on October 9, 2019, to revise Rule 3359-11-05, be approved.

RESOLUTION 10-17-19: Revisions to University Rule 3359-60-07, School of law admission

BE IT RESOLVED, That the recommendation presented by the Rules Committee on October 9, 2019, to revise Rule 3359-60-07, be approved.

RESOLUTION 10-18-19: Approval of Presidential Employment Agreement for Dr. Gary L. Miller

WHEREAS, The University of Akron's Board of Trustees approved Resolution 8-17-19 on August 14, 2019, thereby appointing Dr. Gary L. Miller as the 18th President of The University of Akron, effective October 1, 2019; and

WHEREAS, The terms of Dr. Miller's employment were set forth in a Term Sheet dated August 14, 2019, with the understanding that a more fully developed Employment Agreement would follow for the Board's formal approval; and

WHEREAS, A Presidential Employment Agreement consistent with the Term Sheet has been negotiated successfully by both parties to the agreement, and is attached to this document as Exhibit A¹; Now, therefore,

BE IT RESOLVED, That The University of Akron's Board of Trustees formally approves the attached Presidential Employment Agreement between the University and Dr. Gary L. Miller.

RESOLUTION 10-19-19: Authorizing the Reorganization of the Office of Academic Affairs and Establishing the Position of Executive Vice President and Provost

WHEREAS, On December 6, 2017 through Resolution 12-17-17, the Board acknowledged the need for additional resources in the Office of Academic Affairs, and authorized the creation of the co-equal positions of the Executive Vice President and Chief Academic Officer and the Executive Vice President and Chief Administrative Officer; and

¹ Exhibit A of Resolution 10-18-19 is included in these minutes as Appendix C.

APPENDIX B: RESOLUTIONS, Page 8

WHEREAS, That same resolution authorized the University administration to begin a national search for an Executive Vice President and Chief Academic Officer “as soon as practicable”; and

WHEREAS, The Board appointed Dr. Rex Ramsier (“Ramsier”) as the Executive Vice President and Chief Administrative Officer, and asked Ramsier to continue to serve as the Senior Vice President and Provost, thereby fulfilling the functions of the Executive Vice President and Chief Academic Officer, during the pendency of the search; and

WHEREAS, A search for the Executive Vice President and Chief Academic Officer began in early 2018, but because of the subsequent transition of the presidency due to the resignation of President Wilson, the search was suspended in spring 2018; and

WHEREAS, On April 17, 2019, after Ramsier having continued to perform the functions of two separate executive vice-presidential positions, the Board, through Resolution 4-20-19, appointed Ramsier to serve only as the Executive Vice President and Chief Administrative Officer and extended his contract to serve in that position through June 30, 2021; and

WHEREAS, In that same resolution, the Board also appointed Dr. Chand Midha (“Midha”) to serve as the Interim Executive Vice President and Chief Academic Officer, while also having Midha continue to serve as the Executive Dean of the Graduate School; and

WHEREAS, The Board further authorized the engagement of a search firm to conduct a national search for the position of Executive Vice President and Chief Academic Officer in accordance with the collective bargaining agreement and in coordination with the search for a President, and acknowledged that neither Ramsier nor Midha would be a candidate for this position; and

WHEREAS, The Board discontinued the title of Senior Vice President and Provost; and

WHEREAS, On August 14, 2019, the Board concluded its search for a new President and announced Dr. Gary L Miller (“Miller”) as its new President effective October 1, 2019; and

WHEREAS, The Board, in consultation with and upon the recommendation of Miller, desires to discontinue the current organizational structure of the Office of Academic Affairs and to create a new structure, including creation of the position of Executive Vice President and Provost (“EVP/Provost”); and

WHEREAS, The Board desires to immediately undertake a national search for the EVP/Provost; Now, Therefore,

BE IT RESOLVED, That the Office of Academic Affairs shall be reorganized to eliminate the co-equal positions of the Executive Vice President and Chief Academic Officer and the Executive Vice President and Chief Administrative Officer and to create the new position of the EVP/Provost; and

APPENDIX B: RESOLUTIONS, Page 9

BE IT FURTHER RESOLVED, That the EVP/Provost position will be responsible for all functions for which the Executive Vice President and Chief Academic Officer and the Executive Vice President and Chief Administrative Officer have been responsible; and

BE IT FURTHER RESOLVED, That in order to maintain stability in the Office of Academic Affairs during the transition to the new organizational structure, the current organizational structure shall remain in place until the EVP/Provost is selected, with Ramsier and Midha continuing to serve in their respective current roles; and

BE IT FURTHER RESOLVED, That the University will conduct a national search, to be led by the Search Committee and Miller, to select a new EVP/Provost.

RESOLUTION 10-20-19: Authorizing Dr. Miller to Develop a University-wide Strategic Plan

WHEREAS, The University of Akron is focused on the outcome of student success; and

WHEREAS, The University has developed a series of three-year action plans to help guide University operations toward that outcome; and

WHEREAS, These plans currently are being updated and revised; Now, Therefore,

BE IT RESOLVED, That the President of the University will use the existing plans as a foundation to develop a University-wide strategic plan that will guide the University for a three- to five-year time horizon; and

BE IT FURTHER RESOLVED, That the President will organize an inclusive process that will result in the presentation of the strategic plan at the June 10, 2020 regular meeting of the Board of Trustees.

EXHIBIT A**THE UNIVERSITY OF AKRON
PRESIDENT'S EMPLOYMENT AGREEMENT**

This President's Employment Agreement (the "Agreement") is made between the **BOARD OF TRUSTEES OF THE UNIVERSITY OF AKRON**, 302 East Buchtel Common, Akron, Ohio 44325 ("Board"), and **DR. GARY L. MILLER** ("President" or "Dr. Miller"), effective the 1st day of October, 2019 (the "Effective Date"). The University and the President may be referred to hereinafter as a "Party" and collectively as the "Parties".

RECITALS

WHEREAS, the Board wishes to employ Dr. Miller as President of The University of Akron (the "University") and Dr. Miller wishes to serve as President and be its employee, subject to the terms of this Agreement and applicable law;

WHEREAS, both the Board and the President desire to set forth their respective rights and obligations in this Agreement; and

WHEREAS, this Agreement has been duly approved and its execution has been duly authorized or ratified by the Board at the meeting of the Board held on October 9, 2019.

NOW, THEREFORE, in consideration of the covenants and agreements set forth herein, the adequacy and sufficiency of which are hereby acknowledged, the President and the Board agree as follows:

1. **Appointment and Term**. The Board appoints and employs Dr. Miller to serve as the President of the University for a term beginning October 1, 2019 and ending September 30, 2024 (the "Term"). Dr. Miller is employed to serve as the chief executive officer of the University under the policies, rules, supervision, direction and discretion of its Board and the Board's Executive Officers, and consistent with all applicable law. The President hereby accepts and agrees to such appointment as of such date. The Term may be extended by mutual written agreement of the parties.
2. **Powers and Duties**. The President shall perform all duties in accordance with federal, state and local law, the terms of this Agreement, and the Rules of the Board, as amended from time-to-time. The President shall perform those services and duties that are inherent to the Office of the President, as the chief executive officer of the University, including, without limitation, the duties set forth in the Rules of the Board and other actions of the Board (collectively, the "Duties"). The President shall devote his full-time, attention, skill, and efforts to the faithful performance of the Duties for the University, except as set forth in Section 8 of this Agreement ("Outside Activities"). The President and the Board acknowledge and agree that the Duties hereunder shall be to supervise the entire program of activities of the University and shall be consistent with those customarily performed by presidents of colleges and universities comparable in size and type to the University, including, without limitation:

- a. institutional, faculty, and educational leadership and management;
- b. fostering positive external relationships with federal, state, and local government;
- c. fundraising, development, public, and alumni relations;
- d. long range and strategic planning, and budget formulation;
- e. recruitment, appointment, promotion and dismissal of faculty and staff members;
- f. student recruitment and services; and
- g. such other duties as may be mutually agreed upon by the President and the Board or assigned to the President by the Board.

The President also serves as an ex-officio member of The University of Akron Foundation Board of Directors and as a member of The University of Akron Research Foundation Board of Directors. Should the President's employment with the University cease for any reason, the President's service as a member of these Boards also will cease.

The Board expects the President to develop and maintain personal relationships with alumni, donors, and potential donors as part of his fundraising, development, and alumni relations duties. Such efforts may require the President to be a guest in the homes of alumni, donors and potential donors and will require the President to participate in social and recreational activities with these individuals. The Board believes that such relationships are critical to the University's fundraising, development, and alumni relations efforts and expects the President to participate in such activities.

3. **Compensation.**

- a. **Annual Base Salary.** As compensation for the services to be performed by the President pursuant to this Agreement, the University shall pay the President an annual base salary of \$475,000.00, (the "Base Salary"), less applicable deductions, in equal monthly installments. All compensation received by the President will be subject to applicable tax laws and, if appropriate, will be treated as taxable income subject to applicable withholding and other payroll taxes. During the Term of this Agreement, the President's Base Salary may be increased, but not decreased. Any increases in the Base Salary shall be within the Board's sole discretion and shall be based upon the President's performance during the previous twelve months in connection with the annual evaluation of the President's performance, as set forth in Section 4 of this Agreement.
- b. **Internal Revenue Code §457(f) Plans.** The University shall establish and maintain for the benefit of the President a non-qualified deferred compensation plan under Section 457(f) of the Internal Revenue Code of 1986, as amended, and the guidance thereunder (the "457(f) Plan"). (For purposes of this Agreement, the "Code" shall refer to the Internal Revenue Code of 1986, as amended, and the guidance thereunder.) The University shall credit this Plan with \$25,000.00 during each year of the Agreement, provided that the President has remained continuously employed by the University through the end of such year. All accrued deferred compensation that the University has credited to the 457(f) shall become fully vested and payable to the President in a single lump sum payment upon completion of the Term; provided however, should the President be unable to complete the Term due to his death, permanent disability (as defined by Section 409(a)(2)(C) of the Code), or termination without Cause by the University (pursuant to Section 7(b) of the Agreement) all credits made to the Account shall be deemed to vest. If the President is terminated for cause (pursuant to Section

- 7(a) of the Agreement) or voluntarily resigns from employment (pursuant to Section 7(c) of the Agreement), the President shall not receive any accrued deferred compensation under this Plan. Any other terms and conditions of the Plan shall be set forth in a document separate and apart from this Agreement but shall include a substantial risk of forfeiture provision. Both parties acknowledge that future guidance issued by the Internal Revenue Service with respect to Section 409A of the Code or Section 457(f) of the Code may necessitate an amendment of this Section 3(b) and the parties mutually agree to amend this Section 3(b) to comply with such guidance.
- c. **State Appropriation.** Payment under this Agreement is subject to appropriation of funds by the Ohio Legislature and to the determination of the adequacy of such funds for that purpose by the Board. However, the Parties agree and understand that funding for the University comes from several sources other than appropriations by the state of Ohio. It is not the intent of the Board to use any reduction in appropriations as a reason to reduce compensation under this Agreement if other funds are available for such use.
4. **Annual Evaluation.** On or before July 1 of each year, the President shall provide to the Chair of the Board (the "Chair") proposed goals and objectives for the year period beginning on September 1st. The Board or its designee (referred to in this Section 4 as the "Board") and the President shall discuss the President's goals and objectives, after which time the Board and the President shall agree upon goals and objectives for the year period. On or before July 1 of each year, the President shall initiate the evaluation process for the period that began on September 1 of the previous calendar year by submitting to the Board a self-appraisal of said period's performance. This appraisal shall address the President's performance related to each of the goals and objectives determined the preceding September. After the President has provided this self-appraisal, the Board shall evaluate the President's performance during the previous academic year based on the President's achievement of the mutually agreed upon specified goals and objectives and such other criteria as the Board deems appropriate. To aid the Board in its annual evaluation, the President agrees to furnish to the Board such oral or written reports as it may request.
5. **Benefits and Reimbursements.** During the Term of this Agreement, the University shall provide the President with the following benefits and reimbursements:
- a. **Standard Benefits.** The President shall be a member of the administrative faculty with rank, untenured, of the University. The President shall be eligible to participate in such University benefits as are generally available to full-time faculty and contract professionals, subject to eligibility requirements, terms, and costs as are applicable, including: (i) health care insurance (dental, medical, prescription, and vision), term life insurance coverage and disability insurance in accordance with the University's employer-provided plans applicable to faculty and contract professionals; (ii) worker's compensation coverage; (iii) an annual physical examination for the President, which will be provided by the University at no cost, at a mutually agreeable facility, with results made available to the Chair of the Board; (iv) twenty-two (22) vacation days and fifteen (15) sick leave days per year, which may be accrued and are administered in accordance with the Rules of the Board and University policies; and (v) tuition remission, consistent with the University's policies.

- b. **Supplemental Retirement Plans.** As part of the employee benefits package, the President shall be eligible for retirement benefits under the applicable Ohio public retirement system or Alternative Retirement Plan (the "ARP"), based on the employee's election and as permitted by law. The University will make all required employer retirement contributions to the applicable retirement plan or ARP, based on the President's election. The President also will have the opportunity to participate in the University's supplemental retirement plans, subject to sections 403(b) and 457(b) of the Code.
- c. **Additional Insurance Opportunities.** In addition to the group life insurance provided by Section 5(a), the President shall have the opportunity to participate in such other, optional insurance programs that are provided by the University to its employees.
- d. **Automobile.** During the Term of the Agreement, the University shall provide the President with an automobile allowance in the amount of \$750.00 per month. Any automobile expenses beyond the amount of the allowance as well as any liability, collision, and comprehensive insurance and any additional operating expenses shall be the responsibility of the President.
- e. **Housing.** During the Term of the Agreement, the University shall provide the President a stipend of \$3,500.00 per month to be applied toward housing. Any housing expense balance, as well as any liability and comprehensive insurance and all additional operation expenses associated with said housing, including all repairs, shall be procured and borne by the President. It is expected that the President shall, from time-to-time, utilize facilities on the main campus or elsewhere, including the President's residence, to (1) entertain various individuals, including but not limited to dignitaries, community leaders, faculty and other employee groups, students, friends of the University, and political leaders; and (2) to hold receptions, meetings, conduct fund-raising activities and a variety of events for mixed business and social purposes benefiting the interests of the University. In such instances, reasonable cooking, catering, and housekeeping services shall be provided to, or reimbursed by the University at the President's request.
- f. **Travel, Entertainment, and Other Business Expenses.** The President and his spouse are expected to travel on behalf of the University. Appropriate business class air travel for international flights and for flights scheduled for longer than 4 hours will be provided for the purposes of such travel. Other reasonable travel and other business expenses incurred by the President and his spouse in connection with University business (including mileage) shall be paid for or reimbursed in accordance with the University's travel and hosting policies. The University will establish an annual budget for entertainment and travel based on the needs of the President's responsibilities. If the President requests his spouse to utilize her skills and talents in connection with a University related activity and for the direct benefit of the University, such efforts will be on a voluntary, unpaid basis; however, expenses incurred in connection with such University related activity by the President's spouse shall be reimbursed in accordance with University policy.

- g. **Club Membership.** The Board will provide the President, at the University's expense, with a family membership at one mutually agreed upon country club in the name of (or on behalf of) the University and shall pay monthly dues and expenses as provided under Board rules. The parties acknowledge and agree that based upon substantiation of information to be provided by the President, the University shall include in the President's compensation for income tax purposes only the value attributable to the President's non-business (i.e. personal) uses of such club. The President agrees to maintain and furnish an accounting of expenses provided for in this Agreement in accord with standard requirements of the University.
 - h. **Working Facilities.** The President shall be provided with a private office, reasonable staffing, entertainment budget (consistent with Section 5(f) of this Agreement), and other resources necessary for the operation of the Office of the President and to carry out the University's development objectives as determined by the Board. The University also will provide the President with necessary equipment and support (i.e. computer, printer, mobile telephone, etc.) to operate an office at the President's personal residence. In addition, the President's spouse will be supplied with reasonable and necessary computing equipment and support to facilitate her participation in events and activities for the benefit of the University. Such equipment shall remain the property of the University.
 - i. **Transition, Moving, and Relocation Expenses.** The University will reimburse the President for reasonable moving and relocation expenses up to an amount of \$36,000.00, such reimbursement to be consistent with the University's policies concerning moving expenses. The President must obtain estimates from two national moving companies and will be reimbursed at the lower estimate unless otherwise agreed to in writing in advance by the Chair of the Board. Moving and relocation expenses are eligible for reimbursement if incurred within twelve (12) months of the Effective Date.
 - j. **Professional Development.** The University will pay for, or reimburse the President, as applicable and in accordance with University policies, for membership in professional organizations, as well as for attendance and participation in professional development meetings and conferences.
 - k. **Compliance with Section 409A of the Code.** The University shall make the reimbursements under Section 5 of this Agreement in a manner that is compliant with Section 409A of the Code. As such, the amount of expenses reimbursed during one taxable year shall not affect the amount of expenses eligible for reimbursement in any other taxable year. Any reimbursement of expenses typically will occur within thirty (30) days from the submission of a fully completed reimbursement request, but in no event shall reimbursement be made after the last day of the taxable year following the year in which the expense was incurred. The right to reimbursement of expenses shall not be subject to liquidation or exchange for another benefit.
6. **Tax Reporting.** The University shall include in the W-2 issued to the President all payments, benefits, allowances, and reimbursements that are defined as income or otherwise required to be reported by federal, state, or local governments. Except as provided in this Agreement, the President shall be responsible for the payment of all personal taxes due and shall make such payments on a "when due" basis.

7. **Termination.**

- a. **Termination For Cause.** The University may terminate this Agreement at any time, for cause, upon written notice to the President. For purposes of this Agreement, "Cause" shall mean:
- i. conduct, whether occurring prior to or during the Term of this Agreement, that in the reasonable judgment of the Board is contrary to the best interests of, or prejudicial to the University and is also either (a) a substantial deviation from the expected character or behavior of a person occupying the position of a university president or (b) a serious violation of law;
 - ii. willful neglect of duty, including the President's prolonged absence from work without the Board's consent (except such absence that is attributable to illness or disability or approved leave);
 - iii. gross negligence or willful malfeasance by the President in the performance of the President's duties;
 - iv. actions or omissions by the President that are undertaken, or omitted knowingly, that represent a material breach of the University's policies, rules, or procedures;
 - v. actions or omissions by the President that are criminal or fraudulent, or that involve dishonesty or moral turpitude;
 - vi. any indictment, conviction, plea of guilty, "no contest" or "Alford" to a felony; or
 - vii. any material breach of this Agreement.

In the event the President is terminated for Cause, the President's employment shall cease immediately, and the President shall not be entitled to any further compensation or benefits as President, except as set forth in the University's various benefit plans with respect to vesting and rights after termination of employment.

- b. **Termination Without Cause.** The University may terminate this Agreement without Cause at any time for the convenience of the University upon ninety (90) days prior written notice to the President. Termination of this Agreement by virtue of the President's Permanent Disability or death (as set forth in Sections 7(d) and 7(e) of this Agreement, respectively) shall not be construed as termination without Cause. If the University terminates this Agreement without Cause prior to the expiration of the Term, the President shall be entitled to receive payments equal to the President's then-Base Salary and health benefits (dental, medical, prescription, and vision) for one (1) year from the date of termination. The President shall not be entitled to any further compensation or benefits as President, except as set forth in the University's various benefit plans, including the 457(f) Plan, with respect to vesting and rights. No payments shall be made under this Section 7(b) unless the President provides to the University, and does not revoke, a general release of claims in a form satisfactory to the University. For purposes of this Agreement, any reference to the President's termination of employment will be interpreted in a manner consistent with the definition of "separation from service" under Section 409A of the Code and with the definition of "severance from employment" under Code Section 457(f).

- c. **Resignation.** The President may resign from the Presidency by providing at least nine (9) months prior written notice to the Board. The President's employment as President shall cease on the effective date of resignation, and the President shall not be entitled to any further compensation or benefits as President, except as set forth in the University's various benefit plans with respect to vesting and rights after termination of employment. The President acknowledges and agrees that if he resigns prior to the completion of his Term, he forfeits all rights to any deferred compensation under Section 3(b) of this Agreement.

In addition to the foregoing, should the President resign: (i) less than three (3) calendar years from the Effective Date or with less than nine (9) months advance notice to the Board, the President shall pay to the University as liquidated damages, and not as a penalty, seventy-five percent (75%) of his initial Base Salary. Such payment will be due to the University within sixty (60) days of the President's final day in office. Notwithstanding the foregoing, if the President resigns following the failure of the state of Ohio to appropriate the necessary funds for his salary, as contemplated in Section (3)(c), the University will not assess liquidated damages.

- d. **Permanent Disability.** If the President shall become permanently disabled during his service as President, this Agreement shall terminate effective on the date of permanent disability and the President shall receive all benefits to which the President is entitled pursuant to the University's disability insurance plan in which the President participates, as set forth in Section 5(a) as well as the benefits provided by the 457(f) Plan. For purposes of this Agreement, "Permanent Disability" shall be defined by Section 409(a)(2)(C) of the Code.

The President understands that he is considered a key employee under FMLA regulations. A "key employee" is a salaried, FMLA-eligible employee who is among the highest paid ten (10) percent of all the employees employed by the employer within seventy-five (75) miles of the employee's worksite. Under certain circumstances, the President may be denied restoration of his job if doing so would result in "substantial and grievous injury" to the University, as reasonably determined by the Board in its sole discretion.

- e. **Death.** In the event of the President's death during the Term of this Agreement, the President's Base Salary shall cease immediately and this Agreement shall terminate effective on the date of death. The President's designated beneficiary shall be entitled to receive all benefits to which the President is entitled under the University's various insurance plans and the benefits provided by the 457(f) Plan only.
8. **Outside Activities.** The University recognizes that it may be both appropriate and beneficial for the President to engage in outside activities, such as serving on an external, charitable or similar board of directors, consulting, delivering speeches, and writing. However, the President shall seek prior approval from the Board, which will consult with the General Counsel (who serves as the University's Chief Ethics Officer), before agreeing to undertake any outside activities. The President may not engage in any outside activity that conflicts with the President's duties to, and responsibilities for, the University or Ohio's Ethics Law. The President is required to file an annual Financial Disclosure Statement with the Ohio Ethics Commission as required by law. All income or other compensation earned by the President in connection with the President's outside

activities shall be paid to and retained by the President and reported in accordance with applicable tax law and established University policy. Such income, if any, shall have no effect on the amount of salary, benefits, or other compensation to which the President may be entitled to under this Agreement.

9. **Confidential Information; Non-Solicitation.**

- a. **Confidentiality.** The President acknowledges that while employed hereunder, he will occupy a position of trust and confidence and will receive and have access to Confidential Information, as hereinafter defined. The President acknowledges that such Confidential Information is specialized, unique in nature, and of great value to the University and that such information gives the University a competitive advantage. During the Term and thereafter, the President shall not use the Confidential Information or disclose the Confidential Information to any third party, except (i) as required to perform his duties in a manner consistent with professional standards and obligations; (ii) as authorized by the University; (iii) in furtherance of the University's legitimate business interests; (iv) to comply with applicable law or accreditation standards; or (v) to the extent such Confidential Information shall have become public other than by the President's unauthorized use or disclosure. Notwithstanding the foregoing, in no event shall the President use or disclose Confidential Information if such use or disclosure will expose the University to competitive disadvantage or legal liability, or will otherwise harm the University. For purposes of this Agreement, "Confidential Information" means any information not generally available to the public regarding the University or its actual or prospective students, employees, alumni, or donors, including without limitation information regarding actual or potential activities of the University; admissions information; fundraising information; the identities of persons under consideration for positions as trustees, officers, or employees of the University; information regarding actual or potential NCAA, athletic conference, legal, or regulatory proceedings; and any other information that should by its nature or context be recognized as proprietary and/or confidential.
- b. **Return of Documents and Property.** The President agrees to deliver or return to the University, at its request at any time or upon termination or expiration of his employment or as soon thereafter as possible, all property furnished by the University or prepared, maintained, or acquired by the President in the course of the President's employment hereunder, including without limitation computer equipment, keys, documents, records, lists, data, drawings, prints, notes and all other written information, in any form or media and including all copies.
- c. **Non-Solicitation.** The President recognizes that he will possess Confidential Information about other employees of the University relating to their education, experience, skills, abilities, compensation and benefits, and inter-personal relationships with faculty, staff, students, and suppliers to the University. The President recognizes that the information he will possess about these other employees is not generally known, is of substantial value to the University in securing and retaining faculty, staff, and students and will be acquired by the President because of his position. The President agrees that during the Term and for a period of twenty-four (24) months beyond his termination or expiration of this Agreement, that he will not, directly or indirectly, solicit, recruit, or hire or aid in the hire of any employee of the University for the purpose of being employed by any business, individual, partnership, firm, corporation, or other entity on whose behalf the President is acting as an agent,

representative, principal, or employee, and the President will not convey any such Confidential Information or trade secrets about other employees of the University to any other person except within the scope of the President's duties hereunder.

- d. **Notification of Certain Communications.** The parties agree that should another employment opportunity be presented to the President, or should the President be interested in another employment position during the Term of this Agreement, the President shall notify the Chair of the Board of such opportunity or interest before he or any representative of his, holds discussions or engages in other communications with anticipated employment position principals.
- e. **Remedies for Breach.** The President expressly agrees and understands that the remedy at law for any breach by the President of this Section 9 will be inadequate and that damages flowing from such breach are not usually susceptible to being measured in monetary terms. Accordingly, it is acknowledged that upon the President's violation of any provision of this Section 9, the University shall be entitled to seek from any court of competent jurisdiction immediate preliminary and/or permanent injunctive relief restraining any threatened or further breach as well as an equitable accounting of all profits or benefits arising out of such violation. Nothing in this Section 9 shall be deemed to limit the University's remedies at law or in equity for any breach by the President of any of the provisions of this Section 9, which may be pursued by or available to the University.
- f. **Use of Name, Image, or Likeness.** During the term of this Agreement, the President consents to the royalty-free use of his name, nickname, initials, autograph, signature (but only for promotional purposes and not as a legally binding signature for the execution of documents absent specific authorization from the President), voice, video or film portrayals, photograph, image or likeness, and any other means of endorsement or identification of or by the President, including statistical, biographical, or other information or data relating to the President, by the University or by any party under contract with the University in the conduct and promotion of the University and as otherwise provided in this Agreement. The President acknowledges that from time to time the University may be presented with opportunities for the production and distribution of multimedia broadcasts and promotional materials relating to the University ("Multimedia"), and the President agrees to appear in and participate in the creation of such Multimedia works. As between the parties, the University shall own all right, title, and interest (including copyright) in and to the Multimedia works and the President hereby assigns his interest in such to the University. The uses allowed in this Section 9(f) shall not present the President in a false or demeaning manner. Where practicable, the University shall provide the President advanced notice of an intended use with sufficient detail for the President to comment and provide input on the proposed intended use. In the event the President objects to any current or future use because it presents him in a false or demeaning manner, he shall notify the Chair of the Board who shall reasonably consider the President's objection and as deemed appropriate by the Chair, modify or discontinue the objectionable use.
- g. **Survival of Provisions.** To the extent provided in this Section 9(g), the obligations contained in this Section 9 shall survive the termination or expiration of the President's employment and, as applicable, shall be fully enforceable thereafter in accordance with the terms of this Agreement. The President agrees that the restrictions set forth in this Section 9 are reasonable and necessary in order to protect adequately the University's interests, and agrees

- not to challenge the reasonableness of any such restriction in any proceeding arising out of or related to this Agreement. If it is determined by a court of competent jurisdiction that any restriction in this Section 9 is excessive in duration or scope or is otherwise unenforceable, it is the intention of the parties that such restriction may be modified or amended by the court to render it enforceable to the maximum extent permitted by law.
10. **Compliance with Ohio Law.** Dr. Miller's appointment as President is subject to all applicable laws and regulations including full compliance with Ohio's Ethics laws, including financial reporting disclosure. In compliance therewith, the University is providing the President with the enclosed copy of the relevant Ethics laws.
 11. **Section 409A and 457 Compliance.** All payments and benefits under this Agreement are intended to comply with, or otherwise be exempt from, Section 409A of the Code. Severance payments are intended to qualify for the severance exception under Section 457 of the Code. This Agreement shall be administered, interpreted, and construed in a manner consistent with that intent. If any provision of this Agreement that is found not to comply with, or otherwise not be exempt from, the provisions of Section 409A or the severance exception to Section 457 of the Code, it shall be modified and given effect, in the sole discretion of the University and without requiring the President's consent, in such manner as the University determines to be necessary or appropriate. Each payment under this Agreement shall be treated as a separate payment for purposes of Section 409A of the Code.
 12. **Legal, Tax and Financial Assistance.** The President acknowledges and agrees that the President has consulted, or has been given the opportunity to consult, with personal tax, legal, and financial advisors with respect to each and every term of this Agreement. Furthermore, neither the University nor the Board, trustees, employees, or agents of the University makes any representation, warranty, or guarantee to the President regarding the tax, legal, or financial consequences of any term in this Agreement; nor does the University have any obligation to indemnify the President from the payment of all taxes (including any penalties and interest) that arise from payments under this Agreement.
 13. **Acknowledgment of Polices and Benefits.** All University faculty and staff are required to acknowledge and complete an Employment Information and Fringe Benefit Summary document. The President shall complete and execute the Summary document as part of his hiring and onboarding process.
 14. **Mediation.** If the parties mutually agree, any controversy or claim that either party may have against the other arising out of or relating to the construction, application, or enforcement of this Agreement, as well as any controversy or claim based upon an alleged breach of any legal right relating to or arising from the President's employment and/or the termination of the President's employment may be submitted to non-binding mediation. The costs and fees associated with mediation shall be borne equally by the parties.
 15. **Notice.** All notices required or allowed by this Agreement shall be hand delivered or mailed by certified mail, postage prepaid, return receipt requested. Unless and until changed by a party giving written notice to the other, the addresses below shall be the addresses to which all notices required or allowed by this Agreement shall be sent:

If to the University:

Chair, Board of Trustees
The University of Akron
c/o Secretary to the Board
337 Student Union
Akron, OH 44325-4705

If to the President:

Dr. Gary L. Miller
21 Furnace Street #804
Akron, Ohio 44308

16. **Severability and Waivers.** If any portion of this Agreement shall be held to be invalid, inoperative, or unenforceable by a court of competent jurisdiction, then, so far as possible, effect shall be given to the intent manifested by the portion held invalid, inoperative, or unenforceable, and the remainder of this Agreement not found invalid, inoperative, or unenforceable shall remain in full force and effect. No waiver or failure to enforce any or all rights under this Agreement by either party on any occasion shall constitute a waiver of that party's right to assert the same or any other rights on that or any other occasion.
17. **Governing Law.** This Agreement shall be governed and construed, and the rights and obligations of the parties hereto shall be determined, in accordance with the laws of the State of Ohio, excluding its choice of law rules. Dr. Miller's appointment as President is specifically subject to and may be superseded by the fiscal watch provisions of Ohio Revised Code Chapter 3345, including the performance evaluation, suspension of authority, duties, pay, and termination provisions required by Ohio Revised Code § 3345.77.
18. **Counterparts.** This Agreement may be executed in counterparts, and by the parties on separate counterparts each of which, when so executed, shall constitute but one of the same instrument.
19. **Complete Agreement.** This Agreement and the deferred compensation agreement contemplated by Section 3(b) constitute the entire agreement between the parties and fully supersede any and all prior agreements or understandings, written or oral, between the parties pertaining to the matters set forth herein. As such, this Agreement supersedes and replaces the President's Term Sheet between Dr. Miller and the University. This Agreement shall not be amended, modified, or changed other than by written agreement by the President and the University.
20. **Personal Contract.** The President's obligations and duties shall be personal and not assignable or delegable in any manner whatsoever. This Agreement shall be binding upon and inure to the benefit of the President and the President's executors, administrators, heirs, successors, and permitted assigns, and upon the University and its successors and assigns.

21. **Miscellaneous.** The headings in this Agreement are for convenience only and shall not be used in construing or interpreting this Agreement. The terms “Board,” “Board of Trustees,” and “University” as used in this Agreement, where applicable or appropriate, shall be deemed to include or refer to any duly authorized board, committee, officer, or employee of said entity. Whenever the context requires, the masculine shall include the feminine and neuter, the singular shall include the plural, and conversely.

The University of Akron

Joseph M. Gingo
Chair, The University of Akron Board of Trustees

Date: _____

Dr. Gary L. Miller
President

Date: _____

APPENDIX D: REPORT OF THE PRESIDENT

Thank you, Mr. Chairman and Board members, for your invitation to join you and for your trust. Georgia and I are very happy to be here.

I want to add my appreciation on behalf of the faculty, staff and students of The University of Akron to Dr. John Green, who also “has my back” today. John has just done a fantastic job as interim president, and John, thank you for agreeing to stay on for a little while longer to help us through the transition.

It has been just over a week since I assumed the responsibilities of the Office of President. I want to thank the Board’s Presidential Transition Committee for their guidance, which has really helped us to organize our introduction to this community, and I am very grateful. The Committee has helped me to start a network of connections with leaders from government, business, community and other areas. Georgia and I also have found a few ways to introduce ourselves to the community, and we are very excited about doing that.

I have made a number of phone calls to faculty members during the last couple of weeks to learn their views on where we might go in the future. These have been very constructive and thoughtful phone calls. I continue to be extraordinarily impressed by the faculty at The University of Akron. A common element in those conversations was “moving forward again”; I heard that phrase over and over. I think there is a lot of energy to do that, and I certainly look forward to joining them in working together to move the University forward.

First 100 Days

So in response to this optimism, as well as to the Board’s commitment of support, I will outline for you just a few plans I have to get started and organized within my first 100 days as President.

- As I reviewed with the Faculty Senate last week, I believe the first order of business is to reorganize the Office of Academic Affairs. This will include an immediate search for a new executive vice president/provost. We will make this request to the Board shortly.
- Next, we want to take a close look at the University’s financial models and make sure that we understand where they are, then develop some solution models. We have a good understanding of these numbers, but I just want to make sure that we are looking at the future appropriately.
- We will work hard to organize the Office of the President to make sure that it is responsive, particularly to faculty and students, to this Board and to the community. We have done a lot of work on this, and we have a great staff there; but we will do more.

APPENDIX D: REPORT OF THE PRESIDENT, Page 2

- During much of this period of time, I will be introducing myself and learning to know as many people as possible. We will visit every college, the academic units, and our Athletics Department, in addition to numerous planned and unplanned engagements with students, faculty and staff. As I mentioned earlier, we also are working extensively to meet with community leaders; in fact, we have plans to do so this evening. That has been a lot of fun as this is a very supportive community, and we are excited to get to know it.

I enjoy listening, and we are trying to learn as much as we can. I want to know what we need to know to make this University succeed. There are some great ideas out there to move forward.

Awards and Recognition

I think it is important that we take a few minutes to recognize some of the accomplishments of the University. There are many of them; I just want to mention a few:

- Many of you may know that Ohio is currently second in the country for fatal drug overdoses. A team of University of Akron faculty led by Dr. Rikki A. Patton of the School of Counseling, partnering with colleagues at Drexel University, have just received a \$1.3 million grant from the U. S. Department of Health and Human Services to address this issue in a community-based experimental training program.
- The U.S. Department of Education has recognized the Akron Early College High School as a National Blue Ribbon School. This is the second time in 12 years that the school, which operates on our campus, has been recognized. It is one of 14 schools in Ohio to be so recognized and the only school in the Akron Public School district to receive an “A” grade on the Ohio Department of Education’s recent report card. Kudos to the UA education faculty and students who partner with that high school!
- Three University of Akron faculty members received financial awards during the 2019 Knight Foundation Arts Challenge. I was fortunate to be able to attend part of that event. We want to extend congratulations to:
 - **Associate Professor Dr. Elisa Gargarella**, director of the Art Bomb Brigade, who received \$40,000 in recognition on behalf of the Art Bomb Artistic Residence and Apprentice Program;
 - **Professor of Painting Matthew Kolodziej**, whose work, “Synapse Nature Solutions,” a series celebrating biomimicry—one example of the great transdisciplinary programs that we have on campus—received a \$25,000 award; and,
 - **Robert Wesner**, director and co-founder of the NEOS Dance Theatre, who was awarded \$30,000 for his company’s work, “Akron Ascending, an Identity in Dance.”

These are great recognitions for these outstanding faculty.

APPENDIX D: REPORT OF THE PRESIDENT, Page 3

New Facilities

The University observed two ribbon-cutting ceremonies last month:

- The Anthony J. Alexander Professional Development Center on September 10

The nearly 12,000-square-foot center is a one-stop training spot for business students, where they can interact with area business professionals in simulated business environments. This \$5.45 million facility was made possible by a lead gift from Mr. Alexander and funding from 280 other donors.

- The Institute for Human Science and Culture on September 14

The top two floors of the Drs. Nicholas and Dorothy Cummings Center for the History of Psychology had been renovated to house the Institute for Human Science and Culture. Donors Jim and Vanita Oelschlager had made a generous gift of Native American artifacts for this facility. This marks the completion of renovations for the Cummings Center for the History of Psychology.

Partnerships

One of the things that will make us successful in the future is developing partnerships with business, community entities, government and other universities. We have a couple of great examples of that today.

- Our annual campus-wide Internship and Career Fair is being held today in the Student Union, which I hope you will have a chance to visit.
- Yesterday, a similar event was held exclusively for engineering and engineering technology students. More than 300 local and national businesses participated. About 1,400 students had pre-registered, and an additional 200 were expected to have registered during the event. We are very excited about this opportunity for our students to understand the landscape of work.
- The University of Akron has joined other Ohio universities to support the Ohio Intellectual Property Promise program to better leverage the intellectual property generated by our universities. The Ohio IP Promise is a best-in-class process for the licensing of intellectual property generated by universities. You may know that The University of Akron is a leader in technology transfer and patent generation so joining this effort was our great joy. This will give our researchers a clearer path toward entrepreneurship and commercialization of their ideas.

APPENDIX D: REPORT OF THE PRESIDENT, Page 4

- We also want to extend appreciation to Mr. Richard Kramer, chairman, CEO and president of The Goodyear Tire & Rubber Company, who was the keynote speaker at our Goodyear Executive Leadership Forum last month. This is the kind of interaction that I would like to promote across all disciplines and colleges to involve students with leaders in the business community.

New Faculty

Finally, you may have noticed that we are featuring some new faculty in The Digest these days. These hires were approved by the Board during the 2018-2019 academic year and are some of the most exciting and extraordinarily trained faculty I have ever seen. They represent the best graduate programs and training programs in the country, and they will be great assets to the University. Of the 27 hires, 17 were to tenure-track positions.² Additional faculty searches will begin this fall with hires targeted to be on campus in the fall of 2020.

Thank you, Mr. Chairman. That concludes my report.

² <https://www.uakron.edu/im/news/university-fills-25-full-time-faculty-positions-in-areas-of-distinction/>

APPENDIX E: INTRODUCTION - FEATURED STUDENT

GREGORY BROWN

A senior Chemical Engineering student from Akron, Ohio, Mr. Brown is a Williams Honors Scholar, president of the Honors Delegates, and a member of the College of Engineering Dean's Team. He has served as an undergraduate researcher in the College of Polymer Science and Polymer Engineering, traveled to Silicon Valley as part of the "Zips in The Valley" program, and worked as a co-op with The Goodyear Tire and Rubber Company. Gregory has maintained a 3.937 GPA in his academic coursework.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of October 9, 2019 be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 11, 2019

December 11, 2019
Board Meeting
Presiding:
William A. Scala

1	Personnel Actions
2	*Investment Report for the Three Months Ended September 30, 2019
3	*Financial Report for the Three Months Ended September 30, 2019
4	*Procurements for More Than \$500,000
5	*2019 Efficiency Report to the Ohio Department of Higher Education
6	*Cumulative Gift and Grant Income Report for July 1 through October 31, 2019
	For Information Only:
7	Bond Refunding Conclusion
8	Outsourced Chief Investment Officer Selection
9	Purchases \$25,000 to \$500,000 Report
10	Capital Projects Report
11	Information Technology Report
12	Advancement Report
13	University Communications and Marketing Report
14	Government Relations Report
*	CONSENT AGENDA: ITEMS 2, 3, 4, 5, 6

FINANCE & ADMINISTRATION COMMITTEE

TAB 1

PERSONNEL

SUMMARY REPORT FOR EMPLOYEE PERSONNEL ACTIONS
EMPLOYEE PERSONNEL ACTIONS
EMPLOYEE PERSONNEL ACTIONS ADDENDUM
ORGANIZATIONAL/DEPARTMENT NAME CHANGE
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.

December 11, 2019

Human Resources

Summary Report of Personnel Actions for Board of Trustees

December 11, 2019

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

Separations – 9

Resignations 5 Total – 2 Faculty and 3 Contract Professional

Retirements 4 Total – 4 Faculty

Significant Personnel Actions to Note

There are three personnel actions for continuing full-time positions that provide ongoing adjustments to the salaries of existing employees. They can be summarized as follows:

In accordance with the Memorandum of Understanding (MOU) between the College of Health Professions, School of Counseling and the Buchtel College of Arts and Sciences, Department of Psychology regarding the consolidation of the collaborative program in Counseling Psychology, three faculty members were transferred from the School of Counseling to the Department of Psychology in the fall of 2017. As required by the MOU their salaries have been reviewed and are being increased to a level commensurate with like faculty in Psychology.

- Gregor, Margo, Assistant Professor, Psychology; salary adjustment from \$72,838 to \$77,861 9 mo.
- Queener, John, Professor, Psychology; salary adjustment from \$88,186 to \$103,500 9 mo.
- Weigold, Ingrid, Professor, Psychology; salary adjustment from \$89,412 to \$102,226 9 mo.

Transitions After Retirement Program (TARP)

There is one new agreement to report.

- Green, John C., Director Emeritus, Ray C. Bliss Institute of Applied Politics will retire on December 31, 2019 and return on a part-time basis from March 2, 2020 through June 30, 2020.

At this time, there are six approved TARP agreements in place.

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

Office of the President

Separation

Green, John C.	Special Assistant to the President for Strategy and Transition; Director, Ray C. Bliss Institute of Applied Politics; Distinguished Professor, Political Science/Office of the President/Faculty	12/31/19	\$319,000.00 12 mo	Retirement; participating in Transition After Retirement Program
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Office of Athletics

Appointment/Reappointment

Armstrong, Jordan S.	Assistant Volleyball Coach/Office of Athletics/Contract Professional	07/29/19	\$11,000.00 one time payment	Payment for working volleyball camps
Day, Colleen	Associate Head Women's Basketball Coach/Office of Athletics/Contract Professional	06/29/19	\$500.00 one time payment	Payment for working women's basketball camps
Hanna, Thomas C.	Head Volleyball Coach/Office of Athletics/Contract Professional	07/29/19	\$11,000.00 one time payment	Payment for working volleyball camps

Office of Academic Affairs

Appointment/Reappointment

Midha, Chand	Special Assistant to the Interim Executive Vice President and Provost; Trustees Professor; Professor, Statistics/Office of Academic Affairs/Faculty	11/04/19	\$291,008.00 12 mo	Appointment; relinquish Interim Executive Vice President & Chief Academic Officer, Executive Dean, Graduate School, and Senior Associate Academic Officer for Institutional Analytics assignments; salary change from \$315,008.00/12 mo
Stone, Deborah G.	Program Director/Academic Achievement Programs/Contract Professional	09/16/19 09/15/20	\$3,600.00 12 mo (stipend)	Temporary administrative stipend for Program Director assignment; base salary is \$89,760.00/12 mo
Urgo, Joseph R.	Interim Executive Vice President & Provost/Office of Academic Affairs/Faculty	11/04/19 06/30/20	\$325,000.00 12 mo	Temporary appointment vice C. Midha

Separation

Kraus, William	Associate Vice President, Enrollment Management/Enrollment Management/Contract Professional	02/14/20	\$168,096.00 12 mo	Resignation
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Vice President, Development				
<u>Appointment/Reappointment</u>				
Cline, Brock M.	Director of Development, Athletics; Associate Athletics Director/Vice President, Development/Contract Professional	11/13/19	\$77,000.00 12 mo	Appointment vice A. Henderson Sr.
Vice President, Inclusion & Equity/Chief Diversity Officer				
<u>Change</u>				
Pitts, O. Dee Dee	Executive Director, Inclusion & Equity/Inclusion & Equity/Chief Diversity Office/Contract Professional	10/14/19	\$105,060.00 12 mo	Transfer; title change from Assistant Dean, Student Success; department change from College of Applied Science and Technology Dean's Office
Graduate School				
<u>Change</u>				
Saunders, Marnie	Acting Dean, Graduate School; Associate Dean, Graduate School; Associate Professor, Biomedical Engineering/Graduate School/Faculty	11/04/19 06/30/20	\$18,000.00 12 mo (stipend)	Temporary appointment and administrative stipend for Acting Dean assignment; base salary is \$135,952.00/12 mo
Buchtel College of Arts & Sciences				
<u>Appointment/Reappointment</u>				
Green, John C.	Director Emeritus, Ray C. Bliss Institute of Applied Politics; Distinguished Professor/Department of Political Science/Faculty	03/02/20 06/30/20	\$2,850.00 for the period	Temporary appointment; participant in Transition After Retirement Program
Santos, Martha S.	Associate Professor - Summer/Department of History/Faculty	06/10/19 07/14/19	\$205.00 summer session	Payment for summer teaching
<u>Change</u>				
Foreback, Dianne	Assistant Professor, Computer Science/Department of Computer Science/Faculty (BUF)	08/26/19		Extension of tenure probationary period from Fall 2024 to Fall 2025
Gregor, Margo	Assistant Professor, Psychology/Department of Psychology/Faculty (BUF)	08/26/19	\$77,861.00 9 mo	Offline salary adjustment from \$72,838.00/9 mo for equity increase
Queener, John E.	Professor, Psychology/Department of Psychology/Faculty (BUF)	08/26/19	\$103,500.00 9 mo	Offline salary adjustment from \$88,186.00/9 mo for equity increase

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Stakleff, Simon	Nuclear Magnetic Resonance Systems Engineer/Chemistry/Staff	07/01/20 07/31/20	\$153.85 biweekly (stipend)	Extension of temporary administrative stipend for additional duties in the Magnetic Resonance Center; base salary is \$3,619.60/biweekly
Usher, Ann L.	Associate Dean, Fine Arts; Professor, Music; Interim Director, Fashion Merchandising & Interior Design/Buchtel College of Arts & Sciences, Office of the Dean/Faculty	07/01/19 05/30/21	\$113,877.00 12 mo	Temporary additional title for Interim Director assignment
Weigold, Ingrid	Professor, Psychology; Fellow Institute Life-Span Development & Gerontology/Department of Psychology/Faculty (BUF)	08/26/19	\$102,226.00 9 mo	Offline salary adjustment from \$89,412.00/9 mo for equity increase
Wesdemiotis, Chrys	Distinguished Professor, Chemistry; Distinguished Professor, Polymer Science/Department of Chemistry/Faculty (BUF)	09/01/19 08/31/22		Extension of joint appointment with Chemistry (primary) and Polymer Science (secondary)
Wilder, Joseph W.	Professor, Mathematics/Department of Mathematics/Faculty (BUF)	11/04/19	\$126,916.00 9 mo	End temporary job reclassification; title change from Interim Associate Academic Officer; salary change from \$155,120.00/12 mo; department change from Office of Academic Affairs; basis change from 12 to 9 mo
Wilson, Gregory	Professor - Summer/Department of History/Faculty	07/15/19 08/18/19	\$12,112.50 summer session	Amend action approved at October 9, 2019 Board of Trustees meeting; change payment for summer teaching from \$11,400.00

Separation

Myers, Mary E.	Professor, Criminal Justice Studies/Department of Criminal Justice Studies/Faculty (BUF)	12/31/19	\$88,937.68 9 mo	Retirement
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College of Business Administration

Change

Hinchliffe, Sarah A.	Assistant Professor, Accounting/George W. Daverio School of Accountancy/Faculty (BUF)	08/26/19		Extension of tenure probationary period from Fall 2022 to Fall 2023
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Leave</u>				
Hamdani, Maria R.	Associate Professor, Management/Department of Management/Faculty (BUF)	12/22/19 05/17/20	\$137,889.00 9 mo	Amend action approved at February 13, 2019 Board of Trustees Meeting; change from 100% leave with compensation to 50% leave with compensation; change from Professional Development Leave for fall 2019 to academic year 2019-20
<u>Separation</u>				
DuWaldt, Elizabeth	Business Practitioner/College of Business Administration, Office of the Dean/Contract Professional	10/04/19	\$85,090.00 12 mo	Resignation
Lebron James Family Foundation College of Education				
<u>Appointment/Reappointment</u>				
Coyner, Sandra C.	Professor, Education/Department of Educational Foundations & Leadership/Faculty (BUF)	05/01/19	\$3,000.00 one time payment	Payment for online course development
Lenhart, Lisa	Professor, Education; Interim Department Chair, Curricular & Instructional Studies; Interim Department Chair, Educational Foundations & Leadership/Department of Curricular & Instructional Studies/Faculty	08/26/19 06/30/20	\$119,674.00 12 mo (base) \$10,000.00 12 mo (stipend)	Temporary additional titles and administrative stipend for Interim Department Chair assignments; salary change from \$97,915.00/9 mo; basis change from 9 to 12 mo
College of Engineering				
<u>Appointment/Reappointment</u>				
Abbas, Ala R.	Professor - Summer/Department of Civil Engineering/Faculty	08/01/19 08/23/19	\$10,051.96 for the period	Payment for grant-funded summer research
Loth, Francis	Professor - Summer/Department of Mechanical Engineering/Faculty	07/22/19 08/03/19	\$5,220.00 for the period	Payment for grant-funded summer research
Mather, Janice L.	Senior Research Engineer/Department of Mechanical Engineering/Staff	10/01/19 03/31/20	\$3,808.51 biweekly	Temporary reappointment
Oravec, Heather A.	Research Associate Professor, Mechanical Engineering/Department of Mechanical Engineering/Faculty	09/30/19 03/30/20	\$105,795.00 12 mo	Temporary reappointment
Tavana, Hossein	Associate Professor - Summer/Department of Biomedical Engineering/Faculty	08/04/19 08/24/19	\$8,695.88 for the period	Payment for grant-funded summer research

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Toonen, Ryan C.	Assistant Professor - Summer/Department of Electrical & Computer Engineering/Faculty	07/01/19 07/31/19	\$9,820.00 for the period	Payment for grant-funded summer research
<u>Change</u>				
Amini, Rouzbeh	Associate Professor, Biomedical Engineering; Associate Professor, Mechanical Engineering; Associate Professor, Chemical, Biomolecular & Corrosion Engineering/Department of Biomedical Engineering/Faculty (BUF)	08/26/19 08/25/22		Joint appointment with Biomedical Engineering (primary) and Chemical, Biomolecular & Corrosion Engineering (secondary)
Cutright, Teresa	Professor, Civil Engineering; Professor, Chemical, Biomolecular & Corrosion Engineering/Department of Civil Engineering/Faculty (BUF)	08/26/19 08/26/22		Joint appointment with Civil Engineering (primary) and Chemical, Biomolecular & Corrosion Engineering (secondary)
Kannan, Manigandan	Visiting Associate Professor of Engineering Practice/Department of Mechanical Engineering/Faculty	08/26/19 09/01/19	\$270.00 for the period	Amend action approved at October 9, 2019 Board of Trustees Meeting; change payment for teaching from \$294.12
Leipzig, Nic D.	Robert Iredell Associate Professor, Chemical, Biomolecular & Corrosion Engineering; Associate Professor, Biomedical Engineering/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	09/01/19 08/31/22		Joint appointment with Chemical, Biomolecular & Corrosion Engineering (primary) and Biomedical Engineering (secondary)
Liu, Lingyun	Associate Professor, Chemical, Biomolecular & Corrosion Engineering; Associate Professor, Biomedical Engineering/Department of Chemical, Biomolecular & Corrosion Engineering/Faculty (BUF)	08/26/19 08/25/22		Joint appointment with Chemical, Biomolecular & Corrosion Engineering (primary) and Biomedical Engineering (secondary)
Tavana, Hossein	Associate Professor, Biomedical Engineering; Associate Professor, Mechanical Engineering; Associate Professor, Chemical, Biomolecular & Corrosion Engineering/Department of Biomedical Engineering/Faculty (BUF)	08/26/19 08/25/22		Joint appointment with Biomedical Engineering (primary) and Chemical, Biomolecular & Corrosion Engineering (secondary)

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Willits, Rebecca	Professor, Biomedical Engineering; Professor, Mechanical Engineering; Interim Department Chair, Biomedical Engineering; Margaret F. Donovan Chair for Women in Engineering; Professor, Chemical, Biomolecular & Corrosion Engineering/Department of Biomedical Engineering/Faculty	08/26/19 08/25/22		Joint appointment with Biomedical Engineering (primary) and Chemical, Biomolecular & Corrosion Engineering (secondary)
Zhang, Ge	Associate Professor, Biomedical Engineering; Associate Professor, Mechanical Engineering; Associate Professor, Chemical, Biomolecular & Corrosion Engineering/Department of Biomedical Engineering/Faculty (BUF)	08/26/19 08/25/22		Joint appointment with Biomedical Engineering (primary) and Chemical, Biomolecular & Corrosion Engineering (secondary)
<u>Separation</u>				
Amini, Rouzbeh	Associate Professor, Biomedical Engineering; Associate Professor, Mechanical Engineering; Associate Professor, Chemical, Biomolecular & Corrosion Engineering/Department of Biomedical Engineering/Faculty (BUF)	12/22/2019	\$92,668.00 9 mo	Resignation
College of Health Professions				
<u>Appointment/Reappointment</u>				
Biddle, Stacia E.	Associate Professor, Respiratory Therapy Technology/School of Allied Health Technology/Faculty (BUF)	08/26/19 08/24/20	\$5,000.00 12 mo (stipend)	Temporary administrative stipend for Respiratory Program accreditation duties; base salary is \$69,099.00/9 mo
Brown, Diane K.	Assistant Professor - Summer/School of Nursing/Faculty	06/17/19 07/20/19	\$2,059.00 for the period	Payment for summer teaching
		07/01/19 08/24/19	\$4,004.00 for the period	Payment for grant-funded summer research
Ellis, John M.	Professor of Instruction, Social Work/School of Social Work/Faculty (BUF)	08/30/19	\$2,000.00 one time payment	Payment for grant-funded content preparation and training presentation
Graor, Christine H.	Associate Professor - Summer/School of Nursing/Faculty	06/10/19 08/17/19	\$1,025.00 for the period	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Patton, Rikki A.	Associate Professor - Summer/School of Counseling/Faculty	07/01/19 08/24/19	\$2,024.34 for the period	Payment for grant-funded summer research
Sangganjanavanich, Varunee Faii	Professor, Health Professions; Director, School of Counseling; Program Coordinator, Counseling Education & Supervision/School of Counseling/Faculty	09/22/19 05/16/20	\$5,000.00 9 mo (stipend)	Temporary administrative stipend for Director assignment; base salary is \$101,522.00/12 mo
Seher, Christin L.	Assistant Professor of Practice - Summer/School of Nutrition & Dietetics/Faculty	07/01/19 08/30/19	\$4,837.00 for the period	Payment for grant-funded summer research
Zelko, Michele I.	Professor of Instruction - Summer/School of Nursing/Faculty	06/10/19 08/17/19	\$825.00 for the period	Payment for summer teaching
<u>Change</u>				
Patton, Rikki A.	Associate Professor - Summer/School of Counseling/Faculty	05/13/19 08/31/19	\$7,430.00 for the period	Amend action approved at June 12, 2019 Board of Trustees meeting; change payment for summer research from \$10,000.00
Sutter, Carolyn J.	Professor of Instruction- Summer/School of Nursing/Faculty	06/10/19 08/17/19	\$3,300.00 for the period	Amend action approved at August 14, 2019 Board of Trustees meeting; change payment for summer teaching from \$2,475.00
Wissmar, Carrie	Associate Professor Instruction - Summer/School of Nursing/Faculty	06/10/19 08/17/19	\$2,100.00 for the period	Amend action approved at August 14, 2019 Board of Trustees meeting; change payment for summer teaching from \$1,350.00
Williams Honors College				
<u>Appointment/Reappointment</u>				
Quinn, Donald D.	Acting Dean, Williams Honors College; Associate Dean for Undergraduate Research, Williams Honors College; Professor, Mechanical Engineering/Williams Honors College, Office of the Dean/Faculty	09/01/19 08/23/20	\$18,000.00 12 mo (stipend)	Temporary appointment and administrative stipend for Acting Dean assignment; base salary is \$147,349.00/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
School of Law				
<u>Appointment/Reappointment</u>				
Gibson, Willa E.	Professor, Law; Intellectual Property Center Fellow; Dean's Club Professor of Law; Law Review Faculty Advisor/Law - Instruction/Faculty	10/15/19	\$1,500.00 one time payment	Payment for grant-funded online course development
		12/23/19	\$1,500.00 one time payment	Payment for grant-funded online course development
Janoski-Haehlen, Emily M.	Associate Dean, Academic Affairs; Associate Professor, Law; Director, Law Library/School of Law, Office of the Dean/Faculty	12/23/19	\$2,500.00 one time payment	Payment for grant-funded online course development
College of Polymer Science & Polymer Engineering				
<u>Appointment/Reappointment</u>				
King, Hunter T.	Assistant Professor - Summer/Department of Polymer Science/Faculty	05/13/19 06/01/19	\$7,756.38 for the period	Payment for grant-funded summer research
Min, Younjin	Assistant Professor - Summer/Department of Polymer Engineering/Faculty	05/13/19 06/29/19	\$18,437.43 for the period	Payment for grant-funded summer research
Singla, Saranshu	Senior Research Scientist/Department of Polymer Science/Staff	10/17/19 10/17/20	\$3,076.92 biweekly	Temporary reappointment
<u>Change</u>				
Cavicchi, Kevin A.	Professor, Polymer Engineering/Department of Polymer Engineering/Faculty (BUF)	08/26/19	\$113,100.00 9 mo	Relinquish Associate Dean assignment; salary change from \$138,233.00/12 mo
<u>Separation</u>				
Hashemnejad, Seyedmeysam	Instrumentation Scientist - Thermal/Rheology/College of Polymer Science & Polymer Engineering, Office of the Dean/Contract Professional	10/11/19	\$75,000.00 12 mo	Resignation

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
College of Applied Science & Technology				
<u>Appointment/Reappointment</u>				
Belcher, Marcia C.	Professor, Construction Engineering Technology/Division of Engineering & Science Technology/Faculty (BUF)	08/26/19	\$6,000.00	Temporary administrative stipend for ABET accreditation duties; base salary is \$88,585.00/9 mo
		05/16/20	9 mo (stipend)	
		09/01/19	\$3,000.00	Payment for online course development one time payment
Dilling, Scott A.	Associate Professor of Practice, Mechanical Engineering Technology/Division of Engineering & Science Technology/Faculty (BUF)	08/26/19	\$6,000.00	Temporary administrative stipend for ABET accreditation duties; base salary is \$68,205.00/9 mo
		05/16/20	9 mo (stipend)	
University Libraries				
<u>Appointment/Reappointment</u>				
Bible, Scott C.	Assistant Professor of Practice, Management/Instructional Services/Faculty (BUF)	08/20/19	\$250.00	Payment for teaching Brightspace to UA faculty one time payment
Wayne College				
<u>Change</u>				
Hartssock, Angela	Associate Professor - Summer/Biology-Wayne College/Faculty	06/10/19 07/14/19	\$9,020.00 summer session	Amend action approved at August 14, 2019 Board of Trustees meeting; change payment for summer teaching from \$7,687.50; title change from Assistant Professor

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

Buchtel College of Arts & Sciences

Separation

Schantz, John A.	Professor, Music/School of Music/Faculty (BUF)	05/31/20	\$84,939.00 9 mo	Retirement
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College of Engineering

Appointment/Reappointment

Rehman, Maqsood	Research Assistant Professor, Mechanical Engineering/Department of Mechanical Engineering/Faculty	11/15/19 11/14/20	\$84,000.00 12 mo	Temporary appointment
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Thomas, Vineet Sunny	Visiting Assistant Professor, Biomedical Engineering/Department of Biomedical Engineering/Faculty	01/13/20 05/17/20	\$75,000.00 9 mo	Temporary appointment
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Separation

Kelly III, S. Graham	Professor, Mechanical Engineering/Department of Mechanical Engineering/Faculty (BUF)	05/31/20	\$161,529.00 9 mo	Retirement
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College of Health Professions

Appointment/Reappointment

McCarragher, Timothy M.	Acting Dean, College of Health Professions; Director, School of Social Work; Associate Professor, Social Work; Associate Dean, Strategic Operations/College of Health Professions, Office of the Dean/Faculty	01/01/20 06/30/20	\$147,030.00 12 mo	Temporary appointment; temporary salary change from \$107,030.00/12 mo
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
College of Applied Science & Technology				
<u>Appointment/Reappointment</u>				
Johanyak, Michael F.	Acting Dean, College of Applied Science Technology; Professor, Technical Writing & Composition; Interim Associate Dean, College of Applied Science & Technology, Office of the Dean/Faculty	01/01/20 05/31/20	\$174,477.00 12 mo	Temporary appointment; temporary salary change from \$134,477.00/12 mo
<u>Separation</u>				
Kennedy, Elizabeth A.	Dean, College of Applied Science & Technology; Fellow, Institute for Life-Span Development & Gerontology; Professor, Social Science; Acting Chair, Disaster Science & Emergency Services; Interim Dean, College of Health Professions/College of Applied Science & Technology, Office of the Dean/Faculty	01/02/20	\$199,614.00 12 mo	Resignation

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
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**PERSONNEL ACTIONS RECOMMENDED
IN EXECUTIVE SESSION FOR APPROVAL IN PUBLIC SESSION WITH THE
PERSONNEL ACTIONS, AS AMENDED**

Office of Academic Affairs

Separation

Midha, Chand	Special Assistant to the Interim Executive Vice President and Provost; Trustees Professor; Professor, Statistics/Office of Academic Affairs/Faculty	02/29/20	\$291,008.00 12 mo	Retirement
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College of Business Administration

Appointment/Reappointment

Scarborough, Scott	Professor of Practice, Accountancy/Accountancy/Faculty (BUF)	02/01/20	\$43,750.00 one time payment	Payment pursuant to employment agreement
		10/01/20	\$87,500.00 one time payment	Payment pursuant to employment agreement

Change

Scarborough, Scott	Professor of Practice, Accountancy/Accountancy/Faculty (BUF)	01/01/20	\$112,500.00 9 mo	Salary adjustment from \$307,285.00/9 mo per employment agreement
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Lebron James Family Foundation College of Education

Separation

McCann, Peggy	Director, Assessment & Accreditation/LeBron James Family Foundation College of Education, Office of the Dean/Contract Professional	12/06/19	\$99,807.00 12 mo	Resignation
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THE UNIVERSITY OF AKRON
Organizational/Department Name Change

In accordance with rule 3359-2-02, the following recommendations for changes are noted for approval by the Board of Trustees, and upon approval, the Secretary of the Board of Trustees is authorized to effect appropriate changes in rules of the Board of Trustees to reflect these changes in titles, reporting or organizations relationships, or other such designations or changes:

Department Name Change:

Effective date: November 1, 2019

FROM: Office of Institutional Research
TO: Office of Institutional Research & Strategic Analysis

Reporting Change:

Effective date: November 15, 2019

HUMAN RESOURCES

FROM: Office of Academic Affairs
TO: Vice President, Finance & Administration

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	DESCRIPTION	FLSA	REMOVE	EFFECTIVE
121	23111	Mgr Comp Based Assess & Eval	Exempt		11/6/2019
119	24307	Graphic Designer	Exempt		9/1/2019
120	24352	Digital Marketing & Comm Mgr	Exempt		9/1/2019
122	24507	Dir Executive Engagement	Exempt		10/1/2019
121	24523	Exec Admin Coord Pres Office	Exempt		11/6/2019
124	27116	Exec Dir Inclusion & Equity	Exempt		10/9/2019
120	27118	Mgr Student Services-WC	Exempt		10/2/2019
120	27635	Asst Dir Intl Recruitment	Exempt		7/1/2019
120	27636	Asst Dir Intl Admissions	Exempt		7/1/2019
123	27665	Dir Acad & Retention Support	Exempt		11/13/2019
120	27753	Psychology Asst	Non-exempt		10/1/2019
122	27782	Assoc Dir Acad & Retention Sup	Exempt		11/13/2019
121	28524	Instruct & Resc Support Mgr	Exempt		9/22/2019
121	28707	Mgr Polymer Training	Exempt		7/1/2019
122	28709	Dir Clin Indv & Fam Couns	Exempt		10/1/2019
119	28779	Coord Recruiting CBA	Exempt		11/8/2019
125	28812	Dir Inst Res & Strat Analysis	Exempt		11/12/2019
999	29227T	Head Women's Tennis Coach	Exempt		9/1/2019
999	29615	Asst to Costume Designer	Non-exempt		11/2/2014
999	29644	Coord Special Projects	Non-exempt		11/1/2019
999	29736	Adjunct-Early College Program	Exempt		5/1/2007
999	29736	Adjunct-Early College Program	Exempt		6/18/2012
221	T23102	Mgr IT Help Desk	Exempt		11/7/2019
219	T23330	Cloud Systems Administrator	Exempt		10/14/2019
221	T23331	Sr Cloud Systems Administrator	Exempt		11/1/2019
222	T23332	Lead Cloud Systems Admin	Exempt		11/1/2019

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
120	41315	Sr Admin Coord Pres Office	Non-exempt		11/8/19

Guide to Terminology Used in Personnel Reports

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

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

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

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by President Gary L. Miller, dated December 11, 2019, 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
THREE MONTHS ENDED SEPTEMBER 30, 2019**



**The University of Akron
Investment Report
For the Three Months Ended September 30, 2019**

SUMMARY

OPERATING FUNDS

The Operating Funds totaled \$245.5 million at September 30, 2019 and posted a blended rate of return (ROR) of 0.6 percent, or \$1.5 million, for the three months ended September 30, 2019 – refer to Exhibit 4 for historic Operating Investment balances.

Cash and Fixed Income

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

During March 2018, the University established an escrow account with PNC. That escrow holds cash that is used to fund the University's Voluntary Retirement Incentive Program's defined contribution plan.

Cash and Fixed Income portfolios totaled \$185.6 million at September 30, 2019. The Cash and Fixed Income portfolios achieved an overall three month ROR of 1 percent, or \$1.4 million [\$185.6 million average quarterly balance] – refer to Exhibit 1 for the detail regarding performance.

Long-Term

The Long-Term investments managed by Legacy totaled \$59.9 million at September 30, 2019 achieved an overall three month ROR of 0.1 percent, or \$0.1 million [\$59.9 million average quarterly balance] compared to benchmark of 0.0 percent – refer to Exhibit 1 for the detail regarding performance.

The operating funds are within the University's prescribed asset allocation requirements at September 30, 2019 and, we have no reason to believe those compliance requirements were not maintained throughout the quarter – refer to Exhibits 2 and 3 for the detail regarding compliance.

ENDOWMENTS

The Endowments totaled \$68.7 million at September 30, 2019 and posted a blended negative ROR of (0.4 percent), or (\$0.3 million), for the three months ended September 30, 2019.

The September 30, 2019 market value decreased \$1 million from June 30, 2019. The largest contributors to that change were realized and unrealized loss of (\$0.8 million), offset by net interest and dividends reinvested of \$0.6 million – refer to Exhibit 7 for the detail regarding components of change and Exhibit 8 for historic Investment balances.

Pooled

The Pooled Endowment totaled \$61.8 million at September 30, 2019, managed by Cambridge, and achieved an overall three month negative ROR of (0.3 percent), or (\$0.2 million) [\$61.8 million average quarterly balance] compared to the policy benchmark of (0.1 percent) – refer to Exhibit 5 for the detail regarding performance.

Of Cambridge's portfolio, Vanguard REIT Index ETF achieved the highest three month ROR at 7.6 percent [\$2.8 million balance at September 30], while the DFA Emerging Markets fund posted the lowest ROR at (7 percent) [\$2.1 million balance at September 30].

These funds are within the University's prescribed asset allocation requirements at September 30, 2019 and, we have no reason to believe those compliance requirements were not maintained throughout the quarter. With the exception of diversified index funds, no single manager or fund should represent more than 10% of the portfolio (based on current net asset value) however, Oak Associates holds 15% – refer to Exhibit 6 for the detail regarding compliance.

Separately Invested

The Separately Invested Endowments totaled \$6.9 million at September 30, 2019, are invested in accord with donor stipulations, and posted a blended three month negative ROR of (0.7 percent), or (\$0.05 million) [\$6.9 million average quarterly balance].

The highest ROR for the three months ended September 30 was the Oelschlager Leadership portfolio, invested at Oak Associates, at 2 percent on market value of \$2.3 million at September 30. The lowest ROR for the three months ended September 30 was the Timken Stock holdings, at (15.8 percent) on market value of \$0.7 million at September 30 – refer to Exhibit 5 for the detail regarding performance.

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

Operating Funds

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Three Months Ended September 30, 2019

Net Rates of Return for the Periods Ended September 30, 2019

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	Nine 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>	\$ 78,035,000	0.5% 0.6%	● 1.7% 1.8%	● 2.3% 2.4%	● 1.9% 2.0%	● 1.5%	●
Short-Term Fixed Income / PFM <i>Merrill Lynch 1-3 Year Treasury/Agency Index</i>	50,018,000	0.7% 0.6%	● 3.5% 3.0%	● 4.5% 4.4%	● 2.5% 2.2%	● 1.9%	●
Intermediate-Term Fixed Income / PFM <i>Merrill Lynch 1-10 Year Treasury/Agency Index</i>	57,648,000	1.3% 1.2%	● 5.6% 5.1%	● 7.3% 7.4%	● 3.2% 3.1%	● 2.2%	● 1.8%
SUBTOTAL - PFM, PNC & JPMC Managed Portfolios	\$ 185,701,000	1.0%	3.9%	5.1%	2.7%	2.0%	
Long-Term / Legacy <i>Policy Balanced Index (65/35)</i>	59,878,000	0.1% 0.0%	● 13.5% 12.7%	● 1.5% 2.6%	● 4.1% 5.0%	● 7.2%	● 7.3%
TOTAL OPERATING FUNDS	\$ 245,579,000	0.6%	5.9%	3.3%	2.7%	3.1%	

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Three Months Ended September 30, 2019

Operating Funds Policy Compliance: Asset Allocation at September 30, 2019

Exhibit 2

- Compliant
- Noncompliant

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Cash and Cash Equivalents	10-80%	25%	32%	●
Short-Term Fixed Income	20-65%	25%	20%	●
Intermediate-Term Fixed Income	0-45%	35%	24%	●
Long-Term	0-35%	15%	24%	●
<i>Large Cap</i>	20-30%	25%	30%	●
<i>Small/Mid Cap</i>	10-20%	15%	12%	●
<i>International</i>	15-25%	20%	20%	●
<i>Alternative</i>	10-20%	15%	15%	●
<i>Fixed Income</i>	15-25%	20%	22%	●
Cash	0-10%	5%	1%	●

**THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Three Months Ended September 30, 2019**

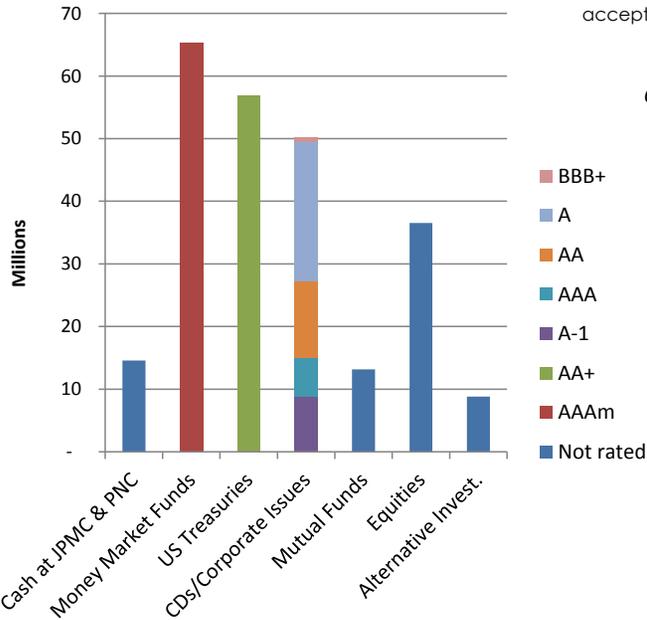
State Compliance: Portfolio Composition and Credit Quality

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

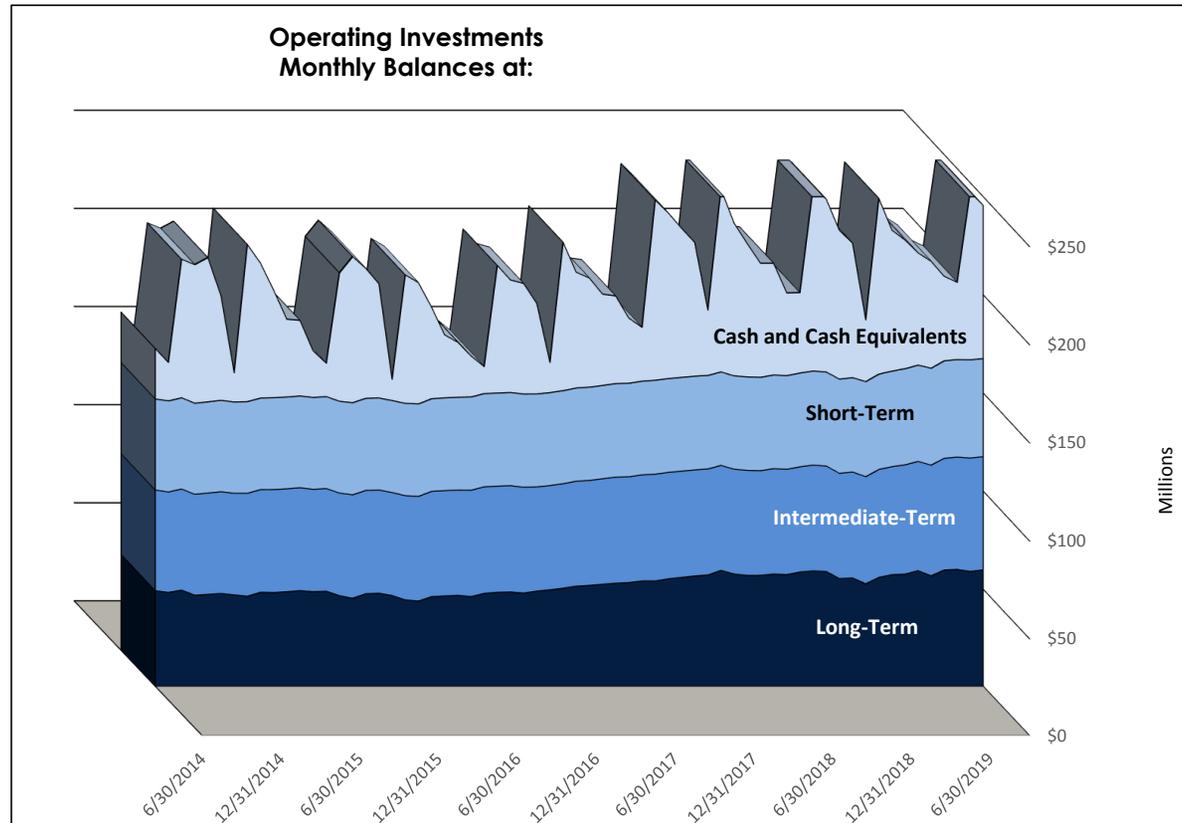
	Market Value	Actual Allocation as Average Prior Fiscal Year	Compliance Indicator
Cash, MMFs, US Treas, Negotiable CDs:	\$ 145,687,000	65%	●

	Cash and Cash Equivalents	Short-Term Fixed Income	Intermediate-Term Fixed Income	Long-Term
Cash at JPMC & PNC	\$ 14,593,000			
Money Market Funds	63,442,000	\$ 295,000	\$ 214,000	\$ 1,381,000
US Treasuries		28,025,000	28,874,000	
Negotiable CDs		5,123,000	3,740,000	
Corporate Issues		16,575,000	24,820,000	
Mutual Funds				13,151,000
Equities				36,541,000
Alternative Invest.				8,805,000
Total Operating Funds	\$ 78,035,000	\$ 50,018,000	\$ 57,648,000	\$ 59,878,000

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 Three Months Ended September 30, 2019

Exhibit 4



Balances at June 30:

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

Total
Change

	2014	2015	2016	2017	2018	2019	9/30/2019
Cash and Cash Equivalents	\$25.7	\$23.7	\$20.9	\$33.1	\$42.1	\$43.1	\$78.0
Short-Term Fixed Income	46.4	46.8	47.5	47.6	47.7	49.6	50.0
Intermediate-Term Fixed Income	51.3	52.1	54.2	53.9	53.6	56.9	57.6
Long-Term	49.2	48.8	46.2	53.4	57.5	59.8	59.9
Total	\$172.6	\$171.4	\$168.8	\$188.0	\$200.9	\$209.4	\$245.5
Change	\$1.8	(\$1.2)	(\$2.6)	\$19.2	\$12.9	\$8.5	\$36.1

Endowments

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Three Months Ended September 30, 2019

Net Rates of Return for the Periods Ended September 30, 2019

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	Nine Months ROR/Benchmark	One Year ROR/Benchmark	Annualized Since 1/1/2014 ROR/Benchmark	Annualized Since 6/30/2002 ROR/Benchmark
POOLED ENDOWMENT						
Portfolio Composite / Cambridge Policy Balanced Index (65/35)	\$ 61,846,000	(0.3%) (0.1%)	10.6% 12.5%	0.3% 2.4%	3.4% 4.7%	5.6% 6.2%
SEPARATELY INVESTED ENDOWMENTS						
Oelschlager Leadership Award / Key Bank (7/31/2000)	\$ 2,303,000	2.0%	17.4%	1.2%	11.1%	(3.1%)
Seiberling Chair in Con. Law / Key Bank (7/31/1997)	977,000	0.5%	2.0%	3.4%	0.4%	2.9%
ORSP / PNC Bank (4/30/2009)	2,857,000	1.4%	11.6%	6.2%	4.1%	2.5%
Timken Co. and TimkenSteel Corp.	746,000	(15.8%)	11.9%	(18.6%)	n/a	n/a
<i>Total Separately Invested Endowments</i>	<u>\$ 6,883,000</u>					
TOTAL ENDOWMENTS	<u>\$ 68,729,000</u>					

Note: Cambridge's only performance is reflected within the "Annualized Since 1/1/2014" and the more current measurement columns while the "Annualized Since 6/30/2002" column includes both Cambridge and predecessor performance.

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Three Months Ended September 30, 2019

Pooled Endowment Policy Compliance at September 30, 2019

Exhibit 6

- Compliant
- Noncompliant

Asset Allocation

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Global Equity	40-80%	60%	47%	●
Absolute Return	0-25%	15%	24%	●
Real Assets	10-25%	12%	12%	●
Bonds & Cash	10-25%	13%	17%	●

Liquidity

	Range	Target	Actual	Compliance Indicator
Daily thru 2 Years	0-100%	n/a	100%	●
Illiquid (2+ Years)	0-20%	n/a	0%	●

Fund Concentration

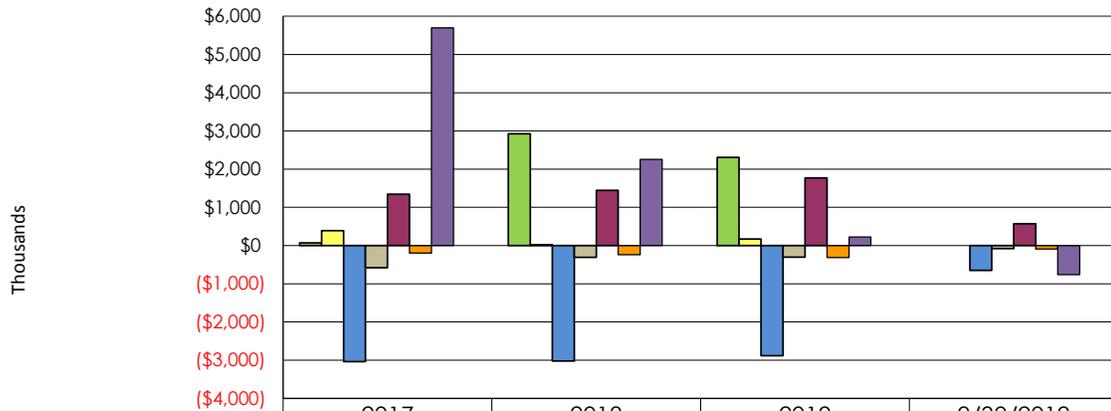
	Range	Target	Actual	Compliance Indicator
Oak Associates	0-10%	n/a	15%	●
Vanguard Total Bond Market Index Fund	0-10%	n/a	10%	●
Vanguard FTSE Developed ETF	0-10%	n/a	9%	●
Vanguard Total World Stock Index Fund	0-10%	n/a	6%	●
Gardner Russo & Gardner	0-10%	n/a	6%	●

Note: Only the 5 largest managers/funds are listed within the Fund Concentration section above.

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Three Months Ended September 30, 2019

Components of and Net Change - Total Endowments
Fiscal Years Ended June 30, 2017 - 2019
And Three Months Ended September 30, 2019

Exhibit 7



	2017	2018	2019	9/30/2019
Endowment Gifts	\$69	\$2,926	\$2,309	\$0
Transfers, Net	392	20	170	0
Endowment Distributions	(3,038)	(3,021)	(2,885)	(652)
Administrative Fee	(582)	(309)	(305)	(79)
Interest & Dividends	1,342	1,444	1,771	570
Investment Fees	(199)	(239)	(316)	(92)
Realized & Unrealized G/L	5,699	2,253	222	(761)
Net Endowment Change	\$3,683	\$3,074	\$966	\$(1,014)

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

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

Select components are discussed below.

Endowment Gifts

Gifts to the University given in support of University Endowments. The Grotefend Family contributed \$1.5 million and \$2 million during the fiscal years 2018 and 2019, respectfully for Mechanical Engineering Scholarships.

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.

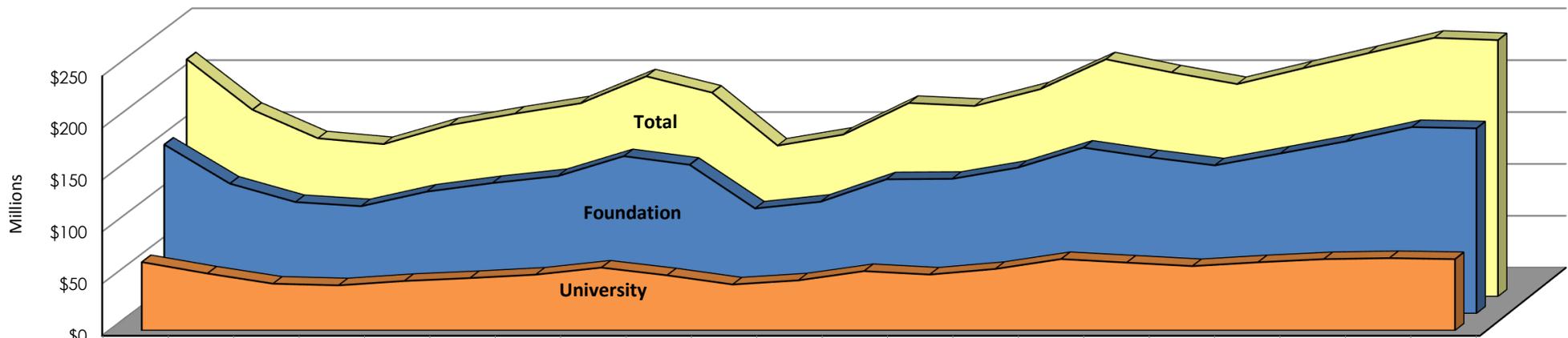
Investment Fees

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 Three Months Ended September 30, 2019**

**The University of Akron and Foundation
 Investment Balances
 At June 30, 2000 - 2019
 And September 30, 2019**

Exhibit 8



	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
UNIVERSITY	\$65.9	\$54.9	\$45.1	\$43.5	\$47.7	\$50.5	\$53.8	\$60.6	\$53.2	\$44.3	\$48.3	\$57.2	\$53.9	\$59.3	\$68.8	\$65.4	\$62.0	\$65.7	\$68.7	\$69.7	\$68.7
FOUNDATION	162.8	125.1	107.3	103.3	117.4	125.7	132.4	151.6	143.3	101.1	107.7	129.3	129.7	140.5	159.8	150.6	142.7	154.2	165.9	179.6	178.4
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
Net Change	\$59.7	\$(48.7)	\$(27.6)	\$(5.6)	\$18.2	\$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)

Note 1 : Cambridge became the Foundation and University endowment investment manager on 1/1/2014 and 4/1/2014, respectively.

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

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Acceptance of the Investment Report for the Three Months Ended September 30, 2019

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on December 11, 2019, accepting the Investment Report for the Three Months Ended September 30, 2019, be approved.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 3

**FINANCIAL REPORT FOR THE
THREE MONTHS ENDED SEPTEMBER 30, 2019**



DATE: November 18, 2019

TO: Nathan J. Mortimer, Vice President for Finance & Administration/CFO

Amy Gilliland

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 Three Months Ended September 30, 2019**

As requested, the Office of Resource Analysis & Budgeting provides the accompanying Financial Report for the three months ended September 30, 2019 for the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds (Akron and Wayne combined) together with accompanying FY20 budget assumptions and narratives.

This Financial Report should be presented for consideration and approval at the December 11, 2019 Board of Trustees meeting.

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

The University of Akron
General Fund, Auxiliary Funds, and Departmental Sales and Services Funds
Budget to Actual Results
For the Three Months Ended September 30, 2019

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GENERAL FUND

For the Three Months Ended September 30, 2019

The University of Akron
Akron and Wayne General Fund Combined
FY20 Annual Budget and Actual Results for the three months ended September 30, 2019

	Approved Budget	Actual	\$ Budget Variance	% of Budget
Tuition & General Service Fees	\$178,742,000	\$92,214,414	(\$86,527,586)	
Other Fees	21,495,000	10,876,024	(10,618,976)	
Scholarships	(61,764,000)	(24,907,325)	(36,856,676)	
Net Tuition and Fees	<u>138,473,000</u>	<u>78,183,113</u>	<u>(134,003,238)</u>	56%
State Share of Instruction	99,139,000	25,035,868	(74,103,132)	
Indirect Cost Recovery	5,247,000	1,346,520	(3,900,480)	
Investment Income	1,410,000	247,445	(1,162,555)	
Miscellaneous Revenues	2,571,000	1,140,205	(1,430,795)	
Total Revenues	<u>246,840,000</u>	<u>105,953,151</u>	<u>(214,600,200)</u>	43%
Payroll	139,719,000	26,002,898	113,716,102	
Fringes	43,853,000	9,715,443	34,137,557	
Total Compensation	<u>183,572,000</u>	<u>35,718,341</u>	<u>147,853,659</u>	19%
Utilities	10,258,000	1,051,337	9,206,663	
Operating	36,515,000	13,626,689	22,888,311	
Total Non Personnel	<u>46,773,000</u>	<u>14,678,026</u>	<u>32,094,974</u>	31%
Total Expenditures	<u>230,345,000</u>	<u>50,396,367</u>	<u>179,948,633</u>	22%
Net Before Transfers	<u>16,495,000</u>	<u>55,556,784</u>	<u>39,061,784</u>	
Transfers-In (Draw on Operating Reserve)	11,584,000	0	(11,584,000)	
Transfers-in Plant Fund and Other	1,000,000	112,481	(887,519)	
Advance-In	140,000	93,028	(46,972)	
Transfers-in Encumbrance	2,600,000	3,234,688	634,688	
Transfers-Out Plant Fund	(1,000,000)	64,804	1,064,804	
Transfers-Out Other	(30,819,000)	(7,704,825)	23,114,175	
Advance-Out	0	(170,000)	(170,000)	
Net Transfers	<u>(16,495,000)</u>	<u>(4,369,824)</u>	<u>12,125,176</u>	
Difference	<u>\$0</u>	<u>\$51,186,960</u>	<u>\$51,186,960</u>	

The University of Akron
Akron and Wayne General Fund Combined
FY 2020 Budget Assumptions

Revenues

Tuition & General Service Fees

- Overall blended enrollment reduction of over four percent; and
- Tuition and certain fee increase of one and a half percent for the fall 2019 Tuition Guarantee Cohort.

Other Fees

- Overall blended enrollment reduction of over four percent.

Scholarships

- Undergraduate, \$46.2 million including College Credit Plus and Early College;
- Graduate assistant fee remissions, \$11.7 million; and
- Law School, \$3.9 million.

State Share of Instruction

- Based upon information received from the Ohio Department of Higher Education.

Indirect Cost Recovery

- No significant change as compared to FY19; and
- Distributions now limited to the Principal Investigator at 10 percent with remainder to the Center.

Investment Income

- Market fluctuations either way will impact the actual amount.

Miscellaneous Revenues

- Major revenues include \$1 million from the University of Akron Research Foundation, and \$0.5 million from Federal energy tax credit.

Expenditures

Payroll and Vacancies

- Four percent increase pursuant to collective bargaining agreements;
- A raise pool equivalent to two percent for qualifying non-represented employees;
- \$4.3 million of vacancy savings created by employee departures until a replacement employee is hired; and
- \$1 million in reallocation of General Fund compensation to grants, leaves without pay, and professional development leaves.

The University of Akron
Akron and Wayne General Fund Combined
FY 2020 Budget Assumptions

Fringes

- Pooled fringe rate reduced from 37 percent for full time employees to 32 percent and a further percentage reduction;
- Reduced percentage allocated to the self-insurance fund from the General Fund in the amount of \$1.5 million; and
- Voluntary Retirement Incentive Program (VRIP) year two installment of the three year program in the amount of \$0.9 million.

Utilities

- Electric, natural gas, and water and sewer.

Operating

- The designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to roughly follow the four percent enrollment decline;
- 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;
- The unit allocations reflect adjustments recommended as part of the reduction process, including elimination of revenue share allocations and college and department level IDC distributions while the Center assumes certain research related costs in the amount of \$0.6 million;
- State minimum wage adjustment; and
- Assumes \$2 million underspending of awarded spending authority.

Other

Transfers-In (Draw on Operating Reserves)

- Assumes \$11.6 million from general reserves; and

Transfers-In Plant Fund and Other

- \$1 million from plant fund reserves.

Advances-In

- National Museum of Psychology; and
- CAST in support of the Musson Industrial Control Systems Test Bed.

Transfers-Out Plant Fund

- Capital projects will be funded by \$1 million.

The University of Akron
Akron and Wayne General Fund Combined
FY 2020 Budget Assumptions

Transfers-Out Other

- Transfers to Auxiliaries of General Services Fee, \$11.9 million; Other, \$12.7 million (operations and debt service); and Facilities Fee, \$6.3 million.
- The Facilities Fees maintains a reserve, and a portion of that reserve, in the amount of \$1.9 million, will be used to help service the Auxiliaries' debt service for FY20; therefore, a reduction to Transfers-Out Other was applied to the Student Union, Recreation Center, and Athletics, respectively by \$1.9 million.

Debt Service

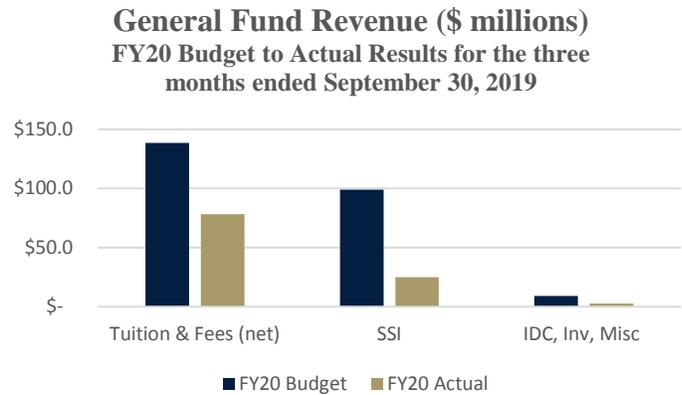
- The General Fund debt service requirement for FY20 reflects \$5 million temporary relief as a result of the debt deferral initiative, and reserves that reside in the plant and debt reserves will service the remaining \$7 million of FY20 General Fund debt service obligation.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY20 Budget and Actual Results for the three months ended September 30, 2019**

Revenues

Tuition & General Service Fees: Tuition & General Service Fees revenues total \$92.2 million or approximately 52 percent as compared to the annual budget of \$178.7 million.

The summer credit hour production continued to be a challenge and fall's enrollment was short of projection; therefore, current expectations through fall Census are that Tuition and General Service Fees revenues will fall short of the budget by approximately \$3.5 million, or two percent.



Other Fees: Other Fees revenues total \$10.9 million or approximately 51 percent as compared to the annual budget of \$21.5 million.

Other Fees include various student fees such as facility fees (28 percent), technology fees (26 percent), and unit and course/content, administrative, career advantage and other fees (46 percent). The University began to more routinely implement electronic content fees. Those fees are charged to a student's account, the proceeds of which pass along to Barnes & Noble. This pass-through is expected to approximate \$1.2 million for the fiscal year.

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

Current expectations are that Other Fees will fall short of the budget by \$700,000.

Scholarships: Scholarships total \$24.9 million or approximately 40 percent of the \$61.8 million annual budget. Year-to-date Scholarships include undergraduate (\$17.9 million), graduate tuition remissions (\$5.2 million), and law (\$1.8 million). The discounts associated with the College Credit Plus and Early College programs have not yet been recognized but those are estimated to be around \$8 million for the fiscal year.

Current expectations are that actual Scholarships will be less than budgeted; however, a more thorough projection will be completed after the January 2020 Census.

State Share of Instruction: State Share of Instruction (SSI) revenues total \$25 million or 25 percent as compared to the annual budget of \$99.1 million.

The Ohio Department of Higher Education (ODHE) revised its funding estimate after the Board of Trustees approved the General Fund Budget; however, ODHE has since returned its projection to the original budgeted level.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY20 Budget and Actual Results for the three months ended September 30, 2019**

Indirect Cost Recovery: IDC revenues total \$1.3 million or approximately 26 percent as compared to the annual budget of \$5.2 million.

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

Current expectations are that IDC revenues will fall short of budget by about \$500,000, or nine percent.

Investment Income: Investment Income revenues total \$247,000, or 18 percent as compared to the annual budget of \$1.4 million.

Investment Income is based upon the size of the operating funds investment portfolio and conditions that impact the return.

Current expectations are that budgeted Investment Income revenues will be met.

Expenditures

Compensation: Payroll expenditures total \$26 million or approximately 19 percent of the annual budget of \$139.7 million.

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

Current expectations are that Payroll and Fringe benefit expenditures will meet budget. A more thorough projection will be completed for an upcoming financial report.

Employee Type	Actual YTD
Faculty	\$12,216,000
Staff	6,307,000
Contract Professionals	6,398,000
Graduate Assistants	1,082,000
Total Payroll	\$ 26,003,000
<i>Note 1: Includes all General Fund payroll-related activities (e.g. full time, part time, overload, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	
<i>Note 3: Includes one month of 9-month faculty payroll (full-time, part-time, visiting, etc.).</i>	

Utilities: The Utilities charges approximated \$1.5 million, including \$346,000 of yet to be processed invoices, which is a reasonable approximation of the budget; however, the University received a water credit which reduced the expenditures by \$400,000. Based upon past experience, the winter and spring months are the largest campus utility consumption months so it is expected that expenditures will increase; however, a more thorough projection will be completed for an upcoming financial report.

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY20 Budget and Actual Results for the three months ended September 30, 2019

Operating: Operating expenditures total \$13.6 million or approximately 37 percent of the \$36.5 million budget. These expenditures trend higher in the first half of the year as annual contracts and blanket purchase orders are encumbered. The first quarter results include \$7.4 million in encumbered funds.

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

Current expectations, assuming planned underspending occurs, are that budgeted Operating expenditures will be achieved.

Transfers, Advances and Loan

Transfers-in (Draw on Operating Reserves): The annual budget assumes draw on reserves will total \$11.6 million. The funds will be transferred in as needed later in the fiscal year.

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

Transfers-Out Plant Fund: Upon completion of the Akron Engineering Research Center (AERC) air chiller replacement, \$65,000 remained and was returned to the General Fund.

Transfers-Out Other: The actual transfers of \$7.7 million reflect facilities fees and general service fees as well as general support to Athletics. At 25 percent of budget, these transfers are in line with the budget; however, the added two percent shortfall from budgeted enrollment will have an adverse cascading implication for the auxiliary support approximating \$500,000.

Advances In/Out:

	Balance July 1, 2019	Advances Out	Repayments Advances-In	Balance Sept. 30, 2019
Musson Industrial Control System Test Bed	\$ 93,028	\$ -	\$ 93,028	\$ -
National Museum of Psychology (Cummings Center)	10,000	-	-	10,000
Men's Soccer	-	170,000	-	170,000
Total	<u>\$ 103,028</u>	<u>\$ 170,000</u>	<u>\$ 93,028</u>	<u>\$ 180,000</u>

Loan: The University of Akron Foundation provided a loan to the University in the form of a line of credit of up to \$1 million to help fund the baseball field project until donations materialize. To date, \$700,000 has been accessed, of which \$400,000 represents pledges and \$300,000 is being sought. The loan may be further accessed for remaining project phases as other pledge commitments are secured.

AUXILIARY FUNDS

For the Three Months Ended September 30, 2019

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the three months ended September 30, 2019

Auxiliary Funds Combined

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$42,450,000	\$14,221,054	(\$28,228,946)	34%
Payroll	10,810,000	2,577,562	8,232,438	
Fringes	3,844,000	937,811	2,906,189	
Total Compensation	14,654,000	3,515,373	11,138,627	24%
Operating	28,131,000	9,858,115	18,272,885	
Scholarships	7,004,000	2,546,824	4,457,176	
Total Non Personnel	35,135,000	12,404,939	22,730,061	35%
Total Expenditures	49,789,000	15,920,312	33,868,688	32%
Net Before Transfers	(7,339,000)	(1,699,258)	5,639,742	
Transfers-In - Facilities Fee	8,179,000	2,044,866	(6,134,134)	
Transfers-In - General Service Fee	11,858,000	2,964,500	(8,893,500)	
Transfers-In - Other-Debt Service	1,361,000	340,199	(1,020,801)	
Transfers-In - Other	11,365,000	2,853,253	(8,511,747)	
Transfers-In - Fund Balance	1,066,000	0	(1,066,000)	
Transfers-In - Encumbrances	0	137,044	137,044	
Transfers-Out - Plant Fund	0	(175,000)	(175,000)	
Transfers-Out - Other	0	(119,331)	(119,331)	
Transfers-Out - Debt Service	(25,780,000)	(6,445,044)	19,334,956	
Net Transfers	8,049,000	1,600,487	(6,448,513)	
Difference	\$710,000	(\$98,771)	(\$808,771)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the three months ended September 30, 2019

Athletics

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$9,406,000	\$446,635	(\$8,959,365)	5%
Payroll	8,217,000	1,989,280	6,227,720	
Fringes	2,657,000	662,891	1,994,109	
Total Compensation	10,874,000	2,652,171	8,221,829	24%
Operating	10,062,000	4,817,926	5,244,074	
Scholarships	7,004,000	2,546,824	4,457,176	
Total Non Personnel	17,066,000	7,364,750	9,701,250	43%
Total Expenditures	27,940,000	10,016,921	17,923,079	36%
Net Before Transfers	(18,534,000)	(9,570,286)	8,963,714	
Transfers-In - Facilities Fee	4,254,000	1,063,407	(3,190,593)	
Transfers-In - General Service Fee	11,858,000	2,964,500	(8,893,500)	
Transfers-In - Other-Debt Service	708,000	177,011	(530,989)	
Transfers-In - Other	6,968,000	1,742,117	(5,225,883)	
Transfers-In - Fund Balance	0	0	0	
Transfers-In - Encumbrances	0	12,817	12,817	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Other	0	0	0	
Transfers-Out - Debt Service	(4,962,000)	(1,240,418)	3,721,582	
Net Transfers	18,826,000	4,719,434	(14,106,566)	
Difference	\$292,000	(\$4,850,852)	(\$5,142,852)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the three months ended September 30, 2019

Residence Life & Housing

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$19,119,000	\$9,013,437	(\$10,105,563)	47%
Payroll	845,000	192,439	652,561	
Fringes	307,000	76,859	230,141	
Total Compensation	1,152,000	269,298	882,702	23%
Operating	7,645,000	1,970,308	5,674,692	
Scholarships	0	0	0	
Total Non Personnel	7,645,000	1,970,308	5,674,692	26%
Total Expenditures	8,797,000	2,239,606	6,557,394	25%
Net Before Transfers	10,322,000	6,773,831	(3,548,169)	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Fund Balance	321,000	0	(321,000)	
Transfers-In - Encumbrances	0	37,458	37,458	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Other	0	0	0	
Transfers-Out - Debt Service	(10,643,000)	(2,660,752)	7,982,248	
Net Transfers	(10,322,000)	(2,623,294)	7,698,706	
Difference	\$0	\$4,150,537	\$4,150,537	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the three months ended September 30, 2019

EJ Thomas Performing Arts Hall

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$2,640,000	\$470,308	(\$2,169,692)	18%
Payroll	312,000	55,790	256,210	
Fringes	97,000	17,126	79,874	
Total Compensation	409,000	72,916	336,084	18%
Operating	2,775,000	385,455	2,389,545	
Scholarships	0	0	0	
Total Non Personnel	2,775,000	385,455	2,389,545	14%
Total Expenditures	3,184,000	458,371	2,725,629	14%
Net Before Transfers	(544,000)	11,937	555,937	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	
Transfers-In - Other	871,000	217,845	(653,155)	
Transfers-In - Fund Balance	0	0	0	
Transfers-In - Encumbrances	0	0	0	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Other	0	0	0	
Transfers-Out - Debt Service	(327,000)	(81,658)	245,342	
Net Transfers	544,000	136,187	(407,813)	
Difference	\$0	\$148,124	\$148,124	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the three months ended September 30, 2019

Dining (Aramark)

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$3,186,000	\$1,003,495	(\$2,182,505)	31%
Payroll	38,000	7,410	30,590	
Fringes	250,000	55,715	194,285	
Total Compensation	288,000	63,125	224,875	22%
Operating	1,747,000	686,395	1,060,605	
Scholarships	0	0	0	
Total Non Personnel	1,747,000	686,395	1,060,605	39%
Total Expenditures	2,035,000	749,520	1,285,480	37%
Net Before Transfers	1,151,000	253,975	(897,025)	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Fund Balance	0	0	0	
Transfers-In - Encumbrances	0	46,397	46,397	
Transfers-Out - Plant Fund	0	(175,000)	(175,000)	
Transfers-Out - Other	0	(12,000)	(12,000)	
Transfers-Out - Debt Service	(777,000)	(194,348)	582,652	
Net Transfers	(777,000)	(334,951)	442,049	
Difference	\$374,000	(\$80,976)	(\$454,976)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the three months ended September 30, 2019

Recreation & Wellness Services

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$640,000	\$161,836	(\$478,164)	25%
Payroll	558,000	133,640	424,360	
Fringes	229,000	50,000	179,000	
Total Compensation	787,000	183,640	603,360	23%
Operating	1,750,000	364,992	1,385,008	
Scholarships	0	0	0	
Total Non Personnel	1,750,000	364,992	1,385,008	21%
Total Expenditures	2,537,000	548,632	1,988,368	22%
Net Before Transfers	(1,897,000)	(386,796)	1,510,204	
Transfers-In - Facilities Fee	1,443,000	360,857	(1,082,143)	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other-Debt Service	240,000	59,955	(180,045)	
Transfers-In - Other	1,897,000	474,145	(1,422,855)	
Transfers-In - Fund Balance	0	0	0	
Transfers-In - Encumbrances	0	12,152	12,152	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Other	0	(107,331)	(107,331)	
Transfers-Out - Debt Service	(1,683,000)	(420,812)	1,262,188	
Net Transfers	1,897,000	378,966	(1,518,034)	
Difference	\$0	(\$7,830)	(\$7,830)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the three months ended September 30, 2019

Jean Hower Taber Student Union

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$947,000	\$81,606	(\$865,394)	9%
Payroll	601,000	148,099	452,901	
Fringes	220,000	57,389	162,611	
Total Compensation	821,000	205,488	615,512	25%
Operating	1,755,000	335,416	1,419,584	
Scholarships	0	0	0	
Total Non Personnel	1,755,000	335,416	1,419,584	19%
Total Expenditures	2,576,000	540,904	2,035,096	21%
Net Before Transfers	(1,629,000)	(459,298)	1,169,702	
Transfers-In - Facilities Fee	2,482,000	620,602	(1,861,398)	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other-Debt Service	413,000	103,233	(309,767)	
Transfers-In - Other	1,629,000	419,146	(1,209,854)	
Transfers-In - Fund Balance	0	0	0	
Transfers-In - Encumbrances	0	12,236	12,236	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Other	0	0	0	
Transfers-Out - Debt Service	(2,895,000)	(723,835)	2,171,165	
Net Transfers	1,629,000	431,382	(1,197,618)	
Difference	\$0	(\$27,916)	(\$27,916)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the three months ended September 30, 2019

Parking & Transportation Services

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$6,458,000	\$3,042,306	(\$3,415,694)	47%
Payroll	239,000	50,904	188,096	
Fringes	84,000	17,831	66,169	
Total Compensation	323,000	68,735	254,265	21%
Operating	2,387,000	1,295,910	1,091,090	
Scholarships	0	0	0	
Total Non Personnel	2,387,000	1,295,910	1,091,090	54%
Total Expenditures	2,710,000	1,364,645	1,345,355	50%
Net Before Transfers	3,748,000	1,677,661	(2,070,339)	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Fund Balance	745,000	0	(745,000)	
Transfers-In - Encumbrances	0	15,984	15,984	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Other	0	0	0	
Transfers-Out - Debt Service	(4,493,000)	(1,123,221)	3,369,779	
Net Transfers	(3,748,000)	(1,107,237)	2,640,763	
Difference	\$0	\$570,424	\$570,424	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY20 Budget and Actual Results for the three months ended September 30, 2019

Wayne Student Union

	Original Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$54,000	\$1,431	(\$52,569)	3%
Payroll	0	0	0	
Fringes	0	0	0	
Total Compensation	0	0	0	
Operating	10,000	1,713	8,287	
Scholarships	0	0	0	
Total Non Personnel	10,000	1,713	8,287	17%
Total Expenditures	10,000	1,713	8,287	17%
Net Before Transfers	44,000	(282)	(44,282)	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Fund Balance	0	0	0	
Transfers-In - Encumbrances	0	0	0	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Other	0	0	0	
Transfers-Out - Debt Service	0	0	0	
Net Transfers	0	0	0	
Difference	\$44,000	(\$282)	(\$44,282)	

The University of Akron
Auxiliaries
FY 2020 Budget Assumptions

Overall Assumptions

Revenues

- Roughly four percent enrollment decline.

Payroll

- Four percent increase pursuant to collectively bargained employee contracts;
- A raise pool equivalent to two percent for qualifying non-represented employees; and
- State minimum wage adjustment.

Fringes

- Benefits such as 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee parking permits; and
- Fringe Rate adjustment from 37 percent to 32 percent.

Transfers-In

- Represents debt service and/or operating support passed through or from the General Fund.

Transfers-Out – Debt Service

- Debt service for Auxiliary facilities.

Unit Assumptions

Athletics

Revenues

- Externally generated revenues from various sources such as the MAC, game guarantees, naming rights, ticket sales, grants-in-aid, IMG, and Coca-Cola.

Payroll

- Contemplates rate increases as reflected in respective individual contracts.

Operating

- Athletic supplies, student assistants, game officials and guarantees, maintenance, team travel & recruiting, and utilities.

Scholarships

- Approximately 220 Athletic financial aid awards; and
- The New Z Fund event will support scholarships for 5th year aid.

The University of Akron
Auxiliaries
FY 2020 Budget Assumptions

Transfers-In

- Facilities Fee totaling \$3.3 million through the General Fund and \$1 million from the Facilities Fee reserve;
- General Service Fee totaling \$11.9 million from the General Fund; and
- Other support totaling \$7.7 million from the General Fund.

Residence Life & Housing

Revenues

- 81 percent average occupancy for fall 2019 and spring 2020; and
- Room rate increase of 1.5 percent for the fall 2019 Tuition Guarantee Cohort.

Operating

- Maintenance, resident assistant meals, student employment, and utilities.

Transfers-In

- \$321,000 from Fund Balance.

EJ 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.

Operating

- Artist fees, advertising, maintenance, stage & wardrobe, student employment, and utilities.

Transfers-In

- Other totaling \$840,000 from the General Fund; and
- \$31,000 from Endowment.

Dining (Aramark)

Revenues

- Rent and other contractually provided revenues such as utilities, maintenance, and equipment repair; and
- Meal plan increase of three percent for the fall 2019 Tuition Guarantee Cohort.

The University of Akron
Auxiliaries
FY 2020 Budget Assumptions

Compensation

- The CWA employees remain University employees, with the University responsible for the difference between FICA and SERS; and
- All other employees are the fiscal responsibility of Aramark.

Operating

- Card access and point of sale software, equipment, maintenance, and utilities.

Recreation & Wellness Services

Revenues

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

Operating

- Group exercise, intramural sports, maintenance, outdoor adventures, student employment, and utilities.

Transfers-In

- Facilities Fee totaling \$1.1 million through the General Fund and \$.3 million from Facilities Fee reserve; and
- Other totaling \$2.1 million from the General Fund.

Jean Hower Taber Student Union

Revenues

- Externally generated revenues from various sources such as bookstore space rent, bank space rent, and room rentals.

Payroll

- A \$45,000 savings from eliminating a full-time position.

Operating

- Maintenance, utilities, and student employment.

The University of Akron
Auxiliaries
FY 2020 Budget Assumptions

Transfers-In

- Facilities Fee totaling \$1.9 million through the General Fund and \$.6 million from Facilities Fee reserve; and
- Other support totaling \$2 million from the General Fund.

Parking & Transportation Services

Revenues

- Parking permits and transportation fee revenues decrease consistent with an overall blended enrollment reduction of four percent.

Operating

- Parking deck and lot maintenance, Roo Express Shuttle, the Metro Dash, and utilities.

Transfers-In

- \$745,000 from Parking Services Fund Balance.

Wayne Student Union

Revenues

- Externally generated revenues from bookstore space rent and room rentals.

Operating

- Artist fees, equipment, and property and fire insurance.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the three months ended September 30, 2019**

Athletics

Athletics actual revenues total \$447,000 as compared to annual budgeted revenues of \$9.4 million. Major components of revenue include ticket sales (50 percent) and gifts (39 percent). Unearned revenue for season and single tickets is realized in the fiscal year when the game is held. Currently, \$284,000 is unearned. Certain earned, but yet to be collected, revenues includes \$1.3 million in football game guarantees and \$380,000 for pouring rights. Preliminary expectations are that Athletics will achieve many of its revenues, but that some level of revenues may not materialize. Athletics will closely monitor its revenues and a more thorough projection will be completed for an upcoming financial report.

Description	Actual
Ticket Sales	\$223,000
Gifts	176,000
Other	48,000
Total	\$447,000

Payroll and fringes total \$2.7 million or roughly 24 percent as compared to the annual budget of \$10.9 million. Current expectations are that two percent raises, not included as part of planned expenditures, will generate cost above the total compensation budget.

Operating expenditures total \$4.8 million or 48 percent as compared to the annual budget of \$10.1 million. The principal operating expenditures include team travel and recruiting (23 percent) and athletic supplies (16 percent). The majority of operating expenditures from game guarantees and football travel occurs in fall; thus, current expectations are that the amount budgeted for operating expenditures will not be exceeded.

Scholarships, or Athletics financial aid, totaled \$2.5 million or 36 percent as compared to the annual budget of \$7 million. Current expectations are that actual scholarships and other student aid will remain at or under budget, but a thorough projection will be completed in an upcoming financial report.

The other sources of funding include transfers-in of facilities fee (including reserve), general service fee, and other budgeted at \$4.3 million, \$11.9 million, and \$7.7 million, respectively. The actual facilities fee totaling \$1.1 million services a portion of the Stadium and Fieldhouse debt while the Athletics actual general services fee, and other transfers-in combined total \$4.9 million. The additional two percent enrollment decline will have a cascading implication to the transfers. That implication will be addressed in an upcoming financial report.

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

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the three months ended September 30, 2019**

The budgeted transfers-out for debt service total \$5 million. To date, \$1.2 million or 25 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.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the three months ended September 30, 2019**

Residence Life & Housing

Residence Life & Housing actual revenues total \$9 million as compared to the annual budgeted revenues of \$19.1 million. The principal revenues include residence hall occupancy and are predominately earned during the academic year. Fall occupancy approximated 78 percent.

Description	Actual
Room Rentals	\$8,872,000
Other	141,000
Total	\$9,013,000

Currently, \$632,000 is considered unearned revenue. Fall semester revenues will fall short of fall revenue projection.

Preliminary expectations project achieving 53% of budget revenues by the end of fall semester. Actual revenues will be less than the budget by the end of the fiscal year 2020 by approximately three percent and will be addressed by expenditure control.

Payroll and fringes total \$269,000 or roughly 23 percent as compared to the annual budget of \$1.2 million. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$2 million or 26 percent as compared to the annual budget of \$7.6 million. The principal operating expenditures include maintenance (49 percent) and utilities (16 percent). Preparing the residence halls for fall semester increased maintenance expenditures early in the fiscal year. Current expectations are that expenditures will remain below budget.

Transfers-In – Fund Balance of \$321,000 will support Residence Life & Housing planned fiscal year shortfall.

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 \$37,000 Transfers-In – Encumbrances represent those types of commitments.

The budgeted transfers-out for the debt service total \$10.6 million. To date, \$2.7 million or 25 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. The debt service pays the debt related to the renovation of seven residence halls and construction of four new buildings.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the three months ended September 30, 2019**

EJ Thomas Performing Arts Hall

EJ Thomas Performing Arts Hall actual revenues total nearly \$471,000 as compared to the annual budgeted revenues of \$2.6 million. The principal revenue include ticket sales (40 percent), endowment (37 percent), and hall rental (18 percent). Ticket revenue is considered unearned until the show is held. Currently, EJ Thomas has \$63,000 in unearned revenue for the Broadway in Akron Series FY20 presale event. Current expectations are that budgeted revenues will be achieved as much of the Performing Arts Hall’s revenue generating programming has yet to occur.

Description	Actual
Ticket Sales	\$188,000
Endowment	172,000
Hall Rental	86,000
Other	25,000
Total	\$471,000

Payroll and fringes total \$73,000 or roughly 18 percent as compared to the annual budget of \$409,000. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$385,000 or 14 percent as compared to the annual budget of \$2.8 million. The principal operating expenditures include artist fees (26 percent), maintenance (19 percent), and consultant fees (15 percent). Current expectations are that expenditures will remain at or below budget.

Transfers-In - Other represents general fund support for operations and is budgeted for \$871,000. To date, \$218,000 has been transferred with the expectation the full amount will be transferred throughout the remainder of the fiscal year. The additional two percent enrollment decline will have a cascading implication to the transfers. That implication will be addressed in an upcoming financial report.

The budgeted transfers-out for debt service total \$327,000. To date, \$82,000 or 25 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to improvements and equipment from approximately 17 years ago. The debt will be retired during the fiscal year ended June 30, 2029.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the three months ended September 30, 2019**

Dining (Aramark)

Aramark actual revenues total \$1 million as compared to the annual budgeted revenues of \$3.2 million. The primary revenues include utilities support (35 percent), facilities support (30 percent), software support (18 percent), and Aramark grant (14 percent). Current expectations are in line with the current contract and as long as no significant changes are made actual revenues will match the budget at the end of the fiscal year.

Description	Actual
Utilities Support	\$352,000
Facilities Support	306,000
POS/Card Access Support	181,000
Aramark Grant	137,000
Other	28,000
Total	\$1,004,000

Payroll and fringes total \$63,000 or roughly 22 percent as compared to the annual budget of \$288,000. The \$250,000 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.

Operating expenditures total \$686,000 or 39 percent as compared to the annual budget of \$1.7 million.

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 \$46,000 Transfers-In – Encumbrances represent those types of commitments.

Transfers-Out – Plant Fund of \$175,000 represents funding to replace the Student Union dishwasher.

Transfers-Out – Other of \$12,000 represents a transfer to the Student Union to support the extended hours for Union Market.

The budgeted transfers-out for debt service total \$777,000. To date, \$194,000 or 25 percent has been transferred out to pay the upcoming debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to various buildouts of space and renovations including the dining hall and retail sites located throughout the campus over the course of the last 13 to 20 years.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the three months ended September 30, 2019**

Recreation & Wellness Services

Recreation & Wellness Services actual revenues total \$162,000 as compared to the annual budgeted revenues of \$640,000. The principal revenues include swimming meets/lessons (37 percent), memberships (29 percent), and rentals (21 percent). Current expectations are that Recreation & Wellness Services will achieve revenue budget expectations, as the start of the new fiscal year has historically shown an increase in memberships.

Description	Actual
Swimming Meets & Lessons	\$60,000
Memberships	48,000
Rentals	34,000
Other	20,000
Total	\$162,000

Payroll and fringes total \$184,000 or roughly 23 percent as compared to the annual budget of \$787,000. Current expectations are that two percent raises, not included as part of planned expenditures, will generate cost above the compensation budget.

Operating expenditures total \$365,000 or 21 percent as compared to the annual budget of \$1.8 million. The primary operating expenditures include maintenance (35 percent), student assistants (35 percent), and utilities (17 percent), and are predominately incurred evenly throughout the fiscal year. Current expectations are that operating expenditures will remain below or at budget.

Transfers-in of \$895,000 represents facilities fee (including reserve) and general fund support to service the building's debt and operations. The additional two percent enrollment decline will have a cascading implication to the transfers. That implication will be addressed in an upcoming financial report.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$12,000 Transfers-In – Encumbrances represent those types of commitments.

Transfers-Out – Other represents the \$107,000 remaining balance returned to the General Fund related to FY2019 fiscal activity. Current expectations are the \$107,000 transfers-out will generate a shortfall at fiscal year-end. The fund balance will absorb any shortfall that may occur.

The budgeted transfers-out for debt service total \$1.7 million. To date, \$421,000 or 25 percent has been transferred out for the debt service requirements.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the three months ended September 30, 2019**

Jean Hower Taber Student Union

The Student Union actual revenues total \$82,000 as compared to the annual budgeted revenues of \$947,000. The principal revenues include rental income (98 percent). Additional payments from Barnes & Noble were delayed and will be received in the second quarter. Current expectations are that Student Union will achieve its revenue budget.

Description	Actual
Barnes & Noble Rental	\$60,000
Room Rentals	20,000
Other	2,000
Total	\$82,000

Payroll and fringes total \$205,000 or roughly 25 percent as compared to the annual budget of \$821,000. Current expectations are that two percent raises, not included as part of planned expenditures, will generate cost above the compensation budget.

Operating expenditures total \$335,000 or 19 percent as compared to the annual budget of \$1.8 million. The primary operating expenditures include maintenance (35 percent), utilities (32 percent), and student assistants (19 percent), and are predominately incurred evenly throughout the fiscal year. Current expectations are that expenditures will remain below or at budget.

Transfers-in represents facilities fee and general fund support to service the building’s debt service and operations, respectively. To date, \$1.1 million has been transferred with the expectation the remaining amount will be transferred throughout the rest of the fiscal year. The additional two percent enrollment decline will have a cascading implication to the transfers. That implication will be addressed in an upcoming financial report.

Transfers-in - Other includes \$12,000 from Dining (Aramark) to assist the Student Union with the extended hours for Union Market.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$12,000 Transfers-In – Encumbrances represent those types of commitments.

The budgeted transfers-out for debt service total \$2.9 million. To date, \$724,000 or 25 percent has been transferred out for the upcoming debt service requirements.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the three months ended September 30, 2019**

Parking Transportation & Services

Parking actual revenues total \$3 million as compared to the annual budgeted revenues of \$6.5 million. The primary sources of revenues are the student transportation fee and parking permits (97 percent). Unearned revenue generated from parking permits purchased before the semester begins is recognized when the revenue recognition criteria is met. Preliminary expectations are that actual revenues will likely fall short of projections by \$200,000.

Description	Actual
Permits	\$2,960,000
Lot Rentals	48,000
Fines & Meters	27,000
Other	7,000
Total	\$3,042,000

Payroll and fringes total \$69,000 or roughly 21 percent as compared to the annual budget of \$323,000. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$1.3 million or 54 percent as compared to the annual budget of \$2.4 million. The primary operating costs include transportation related activities including busing, parking lot, and deck maintenance (75 percent) and equipment repair (12 percent). The majority of operating expenditures are encumbered in fall generating the 54 percent of budget variance. Current expectations are expenditures will exceed budget at fiscal year-end. The fund balance will absorb the shortfall.

Transfers-In – Fund Balance of \$745,000 will support Parking Transportation & Services planned fiscal year shortfall.

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 \$16,000 Transfers-In – Encumbrances represent those types of commitments.

The budgeted transfers-out for debt service total \$4.5 million. Transfers-out of \$1.1 million or 25 percent represents the debt service that pays the bonded debt related to the renovation and construction of six parking decks.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY20 Budget and Actual Results for the three months ended September 30, 2019

Wayne Student Union

Wayne Student Union revenues total \$1,000 as compared to the annual budgeted revenues of \$54,000.

The principal revenues include bookstore rent (100 percent) predominately earned evenly throughout the fiscal year. Additional payments from Barnes & Noble were delayed and will be received in the second quarter.

Description	Actual
Barnes & Noble Rental	\$1,000

Operating expenditures total \$1,700 or 17 percent as compared to the annual budget of \$10,000. The major operating costs include property and fire insurance (100 percent). Expenditures will be managed in such a way to ensure expenditures remain below or at budget.

**DEPARTMENTAL SALES AND
SERVICES FUNDS**

For the Three Months Ended September 30, 2019

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY20 Budget and Actual Results for the three months ended September 30, 2019

**Departmental Sales and Services
Combined**

	Original Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$32,784,000	\$5,915,834	(\$26,868,166)	18%
Payroll	2,394,000	646,985	1,747,015	
Fringes	697,000	213,477	483,523	
Total Compensation	3,091,000	860,461	2,230,539	28%
Operating	3,131,000	1,460,197	1,670,803	
Premiums and Claims	28,027,000	6,012,345	22,014,655	
Capital	10,000	42,052	(32,052)	
Total Non Personnel	31,168,000	7,514,594	23,653,406	24%
Total Expenditures	34,259,000	8,375,055	25,883,945	24%
Net Before Transfers	(1,475,000)	(2,459,222)	(984,222)	
Transfers-In - Encumbrances	0	293,452	293,452	
Difference	(\$1,475,000)	(\$2,165,770)	(\$690,770)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY20 Budget and Actual Results for the three months ended September 30, 2019

Self-Insurance Health Care

	Original Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$25,826,000	\$4,038,428	(\$21,787,572)	16%
Payroll	143,000	37,518	105,482	
Fringes	46,000	12,006	33,994	
Total Compensation	189,000	49,523	139,477	26%
Operating	208,000	25,538	182,462	
Premiums and Claims	28,027,000	6,012,345	22,014,655	
Capital	0	0	0	
Total Non Personnel	28,235,000	6,037,883	22,197,117	21%
Total Expenditures	28,424,000	6,087,406	22,336,594	21%
Net Before Transfers	(2,598,000)	(2,048,979)	549,021	
Transfers-In - Encumbrances	0	0	0	
Difference	(\$2,598,000)	(\$2,048,979)	\$549,021	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY20 Budget and Actual Results for the three months ended September 30, 2019

Workforce Training Solutions

	Original Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$750,000	\$167,214	(\$582,786)	22%
Payroll	218,000	100,633	117,367	
Fringes	56,000	29,354	26,646	
Total Compensation	274,000	129,987	144,013	47%
Operating	377,000	113,437	263,563	
Premiums and Claims	0	0	0	
Capital	0	0	0	
Total Non Personnel	377,000	113,437	263,563	30%
Total Expenditures	651,000	243,424	407,576	37%
Net Before Transfers	99,000	(76,211)	(175,211)	
Transfers-In - Encumbrances	0	34,193	34,193	
Difference	\$99,000	(42,018)	(\$141,018)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY20 Budget and Actual Results for the three months ended September 30, 2019

New Student Orientation

	Original Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$551,000	\$34,030	(\$516,970)	6%
Payroll	177,000	34,652	142,348	
Fringes	65,000	12,842	52,158	
Total Compensation	242,000	47,494	194,506	20%
Operating	452,000	119,524	332,476	
Premiums and Claims	0	0	0	
Capital	0	0	0	
Total Non Personnel	452,000	119,524	332,476	26%
Total Expenditures	694,000	167,018	526,982	24%
Net Before Transfers	(143,000)	(132,988)	10,012	
Transfers-In - Encumbrances	0	0	0	
Difference	(\$143,000)	(132,988)	\$10,012	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY20 Budget and Actual Results for the three months ended September 30, 2019

English Language Institute

	Original Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$325,000	\$95,040	(\$229,960)	29%
Payroll	216,000	37,047	178,953	
Fringes	54,000	9,208	44,792	
Total Compensation	270,000	46,255	223,745	17%
Operating	8,000	4,851	3,149	
Premiums and Claims	0	0	0	
Capital	0	0	0	
Total Non Personnel	8,000	4,851	3,149	61%
Total Expenditures	278,000	51,106	226,894	18%
Net Before Transfers	47,000	43,934	(3,066)	
Transfers-In - Encumbrances	0	0	0	
Difference	\$47,000	\$43,934	(\$3,066)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY20 Budget and Actual Results for the three months ended September 30, 2019

Other

	Original Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$5,332,000	\$1,581,122	(\$3,750,878)	30%
Payroll	1,640,000	437,135	1,202,865	
Fringes	476,000	150,067	325,933	
Total Compensation	2,116,000	587,202	1,528,798	28%
Operating	2,086,000	1,196,847	889,153	
Premiums and Claims	0	0	0	
Capital	10,000	42,052	(32,052)	
Total Non Personnel	2,096,000	1,238,898	857,102	59%
Total Expenditures	4,212,000	1,826,101	2,385,899	43%
Net Before Transfers	1,120,000	(244,979)	(1,364,979)	
Transfers-In - Encumbrances	0	259,260	259,260	
Difference	\$1,120,000	14,281	(\$1,105,719)	

Overall Assumptions

Payroll

- Four percent increase for bargaining unit employees;
- A raise pool equivalent to two percent for qualifying non-represented employees; and
- State minimum wage adjustment.

Fringes

- 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 adjustment from 37 percent to 32 percent.

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 changed from 37 percent to 32 percent; 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
- The Self-Insurance Health Care reserves will fund the retiree dependent health care premiums in the amount of \$2.6 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.

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 companies.

The University of Akron
Departmental Sales and Services
FY 2020 Budget Assumptions

Operating

- Student assistants, supplies and services, and travel and hospitality; and
- Workforce Training Solutions will manage to ensure expenditures are limited to revenues.

New Student Orientation

Revenues

- Commitment 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; and
- New Student Orientation will monitor expenditures; however, the budgeted deficit will be offset by the New Student Orientation carryover from fiscal year ended June 30, 2019.

English Language Institute

Revenues

- Externally generated revenues from non-credit courses to teach English to non-English speaking students who plan to attend a university in the United States.

Operating

- Student assistants, supplies and services, and travel and hospitality; and
- English Language Institute will manage to ensure expenditures are limited to revenues.

Other

Revenues

- Includes about 145 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.

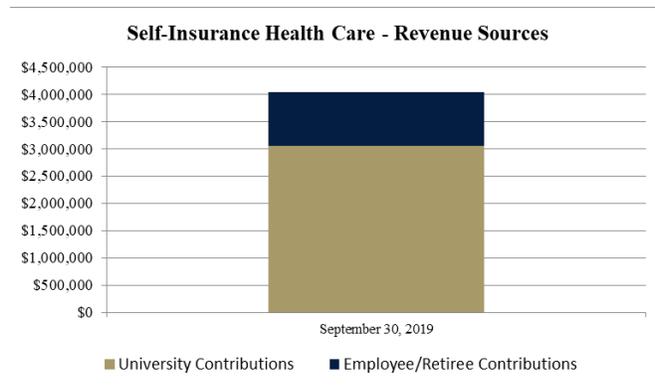
Capital

- Equipment purchase related to Akron Polymer Technology Services.

**The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
Narrative of FY20 Budget and Actual Results for the three months ended September 30, 2019**

Self-Insurance Health Care

Self-Insurance Health Care actual revenues total \$4 million as compared to annual budgeted revenues of \$25.8 million. Major components of revenue include University contributions (75 percent) to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance. Revenues also include employee and retiree contributions (25 percent) to the benefit program for coverage that requires an employee cost share or is voluntary participation (100 percent employee paid) such as medical, prescription drug, short-term and long-term disability, life insurance, vision, and flexible spending accounts. Actual revenues equate to 16 percent of the budget. Revenues are dispersed by the payroll cycle. There is only one pay for nine-month faculty in the first quarter. Current expectations are that budgeted revenues will be achieved.



Payroll and fringes total \$50,000 compared to the annual budget of \$189,000.

Operating expenditures total \$26,000 compared to the annual budget of \$208,000.

Premiums and Claims expenditures total \$6 million as compared to the annual budget of \$28 million. Current expectations are that expenditures will remain at or below budget.

The Self-Insurance fund has a planned fiscal year shortfall to help achieve a reserve that is believed to be more appropriate.

Workforce Training Solutions

Workforce Training Solutions actual revenues from open enrollment and contract training fees total \$167,000 or 22 percent as compared to the annual budgeted revenues of \$750,000. Multiple corporate training contracts are in place during the fiscal year. Current expectations are that budgeted revenues will be achieved.

Payroll and fringes total \$130,000 or 47 percent as compared to the annual budget of \$274,000. Generally, payroll costs related to contract training is incurred prior to the associated revenue being collected.

Operating expenditures total \$113,000 or 30 percent as compared to the annual budget of \$377,000. The principal operating expenditures include supplies and services (98 percent) related to training and instructional support. Current expectations are that expenditures will remain at or below budget.

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
Narrative of FY20 Budget and Actual Results for the three months ended September 30, 2019

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$34,000 Transfers-In – Encumbrances represent those types of commitments.

New Student Orientation

New Student Orientation actual revenues total \$34,000 or six percent as compared to the annual budgeted revenues of \$551,000. New Student Orientation revenues are cyclical. The majority of the confirmation fee revenues are received during the months of January to June. Fee receipts based upon enrollment projections change as the class matriculates. Current expectations are that budgeted revenues may fall short of project sales revenue. If by fiscal year end there is a deficit, it will fully be offset by New Student Orientation carryover from fiscal year ended June 30, 2019.

Payroll and fringes total \$47,000 or 20 percent as compared to the annual budget of \$242,000.

Operating expenditures total \$120,000 or 27 percent as compared to the annual budget of \$452,000. The principal operating expenditures include New Roo Weekend (47 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.

English Language Institute

English Language Institute actual revenues total \$95,000 or 29 percent as compared to the annual budgeted revenues of \$325,000. Current expectations are that budgeted revenues will not be achieved but will be closer to \$210,000.

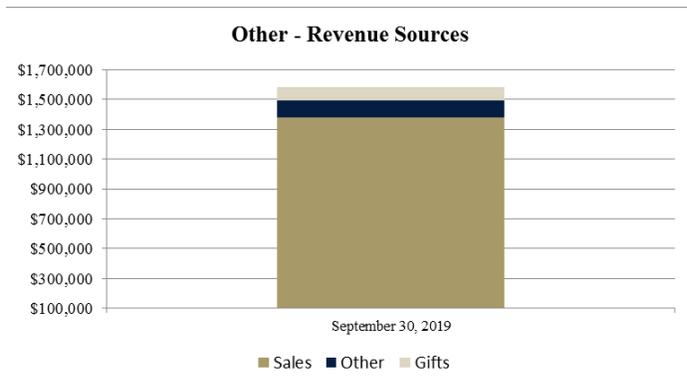
Payroll and fringes total \$46,000 or 17 percent as compared to the annual budget of \$270,000.

Operating expenditures total \$4,900 or 61 percent as compared to the annual budget of \$8,000. The principal operating expenditures include student aid (59 percent) and supplies and services (29 percent). Current expectations are that expenditures will remain at or exceed budget. Expenditures will continue to be closely monitored and managed throughout the course of the year. If by fiscal year end there is a deficit, it will fully be offset by English Language Institute carryover from fiscal year ended June 30, 2019.

Other

The Other departmental sales and services actual revenues total \$1.6 million or 30 percent as compared to the annual budgeted revenues of \$5.3 million. The principal revenues are generated from roughly 62 activities including University Credit Card Program (17 percent), Printing Services (12 percent), and Law Enforcement Training (eight percent).

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
Narrative of FY20 Budget and Actual Results for the three months ended September 30, 2019



Payroll and fringes total \$587,000 or 28 percent as compared to the annual budget of \$2.1 million.

Operating expenditures total \$1.2 million or 57 percent as compared to the annual budget of \$2.1 million. The primary operating expenditures are supplies and services (87 percent). Current expectations are that individual units will manage to ensure

expenditures are limited to revenues.

Capital expenditures total \$42,000 compared to the annual budget of \$10,000. Primary capital expenditures are related to a middle-ear analyzer and furniture for the Hearing Aid Dispensary and the purchase and servicing of equipment related to Polymer testing.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$259,000 Transfers-In – Encumbrances represent those types of commitments.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Acceptance of the Financial Report for the Three Months Ended September 30, 2019

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on December 11, 2019, accepting the Financial Report for the Three Months Ended September 30, 2019, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 11, 2019

FINANCE & ADMINISTRATION COMMITTEE

TAB 4

PROCUREMENTS FOR MORE THAN \$500,000



DATE: November 18, 2019

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Luba Cramer *Luba Cramer*
Director of Purchasing

SUBJECT: Awards Exceeding \$500,000 for Board of Trustees Approval

As requested of me, I provide to you the following procurements, which exceed \$500,000 for Board of Trustees consideration and approval at its meeting on December 11, 2019.

1. Buckingham Building Renovations (State Capital Funds)

The Office of Capital Planning and Facilities Management is proposing an award to Infinity Construction in the amount of \$1,536,900 to upgrade the HVAC system, fire alarm, and to perform certain interior renovations to include relocation of Academic Achievement programs from Ayer Hall.

A project request was issued during October 2019, and 12 bids were received as follows:

Vendor	Bid
Infinity Construction Co., Inc.	\$1,536,900
The Albert M Higley Co.	\$1,547,125
Knoch Corporation	\$1,556,797
Dunlop & Johnson, Inc.	\$1,564,100
Feghali Brothers, LLC	\$1,634,200
Rycon Construction, Inc.	\$1,676,350
Jeffrey Carr Construction	\$1,698,900
The Ruhlin Company	\$1,717,400
Thomarios Construction	\$1,727,000
Northstar Contracting, Inc.	\$1,791,082
Hudson Construction, Inc.	\$1,830,000
Cavanagh Building Corporation	\$2,198,000

An award to Infinity Construction is recommended by the Office of Capital Planning and Facilities Management and the Department of Purchasing as its bid is deemed the lowest responsible bid. Should the Board approve the transaction, the vendor award will occur once the Controlling Board approves it and General Counsel completes its review for legal form and sufficiency.

I recommend that an award be made to Infinity Construction in the amount of \$1,536,900 and request approval of the Board of Trustees at its meeting on December 11, 2019.

2. **Auburn Science and Engineering Center Vivarium Air Handler Replacement (State Capital Funds)**

The project was pursued as a design build and a Request for Qualifications was issued during August 2019. The project will replace the vivarium's air handler.

Five firms responded to the Request for Qualifications with three firms being short-listed and rated using the best value selection process: Synergy, LLC, 84.5; Gilbane Building Company 20.1; and Construction Support Services, (40.4).

An award to Synergy, LLC is recommended by the Office of Capital Planning and Facilities Management and the Department of Purchasing. Should the Board approve the transaction, the vendor award will occur once the Controlling Board approves it and General Counsel completes its review for legal form and sufficiency.

I recommend that an award and a GMP Amendment be awarded to Synergy, LLC in the amount up to \$1,200,000 and request your approval and that of the Board of Trustees at its meeting December 11, 2019.

3. **Stop Loss Insurance (General Fund and Other Funds)**

The Department of Human Resources requested and received a proposal from Anthem Blue Cross and Blue Shield (Anthem), the University's incumbent provider. The request and proposal is for Stop Loss insurance regarding the University's self-insurance medical and prescription drug plans for calendar year 2020.

Anthem's proposed Per Employee Per Month (PEPM) rate will increase approximately 17 percent with a \$325,000 per member deductible. The CY2020 estimated cost is simply an estimate based on current insured subscriber headcount and will deviate based upon actual insured subscriber head count.

	Actual CY 2018		Projected CY 2019		Proposed / Estimated CY 2020	
Rate and Cost	\$46.49	1,048,000	\$49.28	\$1,103,000	\$57.69	\$1,292,000
Change			\$2.79	\$55,000	\$8.41	\$189,000

The Department of Human Resources, in consultation with Willis Towers Watson, the University's benefits consultant, evaluated the quote. Those two units recommend acceptance of Anthem Blue Cross Blue Shield's proposal which is deemed legally acceptable by General Counsel's Office.

I recommend that an award be made to Anthem Blue Cross Blue Shield in the rate amount of \$57.69 with an estimated expenditure of \$1,292,000 and request your approval and that of the Board of Trustees at its meeting on December 11, 2019.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Acceptance of Procurements for More Than \$500,000

BE IT RESOLVED, That the following recommendations presented by the Finance & Administration Committee on December 11, 2019 be approved:

Award to Infinity Construction a contract to upgrade the HVAC system, fire alarm, and to perform certain interior renovations to include relocation of Academic Achievement programs from Ayer Hall, in the amount of \$1,536,900.

Award to Synergy, LLC a contract and a GMP Amendment to replace the vivarium's air handler, in the amount of \$1,200,000.

Award to Anthem Blue Cross & Blue Shield a contract for Stop Loss insurance regarding the University's self-insurance medical and prescription drug plans for calendar year 2020, in the amount of approximately \$1,292,000.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 5

**2019 EFFICIENCY REPORT TO THE
OHIO DEPARTMENT OF HIGHER EDUCATION**



DATE: November 18, 2019

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Denny C. Clutter 
Director Strategic Initiatives

SUBJECT: **The University of Akron's 2019 Efficiency Report for the Ohio Task Force on Affordability and Efficiency**

As requested of me, I provide the University's 2019 Efficiency Report and accompanying documents (Report) for consideration and approval by the Board of Trustees (Board) at its December 11, 2019 meeting.

As you know, the Report is a result of campus-wide involvement including academic and administrative department input and, also includes your review and changes.

Although similarities exist to the prior year, the current year's request was more focused on quantifying progress of affordability and efficiency versus narrative responses while some topics were no longer requested. Additionally, a new point of emphasis is online and/or competency-based delivery models for education and financial literacy efforts.

A draft of the Report was submitted on the due date which was November 1, 2019. With permission of the Ohio Department of Higher Education (ODHE), some edits were made and a final version was submitted on November 12, 2019. As is customary, ODHE finds it acceptable to obtain Board approval subsequent to the University's submission.

Vice President for Finance & Administration/CFO
Akron, OH 44325-4715
330-972-7120 · 330-972-6293 Fax



Department of
Higher Education

Mike DeWine, Governor
Randy Gardner, Chancellor



Affordability & Efficiency

FY19 Efficiency Reporting Template

Introduction:

Ohio Revised Code section 3333.95 requires the chancellor of the Ohio Department of Higher Education (DHE) to maintain an “Efficiency Advisory Committee” that includes an “efficiency officer” from each state institution of higher education (IHE). Each IHE must then provide an “**efficiency report**” updated annually to DHE, which is compiled by the chancellor into a statewide report shared at year end with the governor and legislature. The committee itself meets periodically at the call of the chancellor.

Affordability and efficiency in higher education are high among the DeWine-Husted administration’s policy priorities; however, as compared to prior years, this year’s template is increasingly focused on identifying quantifiable measures of progress in evaluating how well we are addressing affordability and efficiency. DHE’s preference for report responses is, to the degree feasible, quantitative data as opposed to narrative responses. Please respond with specific numbers where available. In addition, some questions included in the past are not included this year in recognition of the progress made in implementing earlier recommendations. Finally, you will notice some new points of emphasis that reflect unique priorities of the DeWine-Husted administration.

The FY19 reporting template asks for updates on several topics included in prior reports and continues to require Ohio’s IHEs to conduct an annual study to determine the cost of textbooks for students enrolled in the institution pursuant to revised code section 3333.951(C). The FY19 template also continues to request information on efficiencies gained as a result of the “regional compacts” as outlined in revised code section 3345.59.

New to the reporting template this year are information requests regarding online and/or competency-based delivery models for education, financial literacy efforts related to college debt and debt collection practices. Eliminated from the reporting template are some specific questions related to contracting as well as administrative and academic practices, although the new template does request some institutional data on expenditures that may relate to contracting and other operational practices.

Your Efficiency Report Contact: Sara Molski, Project Manager, Fiscal and Legal Affairs, 614-728-8335, smolski@highered.ohio.gov. Please provide your institution’s efficiency report by **Friday, November 1, 2019** via email to smolski@highered.ohio.gov

As in previous years, the Efficiency Reporting Template is structured into sections:

- **Section I: Operational Efficiencies** – This section captures practices likely to yield significant savings that may be shared with students or benefit the institution generally. Topics include controlling costs in procurement, employee benefits, utilities and avoidance of duplication.
- **Section II: Academic Practices** – This section covers areas more directly related to instruction, such as the cost of textbooks, time-to-degree, and academic course and program reviews. Generally, our hope is that academic improvements may reduce student costs and/or improve student outcomes such as graduation rates, time to degree, student loan debt, etc.
- **Section III: Policy Reforms** – This section captures state IHE responses to suggested policy reforms originating in gubernatorial task force efforts, legislative joint committee reports, student loan debt advisory group reports, etc. In recent years, a number of stakeholder perspectives have been shared with institutions. Our hope is that institutions will respond to this stakeholder feedback.
- **Section IV: Student Benefit** – This section asks institutions to provide cost savings and/or resource generation in actual dollars for any major initiatives within the past fiscal year. Emphasis should be placed on highlighting major initiatives that may be considered best practices, rather than responding to specific recommendations from the Ohio Task Force on Affordability and Efficiency in Higher Education October 2015 report. To facilitate understanding, IHE's should advise if savings have been redeployed to students to reduce costs, or if they have been reinvested in some other manner for the benefit of students.
- **Section V: Future goals** – This section corresponds to Master Recommendation 2 of the Ohio Task Force on Affordability. It is designed to allow each institution to benchmark its respective five-year goals to its actual institutional cost savings or avoidance. In the spirit of continuous improvement, this section allows you to revise and/or update your five-year goals as needed. In addition, the DeWine-Husted administration would like to know more about possible roles the state could play in supporting your institutional goals; your input is requested in this section.

For purposes of this report, efficiency is defined as quality versus cost as a means to measure value:

- Direct cost savings to students (reducing costs)
- Direct cost savings to the institution (reducing costs)
- Cost avoidance for students (reducing costs)
- Cost avoidance to the college/university (reducing costs)
- Enhanced advising, teaching (improving quality)
- IP commercialization (improving quality)
- Graduation/completion rates (improving quality)
- Industry-recognized credentials (improving quality)
- Experiential learning (improving quality)

These are examples only. Please consider your responses to address broader measures of efficiency, quality, cost and value. Please also note that this is only a template. Feel free to respond in any additional way you believe is helpful.

THE UNIVERSITY OF AKRON (UA)

Section I: Operational Efficiency

Affordability and efficiency in higher education are high among the DeWine-Husted administration’s policy priorities. DHE continues to encourage institutions to consider the Ohio Task Force on Affordability and Efficiency’s October 2015 report “Action Steps to Reduce College Costs” (Task Force) linked here: www.ohiohighered.org/sites/ohiohighered.org/files/uploads/affordability-efficiency/Action-Steps-to-Reduce-College-Costs_100115.pdf. Although this year’s template does not require each IHE to report on every recommendation of the Task Force, we are requesting that IHE’s provide the most recent information available on selected items.

As presented in Recommendation 3B of the Task Force, IHE’s have access to multiple joint purchasing agreements in the following categories:

- Copier/printer services
- Computer hardware
- Travel services
- Outbound shipping
- Scientific supplies and equipment
- Office supplies and equipment

Contract Type	Did your IHE participate in joint contracts in FY19? [yes, no, worked toward]	Monetary Impact
Copier/printer services	Yes/Worked Toward	UA initially implemented a printer services program through an RFP processes in 2009. When the contract expired, another RFP was issued in which ComDoc was awarded in July 2016. Once UA’s contract expires with ComDoc on June 30, 2021, UA intends to adopt the IUC-PG agreement, which is currently through ComDoc as well.

		The elimination of inkjet printers and reduction in laser printers began in 2009. A total of ~2,700 devices were used for printing, compared to ~820 currently. In addition, currently 95% of printers are networked, whereas in 2009 only 25% were. The copier program also reduces the amount of toner in inventory, therefore resulting in further cost savings. Total cost savings of the program from FY09 to FY19 is ~\$2.2 million.
Computer hardware	Yes	UA participates in IUC-PG, E&I, and State of Ohio term schedule contracts for computer hardware. Estimated savings for FY19 is ~\$302,000 which is included within the total savings within the attached Master Recommendation 2 spreadsheet.
Travel services	Worked Toward	UA will investigate the most cost-effective savings opportunity for travel services by evaluating the following potential paths: 1) collaborate through the IUC-PG; 2) partner with other universities in our region; 3) utilize consortium agreements, such as E&I; and 4) conduct a competitive bidding process.
Outbound shipping	Yes	UA, along with other IUC-PG members, utilize State of Ohio state term schedule and E&I. Approximate savings of \$8,500 for FY19 is included within the total savings within the attached Master Recommendation 2 worksheet.
Scientific supplies & equipment	Yes	UA has been utilizing the IUC competitively bid agreement(s) for several years. IUC-PG and E&I contracts are currently being used. By utilizing these agreements, an estimated annual savings of ~\$228,000 in FY19 has been achieved. These savings are included within the total savings within the attached Master Recommendation 2 worksheet.
Office supplies & equipment	Yes	We have participated in the IUC-PG contract through OfficeDepot/GBEX, since it was established. An estimated rebate of ~\$17,000 and savings of ~\$30,000 is expected for FY19.

Per recommendation 4C of the Task Force, IHE's should evaluate opportunities for affinity relationships and sponsorships that can support students, faculty, and staff. Institutions can use these types of partnerships to generate new resources by identifying "win-win" opportunities with private entities that are interested in connecting with students, faculty, staff, alumni, or other members of their communities. Please complete the section below with the implementation status of your institution.

Did your institution initiate any new partnerships or sponsorships in FY19? If yes, please complete the below table for those new relationships.

Yes, as follows:

UA, with financial assistance of the Knight Foundation and the University of Akron Foundation, is working with U3 Advisors to develop an Anchor Scan of UA's facilities and real estate, its programs and initiatives, its demand drives (its employees and students), and the market conditions and community initiation in surrounding neighborhoods. UA and U3 Advisors intend to identify opportunities for how UA's real estate assets can better meet the needs of UA, attract and retain talent, and increase vibrancy at the edge of campus.

UA is working towards a 40-year Ground Lease agreement with Martin House Associates, LLC (lessee) to lease the Martin Center to repurpose it as a boutique hotel. In very short summary, if executed the lease will result in a one-time lump sum payment for base rent to UA and the lessee shall pay for ongoing expenditures of the Martin Center including utilities, real estate and other taxes, no earlier than FY20.

Additionally, the below are existing partnerships still in effect for FY18.

UA entered into a partnership with the LeBron James Family Foundation and during May 2016, through the LeBron James Family Foundation Scholar Agreement. The mission is to positively affect the lives of children and young adults through education and co-curricular educational initiatives. Through the agreement, UA's College of Education has become the LeBron James Family Foundation College of Education. The term of the agreement ends academic year 2019/2020, with the option to renew. LeBron James is one of the most recognized athletes and brands in the world today. He is known for his excellence on the basketball court, work ethic, leadership, maturity, business savvy, and compassion for at-risk children. More people know Akron, Ohio, as a result of LeBron James ("Just a kid from Akron") than any other means.

Food service operations continue to be outsourced to Aramark (transition began August 2015 and was completed circa August 2016), including residential and retail stores and catering.

UA entered into an exclusive sponsorship agreement on July 1, 2012 with Coca-Cola Refreshments. The sponsorship agreement includes marketing, scoreboard/equipment, merchandising, beverage incidence building fund, and sponsorship totaling \$434,000 annually. The agreement includes cold beverage vending equipment and fountain equipment throughout all of campus. All equipment is provided, stocked, and maintained through the agreement. The agreement will terminate June 30, 2022.

UA entered into a Multi-Media Rights agreement with IMG for sports marketing and promotions on July 1, 2010, that extends through June 30, 2019. On July 1, 2017, UA signed an amendment to the IMG contract extending the term from July 1, 2010 through June 30, 2027. With the amendment, UA received a signing bonus of \$700,000 during FY18 used for the purchase and installation of a videoboard at the JAR basketball arena. As part of the agreement for FY19, UA received \$590,000 for base guarantee royalties, signage stipend, and radio.

On June 1, 2014, UA entered into a new agreement with Barnes & Noble College Booksellers, LLC (“Barnes & Noble”) for the exclusive rights to operate and provide services for UA bookstores in four locations on two campuses. The agreement concludes May 31, 2019; however, there are options to renew and extend which is expected in November of 2019. UA accepted a slightly lower commission on this agreement in an effort to reduce the cost of textbooks and education materials for the direct benefit of students. In addition to an upfront payment, UA earns annual sales commission (~\$684,000 for FY19).

UA entered into a seven-year agreement with PNC Bank, National Association (“PNC”) that expires on December 31, 2018. In addition to an upfront royalty payment, each year UA earns a minimum commission (currently ~\$167,000). PNC operates an office in the Student Union and has located eight ATMs for service throughout the main campus with one additional ATM at Wayne College. UA extended the agreement by five years with an updated commission payment structure effective January 1, 2019 through December 31, 2023.

UA has entered into a J.P.Morgan Chase Card Holder Agreement through the IUC-PG starting January 1, 2010 for the issuance and use of Pcards. The program provides a \$10,000 signing bonus and a rebate program based upon usage. The agreement extended through January 1, 2015 with the option to renew annually if mutually agreed upon. The rebate for FY19 was ~\$278,000.

Partnerships/Sponsorships	Description	Revenue Generated
U3 Advisors	See above	\$0 current year
Martin House Associates, LLC	See above	\$0 current year
LeBron James Family Foundation	See above	Unknown
Aramark	See above	\$0 current year
Coca Cola	See above	\$434,000
IMG	See above	\$590,000
Barnes & Noble	See above	\$684,000
PNC	See above	\$167,000
JP Morgan Chase	See above	\$278,000

If the IHE realized efficiencies gained in FY19 from already existing relationships, please identify, specifically including revenue generated. *Include in the table above or add a similar table.*

Any known efficiencies are documented within the Master Recommendation 2 Attachment.

Employee health benefits continue to be a major cost driver for all IHE's. The Task Force recommendations addressed this issue in 5D, recommending that a statewide working group identify opportunities to collaborate on health-care costs. At this point we are especially interested in learning about best practices that could be applicable around the state. Please provide the following information if your institution has generated any significant savings or health benefits improvements in FY19

What initiatives or plan changes did the IHE implement in FY19 to manage or reduce healthcare costs?

Employee health benefits continue to represent large costs for state universities. As a self-insured provider of medical, prescription and dental benefits, this brings an added level of risk to the university. UA continues to work with their vendors to best identify ways to manage rising health care costs. In FY19, UA identified and acted upon the following areas to reduce health care costs for the university:

- During FY19, employee contributions for the medical/prescription plan were increased by 1% effective 1/1/2019 resulting in FY19 savings of ~\$175,000. Projected savings for FY20 are ~\$260,000.
- Anthem, effective 1/1/19, instituted a claims audit process. For the last six months of FY19, the medical plan experienced reimbursements of ~\$152,000.
- UA continues to work with CVS Caremark to identify new management strategies to reduce costs in the prescription plan. During FY19, newly implemented strategies reduced prescription drug costs by ~\$6,000.
- As part of the relationship with CVS Caremark, UA also works with Employer's Health Coalition to ensure that prescription performance guarantees are met. As part of that process, a market check is completed annually. From the 2019 market check, UA is anticipating a financial improvement of ~\$525,000 for CY20 (or ~\$263,000 each for FY20 and FY21) pending changes in inflation and utilization increases.
- During FY19, UA joined the IUC Benefits Consortium to enter into an RFP bid for Life, Disability and Dental. The results of this bidding process as part of a consortium resulted in projected savings of \$167,000 for life, \$64,000 for disability and a 2.4% decrease in ASO fees for dental. We did not calculate the dental savings.

Has the institution achieved any expected annual cost savings through healthcare efficiencies in FY19? Please explain how cost savings were estimated.

Any known efficiencies are documented within the Master Recommendation 2 Attachment.

Energy Efficiencies seek to refine sustainable methods utilized by the institution to procure and use energy (resulting in more efficient use of energy), including but not limited to lighting systems, heating & cooling systems, electricity, natural gas, and utility monitoring. Again, we are especially interested in learning about best practices that could be applicable around the state. Please provide the following information if your institution has undertaken any significant energy savings projects in FY19.

FY19 Projects/Initiatives	Efficiencies Gained, including Monetary Impact
Electricity Procurement	Of nine proposals received, the top three proposals were shortlisted and thus evaluated. MP2 Energy was selected as the best value for UA at a fixed rate for a 48-month term from November 2018 to October 2022. Holding the other variables constant, UA will realize approximately \$1,332,000 cost reduction as compared to the prior year, with an estimated savings of over \$5M throughout the term of the contract. Per the contract, MPW will purchase 25% Green-e Renewable Energy Credits (RECs) representing 25% of the contract quantity on UA's behalf.
E.J. Thomas Performing Arts Hall Lighting Replacement	Design began in FY19 with installation FY20. Replacement of 120 high-bay incandescent fixtures with new LED fixtures. In addition to significant energy savings, the long life expectancy of the new fixtures significantly reduces maintenance cost on these difficult to service fixtures.
Misc. Campus LED Conversions	UA continues to convert existing lighting to LED fixtures as maintenance and energy savings warrant it. FY19 conversions include LED conversions in the high bay spaces of the Energy Center and the auditorium in Guzzetta Hall.
Performance Contract – Measurement and Verification Services	As part of the guarantee on fiscal savings, UA is in contract with Johnson Controls to measure and verify energy reductions realized through the performance contract and to identify additional opportunities for savings. The performance contract has yielded over \$3 million per year in utility savings.
General Lab Renovations	As part of a larger renovation project of over 20 laboratories throughout campus, UA installed new occupancy sensors and replaced existing light fixtures with energy efficient LED.

Has the institution gained efficiencies in FY19 from previously implemented projects/strategies? If yes, please discuss cumulative efficiencies gained.

Any known efficiencies are documented within the Master Recommendation 2 Attachment.

The Task Force charged DHE with developing a common measurement of administrative productivity. However, the Task Force also acknowledged that each institution should have the latitude to develop its own standards of the proper level of productivity for its campus units. DHE will provide specific financial data for each institution as part of this year's reporting process. The Efficiency Advisory

Committee will need to continue to evaluate this data and determine how best to utilize it taking into account the significant diversity of IHE’s and their missions throughout Ohio.

Specific institutional measures to be evaluated include:

- Average Expenditure per Student
- Total Revenue per Student
- Facility Cost per Student
- Square Feet per Student

Regional Compacts

Ohio Revised Code Section 3345.59 requires regional compacts of Ohio’s public institutions, with an executed agreement in place by June 30, 2018 for institutions to collaborate more fully on shared operations and programs. Per O.R.C. §3345.59 {E} colleges and universities shall report within their annual efficiency reports the efficiencies gained as a result of the compact.

Please discuss efficiencies gained or opportunities for future partnerships as a result of each of the categories within the compact.

Category	Description	Monetary Impact
Reducing duplication of academic programming	In August 2019, following a year-long Academic Program Review (APR) process, UA phased out 80 degree programs, some of which were redundant with other NEO public college and universities.	
Implementing strategies to address workforce education needs of the region	<p>The College of Applied Science and Technology (CAST) addressed regional workforce education needs through the following strategies:</p> <ul style="list-style-type: none"> • <u>Corporate Partnerships</u>: developing/implementing apprenticeships, degree pathways, and pre-apprenticeship opportunities with local school districts, as well as addressing training needs and employer needs. • <u>Connection with Local School Districts</u>: addressing workforce needs through in-demand industry credentials, connecting schools to work-based learning opportunities, and developing pathways to UA that combine Career Technical Articulation Guidelines (CTAGs), industry credentials, College Credit Plus (CCP), and articulated credit. • <u>Adult Education and Ohio Technical Centers (OTC)</u>: aligning curriculum with articulation agreements with all 	

	<p>local OTCs, and developing pathways into UA for all career areas.</p> <ul style="list-style-type: none"> • <u>Marketing</u>: promoting in-demand career areas and pathways to UA; promoting regional employers, pre-apprenticeships, and apprenticeships; and attending high school college fairs and sporting activities. • <u>Associate of Technical Studies Degree (ATS)</u>: promoting pathways into the ATS to local employers (fire, police), and aligning the degree with industrial credentials. • <u>Veteran’s Assistance</u>: Working with local agencies and military bases to promote UA and regional workforce needs. 	
Sharing resources to align educational pathways and to increase access within the region	<p>In October 2018, UA established the Direct Connect partnership with Stark State College – a true dual-enrollment program. The Direct Connect program allows students to complete an associate degree at Stark State and then transfer directly into a bachelor’s degree program at UA.</p> <p>Academic Advisors from UA and Stark State work together to engage students in collaborative advising sessions as early as their first semester at Stark State—to ensure that students are on track to completing their associate degree and transferring seamlessly to UA.</p> <p>As of Fall 2019 there are over 130 participants in the Direct Connect program.</p>	Increases the number of transfer students—and degree completers in the region.
	During the 2018-19 academic year, UA has expanded the number of transfer pathways with all our community college partners. Over the past year over 20 pathways and transfer guides have been established with Northeast Ohio community college.	Increases the efficiency of transfer credit—which leads to increased degree completion.
	During the 2018-19 academic year, UA established a partnership with College Now to develop a program to engage our stop-out students and encourage them to return to UA to complete their degree. Through College Now’s community partners, funding resources are available to help students address financial hurdles which prevent them from returning to college.	Increases the number of degree completers.

<p>Reducing operational and administrative costs to provide more learning opportunities and collaboration in the region</p>	<p>One of the other important features of our Direct Connect program with Stark State College are the engagement opportunities that UA provides Stark State students. As a participant in the program, Stark State student have access to resources and services at UA.</p> <p>This includes advising, career services, sporting events, food service, recreation centers, libraries, and computer labs. This is especially important for students enrolled at Stark State’s downtown Akron location—since many of the above opportunities are not available to students at that location.</p>	<p>This collaborative program reduces operational and administrative costs at both institutions.</p>
<p>Enhancing career counseling and experiential learning opportunities for students</p>	<p>Career Services developed a resource guide entitled “Connecting UA Majors to In-Demand Jobs in Ohio” and incorporated it into our career counseling strategy to help connect students with in-demand majors and jobs in Ohio. Providing this strong connection to viable career paths for UA students can 1) help students persist to completion, 2) help bridge workforce gaps in Ohio, 3) positively impact career outcomes, and 4) help graduates manage student loan repayment. In December 2018, ODHE organized a poster presentation event in which higher education institutions in Ohio were able to share their best practices. UA Career Services gave a poster presentation on our “Connecting UA Majors to In-Demand Jobs in Ohio” initiative.</p> <p>Each semester, UA Career Services collaborates with CSU, KSU and YSU in a mini-user conference to share Handshake Job Board best practices which allow us to more efficiently manage the high volume of experiential learning and job opportunities that are submitted to our job boards. These positions need reviewed before they are shared with our students and alumni. Since there are many institutions in the region using Handshake, we can take advantage of each other’s employer relationships and increase the volume of experiential learning and job opportunities.</p>	

	<p>UA Career Services is an active member of the Northeast Ohio Career Consortium Association (NCCA) which consists primarily of the directors of Career Services from all the regional compact institutions. The directors share best practices regarding career counseling and experiential learning opportunities. The association holds a one day retreat each summer for all career services staff members. UA Career Services is an active member in the Northeast Ohio Teacher Education Day Consortium which hosts an annual career fair (NOTED) for education students from the following regional compact member institutions: UA, CSU and YSU.</p> <p>UA Career Services partners each semester with either KSU or Stark State College to host a joint “Suit Up” event at the local JCPenney store to help students prepare for the upcoming career fairs.</p> <p>UA’s career outcomes have continued to show positive increases: UA’s Spring 2018 overall placement rate was 92% in comparison to the Spring 2017 overall placement rate of 89%. Overall placement rate is the percentage of graduates who earned an undergraduate degree and are employed full time, part time, or are continuing their education. The national overall placement rate is 81% (source: NACE, 2017). Experiential Learning rates also increased. The percentage of Spring 2018 graduates who participated in experiential learning was 83% in comparison to 80% of Spring 2017 graduates. This career outcome data is based upon the knowledge of what over 90% of our graduates were doing at six months after graduation.</p>	
<p>Collaboration and pathways with information technology centers, adult basic and literacy education programs and school districts</p>	<p>CAST aligned curriculum with articulation agreements with all local OTCs, as well as developed pathways into UA for all career areas. CAST also connected with local school districts by (a) addressing workforce needs through in-demand</p>	

	<p>industry credentials, (b) connecting schools to work-based learning opportunities, (c) developing pathways to UA that combine CTAGs, industry credentials, CCP, and articulated credit, (d) providing extra assistance with the development of new career education pathways, and (e) developing a middle school cyber club.</p> <p>Adult Focus partnered with Project Learn of Summit County in terms of adult basic education, GED coursework, workplace literacy, and healthcare literacy. Adult Focus also partnered with College Now in terms of assisting with college and career preparedness.</p>	
<p>Enhancing the sharing of resources between institutions to expand capacity and capability for research and development</p>	<p>UA joined with eight other public colleges and universities in Northeast Ohio to create a compact to improve efficiency and effectiveness, strengthen educational offerings, provide collaborative pathways to degrees and support the region's workforce. New in Summer 2019, is Ohio's I.P. Promise, a state-wide unified process for commercialization so students and faculty have a clear path to commercialization of research in Ohio.</p>	
<p>Identifying and implementing the best use of university regional campuses</p>	<p>Adding four degrees to regional campuses with reduced tuition.</p> <p>Offering additional CCP courses, not only at regional campuses but at high schools.</p> <p>Mandatory advising for those not yet reaching the sophomore level to make sure students are not taking unnecessary courses.</p> <p>Discussing with other regional campuses how to share academic programs/resources.</p>	<p>All of these strategies will reduce the cost of college for undergraduate students as well as reducing UA expenses.</p>

Section II: Academic Practices

Textbook Affordability

Textbook Cost Study

Ohio Revised Code Section 3333.951(D) requires Ohio’s public colleges and universities to annually conduct a study to determine the current cost of textbooks for students enrolled in the institution and submit the study to the Chancellor. Please attach the analysis of textbook costs developed by your institution labeled “[**Institution Name – Academic Year – Textbook Cost Study**]” **ATTACHED**

Please summarize the results of your institution’s study below.

Category	Amount
Average cost for textbooks that are new	\$99
Average cost for textbooks that are used	\$69
Average cost for rental textbooks	\$71 (new) \$43 (used)
Average cost for eBook	\$71 (buy) \$47 (rent)

Reducing Textbook Costs for Students

Ohio Revised Code Section 3333.951(C) requires Ohio’s public colleges and universities to report their efforts toward reducing textbook costs for students. Please discuss all initiatives implemented, including those referenced below that ensure students have access to affordable textbooks.

1. Does your institution offer inclusive access purchasing of college textbooks? If yes, what percentage of courses participate?
 - During the academic year: Fall 2018, Spring 2019, and Summer 2019 the percentage of courses was 5.1% overall. As an aside, the percentage grew significantly for Fall 2019 with an additional 30 courses (totaling more than 200+ sections and more than 2,000 students enrolled) selecting this option.
2. Does your institution offer open educational resources (OER) in lieu of purchased materials? If yes, what percentage of courses participate? How many non-duplicative students benefit currently from OER?
 - Yes, UA offers open educational resources to our students in lieu of purchased materials. Many of our instructors have elected to adopt open resources to help relieve the course material cost burden for their students. Some faculty work exclusively through our Affordable Learning Initiative (ALI), while many others have self-reported these endeavors to us. The total enrollment for courses that have worked with ALI is 2,159 (Summer 2017 - Fall 2019).

- Note: The largest grant funded course that is still in development is Natural Science: Biology. The estimated number of students impacted per year will be 1,800 for this course.
3. Is your institution a member of an organization that works to develop high-quality, low-cost materials including OER? If yes, what organization? Please describe.
 - UA is a member of OhioLINK, which provides membership in the Open Textbook Network (OTN). This network is the largest referatory of open textbooks in the world. Through this membership, we promote the adoption of open textbooks across our institution through faculty training, partnerships in course redesign around open materials, and on campus advocacy.
 - Through our use of the OhioLINK Digital Library collection, our librarians are investigating and implementing better ways to discover and deploy local and OhioLINK resources across course curricula.
 - OhioLINK negotiated pricing with six major publishers to ensure the lowest cost pricing for students in Ohio. Bookstores are expected to honor these discounts. https://affordablelearning.ohiolink.edu/ld.php?content_id=47288969
 4. What other practices does your institution utilize to improve college textbook affordability?
 - See chart below.

Please provide any relevant information in the table below.

Initiative	Explanation of Initiative	Cost Savings to Students
Affordable Learning Initiative Grant	<p>In the Spring of 2019, based on initial funding of \$10,000 from the Office of Academic Affairs, faculty were awarded a \$1,000 to \$2,500 grant to either adopt, modify, or create open content in their existing courses. Five projects were funded: three have relaunched with open resources and two are in development.</p> <p>Most grant projects require one to four months of development prior to launch with a focus on not only savings to students, but overall pedagogical improvement by working with instructional designers and subject matter librarians.</p>	<p>Savings to date from grant funded courses = ~\$123,000</p> <p>Estimated annual savings for all five grant funded courses upon launch = ~\$620,000</p>
UA's Affordable Learning Initiative (ALI)	Spread awareness of open textbooks and open resources through on campus professional development for faculty, sharing of research on efficacy and perceptions of quality, and collaborating one-on-one with faculty in their pursuit of open text / OER adoption.	Total to date = ~\$285,000 across all open textbook / resource adoptions (funded and unfunded) that ALI is aware of.

	We continue to maintain our web site: http://uakron.edu/affordablelearning as a central hub for information sharing on open resources.	
UA Press	<p>UA Press publishes books for use in courses. Many books in our peer-reviewed series, by faculty on and off campus, are adopted for classroom use. UA Press also works one-on-one with UA faculty to produce and publish course materials for UA programs. An additional benefit of this work to improve the quality and distinctiveness of a UA education is cost savings to students.</p> <p>Cost saving to students: Varies. Print books are priced affordably, and digital publications are provided free to students through our repository, IdeaExchange. Students in one Fall 2019 section, for example, are studying from books tailored for Akron students. Affordably priced at \$56 for a set of print books, these books are distributed to students digitally at no cost.</p>	

Textbook Selection Policy

Ohio Revised Code Section 3345.025 requires the board of trustees of each state IHE to adopt a textbook selection policy for faculty to use when choosing and assigning textbooks and other instructional materials. The policy shall include faculty responsibilities and actions faculty may take in selecting and assigning textbooks and other instructional materials. Examples of topics addressed within such a policy include textbook adoption deadlines, faculty ethics rules on personal use/resale of publisher-provided free textbooks, disclosure of personal interest/royalties and textbook ownership of faculty-use books.

1. Has your institution’s board of trustees adopted a textbook selection policy consistent with Ohio Revised Code 3345.025?
 - There is no policy, but a book order deadline is required by the agreement between UA and our external bookstore vendor that states required materials are to be adopted for each course on or before October 1 for Spring semester, on or before March 1 for Summer sessions and on or before April 1 for Fall semester.
2. Has your institution adopted a faculty textbook auto-adoption policy that assigns the previous semester’s version of a textbook when a faculty member does not actively select a new edition by the federally-required date of class registration?
 - UA does not have an auto-adoption policy. The bookstore personnel reach out to each academic area in an attempt to gather all required textbook information in order to be prepared for student needs.

Please attach the policy in full length and label the file as “[**Institution Name – Academic Year – Textbook Selection Policy**].”

ATTACHED

Time to Degree

Reducing time to degree is one of the most effective ways to reduce student costs. The Task offered several recommendations for assisting students in reducing time to degree, including developing an educational campaign to increase student awareness on the importance of maintaining an adequate course load, providing incentives for students to attend full-time and graduate on time. Institutions have also been encouraged to review academic programs to assure the number of hours necessary to earn a degree align with recommended standards.

Standardize Credits

Recommendation 7C of the Task Force was for institutions to streamline graduation requirements so that most bachelor's degree programs can be completed within 126 credit hours or less, and associate degree programs can be completed within 65 credit hours or less.

Please provide a spreadsheet list of every degree program at your institution that requires more than 65 credit hours to complete and associate degree and/or 126 credit hours to complete a bachelor's degree, list the number of credit hours required in a separate column and label the file "[[Institution Name - Academic Year - Time to Degree Standardization](#)]" **ATTACHED**

Please complete the table below.

Percent of Programs that require more than the recommended minimum credit hours to earn a degree	Percent of FTE in programs that require more than the recommended minimum credit hours to earn a degree
35%	33%
Average number of credit hours earned by students awarded an associate degree in FY19	Average number of credit hours earned by students awarded a baccalaureate degree in FY19
100	145

Alternative Delivery Methods

Online and competency-based education are both growing dramatically as delivery platforms for higher education across the United States. Recommendation 7G of the Task Force was for institutions to consider developing or expanding programs that measure student success based on demonstrated competencies instead of through the amount of time students spend studying a subject.

1. Does your institution offer competency-based education?
 - No.

If yes, please provide a list of enrollment, degrees and course offerings.

2. Has your institution seen a difference in completion rates relative to traditional modes of education?
3. Have students experienced cost savings? How is the fiscal impact quantified?

Flexible delivery methods, such as distance learning, provide an opportunity to improve access by providing students with additional opportunities to complete their education. In fact, enrollment in such programs has increased dramatically in recent years.

1. Does your institution offer distance-based or online education?
 - Yes.

If yes, please provide a list of enrollment, degrees and course offerings.

- Refer to ***"The University of Akron Flexible Delivery Methods" ATTACHMENT***
2. Has your institution seen a difference in completion rates relative to traditional modes of education?
 - No
 3. Have your students experienced cost savings? How is the fiscal impact quantified?
 - No

Course and Program Evaluation

Recommendation 8 of the Task Force was for institutions to evaluate courses and programs for enrollment and consideration of continuation. Per O.R.C 3345.35, the colleges and universities need to address this recommendation every five years. The next applicable date is FY22.

Is your institution currently undertaking, or within the past year undertook, a review of course and degree enrollment for consideration of possible changes such as continuation or termination? If yes, please explain and list specific courses and degrees.

What steps, if any, did your IHE take in FY19 to share courses/programs with partnering institutions? Academic Program Review, a faculty-led, year-long process to evaluate every degree and degree track we offer will allow us to increase resources in degree programs of greatest interest, opportunity and benefit to students. New degrees will be created, many will receive investment or continue as is, and some will be phased out.

University of Akron Academic Program Review Results ? August 15, 2018								
Individual Ph.D. degree programs and tracks identified for phase?out								
Phased?out Degrees (with related minors and certificates)	College	Enrollment			Degrees Awarded			Comments
		Fall 2015	Fall 2016	Fall 2017	FY 2015	FY 2016	FY 2017	
PhD degrees								
Adult Development and Aging (joint with CSU)	BCAS	10	11	10	2	0	3	Small number of degrees earned; UA stipend lower than CSU's, a competitive disadvantage; suspend UA admissions while program continues at CSU
History	BCAS	19	12	14	1	5	2	Low enrollment and number of degrees earned; faculty evaluators cited a low marketplace demand for PhD degrees; State has not provided SSI for degree offering since 1994
Sociology (joint with Kent State)	BCAS	26	32	30	1	4	2	Low number of degrees earned; significantly lower stipends than KSU; would require major investment in additional UA faculty and stipends to continue offering; suspend UA admissions while program continues at KSU
Counselor Education and Supervision	CHP	24	25	24	2	1	3	Low number of degrees earned; faculty evaluators expressed concerns about redundancy with counseling PhD in Psychology (BCAS)
Marriage and Family Counseling	CHP	27	21	19	3	2	5	Low number of degrees earned
Nursing?PhD (joint with KSU)	CHP	12	11	9	1	1	2	Low enrollment and graduates in PhD program. Doctor of Nursing Practice (DNP) degree continues. It has higher enrollment and fits better with practice profession focus and market demand. suspend UA admissions while program continues at KSU
Engineering Applied Mathematics	Engineering	3	4	2	0	1	0	Extremely low enrollment and number of degrees earned; limited interest in program reported
Biomedical Engineering	Engineering	20	29	24	0	3	1	Extremely low number of degrees earned ?? lowest of six programs in the state; departmental faculty have provided a plan that focuses on growth of the M.S. non?thesis program
Computer Engineering	Engineering	3	4	1	0	0	2	Extremely low number of degrees earned; no MS program limits path for PhD enrollment
Electrical Engineering	Engineering	23	41	38	4	3	7	Low number of degrees earned
Totals		167	190	171	14	20	27	

University of Akron Academic Program Review Results - August 15, 2018
Individual master's degree programs and tracks identified for phase-out

Phased-out Degrees (with related minors and certificates)	College	Enrollment		Degrees Awarded			Comments
		Fall 2015	Fall 2016	Fall 2017	FY 2015	FY 2016	
Master's degrees							
MS-Geography/Geographic Information Systems	BCAS	19	17	12	10	11	9 Faculty evaluators noted many online competitors; no actionable strategic plan; reduction in graduate assistantships affecting enrollment
MA-History	BCAS	15	13	10	5	8	5 Low enrollment and number of degrees earned; faculty evaluators noted a low demand for degree, largely in academic careers
MS-Mathematics	BCAS	3	7	7	3	4	2 Very low enrollment and number of degrees earned; MS-Applied Mathematics a very strong program and will continue; faculty focus to be on serving needs of other programs, especially General Education requirements
MS-Mathematics-BS/MS	BCAS	2	1	1	1	2	1 Very low enrollment and number of degrees earned; MS-Applied Mathematics a very strong program and will continue; faculty focus to be on serving needs of other programs, especially General Education requirements
MS-Physics	BCAS	21	18	9	4	6	7 Faculty evaluators note low market demand for master's level degree; also cited inadequate fulfillment of mission and low research activity; KSU has larger program with significantly more degrees earned
MA-Sociology	BCAS	6	3	0	3	1	4 Low/declining enrollment and degrees earned; focus on undergraduate level teaching, especially in criminal justice area
MA-Spanish	BCAS	1	0	0	0	1	0 Virtually no enrollment and just one degree earned in last three years
MSA-Accounting/Information Systems	CBA	0	1	1	1	0	0 Virtually no enrollment and just one degree earned in last three years
MBA-Applied Math	CBA	4	5	1	1	0	3 Extremely low enrollment and very few degrees; reducing graduate assistants (tuition remission/stipends) reduced enrollment. Other MBA tracks are stronger and will continue.
MBA-Business Analytics	CBA	19	17	10	2	4	7 Other MBA tracks are stronger and will continue.
MA-Economics	CBA	12	14	12	12	5	2 Low number of degrees earned; reduction in graduate assistantships affecting enrollment
MA-Economics-Accelerated BA/MA	CBA	0	0	2	0	0	0 Low enrollment and number of degrees earned
MBA-Healthcare Management	CBA	24	18	16	5	6	11 Other MBA tracks are stronger and will continue.
MBA-International Business	CBA	11	7	4	1	3	2 Low/declining enrollment and very few degrees; reducing graduate assistants (tuition remission/stipends) reduced enrollment. Other MBA tracks are stronger and will continue.
MSM-Technological Innovation	CBA	7	7	3	1	2	2 Expected enrollment did not occur; just five degrees in three years
MA-Child Life Specialist	CHP	7	9	9	4	3	5 Low enrollment and degrees; market demand for this program is limited
MA-Classroom Guidance	CHP	5	2	2	1	1	0 Extremely low enrollment, just two degrees earned in last three years; not accredited by counseling-related organization
MS-Classroom Guidance	CHP	1	1	1	0	0	0 Extremely low enrollment, just one degree in last three years; not accredited by counseling-related organization
MS-Marriage and Family Counseling	CHP	18	17	12	5	4	5 Low enrollment and degrees earned; MA in Marriage and Family Counseling continues
Master of Public Health (joint with CSU, NEOMED, YSU)	CHP	18	12	9	4	1	6 Low enrollment and number of degrees earned
MS-Biomedical Engineering	Engineering	9	5	3	6	3	1 Low enrollment and very few degrees earned.
MS-Engineering Management Specialization	Engineering	11	11	7	1	1	4 Extremely low number of graduates
MA-Assessment Evaluation and Data Literacy	LJFFCOE	25	28	21	0	4	8 College to focus on urban K-12 teacher and principal preparation
MA-Education Administration/Higher Education	LJFFCOE	33	20	9	13	16	17 Declining enrollment; College focus on preparing urban educators, providing in-service training and professional development along with principalship education
MS-Education Administration/Higher Education	LJFFCOE	9	4	3	12	5	3 Declining enrollment; College focus on preparing urban educators, providing in-service training and professional development along with principalship education
MA-Educational Foundations/Instructional Technology	LJFFCOE	61	35	37	23	25	17 Declining enrollment; College focus on preparing urban educators, providing in-service training and professional development along with principalship educational
MA-Special Education (for Practicing Teachers)	LJFFCOE	18	11	6	16	13	7 Declining enrollment and number of degrees earned; master's degree no longer required to continue to practice
MS-Special Education/Mild to Moderate	LJFFCOE	28	28	30	18	9	8 Low/declining number of degrees earned; College focus on preparing urban educators, providing in-service training and professional development along with principalship education
MS-Special Education/Moderate to Intensive	LJFFCOE	7	9	4	4	2	2 Declining enrollment; College focus on preparing urban educators, providing in-service training and professional development along with principalship education
MS-Special Education/Early Childhood	LJFFCOE	1	2	1	0	2	0 Declining enrollment; College focus on preparing urban educators, providing in-service training and professional development along with principalship education
BA/MS--Polymer Engineering	PSPE	0	0	0	0	0	0 No enrollment or degrees earned
BS/MSPE--Polymer Engineering/Applied Math	PSPE	4	4	6	0	3	0 Extremely low enrollment and number of degrees earned
BS/MS--Polymer Science/Natural Sciences	PSPE	1	0	2	0	1	0 Extremely low enrollment and number of degrees earned
Totals		400	326	250	156	146	138

University of Akron Academic Program Review Results - August 15, 2018
Individual bachelor's degree programs and tracks identified for phase-out

Phased-out Degrees (with related minors and certificates)	College	Enrollment			Degrees Awarded			Comments
		Fall 2015	Fall 2016	Fall 2017	FY 2015	FY 2016	FY 2017	
Bachelor's degrees								
BA-Family and Consumer Science/Teacher Education	BCAS	8	8	7	1	1	3	Very low enrollment and number of degrees
BA-Art/History Emphasis	BCAS	6	4	5	3	3	0	Very low number of degree majors-just 6 degrees earned from Fall 2014 to Summer 2017; other Art programs with higher priority for faculty hires. We will continue to teach art history so that students can meet General Education requirements.
BA-Fashion Merchandising/Business Fashion	BCAS	3	2	3	0	0	0	Low enrollment throughout program; KSU has far larger Fashion Design and Merchandising program -- nearly 2,000 students; significant investment would be required to compete effectively
BA-Fashion Merchandising/Fiber Arts	BCAS	1	2	1	0	0	1	Low enrollment throughout program; KSU has far larger Fashion Design and Merchandising program -- nearly 2,000 students; significant investment would be required to compete effectively
BA-Fashion Merchandising/Home Furnishings	BCAS	8	4	3	0	3	0	Low enrollment throughout program; KSU has far larger Fashion Design and Merchandising program -- nearly 2,000 students; significant investment would be required to compete effectively
BA-Fashion Merchandising/Apparel	BCAS	60	52	51	15	11	16	Low enrollment throughout program; KSU has far larger Fashion Design and Merchandising program -- nearly 2,000 students; significant investment would be required to compete effectively
BA-French	BCAS	4	7	3	3	5	2	Very low enrollment and number of degrees; maintain minor. We will continue to offer courses in French so that students in other programs can meet degree requirements.
BA-French and Francophone Studies	BCAS	4	3	1	0	1	0	Very low enrollment and number of degrees
BS-Geography/Geographic Information Systems	BCAS	12	8	12	4	6	0	Low enrollment and very few degrees; faculty evaluators note "very problematic" competition, faculty evaluators expressed concerns about recruitment plans
BA-Interior Design	BCAS	60	62	50	10	15	13	Relatively low number of graduates; environmental design focus of the program is difficult to compete with KSU's extensive College of Architecture & Environmental Design offerings (46 faculty members/8 administrators)
BS-Mathematics	BCAS	45	37	39	6	8	9	BS in Applied Mathematics very strong. We will continue to teach many courses in math so that students in other programs can meet degree and General Education requirements.
BS/MA-Applied Math/Economics	BCAS	0	1	1	0	0	0	Virtually no enrollment and no degrees earned in last three years
BS-Physics	BCAS	33	27	26	2	5	2	Faculty evaluators found inadequate fulfillment of mission and low research activity; KSU has larger program with significantly more degrees granted. We will continue to teach courses in physics so that students in other programs can meet degree requirements.
BS-CIS Special IT Applications	CAST	8	4	4	0	0	0	Very low enrollment, no degrees in last three years
BS-CIS Web Development	CAST	8	11	24	1	1	2	Very few degrees earned
BS-Labor Economics	CBA	4	7	8	3	1	2	Department has suspended program; very low enrollment and degrees
BS-Athletic Training	CHP	140	59	35	12	12	15	Significant enrollment decline; total of 26 such degree programs in Ohio; entry requirements for job placement moving to a master's degree
BS-Dietetics-Didactic program	CHP	42	57	51	21	23	17	Significant enrollment decline (had been 100+ four years ago); changing national requirements for master's degree to enter field
BS-PK-12 Physical Education	CHP	24	19	11	11	7	4	Low enrollment and significant decline in number of degrees
BS-Engineering--generalist degree	Engineering	1	3	3	5	2	4	Very few generic BS Engineering degree programs in the country; most have a concentration, which the UA degree does not; very low number of graduates
Totals		471	377	338	97	104	90	

University of Akron Academic Program Review Results - August 15, 2018
Individual associate degree programs and tracks identified for phase-out

Phased-out Degrees (with related minors and certificates)	College	Enrollment			Degrees Awarded			Comments
		Fall 2015	Fall 2016	Fall 2017	FY 2015	FY 2016	FY 2017	
Associate degrees								
AAB-Business Management Technology/Accounting	CAST	20	17	15	9	1	2	Declining enrollment and graduates; no related bachelor's degree in CAST; 8% projected employment decline by 2014;
AAB-Business Management Technology/General	CAST	57	58	37	14	9	9	Declining enrollment and graduates; no related bachelor's degree
AAB-Business Management Technology/Small Business	CAST	22	23	22	4	5	1	Low number of graduates; no related bachelor's degree in CAST
AAB-CIS Web Development	CAST	0	0	13	0	0	1	Low number of degrees
AAS-Geographic & Land Information Systems (GLIS)	CAST	1	2	4	0	1	0	Extremely low enrollment; just 1 degree earned in last three years; no related bachelor's degree in CAST
AAB-Hospitality Management/Culinary Arts	CAST	69	55	37	17	10	9	Steep enrollment decline (139 majors in Fall 2012); major capital investment (\$1 million+) would be required to relocate facilities; strong competitive offerings in Northeast Ohio; no related bachelor's degree in CAST
AAB-Hospitality Management/Hotel-Lodging	CAST	24	21	15	1	8	6	Preferred degree in field is bachelor's level; declining enrollment and degrees; no related bachelor's degree in CAST
AAB-Marketing and Sales/Advertising	CAST	9	10	7	3	3	2	Very low enrollment and degrees; no related bachelor's degree in CAST
AAB-Marketing Technology/Fashion	CAST	4	1	3	1	0	1	Declining enrollment and degrees; no related bachelor's degree in CAST
AAS-Healthcare Simulation Tech	CHP	0	0	2	0	0	0	Virtually no enrollment or degrees; no related bachelor's degree in CAST
AAS-Allied Health Technology/Medical Assisting Technology	CHP	59	47	11	26	30	23	Clinical placement challenges in area would require significant investment; no related bachelor's degree in CAST
AAS-Allied Health Technology/Radiologic Technology	CHP	60	53	33	27	23	31	Clinical placement challenges in area would require significant investment; no related bachelor's degree in CAST
AAS-Allied Health Technology/Surgical Technology	CHP	11	5	20	17	12	16	Declining number of degrees; no related bachelor's degree
AAS-CIS-Network Option-Microsoft Track	CAST	31	20	14	7	5	6	Department has elected to terminate degree; steep enrollment decline, low number of degrees; no related bachelor's degree in CAST
AAS-Exercise Science Technology	WAYNE	11	11	14	9	5	3	Low enrollment and number of degrees
AAS-Paraprofessional Education	WAYNE	12	14	12	4	10	4	Low enrollment and number of degrees
AAB-Health Care Office Management	WAYNE	35	18	16	10	13	5	Steep enrollment decline (had been 100+ majors); no related bachelor's degree
Totals		425	355	275	149	135	119	

Co-located Campuses

Ohio Revised Code Section 3333.951 requires Ohio’s co-located colleges and universities to annually review best practices and shared services in order to improve academic and other services and reduce costs for students. Co-located campuses are then required to report their findings to the Efficiency Advisory Committee. (Reference also recommendation 9 from the Task Force.)

Co-located campus: ___Not applicable to UA_____

Type of Shared Service or Best Practice (IE: Administrative, Academic, etc.)	Please include an explanation of this shared service.	Monetary Impact from Shared Service

Section III: Policy Reforms

Financial Advising

Recommendation 10A of the Task Force was for institutions to provide financial literacy as a standard part of students’ education. In addition, the Ohio Attorney General’s Student Loan Debt Advisory Group report of June 2017 made a similar recommendation as well as other proposals on how to improve processing of student accounts and debts. The report can be found at:

www.ohioattorneygeneral.gov/Files/Publications-Files/Publications-for-Schools/Ohio-Attorney-General-s-Student-Loan-Debt-Collecti.aspx

1. Has your institution considered the Ohio Attorney General’s Student Loan Debt Advisory Group report recommendation on financial literacy? If so, please describe your institution’s implementation.
 - UA has thoroughly reviewed the report and taken steps to enhance current financial literacy efforts. In addition to existing practices, UA has redesigned its financial aid offer to clearly delineate gift aid from student loans and to enhance understanding of student loan debt. An affordability campaign was developed and launched this year to target students identified as facing potential funding challenges and lack of parental support. This campaign provides clear and simple information on costs, financial aid offers and other resources available and invites the students to engage with the director to establish a financial plan for funding their education. Through the Office of Student Success, students are provided with a variety of financial literacy services including workshops and personal counseling.

2. Does your institution provide a standard course for incoming students that includes financial literacy education?
 - Yes, UA offers a student success course to all incoming and current students that includes financial literacy topics.
3. Does the course explain the institution's debt collection practices, fees, notifications and referral process to the AG?
 - The financial literacy course does not include the institutions debt collection practices. However, this is something we will discuss adding immediately.
4. Does the institution have a process to inform students that they do not have to accept the entire student loan amount for which they are eligible?
 - Yes, the redesigned award offer clearly identifies student loans as debt that must be repaid. Information is provided instructing students on how to determine if loans are necessary and the specific action they must take to secure the loans. Instructions are also provided on how to reduce the amount of loans offered if the student does not need to borrow the full amount.

Financial Aid

Ohio IHEs should strive to meet guidance issued by the U.S. Department of Education (USDE) on April 15, 2019:

(<https://ifap.ed.gov/eannouncements/041519RecWhatPostInstShouldWork2Avoid.html>).

The guidance calls for not describing loans as "awards", including the total cost of attendance in letters, breaking costs down into clear components, avoiding comingling grants, scholarships, loans and work-study together, and always including a net cost calculation in financial aid letters. The State of Ohio also wishes to ensure that financial aid dollars it provides are supplementing financial aid for students, not supplanting dollars that would otherwise be given to a similar or identical student.

1. What strategies does your institutions use to coordinate multiple forms of financial aid (institutional or otherwise) for students that are certain or likely to receive state-sponsored financial aid in the form of OCOG, Choose Ohio First, Ohio National Guard Scholarships, War Orphans Scholarships, etc. or other state aid?
 - All State aid funding sources are coordinated through the Office of Student Financial Aid to ensure rules and regulations are met prior to funds being disbursed. Although other departments are involved in awarding, no disbursements are made until reviewed by Student Financial Aid.
2. Which of the April 15, 2019 recommendations made by the USDE regarding financial aid letters has your institution implemented? If you have chosen not to implement a particular recommendation, please explain why.
 - All recommendations have been implemented.

Certification Practices

Ohio Revised Code 131.02 requires state IHE's to certify their outstanding debt to the Ohio Attorney General's office (AGO) for collection either 45 days after the amount is due or within 10 days after the start of the next academic session, whichever is later. However, Ohio's institutions certify their outstanding debt pursuant to varying policies and practices. To ensure that all Ohio students are treated fairly and uniformly, the recommendation #7 of the Student Loan Debt Advisory Group report is that state institutions adopt uniform certification practices that emphasize transparency for both debtors and the AGO. The advisory group recommended that the Ohio Bursars Association, in partnership with the Ohio Association of Community Colleges and the Inter-University Council, facilitate this effort.

Specifically, institutions were asked to develop uniform practices for collecting debt with attention to the type, content, and frequency of notices issued to students; and the fees and other collection costs applied to student debts.

1. Has your institution reviewed its certification practices per the 2017 AG Student Loan Debt Advisory Group report? If yes, explain.
 - Yes. We have reviewed our certification practices to ensure we are continuing our collection efforts using the most current practices.
2. When your institution certifies debt to the Attorney General, are late fees or other penalties that your institution charged to the student included before certification, thereby leading to collection fees applied to prior collection fees?
 - Yes
3. Does your institution provide student debtors with opportunities for settlement of debt before certification to the AG? If not, has your institution explored options with the AG to allow settlement?
 - Yes

Section IV: Students Benefit

When institutions save money, they ideally invest a portion of those savings into student benefits, such as reduced fees, increased institutional aid, quality improvements, etc.

For fiscal year 2019 only, please explain what, if anything, your institution is doing that is a new benefit for your students. Answers may be financial benefits or intangibles such as efforts to improve career counseling, undergraduate teaching, research, etc. If you have targeted financial aid for tuition, fees, room and board, books, technology or other expenses, please explain the focus of cost reduction.

If you have seen a significant savings from an initiative in the past fiscal year, please describe that here.

Category	Initiative	FY19 (Actual)
Cost savings/avoidance to the institution in FY19 ONLY	Refer to the Master Recommendation 2 spreadsheet attachment.	\$7,603,000

New resource generation for the institution in FY19 ONLY	Refer to the Master Recommendation 2 spreadsheet attachment.	\$2,208,000
Cost savings/avoidance to students in FY19 ONLY	Increased institutionally funded undergraduate and law scholarships from FY18 (~\$35,100,000) to FY19 (~\$35,800,000)	\$700,000
	Fall 2019 Tuition Guarantee Program: While a 3.5% overall increase was permitted for Fall 2019, UA implemented a 1.5% increase. Thus, full-time, first-time freshmen seeking a four-year degree avoided ~\$115 each per semester, or ~\$556,000 for the year (Fall 2019 Census: 2,416 x \$115 x 2).	\$556,000
	UA continues to aggressively pursue the College Credit Plus program, the total value of which was ~\$5,800,000 in FY17 and increased marginally by \$100,000 to ~\$5,900,000 in FY18 with no increase to ~\$5,900,000 for FY19. However, the total investment demonstrates UA's overall commitment to cost avoidance for students through the CCP program.	\$0
	Financial Empowerment Center: The Financial Empowerment Center program aims to improve the financial stability of Akron's households by providing high-quality, one-on-one financial counseling to low-moderate income residents. Financial Empowerment Centers are located in areas with moderate to high concentrations of poverty and financial distress. The Akron program specifically aims to alleviate the negative impacts of the inability to meet basic needs such as food, shelter and utilities due to such causes as timing out of cash assistance, job loss, and high medical expenses; barriers to housing; being unbanked or underbanked. At UA, through the United Way of Summit County, the FEC provides one-on-one financial counseling services to students, delivered by professionally trained	

	financial counselors employed by United Way of Summit County.	
	Student Emergency Fund: The Student Emergency Financial Assistance (SEFA) program will continue in FY20 through donor support. This program was funded by a pilot grant from Ascendium (formally Great Lakes Higher Education) and delivered more than \$326,000 in emergency financial assistance to students. The program boasts a 99% retention rate in higher education for the 400+ students who received an emergency grant in FY19. While the grant has ended, UA will continue efforts of support through donor contributions.	

Additional Practices

Some IHE's may implement practices that make college more affordable and efficient, but which have not been the topic of a specific question in this reporting template. This section invites your institution to share any positive practices you have implemented that benefit student affordability and/or institutional efficiency.

Please share any additional best practices your institution is implementing or has implemented.

- OhioCorps:** UA and four partnering community colleges have received a \$274,000, two-year [OhioCorps Pilot Grant](#) from the Ohio Department of Higher Education (ODHE) to develop mentorship programs that provide pathways to higher education for at-risk secondary students in Northeast Ohio. UA will serve as the leader and fiscal agent of a consortium with Cuyahoga Community College, Lakeland Community College, Lorain County Community College and Stark State College. Under the direction of Dr. John Messina (Vice President, Student Affairs), Alison Doehring (Director, ZipAssist) and Allison Franco (Case Manager, Dean of Students Office) will serve as the primary facilitators of the grant.
- Salvation Army of Summit County (TSA).** This partnership with ZipAssist aids students through social services. TSA provides: a part-time campus outreach coordinator to be present at UA during scheduled and posted normal business hours when UA classes are in session; a choice food pantry designed specifically for UA students offsite; support for onsite pantries; textbook assistance; and a licensed social worker at least one day per week to provide students living off-campus with utility assistance, emergency housing, prescription eye glasses assistance, childcare services, addiction services and other available social services.
- AmeriCorps:** On site volunteer designated to assist students in negotiating challenges and resources available through support agencies within the community.
- Ohio College2Careers:** UA's Career Services and Office of Accessibility is partnering with Opportunities for Ohioans with Disabilities ("OOD") to offer the new Ohio College2Careers program. UA is one of the first 15 public colleges and universities in

Ohio to work with OOD to ensure eligible students with disabilities have the support they need to seek internships, complete their degree and/or credential, earn higher wages, and meet the demands of tomorrow's labor market. Mara Byers, an OOD counselor, is located on site at UA's Career Center in the Student Union. Mara will also meet with students in The Office of Accessibility in Simmons Hall.

- In an environment of challenging finances, UA continues to make substantial investments in University funded scholarships in an effort to make college more affordable for students as follows:
 - During FY17, UA launched the “Making a Difference & Moving Forward” scholarship campaign. Donors can easily submit an online gift for this scholarship campaign. Through June 30, 2019, UA has received ~\$1,580,000 in gifts towards this campaign.
 - During FY18, The Office of Student Financial Aid partnered with Blackboard Student Services for the delivery of Financial Aid Support Services. Students now have 24/7/365 access to financial aid advisors through telephone and online chat. Students and families also have access to online financial aid articles. This new service allows students to access financial aid information at any time and speak with an advisor at their convenience using the method they prefer. The Office of Student Financial Aid continues to partner with Blackboard Student Services for these services. The efficiencies experienced from this partnership include a reduction in the amount of time it takes to process financial aid applications, leading to faster notification of awards and the quick delivery of disbursements. In addition, financial aid advisors provide faster assistance to students on campus and can take proactive measures to reach out to students, helping them navigate complex financial aid processes.
 - Spring 2018, implemented the Akron Guarantee Scholarship for transfer, adult, and returning students. These scholarships increase over time at increments of \$500, \$750, and \$1,000 when students complete 30, 60, and 90 credit hours respectively. UA remains committed to offering the Akron Guarantee Scholarship to incoming freshmen, transfer, and adult students. This unique, merit-based scholarship increases over time, and when coupled with the annual tuition guarantee, means that gift-aid is increasing each year while tuition and fees remain the same. This allows students to reduce their reliance on federal and private student loans, borrowing less during their enrollment at UA.
 - In FY19, UA shifted the awarding of private scholarship funds to much earlier in the application and enrollment cycle for new freshmen. This strategy allows students to maximize scholarship assistance from UA before making decisions about borrowing student loans or parent loans. UA offered more than \$400,000 to new freshmen as part of the initial 2019 financial aid offer, a departure from the previous practice of awarding private scholarships in late June, early July.

In addition, UA developed an affordability campaign specifically targeting low-income, need-based aid eligible students. The initiative focuses on identifying students who are experiencing financial challenges and assisting them with timely, simple information about what their costs and financial aid will be for the upcoming year. This summary provides students and their families with a reasonable estimate of the amount that they will need to pay after all financial aid has been applied. The campaign encourages students and families to engage with the financial aid team to begin strategizing

early in the enrollment cycle so that they will have financial aid in place when the deadline to pay tuition, fees, room and board arrives or be prepared to meet those costs personally.

As part of this affordability initiative, UA has worked with donors to secure additional scholarship funds that are earmarked for low-income, need-based aid eligible students. The first year of offering this scholarship to this at-risk population has proven very successful, with ~97% of students who received need-based scholarships enrolling in Fall 2019. Efforts to secure additional funding for need-based scholarships will continue to be a focus.

- Summer 2018, set an annual rate of \$15,500 for full-time tuition and fees for out-of-state students and that remains.
- Fall 2018, implemented the Tuition Guarantee Program which provides fixed tuition, select fees, and room and board rates for each incoming cohort of bachelor degree-seeking undergraduate students for four years of attendance. The program continued for Fall 2019. While a 3.5% overall increase was permitted for Fall 2019, UA only implemented a 1.5% increase.
- Fall 2019, continued to maintain a scholarship cap of \$11,000, aiding in the distribution of scholarships to a wider audience while still providing scholarship opportunities up to the cost of tuition and fees.

And UA is planning the following investments:

- Fall 2020, maintain generous scholarship award levels.
- Fall 2020, continue the Akron Advantage scholarship for full-time, out-of-state students who also meet the eligibility criteria for the Akron Guarantee Scholarship, awarding an additional \$3,000 annually.
- Fall 2020, continue a scholarship cap of \$11,000 per student to continue distributing scholarship funds as widely as possible but up to the cost of tuition and fees for in-state students.
- Fall 2020, increase the Williams Honors College Scholarship from \$500 or \$1,000 to \$1,000 or \$1,500.
- Fall 2020, increase the supplemental education opportunity grant from \$800 to \$1,000.

Section V: Future Goals

This year's template does not require updates on every recommendation of the Task Force. Nonetheless, it is important that each institution continue to track its progress on achieving its Five-year goals that have been identified in prior years' submissions. An updated copy of the five-year goal template is attached. Please provide the data to complete the template, including information already provided in Section IV. In addition, if you have any updates or changes that need to be made to your five-year goals submitted in 2016, please update.

See attached MasterRecommendation2. Template to complete.

The DeWine-Husted administration recognizes that each institution of higher education in Ohio faces unique challenges and opportunities with respect to the institution's highest priority goals over the next several years. With that in mind, please provide any suggestions about possible roles the state could play in supporting your institutional goals.

1. Please provide your thoughts and suggestions regarding ways that the State of Ohio can further support strength, resiliency and reputational excellence in Ohio's post-secondary education system.

Allow boards of trustees to determine the length of term for the board officers (§ 3335.04 of the Ohio Revised Code) .

Allow for meetings with specified internal auditors in executive session. Board may go into executive session to discuss matters concerning proprietary or trade- secret information.

Board may meet by videoconference/other technological means.

Permit universities to require employees to receive payment/salary via direct deposit.

Provide that universities can officially partner with other state institutions of higher education - much as the law currently allows for the creation of regional councils of government for political subdivisions (ORC 167).

Eliminate required oversight by the Ohio Arts Council for University Percent for Arts Program projects (2%). (Applies to state-appropriated projects only).

CEO/CFO sign financial statements (GASB 14).

Allow universities to settle claims of less than \$250,000 against the university without Attorney General approval.

Increase the bid limits for RFPs up from the current \$49,000 threshold to \$250,000, or remove public bidding requirement entirely.

Ability to set different tuition and fees for space and facility reasons. Statutorily exempt the university from any state-mandated student tuition or fee caps or freezes.

Eliminate Local Administration competence certification program.

Allow Universities to self-insure or purchase workers compensation insurance.

Permit university hospitals to self-insure for workers compensation (could be \$8M savings collectively).

Explicitly provide that the sale of university real property requires approval by the board of trustees only and does not require an act of the General Assembly.

Eliminate requirement that expenditure of funds for the purchase of university real property receive approval from the Board of Regents and the Controlling Board.

Explicitly provide authority to the Board of Trustees to purchase, sell, lease, and grant easements and exercise eminent domain for University land without Department of Administrative Services (DAS) oversight or restrictions.

Eliminate the need for the Controlling Board to approve the release of capital appropriations for appropriated funds. Unallocated improvements would still need to go before the Controlling Board. Simplify the capital funds process for state-funded projects - bi-annually, state capital funds are appropriated to the university. In order to use those funds, the university needs to prepare a capital request to release the funds either through director sign-off or Controlling Board approval. The process of releasing the funds is inefficient since the funds have already been appropriated to the university. After that, the funds are encumbered and ultimately recorded as paid at both the university and can differentiate cost of tuition based on cost of academic programs.

Remove the requirement that the Chancellor must approve issuances of obligations. Provide institutions with a waiver on debt related to student housing or a portion thereof.

2. What legislative obstacles or policy roadblocks, if any, inhibit efficiencies and affordability practices at the IHE's?

Thank you for completing the FY19 Efficiency Reporting Template. We appreciate the important role Ohio's colleges and universities play in supporting Ohio students, economic growth, world-class research and the overall success for our state.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Acceptance of The University of Akron's Report to the
Ohio Task Force on Affordability and Efficiency in Higher Education

BE IT RESOLVED, That The University of Akron's 2019 Efficiency Report to the Ohio Department of Higher Education, in accordance with the guidelines of the Governor's Ohio Task Force on Affordability and Efficiency, be approved.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 5

**2019 EFFICIENCY REPORT TO THE
OHIO DEPARTMENT OF HIGHER EDUCATION**

Please click on the following link to view, or download, Textbook Cost Study data:

[The University of Akron Academic Year 2018-19 Textbook Cost Study](#)

3359-20-05.3 Textbooks, teaching aids, supplies, offices, and classrooms.**(A) Textbook selection.**

- (1) Although selection of textbooks is the prerogative of the instructor(s) and subject to departmental policies, faculty members must keep in mind their responsibilities to students in choosing textbooks. Textbooks should be selected carefully, and cost should be kept as low as possible to be consistent with quality education. No textbook should be required by an instructor for any class if it is to be used only for occasional consultation. Faculty should remember that requiring the purchase of a textbook places an obligation upon them to ensure that that text is an integral and extensively used part of the course.
- (2) Changes of textbooks should be made only for sound pedagogical reasons. Normally textbooks should be retained by an instructor for at least one year. Last minute changes in book orders should not be made, since such alterations are inconsiderate of both students and those responsible for the ordering and stocking of course materials.

(B) Teaching aids.

- (1) The university operates fm station WZIP and faculty members may present programs over this medium.
- (2) Computer services are available for faculty use, particularly in research activities, according to computer center policy and resource limitations.
- (3) The learning technologies and scholar/learner services under the vice president for information technologies assists in the development of computer-based education software and the preparation of non-broadcast educational videotapes, original artwork, and photographic materials for faculty in support of classroom instruction along with films, slide/sound sequences, and multi-image presentations.
- (4) Teaching aids such as slides, graphs, film strips, and videotapes and audio/visual equipment are distributed by audio visual services.

(C) Supplies and requisitions.

- (1) The director of purchasing is authorized to commit the university for all purchases of goods and services. Commitments by any other member of the faculty or staff are in direct violation of the guidelines established by the board. Commitments made outside of these guidelines are not binding on the

university and invoices covering these commitments may not be honored.

- (2) University requisition forms are provided by the purchasing department and must be used for all purchases of goods or services. Completed requisitions are to be forwarded to the purchasing department for processing and should include an accurate description of the material or service desired, suggested vendors, approximate cost, required delivery date and location, account code to be charged, and authorized signatures.
- (3) The purchasing department follows bidding procedures as required by the state of Ohio and the university board of trustees. Any specifications, quotations, or correspondence pertaining to the desired purchase should be forwarded to the purchasing department with the requisition. The final selection of sources and vendors is the responsibility of the director of Purchasing. Sources suggested by the departments will be used whenever economically feasible.
- (4) If a department wishes a rush order, they should deliver the completed requisition to the purchasing department. Departments should realize that rush should be used only when absolutely necessary.
- (5) After the order has been placed, the vendor receives an official university of Akron purchase order and the requisitioning department is sent a weekly computer printout which shows by account number all purchases made during the previous week.
- (6) All deliveries to central stores will be received, checked, logged, and forwarded to the proper department. Central stores should be notified immediately of any shortage, damage, or incorrect material received. Vendors should send all invoices to the purchasing department. If a department receives an invoice by mistake, it should be returned to the purchasing department for payment.
- (7) Some miscellaneous office supplies and furniture can be purchased directly from central stores. A supplies catalog listing all items carried and their approximate costs is issued periodically to each department. A department wishing to buy such items from central stores should send a requisition describing the materials requested. All orders will be delivered by special services.
- (8) The sale or disposal of any item is the responsibility of the director of purchasing. If a department has items they wish to dispose of, they should send a requisition to the purchasing department explaining exactly what action is needed.

(D) University offices and classrooms.

- (1) Requests for permission to change classrooms must be directed to the registrar. No change in classroom from that assigned on the regular schedule may be made without the permission of the registrar. Permission to use any classrooms for any purpose must be obtained from the registrar.
- (2) Offices are provided by the university for all full-time faculty members and are assigned as needed. Each faculty member is expected to establish regular office hours and post classroom and office schedules on standard university forms.
- (3) Office and classroom furniture and equipment should not be removed from the assigned room without notifying property accounting. Whenever a faculty member wishes to transfer equipment, service from the department of physical facilities should be requested. Custodians are authorized to make temporary shifts in the location of classroom chairs. Any damaged, malfunctioning, or lost equipment should be reported to the department of physical facilities.
- (4) All requests for use of university facilities, other than for regularly scheduled classes, must be directed to the office of the vice president for finance and administration. As the conference and meeting rooms are used frequently, faculty members are advised to schedule rooms well ahead of the times when they are needed. The serving of beverages and/or food should be arranged beforehand through the appropriate office.

Replaces: 3359-20-05.3

Effective: 01/31/2015

Certification:

Ted A. Mallo
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 11/27/89, 07/20/90, 05/22/91, 07/31/92,
09/16/96, 06/25/07

Career	Acad Plan	Descr	Min Units	Acad Org
UGRD	340001BA	BA/MA in History Accelerated	152.00	A&S
UGRD	345011BS	BS/MS in Applied Mathematics	144.00	A&S
UGRD	345021BS	BS/MS in Applied Mathematics	152.00	A&S
UGRD	345022BS	BS/MBA in Applied Mathematics	152.00	A&S
UGRD	345023BS	BS/MA in Mathematics/Economics	128.00	A&S
UGRD	346000BS	BS in Computer Science	128.00	A&S
UGRD	370003BA	BA in Political Science	128.00	A&S
UGRD	380012AAS	AAS in Criminal Justice Tech	67.00	A&S
UGRD	390005BS	BS in Natural Sciences BS/MD	128.00	A&S
UGRD	C10104BFA	BFA in Art - Graphic Design	128.00	A&S
UGRD	C10200BA	BA in Art Education	128.00	A&S
UGRD	C50007BM	BM in Music - Jazz	132.00	A&S
UGRD	C50100BM	BM in Music - Piano	127.00	A&S
UGRD	C50102BM	BM in Music - Strings	129.00	A&S
UGRD	C50103BM	BM in Music - Woodwinds	128.00	A&S
UGRD	C50105BM	BM in Music - Percussion	128.00	A&S
UGRD	C50106BM	BM in Music - Guitar	128.00	A&S
UGRD	C50107BM	BM in Music - Piano	127.00	A&S
UGRD	C50108BM	BM in Music - Brass	128.00	A&S
UGRD	C50109BM	BM in Music - Voice	141.00	A&S
UGRD	C50206BM	BM in Music - Vocal/Keyboard	148.00	A&S
UGRD	C50207BM	BM in Music Educ - Instrl Stri	143.00	A&S
UGRD	C50208BM	BM in Music Educ - Instrl Band	148.00	A&S
UGRD	C90000BA	BA in Dance	131.00	A&S
UGRD	H40106BAT	BA in Interior Design	128.00	A&S
UGRD	H40107BAT	BA in Family & Child Developme	128.00	A&S
UGRD	H40401BA	BA in Fam & Cons Sci Teach Edu	130.00	A&S
UGRD	620000BS	BSA in Accounting	128.00	BUS
UGRD	620007BS	BSA in Accounting-Accelerated	128.00	BUS
UGRD	620008BS	BS/MT in Accounting-Accelerate	128.00	BUS
UGRD	680002BS	BS in International Bus - For	128.00	BUS
UGRD	223500BS	BS in Emergency Management	127.00	C&T
UGRD	223502BS	BS in Emergency Management	134.00	C&T
UGRD	228006AAB	AAB in Restaurant Management	70.00	C&T
UGRD	229000AAS	AAS in Paralegal Studies	68.00	C&T
UGRD	244300BS	BS in Computer IS - Indust Com	132.00	C&T
UGRD	276000AAS	AAS in Radiologic Technology	72.00	C&T
UGRD	279002BS	BS in Respiratory Therapy Tech	128.00	C&T
UGRD	287103BS	BS in Automated Manufacturing	129.00	C&T
UGRD	287104BS	BS in Automated Manufacturing	136.00	C&T
UGRD	292104BS	BS in Mechanical Engineering T	127.00	C&T
UGRD	277000AAS	AAS in Surgical Technology	66.00	CHP
UGRD	555002BS	BS in Athletic Training	128.00	CHP
UGRD	820000BS	BS in Nursing	128.00	CHP
UGRD	820003BS	BS in Nursing LPN/BSN	128.00	CHP

Career	Acad Plan	Descr	Min Units	Acad Org
UGRD	H40500BST	BS in Dietetics - Coordinated	134.00	CHP
UGRD	520208BS	BS in Early Childhood Educ	128.00	EDUC
UGRD	520300BS	BS in Middle Childhood Licensu	128.00	EDUC
UGRD	520301BS	BS in Middle Childhood Licensu	128.00	EDUC
UGRD	520302BS	BS in Middle Childhood Licensu	128.00	EDUC
UGRD	520303BS	BS in Middle Childhood Licensu	128.00	EDUC
UGRD	520304BS	BS in Middle Childhood Licensu	128.00	EDUC
UGRD	520305BS	BS in Middle Childhood Licensu	128.00	EDUC
UGRD	520310BS	BS in Middle Lev Dual	134.00	EDUC
UGRD	520311BS	BS in Middle Lev Dual	134.00	EDUC
UGRD	520312BS	BS in Middle Lev Dual	141.00	EDUC
UGRD	520313BS	BS in Middle Lev Dual	133.00	EDUC
UGRD	520314BS	BS in Middle Lev Dual	141.00	EDUC
UGRD	520315BS	BS in Middle Lev Dual	144.00	EDUC
UGRD	530505BA	BA in Adolescent to Young Adul	128.00	EDUC
UGRD	530507BA	BA in Adolescent to Young Adul	128.00	EDUC
UGRD	530508BA	BA in Adolescent to Young Adul	128.00	EDUC
UGRD	530509BA	BA in Adolescent to Young Adul	128.00	EDUC
UGRD	530600BA	BA in Adolescent to Young Adul	128.00	EDUC
UGRD	530602BS	BS in PK-12 Drama/Theatre	128.00	EDUC
UGRD	530610BA	BA in Adolescent to Young Adul	128.00	EDUC
UGRD	530611BA	BA in Adolescent to Young Adul	128.00	EDUC
UGRD	530612BA	BA in Adolescent to Young Adul	128.00	EDUC
UGRD	530613BA	BA in Adolescent to Young Adul	128.00	EDUC
UGRD	530700BA	BA in Adolescent to Young Adul	128.00	EDUC
UGRD	540000BS	BS in Postsecondary Technical	128.00	EDUC
UGRD	555000BS	BS in PK-12 Physical Education	128.00	EDUC
UGRD	555234BS	BS in Sport Studies-Physiology	128.00	EDUC
UGRD	561206BS	BS in Early Childhood Interven	128.00	EDUC
UGRD	420000BS	BS in Chemical Engineering	137.00	ENGR
UGRD	420001BS	BS/MS in Chemical Engineering	137.00	ENGR
UGRD	420005BS	BS in Chemical Engineering	137.00	ENGR
UGRD	425000BS	BS in Corrosion Engineering	136.00	ENGR
UGRD	425005BS	BS in Corrosion Engineering Co	136.00	ENGR
UGRD	430000BS	BSCE in Civil Engineering	136.00	ENGR
UGRD	430005BS	BSCE in Civil Engineering Co-o	136.00	ENGR
UGRD	440000BS	BS in Electrical Engin	137.00	ENGR
UGRD	440005BS	BS in Electrical Engin Co-Op	137.00	ENGR
UGRD	445000BS	BS in Computer Engineering	137.00	ENGR
UGRD	445005BS	BS in Computer Engineering Co-	137.00	ENGR
UGRD	450000BS	BS in Engineering	137.00	ENGR
UGRD	460000BS	BSME in Mechanical Engineering	136.00	ENGR
UGRD	460004BS	BSME in Mechanical Engineering	136.00	ENGR
UGRD	460005BS	BSME in Mechanical Engineering	136.00	ENGR
UGRD	480001BS	BS in Biomedical Engineering	133.00	ENGR

Career	Acad Plan	Descr	Min Units	Acad Org
UGRD	480003BS	BS in Biomedical Engineering	133.00	ENGR
UGRD	480004BS	BS in Biomedical Engineering	139.00	ENGR
UGRD	480005BS	BS in Biomedical Engineering	139.00	ENGR
UGRD	480006BS	BS in Biomedical Engineering	134.00	ENGR
UGRD	480007BS	BS in Biomedical Engineering	134.00	ENGR
UGRD	490005BS	BS in Aerospace Systems Engine	139.00	ENGR

Program	Graduates
RN/BSN Traditional	10
RN/BSN Online	44
Grand Total	54

Program	Graduates
Speech - Language Path-Traditional	35
Speech - Language Path-Online	19
Grand Total	54

Program	Graduates
Taxation - Traditional	9
Taxation - MTax Direct	5
Grand Total	14

Course Offering Type	Enrollments	Completion %
Online	19911	
Complete	17617	88.48%
Not Complete	2294	11.52%
Traditional	32642	
Complete	29173	89.37%
Not Complete	3469	10.63%
Grand Total	52553	

Online Course Offerings			
Subject	Catalog	Course Descr	Enrollments
1100	101	The Akron Exp: University 101	6
1100	117	Career Planning	41
2020	120	Writing and Editing	49
2020	121	English	37
2020	222	Technical Report Writing	106
2020	224	Writing for Advertising	17
2030	152	Technical Mathematics II	17
2030	153	Technical Mathematics III	51
2030	154	Technical Mathematics IV	58
2030	345	Technical Data Analysis	159
2040	240	Human Relations	200
2040	241	Technology & Human Values	535
2040	242	American Urban Society	102
2040	243	Contemporary Global Issues	433
2040	247	Survey of Basic Economics	167
2040	256	Diversity in American Society	486
2230	202	Incident Mgmt for Emer Respond	33
2230	257	Fire & Safety Iss for Bus/Ind	32
2235	305	Prncpls of Emergency Mgmt	39
2235	365	Disaster Mitigation	43
2235	367	Disaster Recovery	20
2235	401	Crisis Leadership	41
2420	103	Essentials of Management Tech	38
2420	140	Keyboarding	38
2420	202	Elements of Human Resourc Mgmt	27
2420	263	Prof Communctn & Presentations	37
2420	270	Business Software Applications	45
2420	300	Supervision in a Technical Env	118
2420	301	Information Design	105
2420	302	Ethics and Law in Business	111
2420	310	Ldrshp Prin & Prac for Tec Org	98

Online Course Offerings			
2420	311	Corp Social Respblty & Leaders	112
2420	401	Leading Project Teams	130
2420	402	Op Assessments & Improvements	129
2420	420	Human Resources Development	124
2420	421	Sen Seminar in Org Supervision	128
2440	105	Intro: Comptr & Appl Software	135
2440	125	Spreadsheet Software	16
2440	140	Internet Tools	11
2520	101	Essentials of Marketing Tech	47
2520	203	Principles of Advertising	43
2520	206	Retail Promotion & Advertising	5
2520	221	Marketing Projects	7
2530	241	Health Information Management	17
2530	244	Medical Insurance Billing	12
2530	255	Hlth Care Offc Mgmt & Med Issu	6
2530	257	Health Care Office Finance	7
2530	258	Intern Orientation & Career De	7
2530	260	Health Care Office Mgmt Intern	5
2740	120	Medical Terminology	268
2740	121	Study of Disease Processes	38
2740	230	Basic Pharmacology	62
2780	106	Anat & Phys for Allied Hlth I	53
2780	107	Anat & Phy for Allied Hlth II	29
2790	315	Adv Pharmclgy for Resp Therapy	17
2820	131	Software Application Technolgy	19
2850	100	Introduction to Corrosion Tech	38
2850	200	Advanced Corrosion Technology	20
2870	332	Mgmt of Tech Based Operations	72
2880	211	Manufacturing Operations	17
2880	241	Introduction to Quality Assura	49
2980	222	Construction Surveying	29
2980	225	Advanced Surveying	33
2980	228	Boundary Surveying	25

Online Course Offerings			
2980	315	Boundary Cntrl & Lgl Prin	23
2980	415	Legal Aspects of Surveying	25
2980	427	Ohio Lands	27
2985	151	GIS Essential Skills	10
2990	245	Construction Estimating	11
2990	371	Green & Sustainable Build Prac	47
2990	469	Contracts and Specifications	37
3100	106	Exploring Biology	107
3100	460	Medical Histology	22
3200	230	Sports & Society Anc Gr & Rome	211
3230	150	Human Cultures	164
3230	251	Human Diversity	23
3250	200	Principles of Microeconomics	179
3250	201	Principles of Macroeconomics	104
3250	244	Introduction Economic Analysis	106
3250	600	Foundations of Economic Analys	34
3300	111	English Composition I	142
3300	112	English Composition II	312
3300	610	New Directions/Teach Writing	12
3300	611	Argument and Research Writing	8
3300	629	Twentieth Century Literature	10
3300	690	Critical Approaches to Lit	14
3350	100	Introduction to Geography	168
3350	275	Geography Cultural Diversity	197
3370	100	Earth Science	397
3370	135	Geology of Energy Resources	46
3400	210	Humanities in Western Trad I	197
3400	250	U.S. History to 1877	25
3400	251	U.S. History since 1877	36
3450	145	Algebra for Calculus	69
3470	260	Basic Statistics	132
3501	210	Arabic Culture through Film	116
3580	101	Beginning Spanish I	20

<i>Online Course Offerings</i>			
3600	120	Introduction to Ethics	712
3600	150	Critical Thinking	73
3600	170	Introduction to Logic	139
3700	100	Government & Politics in US	120
3700	210	State & Local Govt & Politics	10
3700	303	Intro to Political Thought	40
3700	335	Law & Society	99
3700	492	Selected Topics in Pol Sci	10
3700	592	Selected Topics in Pol Science	5
3750	460	History of Psychology	140
3760	110	Foundations in Early Child Edu	12
3760	245	Infant/Toddler Day Care Prog	33
3760	255	Fatherhood: Parent Role	26
3760	301	Consumer Education	24
3760	360	Parent-Child Relations	69
3760	401	American Families in Poverty	60
3760	404	Middle Childhood & Adolescence	60
3760	406	Family Financial Management	37
3760	440	Family Crisis	48
3760	446	Culture, Ethnicity & Family	60
3760	496	Parent Education	71
3760	501	American Families in Poverty	9
3760	504	Middle Childhood & Adolescence	4
3760	506	Family Financial Management	7
3760	540	Family Crisis	6
3760	546	Culture, Ethnicity & Family	8
3760	596	Parent Education	5
3760	602	Family- Life-Span Perspective	10
3800	100	Intro to Criminal Justice	92
3800	103	Introduction to Corrections	36
3800	104	Evidence & Crim Legal Process	63
3800	105	Intro to Police Studies	65
3800	251	Criminal Investigation	30

Online Course Offerings			
3800	298	Applied Ethics in Crim Justice	43
3850	100	Introduction to Sociology	474
3850	320	Social Inequalities	24
3850	330	Criminology	142
3850	360	Soc Effects of Crime in Media	23
3850	365	ST: Sociology	25
3850	416	Women and Crime	32
3980	416	Personnel Mgmt in the Pub Sect	5
3980	417	Leadership and Decision-Making	2
3980	516	Personnel Mgmt in the Pub Sect	17
3980	517	Leadership and Decision-Making	9
3980	605	Orient to Master of Public Adm	7
3980	614	Ethics & Public Service	5
3980	660	Strategic Management	9
5100	600	Philosophies of Education	38
5100	604	Top Sem: Cultrl Fndtns of Educ	20
5100	624	Sem: Educational Psychology	55
5100	640	Usng Research to Inform Pract	123
5100	642	Intro: Clssrm Assess for Teach	16
5100	650	Data Coll Methods for Educator	13
5100	651	Data-Driven Decision Making	11
5100	652	Intro to Educational Eval	9
5100	653	Practical Appl of Educ Eval	8
5100	654	Masters Project: Assess Part I	7
5100	655	Masters Project: Assess Part 2	8
5150	610	Intro: Instructional Technolgy	11
5150	614	Planning for Technology	10
5150	631	Instructional Design	11
5150	632	Web-Based Learning Systems	19
5150	633	Multimedia/Hypermedia	26
5150	638	Integrating & Implementng Tech	20
5150	639	Strat for Online Teach & Learn	15
5150	697	Independent Study	2

Online Course Offerings			
5170	602	Mgmt of Physical Resources	9
5170	603	Mgmt of Human Resources	8
5170	615	Stud Services & Disability Law	4
5190	515	Admin in Higher Education	23
5190	526	Student Serv & Higher Educatn	23
5190	527	American College Student	21
5190	530	Higher Educ Curric & Prog Plan	8
5190	601	Intern: Higher Education	6
5190	602	Intern: Higher Educ Seminar	6
5190	610	Diversity Issues in Higher Edu	26
5190	620	Finance & Higher Education	2
5300	303	Global Education & Technology	23
5500	541	Tch Literacy to Eng Learners	26
5500	543	Tech Tchg ESL	30
5500	592	W: Curriculum & Instruction	6
5500	625	Contmp Iss in Lit Inst & Phncs	20
5500	627	ST: Curricular & Inst Studies	22
5550	330	Exercise and Weight Control	74
5550	370	Financial Aspects of Sport	17
5550	404	Exercise Prescription	63
5550	409	Sport Behavior	14
5550	410	Intro: Sport Sociology	75
5550	420	Funda of Mgmt Strateg in Sport	66
5550	422	Sport Planning/Promotion	66
5550	424	Sports Leadership	37
5550	449	Org & Adm for Health Care Prof	23
5550	450	O & A: Phys Ed,Intram & Athltc	56
5550	452	Found of Spt Sc, Phy & Hlth Ed	61
5550	453	Principles of Coaching	12
5550	462	Legal Asp of Physical Activity	11
5550	470	Injury Pathology & Therapeutic	22
5550	480	ST: Physical Education	117
5550	510	Intro: Sport Sociology	11

Online Course Offerings			
5550	522	Sport Planning/Promotion	15
5550	524	Sports Leadership	13
5550	550	O & A: Phys Ed,Intram & Athltc	2
5550	552	Found of Spt Sc, Phy & Hlth Ed	2
5550	553	Principles of Coaching	5
5550	562	Legal Asp of Physical Activity	5
5550	601	Sports Admin & Supervision	32
5550	603	Tact & Strat-Sci of Coaching	30
5550	604	Current Iss in Sport & Phys Ed	21
5550	609	Motv Aspects Physical Activity	10
5570	202	Stress Management	235
5610	225	Intro: Exceptionalities	255
6200	601	Financial Accounting	63
6200	610	Process Analysis & Cost Mgmt	60
6200	648	Tax Policy & Ethics	11
6200	693	Sel T: Taxation	8
6300	201	Intro: Entrepreneurship	99
6400	220	Legal & Soc Environ Business	74
6400	301	Principles of Finance	106
6400	343	Investments	23
6400	602	Managerial Finance	19
6400	655	Government & Business	17
6400	674	Strategic Fin Decision Making	33
6500	301	Mgmt: Principles & Concepts	194
6500	302	Organiz Behavr & Ldrshp Skills	106
6500	304	Business Statistics	118
6500	305	Business Analytics	110
6500	310	Business Information Systems	30
6500	330	Prin of Sply Chain & Oper Mgmt	113
6500	341	Human Resource Management	61
6500	433	Supply Chain Logistic Planning	30
6500	443	Human Resource Select & Staff	27
6500	476	Supply Chain Sourcing	29

Online Course Offerings			
6500	490	Strategic Management	208
6500	601	Bus Analytics & Info Strategy	69
6500	652	Managing People in Organizatns	27
6500	670	Mgmt of Supply Chains & Oper	74
6500	681	Found Health Care Leadership	15
6500	695	Organizational Strategy	56
6600	205	Marketing Principles	101
6600	275	Professional Selling	88
6600	620	Strategic Marketing	67
6800	305	International Business	117
6800	605	Internatl Bus Environments	27
7300	259	Family Housing	35
7500	201	Exploring Music: Bach to Rock	1210
7600	101	Introduction to Communication	63
7600	105	Introductn to Public Speaking	65
7600	209	Principles of Social Media	90
7600	210	Multiplatform Production	38
7600	219	Intro to Public Relations	65
7600	252	Persuasion	21
7600	303	Public Relations Writing	39
7600	305	Communication Theory	29
7600	360	Theories of Rhetoric	15
7600	384	Communication Research	26
7600	398	Honors Project Preparatory	8
7600	404	Public Relations Cases	50
7600	409	Pub Rel Strategic Campaigns	43
7600	435	Organizational Communication	45
7600	485	Honors Proj: Communication	4
7600	510	Crisis Communication	7
7600	542	Social Media Metrics & Analyti	10
7600	691	Advanced Communication Studies	6
7700	222	Survey Deaf Culture in America	237
7700	230	Language Science & Acquisition	44

Online Course Offerings			
7700	303	Natl Hlth & Safety Perf Stds	23
7700	321	Articulatory & Phonolgic Disrd	23
7700	365	Anatomy & Phys of Spch & Hear	12
7700	422	Organic Disorders of Commun	19
7700	446	Observation & Clinical Technq	25
7700	481	Spec Pro: Sp-Lang Path/Aud	4
7700	540	Augmentative Communication	41
7700	583	Hospital Settings, Child & Fam	1
7700	584	Hospital Settings, Child & Fam	1
7700	585	Developmental Disabilities	33
7700	603	Child Life Pro Practice & Comm	1
7700	611	Res Meth: Communicatv Disord I	61
7700	614	Language and Literacy Develop	44
7700	615	Fluency Disorders:Assess/Couns	44
7700	630	Clin Issues in Child Language	33
7700	631	Cognitive Communicative Issues	42
7700	639	Audiology for Sp-L Pathologist	78
7700	650	Adv Clin Pract: Spch-Lang Path	68
7700	673	Publ Sch Issues in Sp/Lang Pro	43
7700	683	Neuroscience for Communicative	43
7700	691	Sch-bsd Extern Seminar	54
7700	693	Sch-bsd Extern: Spch Lang Path	39
7700	695	Externship: Sp Lang Pathology	34
7700	696	Externship Seminar	53
7700	697	SP: Spch Path &/or Audiology	3
7700	727	Multicultural Issues in Audio	11
7750	240	Substance Use and Abuse	82
7750	260	Introduction to Addiction	96
7750	265	Women & Addiction	18
7750	269	Criminal Justice & Addiction	11
7750	271	Behavioral Addictions	20
7750	276	Introduction to Social Welfare	10
7750	427	Human Behvr & Social Environ I	75

Online Course Offerings			
7750	445	Soc Policy Analy-Social Worker	59
7750	467	Addic Screen, Assess & Treat	6
7750	468	Addiction Prevent, Treat, Reco	19
7750	469	Group & Relationship Counselin	18
7750	651	Foundtn in Addiction Studies	76
7750	652	Addiction Assess/Treat Plannin	22
7750	653	Evidence-Bsd Pract. for Addict	28
7750	655	Psychopharmacology Treatment	36
7750	693	ST: Adv Social Work Practice	19
7760	133	Nutrition Fundamentals	208
7760	316	Science of Nutrition	210
8200	336	Concepts of Professionl Nursng	56
8200	337	Health Assessment/RN	35
8200	405	Nrsng Care Healthy Indvdl/Fam	63
8200	406	Palliative Nursing Care	56
8200	415	Cmplx Care Aging Faml/RN only	62
8200	436	Nursing Research/RN Only	45
8200	444	Nursing of Comm Practm-RN only	55
8200	445	Nursing of Communities/RN only	64
8200	446	Professional Nrsng Leadership	61
8200	447	Prof Nurs Leadership Practicum	58
8200	448	Professional Nursing Capstone	60
8200	607	Policy Issues in Nursing	29
8200	619	Principles of Evid Based Pract	26

MASTER RECOMMENDATION 2: FIVE-YEAR GOAL FOR INSTITUTIONAL EFFICIENCY SAVINGS AND NEW RESOURCE GENERATION

Category	Recommendation	Component	Description	FY 2017 (Estimate)	FY 2017 (Actual)	FY 2018 (Estimate)	FY 2018 (Actual)	FY 2019 (Estimate)	FY 2019 (Actual)	FY 2020 (Estimate)	FY 2021 (Estimate)	Subtotal	Budget Narrative/Explanation of Efficiency Savings \$\$ (attach additional sheets if necessary)		
Efficiency Savings	3B	Section I: Operational Efficiency	Joint purchasing agreements	\$ 308,000	\$ 1,155,000	\$ 1,155,000	\$ 2,402,000	\$ 2,402,000	\$ 1,373,000	\$ 1,326,000	\$ 1,326,000	\$ 7,582,000	Estimated FY19 savings calculated as follows: <ul style="list-style-type: none"> State contracts: 10% savings on spending of ~\$3.3 million or ~\$329,000; ESM and E&I: 26% savings on spending of ~\$1.1 million, or ~\$290,000; IUC-PG: 30% savings on spending of ~\$2.4 million, or ~\$707,000; and Office Depot/GBEX rebate and savings: ~\$17,000 and \$30,000, respectively Total FY's 19 savings of ~\$1,373,000 (~\$329,000 + ~\$290,000 + ~\$707,000 + ~\$17,000 + ~\$30,000).		
	5D	Section I: Operational Efficiency	Health care costs	\$ 1,530,000	\$ 2,900,000	\$ 297,000	\$ 350,000	\$ 321,000	\$ 564,000	\$ 523,000	\$ 263,000	\$ 4,600,000	Estimated FY19 savings calculated as follows: <ul style="list-style-type: none"> Savings due to increase in employee premium contribution ~\$175,000; Anthem credits received due to a new claims audit process of ~\$152,000; CVS Caremark new strategies resulting in prescription drug cost savings of ~\$6,000; RFP bid through IUC Benefits Consortium Life savings of ~\$167,000; and RFP bid through IUC Benefits Consortium Disability savings of ~\$64,000. Total FY's 19 savings of ~\$564,000 (~\$175,000 + ~\$152,000 + ~\$6,000 + ~\$167,000 + ~\$64,000).		
	Energy	Section I: Operational Efficiency	Energy efficiencies	\$ 3,000,000	\$ 3,000,000	\$ 3,000,000	\$ 3,000,000	\$ 3,000,000	\$ 4,332,000	\$ 4,222,000	\$ 4,222,000	\$ 18,776,000	Estimated FY19 savings calculated as follows: <ul style="list-style-type: none"> Electricity procurement: \$1,332,000 (FY 19) and an additional \$3,668,000 over the FYs 20, 21, and 22; EJ Thomas PAH lighting replacement, Misc. Campus LED conversions, General Lab renovation: \$savings were not estimated. Performance Contract: Estimate of at least \$3,000,000 annually. Total FY's 19 savings of ~\$4,332,000 (~\$1,332,000 + ~\$3,000,000). Note: In previous years, the performance contract was captured in the "Specific Redeployment of Savings" section of this worksheet instead. For FY19, UA brought it up to this section.		
	Prior report 4A	Prior report Asset review	Conduct an assessment of non-core assets to determine their market value if sold, leased or otherwise repurposed.	\$ -	\$ -	\$ 813,000	\$ 806,000	\$ 819,000	\$ 819,000	\$ 1,236,000	\$ 819,000	\$ 3,680,000	Estimated FY19 savings calculated as follows: <ul style="list-style-type: none"> Child Development Center: ~\$650,000 savings + SHP utility responsibilities of \$26,000 (SHP utilities through FY21); Trecaso Building: ~\$17,000 savings annually; University President's residence: ~\$20,000 savings annually; Grant Residence Hall High Rise and Townhouses: ~\$55,000 savings annually; Parking lot leases expired: ~\$51,000 savings annually. Total FY 19 savings of ~\$819,000 (~\$650,000 + ~\$26,000 + \$17,000 + ~\$20,000 + ~\$55,000 + ~\$51,000). Note: Martin University Center Building: ~\$417,000 total estimated savings related to private company potentially developing a vacant historic structure as follows: Avoid razing costs ~\$400k in FY 20 and avoid utilities and other misc. costs \$17k in FY 20.		
	Prior report 4B	Prior report Operations review	Conduct an assessment of non-academic operations that might be run more efficiently by a regional cooperative, private operator or other entity.	\$ 600,000	\$ 350,000	\$ 500,000	\$ 439,000	\$ 538,000	\$ 515,000	\$ 600,000	\$ 600,000	\$ 2,504,000	Estimated FY19 savings calculated as follows: <ul style="list-style-type: none"> Lakewood Regional Campus move to Lakewood HS: ~\$165,000; Integration with METRO RTA for bussing services reduces operating and capital spend: ~\$350,000 annually; and Consolidation of custodial supply purchases due to decentralized custodial services: Unable to determine actual savings (estimated FY 17 of ~\$200,000). Total FY 19 savings of ~\$515,000 (~\$165,000 + ~\$350,000 + Unknown). Note: Redesign of Roo Express bus routes during FY19 will result in ~\$100,000 savings for FY20 and going forward. This redesign eliminates one bus during peak times, two busses during off-peak times and cancellation of a weekend route with poor ridership.		
													\$ -		
														\$ -	
				Subtotal Efficiency Savings	\$ 5,438,000	\$ 7,405,000	\$ 5,765,000	\$ 6,997,000	\$ 7,080,000	\$ 7,603,000	\$ 7,907,000	\$ 7,230,000	\$ 37,142,000		
Category	Recommendation	Component	Description	FY 2017	FY 2017 (Actual)	FY 2018	FY 2018 (Actual)	FY 2019 (Estimate)	FY 2019 (Actual)	FY 2020 (Estimate)	FY 2021 (Estimate)	Subtotal	Budget Narrative/Explanation of New Resource Generation \$\$ (attach additional sheets if necessary)		
New Resource Generation	4C	Section I: Operational Efficiency	Affinity relationships and sponsorships	\$ 1,083,000	\$ 2,376,000	\$ 3,043,000	\$ 2,991,000	\$ 2,202,000	\$ 2,153,000	\$ 2,096,000	\$ 2,109,000	\$ 11,725,000	Estimated FY19 revenues calculated as follows: <ul style="list-style-type: none"> LeBron James Family Foundation: Unknown; Coca-Cola: ~\$434,000 annually (for marketing, scoreboard/equipment, merchandising, beverage incidence building fund, and sponsorship); IMG: Multi-media use agreement of ~\$590,000 forbase royalty, signage stipend, and radio clearance each year Barnes & Noble: ~\$684,000 for bookstore commission; PNC Bank: ~\$167,000 for ATMs and banking on campus; JP Morgan Chase: ~\$278,000 for purchase card rebate; Total FY 19 revenues of ~\$2,153,000 (Unknown + ~\$434,000 + ~\$590,000 + ~\$684,000 + ~\$167,000 + ~\$278,000).		
	Prior report 4A	Prior report Asset review	Conduct an assessment of non-core assets to determine their market value if sold, leased or otherwise repurposed.	\$ -	\$ -	\$ 955,000	\$ 1,023,000	\$ 55,000	\$ 55,000	\$ 505,000	\$ 55,000	\$ 1,638,000	Estimated FY19 revenues calculated as follows: <ul style="list-style-type: none"> Child Development Center (CDC): ~\$55,000 revenues from the State Highway Patrol annually (actual for FY 18 was \$23,000 as it was only partial year of revenue); Total FY 19 revenues of ~\$55,000 related to CDC. Note: Martin University Center Building: ~\$450,000 estimated one time lump sum base rent for FY20.		
	Prior report 4B	Prior report Operations review	Conduct an assessment of non-academic operations that might be run more efficiently by a regional cooperative, private operator or other entity.	\$ 1,000,000	\$ 1,000,000	\$ -	\$ -	\$ -	\$ -	\$ 125,000	\$ 175,000	\$ 1,300,000	Estimated FY19 revenues calculated as follows: <ul style="list-style-type: none"> Food service operation outsourced: Aramark provided/to provide unrestricted grant of ~\$1,000,000 for FY 17, \$0 for FY's 18 and 19, ~\$125,000 for FY 20, and ~\$175,000 for FY 21. 		
													\$ -		
													\$ -		
													\$ -		
													\$ -		
				Subtotal New Resource Generation	\$ 2,083,000	\$ 3,376,000	\$ 3,998,000	\$ 4,014,000	\$ 2,257,000	\$ 2,208,000	\$ 2,726,000	\$ 2,339,000	\$ 14,663,000		

TOTAL OF COMBINED INSTITUTIONAL OPPORTUNITIES FOR ENHANCED STUDENT AFFORDABILITY	\$ 7,521,000	\$ 10,781,000	\$ 9,763,000	\$ 11,011,000	\$ 9,337,000	\$ 9,811,000	\$ 10,633,000	\$ 9,569,000	\$ 51,805,000
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SPECIFIC RE-DEPLOYMENT OF SAVINGS TO STUDENTS: Please use the area below to describe, in detail, how you plan to re-deploy the institutional resources that are saved and/or generated through the task force components outlined above to reduce costs for students.

The costs savings and revenue generation highlighted throughout the Efficiency and Affordability Report (Report) and above, were largely pursued to balance the finances and to provide additional scholarship opportunities. Refer also to the end of that Report for details regarding certain investments the UA made to make College more affordable for students.

Additionally, the following list of other recent pursued savings and/or revenues began occurring FY 2014:

Since FY 2015, UA completed three significant debt refunding issues of ~\$275 million, yielding net present value savings of ~\$32 million. See chart below: Also, during FY 2017, UA approved the deferral of ~\$25 million of debt service over 5 years (effective FY19) with a marginal increase in effective interest rate (1 basis point) while maintaining the maturity schedule at 2042.

	Series	Par Amount of Refunded Bonds	Net Present Value Savings
May 2015	2015A	\$99,135,000	\$6,540,000
December 2015	2015B	10,500,000	730,000
May 2016	2016A	93,905,000	11,400,000
October 2019	2019A	59,535,000	10,990,000
October 2019	2019B	12,045,000	2,570,000
	Total	\$275,120,000	\$32,230,000

During FY 2016, UA abolished ~210 positions. Net expense reductions were estimated to be \$14.3 million.

During FY 2016, UA outsourced its food service operation to Aramark which resulted in capital infusion (~\$8M) and unrestricted support (~\$4M) totaling ~\$12M.

SIGNIFICANT CHANGE(S) IN 5-YEAR GOALS FROM FY18 SUBMISSION TO FY19 SUBMISSION: Please use the area below to describe, in detail, significant deviation in your institution's 5-year goals from the FY18 submission to the FY19 submission, if applicable.

Efficiency Savings - 4B - A portion of the FY 2018 actual savings was estimated incorrectly. The total reported in the prior report for FY 2018 savings was \$500,000 but should have been \$439,000. This was corrected above.

Martin Center boutique hotel development has regained momentum in FY19. The prior year report contemplated savings / resource generation for FY19; however, any savings or resource generation is not likely to occur until FY 20.

In previous years, the performance contract was captured in the "Specific Redeployment of Savings" section of this worksheet instead. For the current submission, UA captured this activity above within the Efficiency Savings portion of this spreadsheet.

Anticipated METRO adjustments to DASH route did not occur as agreement could not be reached (savings anticipated \$150,000); however, UA redesigned Roo Express bus routes which will result in annual savings of \$100,000 as fewer buses were required. When implemented, net difference of these savings is (\$50,000).

FINANCE & ADMINISTRATION COMMITTEE

TAB 6

GIFTS



DATE: November 18, 2019

TO: Kimberly M. Cole
Vice President, Advancement
Executive Director, The University of Akron Foundation

FROM: Terrie L. Sampson 
Director, Development Stewardship

SUBJECT: Gift attainment for Fiscal Year 2020 (July 1 – October 31, 2019)

Attached are gift attainment charts for fiscal year 2020. **Attachment A** details giving through cash, pledges due, bequests received, as well as gifts-in-kind from University of Akron constituents for the time period of July 1, 2019 to October 31, 2019.

Of note:

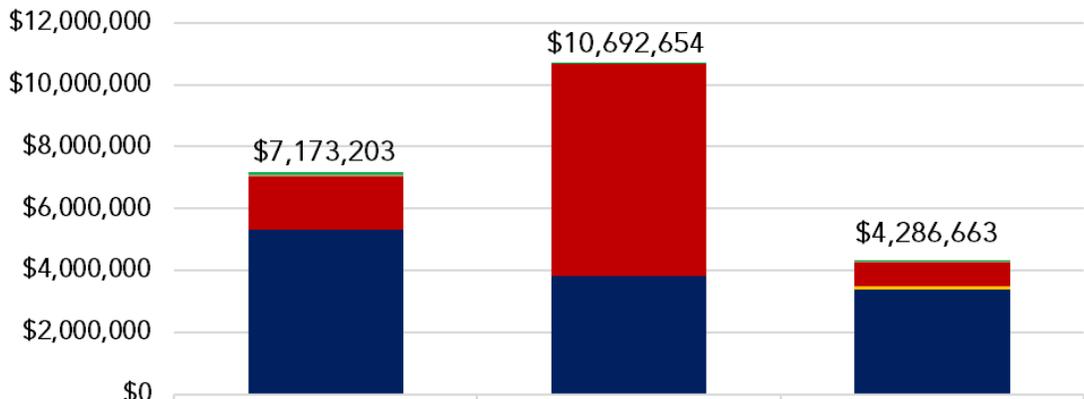
- Total attainment from July 1, 2019 to October 31, 2019 is \$4,286,663.
- Giving by alumni increased 65 percent in the first four months of fiscal year 2020 over the same time period in fiscal year 2019.
- New donors to The University of Akron provided \$330,938 in the first four months of fiscal year 2020, with 53 percent of that total coming from alumni, whose average gift size was more than \$1,200 per individual.
- From July 1 to October 31, 2019, a total of \$1,452,376 was received in support of scholarships from all University of Akron constituencies.

With your approval, I request submission of this report to the Board of Trustees for approval at its December 11, 2019.

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

DEPARTMENT OF DEVELOPMENT
 FY 2020 Attainment
 July 1, 2019 through October 31, 2019

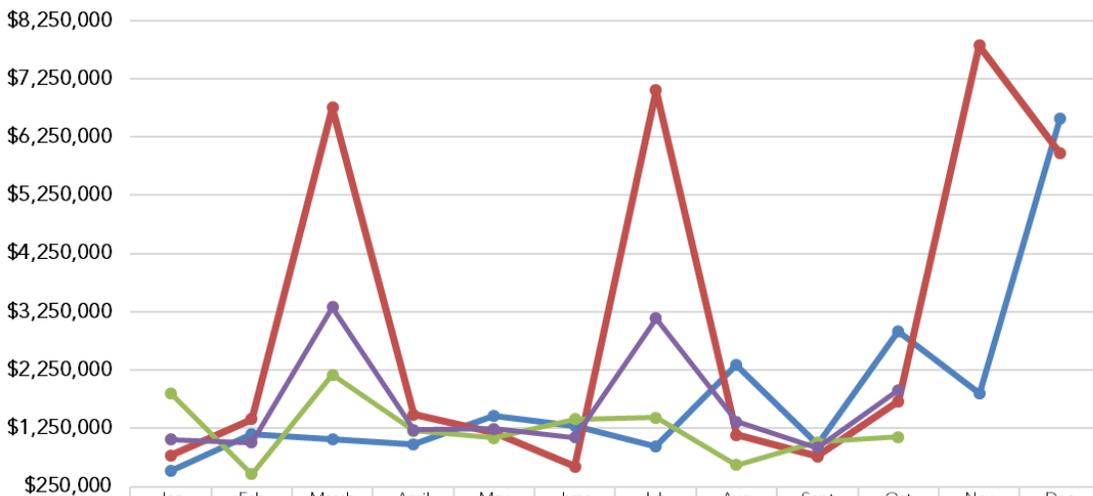
**The University of Akron and The University of Akron Foundation
 Gifts and Pledges
 July 1 - October 31 | FY2018 - FY2020**



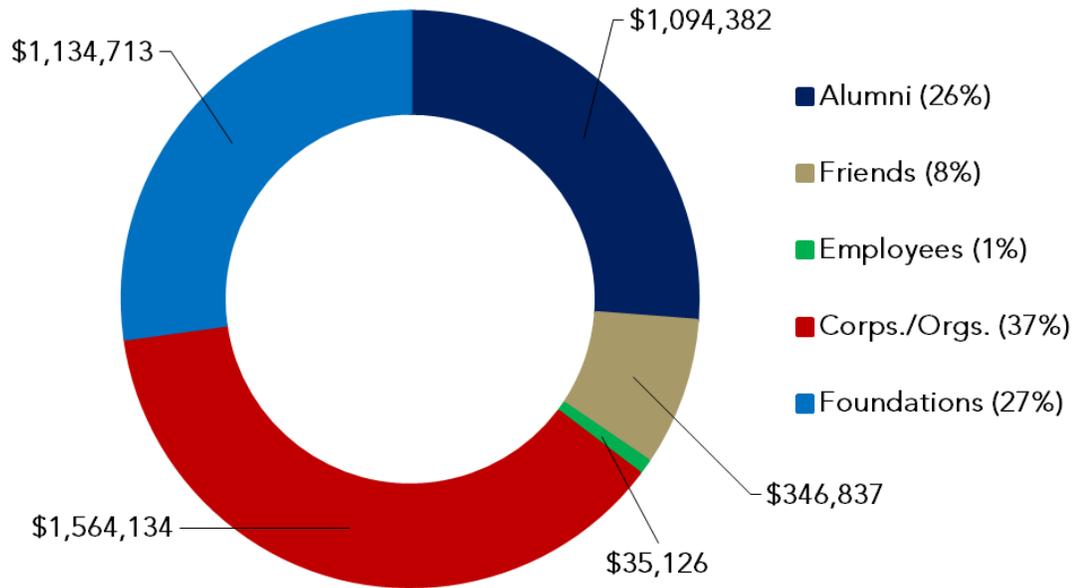
	2017-18	2018-19	2019-20
Gifts-in-Kind - all others	\$55,095	\$2,214	\$1,859
Gifts-in-Kind - corporate*	\$106,239	\$19,569	\$23,501
Bequests received	\$1,714,685	\$6,853,357	\$768,864
Pledges due	\$0	\$9,970	\$111,470
Cash	\$5,297,184	\$3,807,544	\$3,380,969

*Does not include gifts-in-kind from Siemens, SAP and Synopsys

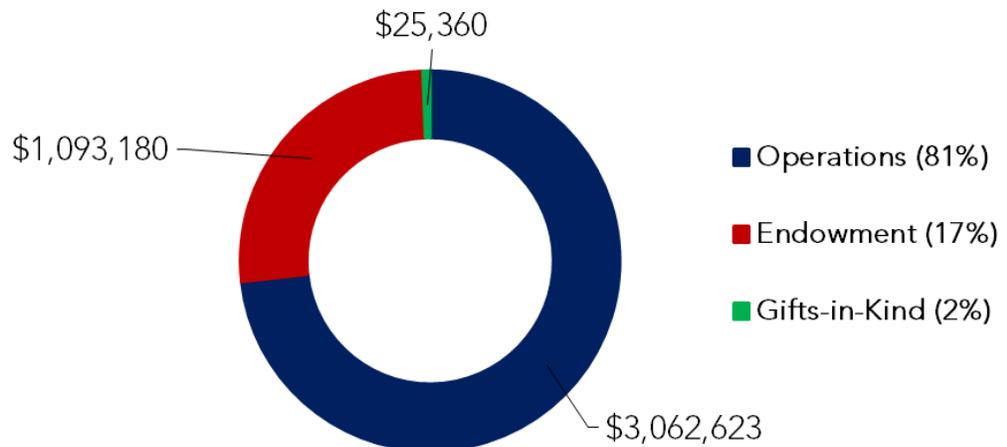
**The University of Akron and The University of Akron Foundation
 Monthly Trend Report - Giving
 Calendar Years 2017 - 2019**



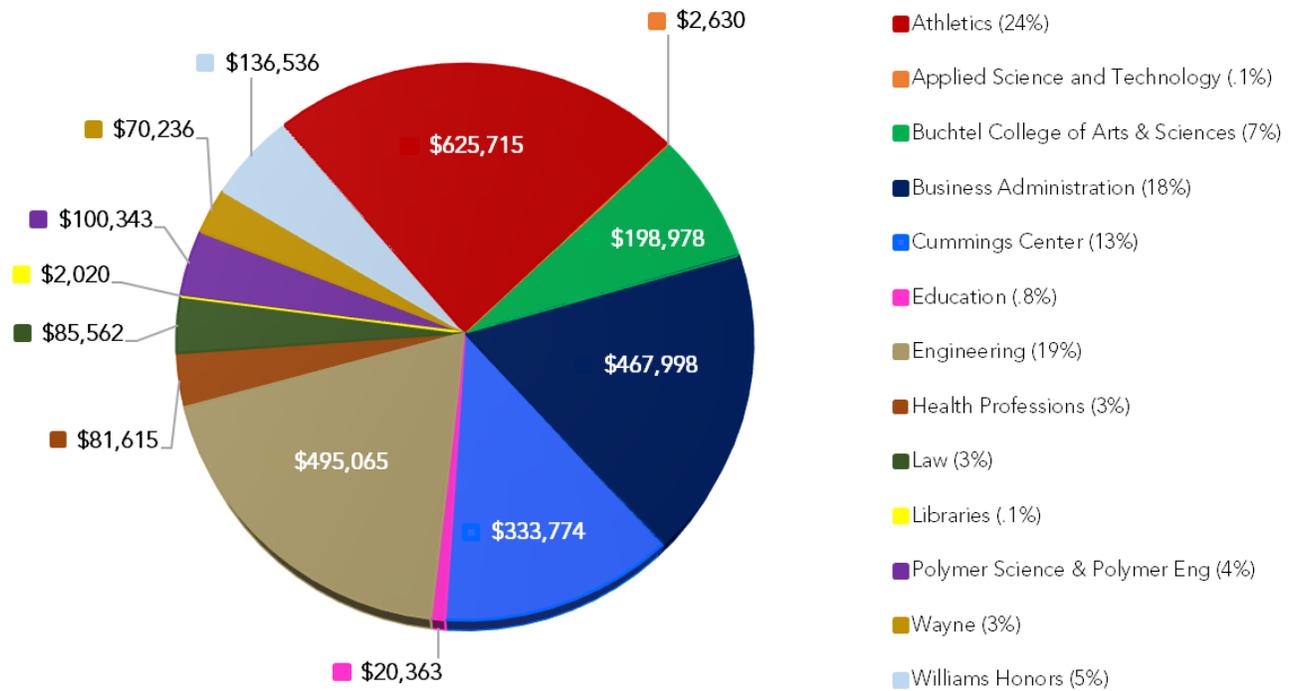
The University of Akron and The University of Akron Foundation
 Giving by Constituent Type
 July 1 - October 31, 2019 | FY 2020



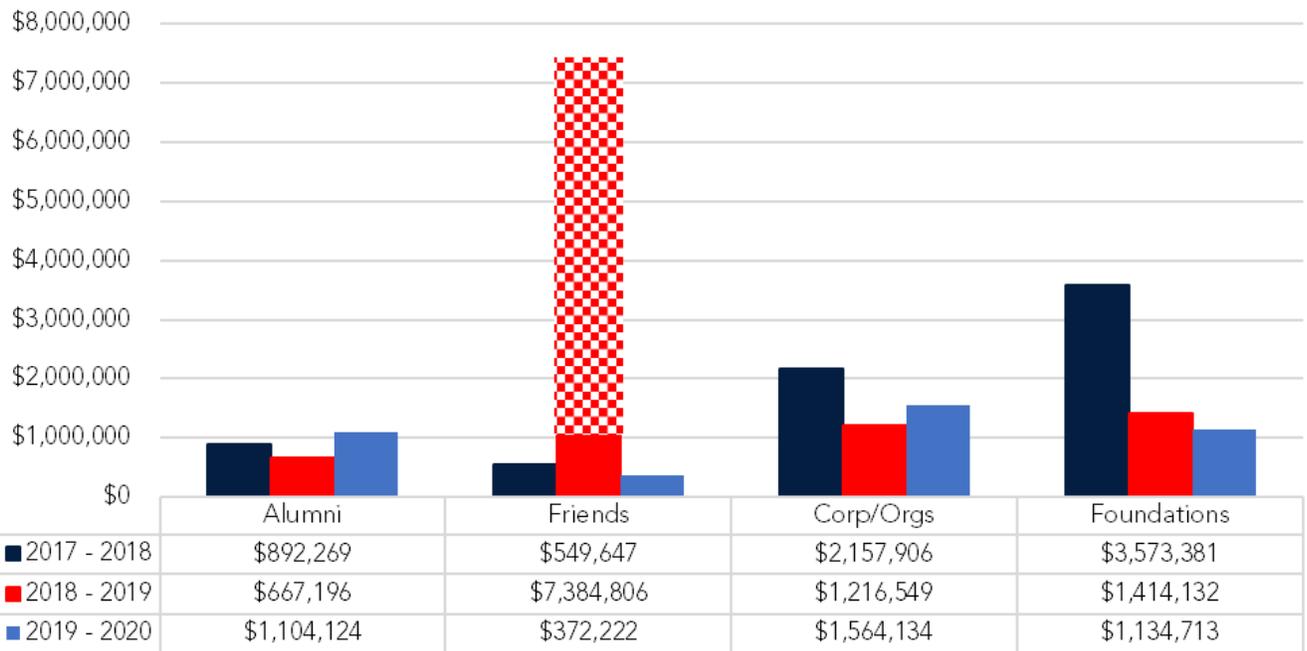
The University of Akron and The University of Akron Foundation
 Gifts by Classification Type
 July 1 - October 31, 2019 | FY 2020



The University of Akron and The University of Akron Foundation
 Gifts (no pledges) by Academic Area
 July 1 - October 31, 2019 | FY 2020

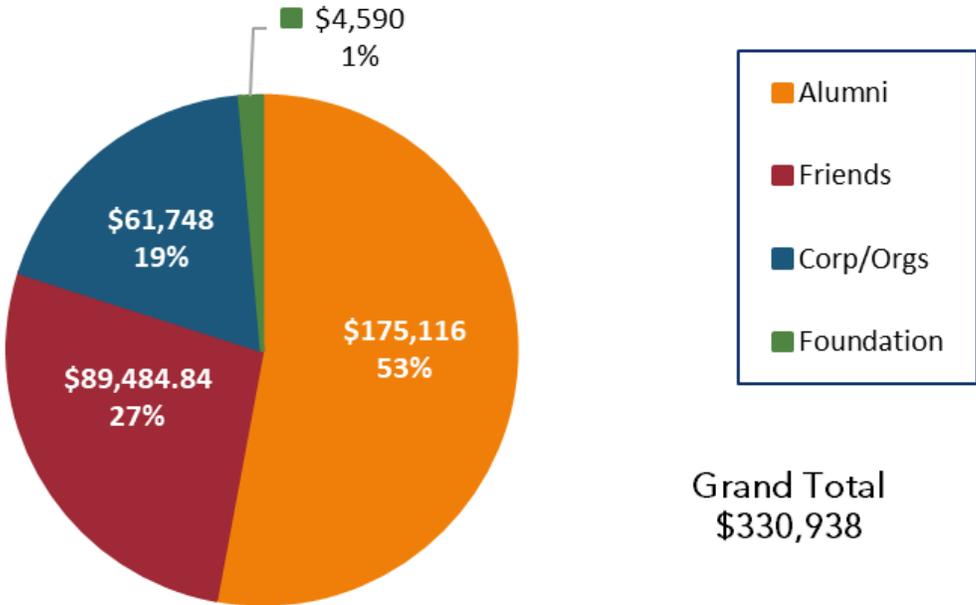


The University of Akron and The University of Akron Foundation
 Gifts by Constituent Type
 July 1 - October 31 | FY 2018 - FY 2020



▣ Distributions from Jean Hower Taber estate (\$6,371,603)

The University of Akron and The University of Akron Foundation
Total Giving by New Donors
July 1 - October 31, 2019 | FY 2020



THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Acceptance of Gift Income Report for July 2019 through October 2019

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on December 11, 2019, pertaining to acceptance of the Gift Income Report for July 2019 through October 2019, be approved.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 7

BOND REFUNDING CONCLUSION



DATE: November 18, 2019

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Brian E. Davis
Associate VP and Controller

SUBJECT: Board Informational Report: Refunding Bonds Bond Series' 2019A and 2019B

As requested of me, I provide to you the following informational report for you to share with the Board of Trustees at its meeting on December 11, 2019. This summary is intended to satisfy Board of Trustees Resolution 4-7-17, which you sought during the April 2017 Board meeting. That Resolution granted you the authorization to proceed with bond refunding opportunities that meet or exceed a potential three percent net present value savings or to provide, and/or to achieve budget/cash flow relief.

Once the savings opportunity was identified (Bond Series 2010 and Series 2011), our financial advisor, PFM Financial Advisors LLC, was contracted to help coordinate the refunding process. Working through our Office of General Counsel, the firm of Calfee, Halter & Griswold LLP was engaged to serve as the University's bond counsel while PNC Capital Markets LLC was hired to serve as the underwriter. During the refunding process, bond ratings were obtained from both the Moody's and Fitch rating agencies. Each agency reaffirmed the University's existing rating and stable outlook; A1 for Moody's, and A+ for Fitch.

The 2019 Bond Series A and B refunding bonds were sold on October 23, 2019. Financial closing and finalization of the documents is scheduled for November 26, 2019.

The results of the transaction follows:

- The University refunded approximately \$81 million of bonds, defeasing the balances of the Bond Series 2010 and 2011.
- The University achieved cash savings of \$14.3 million (a net present value savings of 16.7 percent).
- The cost to issue the refunding bonds totaled \$276,000; payment to be issued to PNC for underwriting services equals \$263,000 (0.7 percent of overall borrowing).
- The amortization period remained within the existing timeline of 2042.

FINANCE & ADMINISTRATION COMMITTEE

TAB 8

**OUTSOURCED CHIEF INVESTMENT OFFICER
SELECTION**



DATE: November 18, 2019

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Sarah Chapman
Director, Treasury Services

SUBJECT: Board Informational Report: Outsourced Chief Investment Officer Selection

As requested of me, I provide to you the following informational report for you to share with the Board of Trustees at its meeting on December 11, 2019. This summary is intended to satisfy Board of Trustees Resolution 10-9-19, which you sought during the October 2019 Board meeting. That Resolution granted you the authorization to make an OCIO selection for the University.

Concord Advisory Group was contracted to help lead and coordinate the OCIO search process for both the University and the Foundation. Thirteen proposals were received, and the four candidates were short-listed and brought to campus for additional interviews.

After analysis and many in-depth conversations, Strategic Investment Group (SIG) was selected to replace Cambridge as the OCIO for both the University and the Foundation.

The advisory, investment manager, and custodial fees in basis points and translated into dollars are reflected within the table below. Cambridge's current total fees under a non-OCIO approach approximates 90 bps.

OCIO Firm	OCIO Advisory Fees (bps)	Investment Manager (bps)	Custodial Fees (bps)	Estimated Cost
SIG, proposed	32.0	87.5	3.0	\$767,000
SEI, proposed	38.0	66.0	3.0	\$670,000
Cambridge, proposed	30.0	83.0	3.0	\$727,000
JP Morgan Chase, proposed	20.0	60.0	0.0	\$501,000

Note 1: JP Morgan waived the custodial fees as part of its proposal. The custodial fees for the remaining firms were estimated to be 3 bps.

Note 2: The estimated cost is based upon the June 30, 2019 pooled endowment balance of \$62.6 million and will change as the pooled endowment balance increases or decreases.

The transition to SIG, including development of a contract is underway. The contract and other agreements will be subject, as applicable, to review of the Office of General Counsel and the Department of Purchasing.

FINANCE & ADMINISTRATION COMMITTEE

TAB 9

PURCHASES \$25,000 TO \$500,000 REPORT



DATE: November 18, 2019

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Luba Cramer 
Interim Director of Purchasing

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

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

The accompanying Reports for September and October 2019 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
September 2019
Informational Report**

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	SUSS MicroTec ReMan GmbH	99495	\$ 95,000	Mask Aligner System for Polymer Engineering
	Wolff Brothers Supply Inc.	99492	66,024	Hi-Efficiency Water Heaters (2) for Student Recreation & Wellness Center
	Bruker Nano Inc.	99487	61,686	Photon Area Detector for Chemistry
	Standard & Poor's	99579	51,975	Compustat Subscription Annual Renewal for College of Business Administration
	Midwest Manufacturing Resources Inc.	99548	36,850	VF-1 Series Vertical Machining Center for ASEC Engineering Machine Shop
	Subtotal		\$ 311,535	
Auxiliary	Lakefront Lines Inc.	99125	\$ 56,680	Football Team Season 2019 Charter Bus Services
	Strategic Equipment		25,989	Chick-Fil-A Grills (2)
		Subtotal	\$ 82,669	
	Total		\$ 394,204	

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
October 2019
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Oracle America Inc.	99930	<u>\$ 75,000</u>	Oracle Technical Support Renewal
Auxiliary	Bob McCloskey Agency LLC	99717	<u>\$ 119,803</u>	Athletic Basic Accident Insurance Renewal FY20 for Claim Fund
Plant	Cline Mechanical Inc.	99777	\$ 142,680	Kolbe Hall Chiller Replacement
	Stathos Construction Co.	99056	54,635	Carriage House Roof Replacement
		Subtotal	<u>\$ 197,315</u>	
		Total	<u>\$ 392,118</u>	

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

FINANCE & ADMINISTRATION COMMITTEE

TAB 10

CAPITAL PROJECTS REPORT



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

TO: Nathan J. Mortimer, CPA
Vice President of Finance and Administration/CFO

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

DATE: November 8, 2019

SUBJECT: Capital Planning and Facilities Management: Informational Report for the Board of Trustees as of October 31, 2019.

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. 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 Advisor Suite (General Contracting)	\$365,000 Donations <u>168,000</u> Local <u>\$533,000</u> Total		Construct five advisor offices and reception area. Renovate conference room.		Closeout in progress.
ASEC Vivarium Air Handler Replacement (Design/Build)	\$1,200,000 State Capital Funds		Replace vivarium air handler. <u>Construction schedule: TBD</u>		Synergy, LLC selected as Design-Build Contractor.
Baseball Field Renovation (General Contracting)	\$1,400,000 Donations The Foundation loaned \$1 million to the University via a line of credit to round out phase one and to access for further phases as pledges are identified. The line of credit was accessed for \$700,000 to date.		Sitework including drainage and installation of artificial turf. <u>Construction schedule: 08/2019 - 12/2019.</u>		Construction baseball field 80% complete. Construction field house 0% complete.
Field House Turf Replacement (General Contracting) (BOT Approval: 06/12/19)	\$400,000 The University of Akron Foundation				
Buckingham Building Renovation (General Contracting)	\$1,800,000 State Capital Funds		Upgrade HVAC system and fire alarm. Select interior renovations to include relocation of Academic Achievement Programs from Ayer Hall. <u>Construction schedule: 01/2020 - 07/2020.</u>		Construction bids due 11/2019.
Carriage House Structural and Roof Replacement (General Contracting)	\$165,000 Donations		Repair structural beams, columns, floor joist, concrete slabs, exterior walls and replace roof.		Closeout in progress.
CBA Addition (CMR) (BOT Approval: 04/18/18)	\$4,551,000 Donations <u>900,000</u> Local <u>\$5,451,000</u> Total Donations include firm pledges in the amount of \$80,000		12,000 sf addition with classrooms, offices and learning commons and 2,300 sf renovations in existing CBA building.		Closeout in progress.

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

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

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
Crouse/Ayer Hall Consolidation (CMR) (BOT Approval: 04/10/19)	\$22,660,000 State 340,000 Local \$23,000,000 Total (\$22.66M State Capital Funds)		Rehabilitate/addition to Crouse Hall. Abate and raze Ayer Hall. Green space portion of existing Ayer Hall footprint. <u>Construction schedule: 08/2020 - 07/2022.</u>		Design in progress. CMR contract in progress.
EJ Thomas Lighting Upgrades (General Contracting)	\$215,000 Local Funds and Donations		Replace 110 lobby lighting with LED and install accent theatrical lighting.		Closeout in progress.
Elevator Upgrades (General Contracting) (BOT Approval: 12/05/18)	\$1,500,000 State Capital Funds		Upgrade (2) elevators in Bierce Library, (1) in Kolbe Hall, and (1) in Auburn Science Engineering Center. <u>Construction schedule: 05/2019 - 01/2020.</u>		Kolbe Hall complete. Bierce Library #1 complete. Bierce Library #2 20% complete. ASEC 20% complete.
Energy Center Boiler Controls (General Contracting)	\$320,000 Local Funds		Replace HTHW boiler controls at Energy Center. <u>Construction schedule: TBD</u>		Specifications review 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 \$2,000,000 Total (\$1.7M State Capital Funds)		Abate and raze structure. Site restoration to create green space. <u>Construction schedule: 03/2019 - 05/2020.</u>		Abatement and razing complete. Parking lot 50% complete. Greenspace 75% complete.
General Lab Renovations (Design/Build) (BOT Approval: 04/13/16 Phase I & 02/14/18 Phase II)	\$4,000,000 State Capital Funds		Cosmetic repair / upgrades of teaching and laboratory casework and finishes. Phase I: Knight Chemical Laboratory. Phase II: Goodyear Polymer building, Olson Research Center, and Auburn Science and Engineering Center.		Closeout in progress.
Infrastructure Improvements - Electrical (General Contracting) (BOT Approval: 10/09/19)	\$1,400,000 State Capital Funds		Campus electrical improvements. <u>Construction schedule: 11/2019 - 10/2020.</u>		Construction 0% complete.

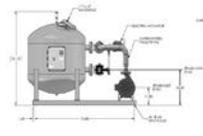
Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

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

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
Infrastructure Improvements - Vaults (General Contracting) (BOT Approval: 08/14/19)	\$1,400,000 State Capital Funds		Rework Computer Center (CC) vault and replace Martin Fountain (MF) vault. <u>Construction schedule: 10/2019 - 08/2020.</u>		CC vault 50% complete. MF vault Spring 2020.
Institute for Human Science & Culture (CMR) (BOT Approval: 02/14/18)	\$5,000,000 Donations <u>200,000</u> State <u>\$5,200,000</u> Total (\$200K State Capital Funds)		Renovate third and fourth floors of Roadway building including building boilers.		Closeout in progress.
IT Cabling and Network Switches (Design/Build) (BOT Approval: 06/12/17 & 02/13/19)	\$6,564,000 State Capital Funds		Phase I: network edge access equipment and two-way radio system from analog to digital. Phase II: Upgrade cabling/wiring network connectivity in numerous buildings. <u>Schedule Phase II: 09/2019 - 06/2020.</u>		Phase II testing 25% complete. Phase II construction 10% complete.
Kolbe Hall Chiller Replacement (General Contracting)	\$185,000 State Capital Funds		Replace roof top chiller. <u>Construction schedule: 11/2019 - 04/2020.</u>		Construction 0% complete.
Martin Center Boutique Hotel (Private Developer)	\$14,000,000 Estimate Private Developer		Convert Martin Center into a Boutique Hotel. <u>Construction schedule: 10/2019 - 03/2021.</u>		Developer design in progress. Historical tax credits approved. Developer sought an extension until January 31, 2020 to assemble remaining funds and resolve a recent contract issue.
Medina Lab Renovation (General Contracting) (BOT Approval: 08/14/19)	\$434,000 State <u>413,000</u> Local <u>\$847,000</u> Total (\$434K State Capital Funds)		Renovate existing surgical technology lab to support biology, chemistry, and human anatomy/physiology. <u>Construction schedule: 08/2019 - 01/2020.</u>		Construction is 50% complete.
Polsky Building Industrial Control Systems Test Bed (General Contracting)	\$310,000 Donations		Renovate Polsky 466 for the Musson Industrial Control Systems Test Bed program.		Closeout in progress.
Roadway Building Air Handler Replacement (General Contracting)	\$200,000 Local Funds		Replace (3) air handler units serving the basement and first floor of Roadway Building. <u>Construction schedule: TBD</u>		Design 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	
Roof Replacements (General Contracting) (BOT Approval: 02/13/19)	\$1,100,000 State Capital Funds		Roof replacements/repairs to Carroll and Forge Street substations, Guzzetta Hall, Mary Gladwin Hall, and Computer Center. <u>Construction schedule: 05/2019 - 10/2019 and updated 11/2019.</u>		Forge Street 95% complete. Carroll Street 90% complete. Mary Gladwin Hall 90% complete. Guzzetta Hall 90% complete. Computer Center 20% complete.
Sand Filtering System (General Contracting)	\$120,000 Local Funds		Install (2) closed loop pump & filter packages for chilled water storage tank. <u>Construction schedule: 11/2019 - 12/2019.</u>		Equipment received. Permit review.
Student Union Dishwasher Replacement	\$140,000 Local Funds		Replace dishwasher in Jean Hower Taber Student Union Catering Kitchen. <u>Construction schedule: 12/2019 - 01/2020.</u>		Equipment ordered. Construction bids due 11/2019.
Sumner Street Bridge Replacement (General Contracting) (BOT Approval: 04/10/19)	\$1,400,000 State Capital Funds		Replace Sumner Street Bridge. <u>Construction schedule: 05/2019 - 11/2019.</u>		Construction 95% complete.
West Campus Parking Deck Repairs (General Contracting) (BOT Approval: 06/12/19)	\$1,600,000 Local Funds		Repairs to the West Campus Parking Deck. <u>Construction schedule: 07/2019 - 12/2019.</u>		Construction 95% complete.
Whitby Hall Air Handler and Roof Replacement (Design/Build) (BOT Approval: 02/13/19)	\$1,370,000 State Capital Funds		Replace air handler and roof. <u>Construction schedule: 12/2019 - 08/2020.</u>		GMP for construction complete.

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

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

SECTION

B

Change Orders

SECTION B

CHANGE ORDER'S PROCESSED FROM SEPTEMBER 1, 2019 THROUGH OCTOBER 31, 2019

BASEBALL FIELD RENOVATION

001-01	Add Alternate G1-D Synthetic Turf Bullpens	<u>\$41,300</u>
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CBA ADDITION

021-01	Site drains	\$2,467
023-01	Demo portion of existing foundation	2,804
024-01	Replace existing diffusers in corridor	1,284
025-01	Repair existing fire rated ceiling in corridor	2,898
026-01	Add appliances for offices	1,257
027-01	Add grommets to computer tables	613
028-01	Replace existing electrical panel	3,362
029-01	Reframe door opening	<u>637</u>
		<u>\$15,323</u>

GALLUCCI RESIDENCE HALL ABATEMENT, RAZING AND GREEN SPACE

004-01	Reimburse UA for engineer's additional work hours	<u>(\$1,428)</u>
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MEDINA AND WAYNE LAB RENOVATION

001-01	Install new door and frame. Relocate existing fire alarm panel.	<u>\$3,409</u>
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POLSKY BUILDING ICS TEST BED

003-01	Additional data work	<u>\$8,795</u>
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ROOF REPLACEMENTS

001-01	Change in contract end date	\$0
002-01	Remove deteriorated sheathing on Forge Street and replace metal roof deck	<u>25,521</u>
		<u>\$25,521</u>

SUMNER STREET BRIDGE REPLACEMENT

005-01	Waterline relocation	<u>\$82,775</u>
--------	----------------------	-----------------

\$175,695

SECTION

C

Photos of Select Projects

ASEC Advisor Suite



ASEC Vivarium Air Handler Replacement



Baseball Field Renovation



Buckingham Building Renovation



CBA Addition



Crouse/Ayer Hall Consolidation



EJ Thomas Lighting Upgrades



Elevator Upgrades - Bierce



Elevator Upgrades - Kolbe



Elevator Upgrades – Auburn Science and Engineering Center



Gallucci Residence Hall Abatement, Razing, and Green Space



Infrastructure Improvements - Electrical



Infrastructure Improvements – Computer Center Vault



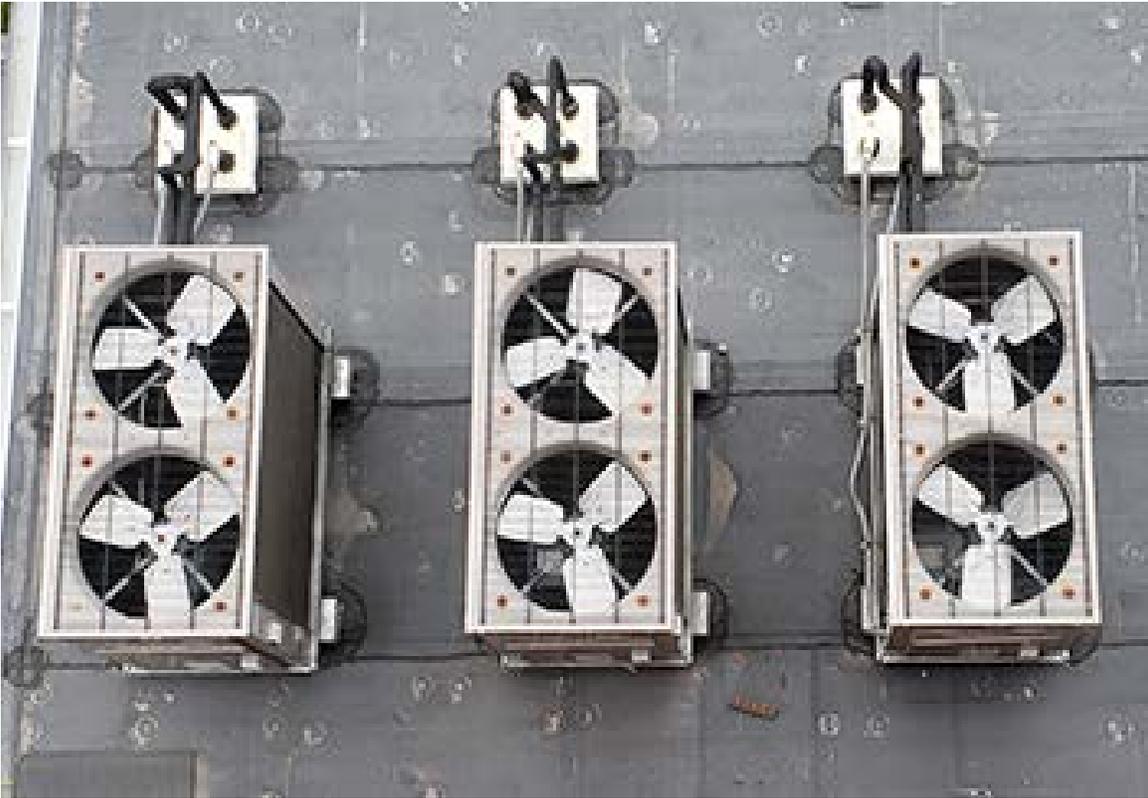
Infrastructure Improvements – Martin Fountain Vault



Kolbe Hall Chiller Replacement



Roadway Building Air Handler Replacement



Roof Replacement Guzzetta Hall



Roof Replacement Computer Center



Sumner Street Bridge Replacement



West Campus Parking Deck Repairs



Whitby Hall Air Handler and Roof Replacement



FINANCE & ADMINISTRATION COMMITTEE

TAB 11

INFORMATION TECHNOLOGY REPORT

Information Technology Services

Informational Report for the Board of Trustees

December 11, 2019

Prepared effective October 31, 2019





DATE: November 18, 2019

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

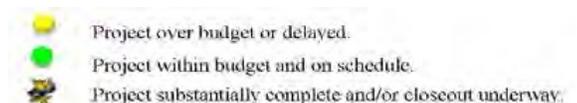
FROM: John Corby 
Chief Information Officer

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 December 11, 2019 meeting. The accompanying report provides a Status of Projects and Activities.

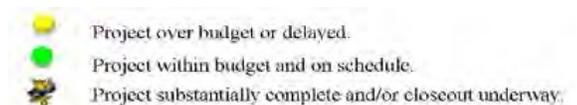
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS
APPLICATION SERVICES				
Advising Notes Migration	None		Migrate most GradesFirst users to existing technology including PeopleSoft Campus Solutions Advising along with Oracle Analytics. Migration allows for the reduction in licensing for GradesFirst providing an annual savings approximating \$80,000. <u>Schedule: 05/2019 - 12/2019.</u>	 Project 90% complete. New system in use. Remaining tasks involve shutdown of old system.
Business Intelligence and Analytics Initiatives	\$190,000 Local Funds	<p>FULL_TIME</p> <ul style="list-style-type: none"> ■ Enrolled Full-Time ■ Enrolled Half-Time ■ Less than Half-Time ■ No Unit Load ■ Three Quarter Time 	Two initiatives to migrate and enhance business intelligence and analytics solutions to facilitate the University's growing needs using Oracle Analytics. Project 1: Migrate legacy Zipreports. Project 2: Implement predictive analytics related to student success. <u>Project 1: 08/2017 - 12/2019.</u> <u>Project 2: 07/2018 - 12/2019</u>	 Project 1 60% complete. Project 2 90% complete. Some predictive analytics designed as part of this effort used as part of Advising Notes Migration.
Cloud Enterprise Resource Planning (ERP) System Investigation	None		Investigate migration from the Oracle-PeopleSoft and supporting third-party systems to a cloud-based enterprise resource planning (ERP) system to better manage and automate the University's financial, human resource, and student administration functions, provide an improved user experience for employees, students and faculty with enhanced security features and capabilities. <u>Schedule: 10/2019 - 2/2020.</u>	 Project activities began 10/2019.
Curriculum Management and Catalog Implementation	\$359,000 Local Funds		Implement Leepfrog curriculum management and academic catalog system to support program and curriculum design and development to create more responsive learning opportunities for students. Phase 1: Setup basic academic catalog. Phase 2: Setup advanced academic catalog. Phase 3: Setup new curriculum proposal system. Shut down legacy system. <u>Phase 3: 08/2018 - 11/2019.</u>	 Phase 1 and Phase 2 completed. Phase 3 95% complete. New system in use. Remaining tasks involve shutdown of old system.
LinkedIn Learning Implementation	\$34,000 Local Funds		Implement LinkedIn Learning for access to over 12,000 online professional development courses and content for use by all faculty, staff, and students. Evaluation of use will guide decision to replace the current online training provider; Hoonuit. <u>Schedule: 10/2019 - 07/2020</u>	 Project activities began 10/2019.

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
CYBERSECURITY SERVICES				
Cloud-Based Security Information and Event Management System (SIEM) Implementation	\$200,000 Local Funds		Deploy Microsoft Azure Sentinel for security event logging and analysis which will help to detect and respond to security breaches and reduce the adverse impact of security events. <u>Schedule: 10/2019 – 12/2020.</u>	 Project activities began 10/2019.
IT Business Continuity and Disaster Recovery Enhancements	\$48,000 Local Funds		Identify and prioritize key business systems and recovery time objectives. Evaluate options for providing disaster recovery and business continuity. Phase 1: Identify IT DR/BC priorities. Phase 2: Setup colocation facility at Wright State University. Phase 3: Test and refine DR/BC procedures. <u>Phase 3: 08/2019 - 04/2020.</u>	 Phase 1 and Phase 2 completed. Phase 3 40% complete. Backup facility and services operational; completing setup and testing of business continuity measures.
Ohio Cyber Range Implementation	\$1,180,000 State Funds		Provide standup and integration support to the Ohio Cyber Range. Assist with procurement and installation of hardware and provide connectivity and configuration support for the new environment. <u>Schedule: 07/2019 - 12/2019.</u>	 Implementation is 95% complete. Remaining tasks involve connectivity to the University of Cincinnati.
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>Phase 1: 10/2019 - 12/2019.</u>	 Phase 1 began 10/2019.
Two Factor Authentication	\$47,000 Local Funds		Provide capability for two factor authentication for all employees. This will provide an additional layer of protection to help prevent account compromises. Phase 1: Pilot deployment with IT staff. Phase 2: Rollout to staff within defined functional areas. Phase 3: Rollout to remaining staff. <u>Phase 1: 08/2019 - 12/2019.</u>	 Phase 1 activities 80% complete.

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



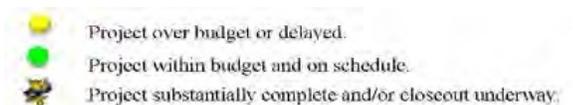
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS
INFRASTRUCTURE SERVICES				
Campus Cable Upgrade	\$4,800,000 State Capital Funds		Upgrade network cabling in numerous buildings to modern specifications. Phase 1: Selection of Criteria Project Engineer; planning and estimation of upgrade efforts. Phase 2: Criteria Documents Production. Phase 3: Design Builder (DB) Selection. Phase 4: GMP negotiations. Phase 5: Construction. <u>Phase 5: 09/2019 - 06/2020.</u>	Phases 1 thru 4 completed. Phase 5 activities began 09/2019.
Internet Border Bandwidth and Security Enhancements	\$150,000 Local Funds		Increase border bandwidth capability from 10Gbps to 100Gbps, build out backup fiber circuit, implement new border firewalls, and provision OARnet's DoS service. These improvements position the University to fully support the Ohio Cyber Range, as well as other services requiring high speed internet connectivity. <u>Schedule: 03/2019 - 10/2019.</u>	All project activities and closeout completed 10/2019.
Managed Voice over IP (VoIP) Service Migration	\$3,100,000 Local Funds The University expects the reoccurring and one-time costs to approximate \$3.1 million over 5 years which will replace existing spend approximating \$3.5 million over 5 years for dated technology.		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 control or even reduce costs. Phase 1: RFP, vendor selection and define implementation plan. Phase 2: Implement solution. <u>Phase 1: 06/2019 - 02/2020.</u>	Phase 1 activities 70% complete.
Wired Network Upgrade	\$1,650,000 Local <u>1,300,000 State</u> <u>\$2,950,000 Total</u> (\$1.3M State Capital Funds)		Redesign and replace campus wired network to increase performance, reliability and support of new technologies. Phase 1: Install new campus core alongside existing network. Phase 2: Install new wired access network. Phase 3: Migrate, cutover and cleanup; remove legacy equipment. <u>Phase 3: 10/2018 - 12/2019.</u>	Phase 1 and 2 completed. Phase 3 90% complete.

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

- Project 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				
Computer Refresh for Eligible Full-Time Contract Professionals, Staff, and Faculty	\$100,000 Local Funds		A reoccurring initiative to replace aged employee desk and laptop computers for eligible full-time employees. Primary desktop and laptop computers purchased more than four (4) years ago will be replaced with new equipment. The new equipment will provide more current technology, capabilities, and will feature stronger security standards. <u>Schedule: 11/2019 - 06/2020.</u>	 Project activities begin 11/2019.
Service Desk Enhancements	\$45,000 Local Funds		Effort consist of two initiatives which will enhance the end user experience related to the IT Service Desk. The first initiative is to upgrade the existing ticket management system allowing for self-service capability. The second initiative will leverage “chat bot” technology provided through existing Microsoft Azure licensing to automate answers to user questions. Project 1: Footprints upgrade. Project 2: Chatbot implementation. <u>Project 1: 01/2019 – 01/2020.</u> <u>Project 2: 07/2019 – 12/2019.</u>	 Project 1 75% complete. Project 2 90% complete.

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



FINANCE & ADMINISTRATION COMMITTEE

TAB 12

ADVANCEMENT REPORT

DIVISION OF ADVANCEMENT

DEVELOPMENT

GIFTS

ENGINEERING STUDENTS BENEFIT FROM PARKER HANNIFIN

Parker Hannifin’s recent support ensures that students continue to have access to the latest engineering technology. Located in UA’s College of Engineering, The Parker Hannifin Motion and Control Lab offers a hands-on experiential setting for mechanical engineering principles. Parker Hannifin also recruits UA engineering students for internships, co-ops and career opportunities.



Dr. Celal Batur, professor of mechanical engineering (left), with engineering students in The Parker Hannifin Motion and Control Lab.

THE KNIGHT FOUNDATION PROVIDES CONTINUED SUPPORT FOR ZIPSINVADE AND ZIPS100 INITIATIVES

Recent funds from The John S. and James L. Knight Foundation will ensure the ongoing success of two initiatives, “ZipsInvade” and “Zips100,” encouraging students to explore areas outside of campus and to connect with the Akron community.



ZipsInvade debuted in July 2018 and uses spontaneous social media alerts to notify students of free items at local businesses. Zips100 provides 100 activities for students to do in Akron before they graduate.

At left:
President Gary Miller chats with students at the Diamond Deli on Main Street during a “ZipsInvade” promotion on October 1st.

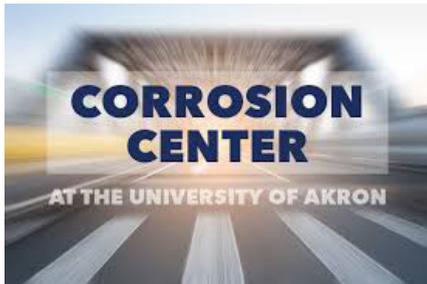
TRAMONTE FAMILY SCHOLARSHIP HELPS UA LAW STUDENTS

The Tramonte Family Scholarship was recently established to reward a deserving University of Akron School of Law student from Summit or Medina counties who earned an undergraduate degree in business.

For more than a century, the Tramonte family has been an integral part of the fabric of Summit and Medina counties. They have been key advocates for the area's business and legal communities. The Tramonte family is deeply involved with several charitable, religious, agricultural organizations, as well as in local activities, events and sports.

PPG INDUSTRIES SUPPORTS UNIQUE CORROSION ENGINEERING PROGRAM

PPG Industries recently provided a gift to UA's Corrosion Engineering Degree program, continuing a 10-year tradition. PPG is proud to be connected with this program, which is the only baccalaureate degree of its kind in the United States.



SEMANCIK ENDOWMENTS ASSIST ELECTRICAL ENGINEERING AND NURSING STUDENTS

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 educations from UA, they have each established respective endowments for the Department of Electrical Engineering and the School of Nursing.

William graduated from UA in 1977 with a Bachelor of Science in Electrical Engineering degree.

Margaret graduated in 1976 from UA with a Bachelor of Science in Nursing degree.

From left to right: **William and Margaret Semancik with 2019-2020 scholarship recipients Cierra Walker and Carmen Conalley, both nursing students.**

GOODYEAR FELLOWSHIP IN POLYMER SCIENCE

The Goodyear Tire & Rubber Co. recently provided additional support to the Goodyear Fellowship in Polymer Science.

The fellowship assists two academically talented graduate students and maintains a tradition of funding the longest continuously running fellowship at the University. It was first signed by Goodyear President P. W. Litchfield in 1931.



J.M. SMUCKER COMPANY CONTINUES TO HELP STUDENTS TO DEVELOP LEADERSHIP SKILLS

Through a generous pledge, The J. M. Smucker Company continues to grow the leadership strengths of students across campus through The Institute of Leadership Advancement in the College of Business Administration.



OHIO GRANT PROMOTES HEALTH INITIATIVE TO BE IMPLEMENTED BY STUDENTS

The University of Akron received the first distribution from the Ohio Commission on Minority Health grant for "Finding A Better U" or FABU. This is a two-year exercise and nutrition project focused on reducing heart disease and diabetes among minority adults in the Akron area.

Quarterly updates will be provided by the FABU team as progress is made with implementing and executing their program. Students in the College of Health Professions will play a key role.



Standing, from left to right: **William Cole, Assistant Vice President, Principal Gifts; Alexis Holt, Program Director; and Dr. Matthew Akers, Public Liaison, Office of the President.**

Front row, sitting: **Dr. Judith Juvancic-Heltzel, Interim School Director, Associate Professor, Fellow, Institute for Life-span Development and Gerontology; Dr. Mary Jo MacCracken, Professor; Dr. Carolyn Murrock, Professor; and Jolene Lane, Chief Diversity Officer.**

SPECIAL MEMORIAL GIFT ASSISTS ENGINEERING STUDENTS

Mr. Brian Hasbrouck of Arlington, Massachusetts, made a recent gift benefiting The College of Engineering in memory of his mother, Sally (Farver) Levinson, a 1949 graduate of UA who passed away in 2018. Mr. Hasbrouck made a gift in her memory in 2018, although he had never been to UA and was not an alumnus himself. He knew how vital UA was to his mother and the many successes she enjoyed throughout her life.

Mr. Hasbrouck visited campus for the first time in August and was impressed by both the campus and its offerings to students. His visit inspired and ignited his generosity to help students.

BIOLOGY STUDENTS APPRECIATE SUPPORT FROM ALUMNUS NORBERT THOMPSON

Norbert Thompson, '51, recently continued his support of students in UA's Department of Biology. His gifts help the Department of Biology's Tiered Mentoring Program, as well as the Norbert Thompson Biology Undergraduate Research Symposium. He has also previously supported students by giving to the Making a Difference Moving Forward Scholarship Fund.



Norbert Thompson

Norbert was recently honored by his hometown of Barberton on its Walk of Fame for his contributions to the scientific and medical communities.

Norbert's generous gifts have helped several UA students complete undergraduate degrees. Dr. Stephen Weeks, chair of the Department of Biology said of Norbert: "His funding has allowed us to set up a vigorous research environment for our most talented undergraduate students. I know they appreciate the opportunities he has provided them."

SISLER McFAWN FOUNDATION BOLSTERS NURSING SCHOLARSHIP

The Sisler McFawn Foundation recently provided support toward The Sisler-McFawn Endowed Nursing Scholarship. The Foundation has a strong focus of supporting education, health care services, youth, and the improvement of public health. Students who are financially needy and pursuing a career in nursing will be eligible for this scholarship.

ARCONIC HELPS "INQUIRE! INNOVATE! INVENT!"

ARCONIC specializes in lightweight metals engineering and manufacturing. Their recent gift is designated toward the event "Inquire! Innovate! Invent!" The program teaches girls about the impact of innovations by women and inspires them to become inventors. Interactive workshops will showcase women inventors and involve the girls in projects that relate to STEM careers.

MEMORIAL GIFT THAT MAKES BEAUTIFUL MUSIC

Judith Dimengo, '72, '75, recently completed a multi-year pledge for a Steinway Model M Grand Piano for the UA School of Music in memory of her husband, Carl Dimengo, who died in 2013.

The Model M is known for its range of tone, quick responsive action and powerful sound. A private dedication ceremony is being planned. This piano is the latest addition to the School of Music's "All Steinway-Campaign."



GIFT TO ZIPASSIST EASES STUDENT FINANCIAL BURDENS

Robert Kenyon, '81, generously supported UA's ZipAssist program. Mr. Kenyon is a lifelong member of the Boy Scouts of America and is still actively involved with the organization. His Boy Scout experiences instilled a desire to selflessly help others and he saw ZipAssist



as the perfect opportunity to do that at his alma mater.

Mr. Kenyon's generosity is helping ease some of the unexpected financial burdens that students face. This immediate impact is crucial to students and allows Mr. Kenyon to assist in a unique way that aligns with his personal and philanthropic goals.

2ND ANNUAL BLACK ALUMNI TAILGATE REUNION

The UA Alumni Association's 2nd Annual Black Alumni Tailgate and Reunion was held September 7th.

More than 180 attendees, including undergraduate and graduate students participated. The event was held before the Akron Zips v. UAB football game.



HOMECOMING & FAMILY WEEKEND ENJOYED BY RECORD CROWD

With higher interest than in as many years as we can remember, Homecoming 2019 attendance overflowed campus. The week of October 6-12 Zips spirit could be seen throughout campus and there were many events for students including "Wild 'N Zips" at EJ Thomas Performing Arts Hall and the "Cookout on Coleman Common."

Family Weekend kicked-off that Friday with the Official Homecoming Tailgate on Saturday before the Zips faced Kent State University in the battle for the Wagon Wheel. More than 4,000 attendees enjoyed food trucks, a variety of games and inspirational music by Ohio's Pride Marching Band.



ALUMNI ASSOCIATION "OUT AND ABOUT" AT VALMARK

The Alumni Association and Zippy recently visited Valmark Financial Group in Akron to deliver breakfast and say hello to UA alumni.

This is an example of the Alumni Association's engagement with alumni at the corporate level by meeting them where they work.



"SPANTON 6" RETURNS HOME

Several members of the classes of 1977 and 1978 who lived on the 6th floor of Spanton Residence Hall returned to their alma mater and received a tour of Spanton 6, as well as campus. Some traveled from as far away as California and Texas to reminisce about their time as UA students.

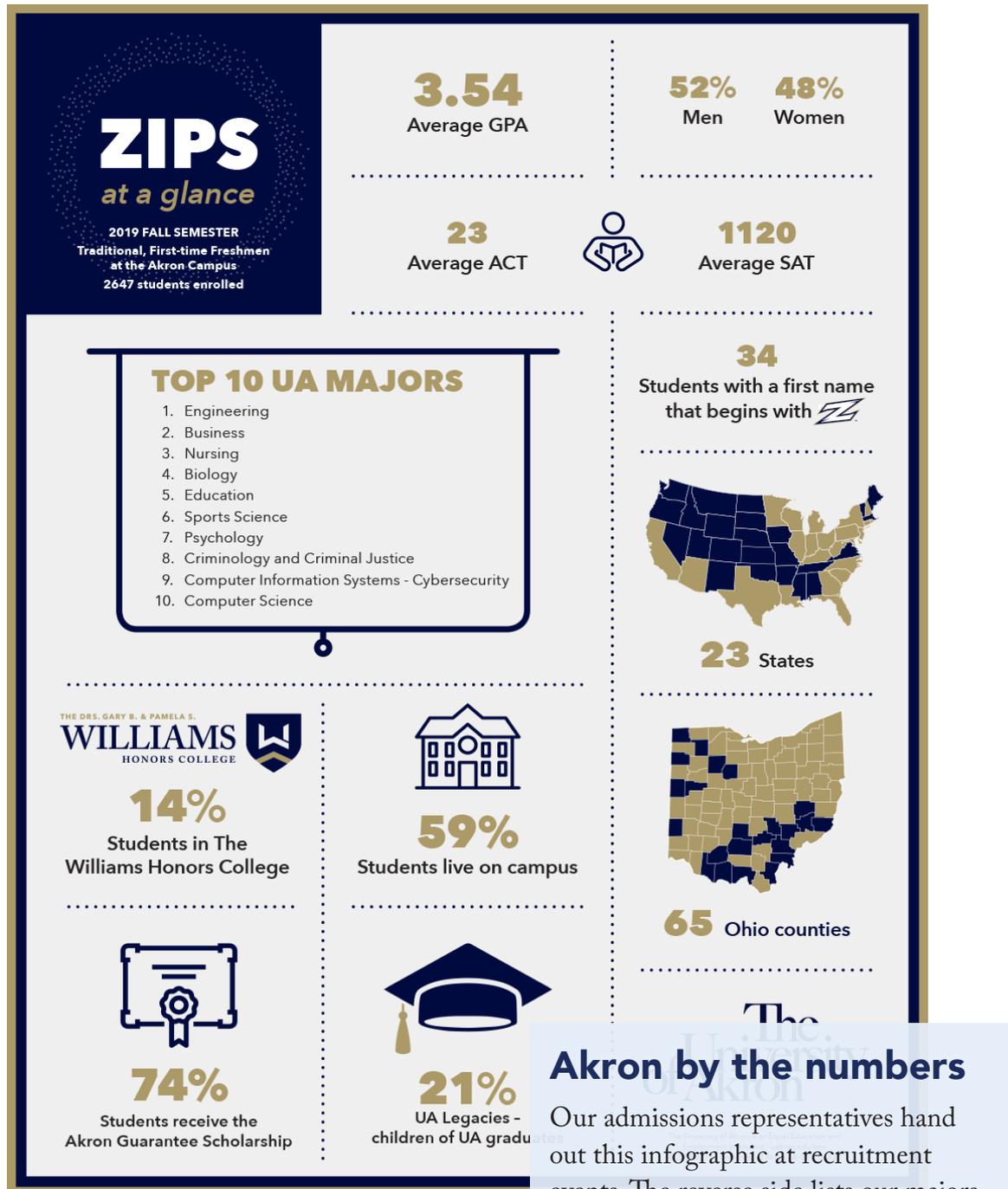


FINANCE & ADMINISTRATION COMMITTEE

TAB 13

**UNIVERSITY COMMUNICATIONS AND
MARKETING REPORT**

UNIVERSITY COMMUNICATIONS AND MARKETING





A big hit: Homecoming & Family Weekend

We helped draw the large crowd to Homecoming and Family Weekend with promotional items, including the poster at right, which captured all the highlights.

UA HOMECOMING AND FAMILY WEEKEND	
MONDAY OCTOBER 7TH <ul style="list-style-type: none"> • JEAN HOWER TABER STUDENT UNION • GARDNER STUDENT THEATRE • 7PM 	MOVIE Attend a viewing of "Stomp the Yard" hosted by the Black Excellence Commission and Student Life. 
TUESDAY OCTOBER 8TH <ul style="list-style-type: none"> • EJ THOMAS • 8PM 	WILD 'N OUT Escape the stress of school work to share a few laughs at Wild 'n Out with comedians; HA HA HA RIP MICHAEL, NATE JACKSON AND BURPIE 
WEDNESDAY OCTOBER 9TH <ul style="list-style-type: none"> • COLEMAN COMMON • 5PM-7PM 	COOKOUT No college student can pass up free food! Students, staff and faculty are invited to enjoy entertainment, hot dogs, cotton candy, & s'mores. 
THURSDAY OCTOBER 10TH <ul style="list-style-type: none"> • JEAN HOWER TABER STUDENT UNION • 8PM 	PEP RALLY  Campus community members are encouraged to join members of the marching band and Coach Arth at the Jean Hower Taber Student Union from 12:30-1:30pm to gear up for Saturday's game. Come hungry for snow cones, popcorn, and more!
SATURDAY OCTOBER 12TH <ul style="list-style-type: none"> • LOT 10 • 12-3PM 	TAILGATE  Get ready to BEAT KENT at the Official Homecoming Tailgate. Food trucks, music, games and more.

Advantage, Akron

This digital campaign targets prospective Northeast Ohio students and touts UA's access to unique opportunities available to them—without the cost of attending school far from home.



EXPERIENCE:
80% of CBA students complete internships/experiential learning.

SUCCESS:
96%+ land jobs within six months of graduation.

Introducing the
**Anthony J. Alexander
Professional Development Center**

where College of Business Administration (CBA) students develop confidence, gain experience, and prepare for professional success.

 The University of Akron
College of Business Administration

Career Ready and Connected

Best for business

This oversized wall graphic at the Akron-Canton Airport depicts the new Anthony J. Alexander Professional Development Center and touts the percentage of CBA students who complete experiential learning, as well as the number who land a job within six months of graduation.

Meet Dr. James M. Eagan, one of our newest additions to campus

During the 2018-19 academic year, UA created [three-year action plans](#) to identify key areas of distinction and opportunity for strategic investment. In keeping with that goal, a number of full-time faculty positions have been filled.

Over the course of fall semester, we will introduce the new faculty members here. Today, meet **Dr. James M. Eagan**.

He has joined UA as an assistant professor of chemistry/sustainability in the Department of Polymer Science in the College of Polymer Science and Polymer Engineering. [Learn more.](#)



► **What brought you to The University of Akron?**

UA has a rich history in the understanding and engineering of plastics. Whereas UA's tradition has focused on rubbers and high-performance polymers, I aim to bring the element of sustainability to the College of Polymer Science and Polymer Engineering.

► **How did you come to choose your career?**

We are surrounded by man-made wonders that all came about through our manipulation of matter. As I studied chemistry, I came to find there were hidden complexities everywhere, but I also

Welcome to UA

We introduced full-time faculty members who started here this fall with a Q&A in the Digest, the daily newsletter sent to faculty and staff.

High School Freshmen, Sophomores, Juniors and Seniors!

WOMEN IN ENGINEERING VISIT DAY OCT. 12, 2019

Jean Hower Taber Student Union, Room #312



The Women in Engineering Visit Day is our way of introducing you to engineering and what UA has to offer.

PROGRAM

- 9 a.m. Registration
- 9:15 a.m. Welcome Presentation and Breakfast
- 10:15 a.m. Student Panel
- 10:45 a.m. Tours
- 11:45 a.m. Final Questions and Farewell

YOUNG ENGINEERS WILL:

- Get a feel for campus
- Receive advice from students and professional engineers
- Meet other female engineers and role models
- Tour our Engineering Design Center

Contact Heidi Cressman at hec9@uakron.edu, or call 330-972-7701 for more information.



The University of Akron
College of Engineering

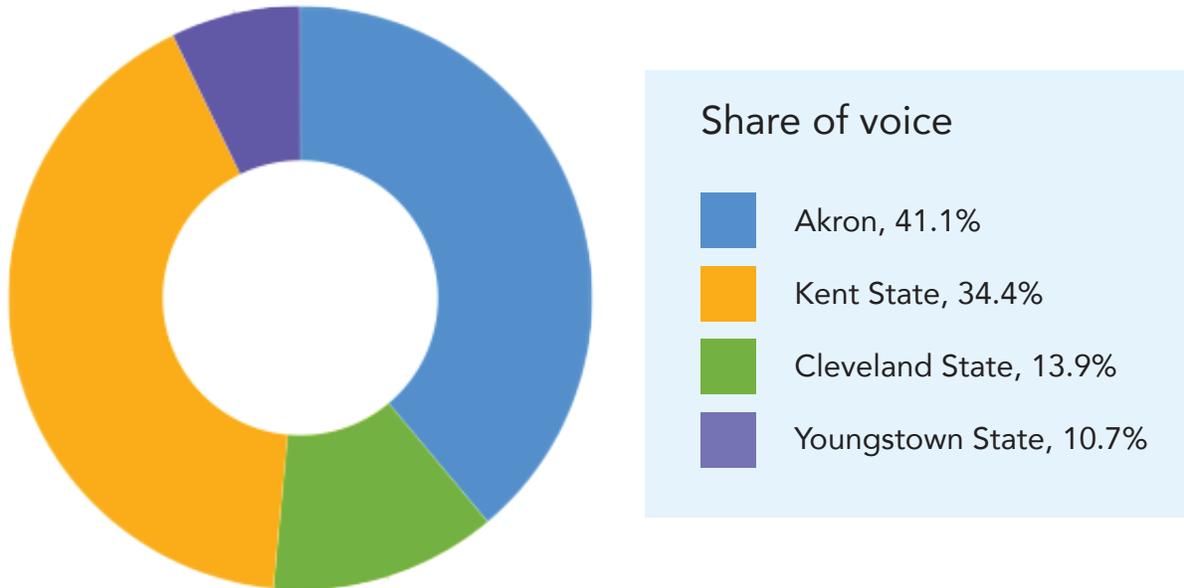
There is no cost to attend. Register at uakron.edu/wie.

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Future female engineers are welcome here

This College of Engineering flyer invited high school girls to the Women in Engineering Day this past October.

It's the College of Engineering's way of introducing girls to engineering and showing what UA has to offer.



Media relations efforts yield results

The 2018-19 academic year outpaced the previous year in exposure by focusing on stories and outlets that would reach the highest number of readers. We more than doubled exposure with 18,300 articles producing more than 11.6 billion impressions.* Coverage was received in 45 states and 14 countries.

The media landscape is rapidly changing, making it more and more difficult to earn coverage. Share of voice in a tight admissions market is critical to helping attract new students. UA received more print media coverage in the U.S. than our three other Northeast Ohio competitors at Cleveland State University, Kent State University and Youngstown State University.

** Impressions refer to the count of how many times your content was displayed to users.*

Media relations: Telling our story

To better promote UA, the media relations team:

Promoted faculty experts such as Professor David Cohen, who monitored a CNN panel on politicians and the media, worked with USA Today to provide commentary on the Democratic Presidential Debate and spoke with 1590-WAKR about the impeachment inquiry.

Worked with WKYC-TV to promote some of our 'decked out dorm rooms' in a special student segment.

Promoted Professor Hussein Tavana's grant of \$230,000 from the National Science Foundation to study one of the most common treatment methods used to develop the lungs of premature babies. Coverage was received in Medical Xpress Magazine and Crain's Cleveland Business.

Worked with local media such as Cleveland.com, the Akron Beacon Journal and Crain's Cleveland Business to explain the

October 27, 2019

CRAIN'S
Cleveland Business

New Akron president says 'trust and goodwill' must be built after university's latest change in leadership

By: Rachel Abbey McCafferty

Urban universities like the University of Akron face a broad range of both challenges and opportunities, said UA president Gary Miller.

"If you look at a university like Akron and draw a line out through the city and beyond into the suburbs and then on into the rural areas, on that continuum is virtually every major challenge and opportunity in America," Miller said.

The chance to make a wide-reaching difference was exciting to both Miller and his wife, Georgia Nix Miller.

Gary Miller started his tenure as the University of Akron's 18th president on Oct. 1. He took on that role from interim president John C. Green, who was the latest leader in a turbulent few years at the university, following the short tenures of Matthew Wilson and Scott Scarborough.

Miller said he hopes he and his wife are in Akron for a "long run." He has a lot of plans, as well as tactics he'd like to employ to accomplish them, but developing relationships is the first step.

"We've got to build some trust and goodwill," he said. "I think this university is so fantastic, and we need to reaffirm that to ourselves."

The Millers have been through this process before. Gary Miller's entire career has been in higher education. He's worked as a provost, a dean and a faculty member. Most recently, he served as chancellor

at the University of Mississippi and she was earning her master's degree there. The couple has three children and five grandchildren.

Georgia Nix Miller has been active in the communities in which they've lived, serving on boards but also starting a nonprofit working with underserved women and children in Mississippi and helping found a charter school in North Carolina.

The couple has found "common ground" in the issue of access to higher education, Nix Miller said. That's been a driving force for both of them in the past 15 years.

"The networks that we build in support of the university and particularly in support of opportunities for students, we do those together," Gary Miller said. "So our community efforts are a partnership. I wouldn't even try to do this job without this kind of partnership."

The Millers are still getting to know Akron with the help of the university's transition committee. Georgia Nix Miller said she's planning to learn more about the Akron school system as a start. She's also passionate about access to the arts in the community and wants to see more collaboration between the school district, the university and social service agencies.

At the university level, the changes have already begun. On Oct. 9, Gary Miller announced the university would do away with its split leadership model in the Office of Academic Affairs and begin a search for a new provost. On Oct. 23, he



Gary Miller and his wife, Georgia Nix Miller, both consider access to higher education an important issue in their lives.

something Gary Miller knew he wanted to change when he interviewed for the role of president, and he said he let the board of trustees know that. Finding a lot of faculty and staff support for the change, he moved quickly to implement it.

The challenges the university has been facing aren't necessarily unique, he said, and many are situations he's tackled before at other universities. Take, for example, the university's enrollment decline. Some of that is based on demographics, which can't be controlled.

At the University of Wisconsin - Green Bay, Miller oversaw changes, like a reorganization and an all-university

Gary and Georgia Miller were featured in a story in Crain's Cleveland Business. President Miller discussed the challenges and opportunities facing urban universities and expressed his strong belief in access to higher education. An in-depth interview was also conducted by student media and the content appeared in the Buchtelite, on 88.1-WZIP and Z-TV. Additional coverage was received by 1590-WAKR, the Canton Repository and 90.3-WCPN.

University's decision to put the reorganization on hold indefinitely with the plan to embark on a new strategic planning process.

Celebrated the opening of a collection of Native American artifacts as the featured exhibit and the completion of renovations to

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the Cummings Center for the History of Psychology. Coverage was received in Cleveland.com and Scene magazine.

Introduced media to Heather Oravec, an associate professor stationed at the NASA Glenn Research Center. Her research focuses on new tire development for vehicles and rovers in space. Coverage was received in the Devil Strip, Beacon Journal and 1590-WAKR.

Promoted the work of Professor Mary Biddinger, a poet who won the 2019 Cleveland Arts Prize. Coverage was received on Cleveland.com.

Monitored coverage for a “Make Campus Great Again” initiative coordinated by the Republican National Committee and sponsored by College Republicans. The RNC held voter registration training at UA, inviting representatives from other area universities. Coverage was received in the Beacon Journal, Cleveland.com,

AKRON BEACON JOURNAL

Goodyear CEO's event highlights goal of new University of Akron professional development center

By Jennifer Pignolet



With the CEO at the head of the long table and the immaculately dressed, soon-to-be professionals on each side taking notes, the room looked more like a corporate board room than a classroom.

In some ways, it's both.

The carpeted second-floor room is part of the new Anthony J. Alexander Professional Development Center at the University of Akron.

The 11,850-square-foot building, attached to the College of Business Administration off South Broadway, cost \$5.45 million but was paid for entirely by 280 donors. The university held a grand opening for the facility last week.

With spaces for one-on-one interviews, a lab for public speaking feedback and wide open classroom space, the building aims to bring students and businesses together in a professional and accessible environment.

In its second week, the center held an event emblematic of the purpose of the facility.

Goodyear CEO Richard Kramer held a roundtable discussion with students Tuesday morning. Sitting at the head of the table, a massive television screen hovering behind him, Kramer gave the students his best advice for success in the business world.

“Success is, when you're in the job, having an impact and leaving an impression for others to follow,” he said.

It was exactly the kind of interaction between professionals and students

that university leaders imagined for the space, designed to be a one-stop-shop for professional development for business students, Associate Dean of Graduate Programs Terry Daugherty said.

“We need to enhance the student experiences outside the classroom,” Daugherty said.

About 10 years ago, he said, the university recognized the need for a designated professional development space for business students. Five years ago, it became a tangible plan, and they broke ground last May.

Businesses “got behind the cause,” Daugherty said, and drove the fundraising.

Andy Platt, the executive director of corporate outreach and professional development for the college, said the business community is excited about the potential for interacting with students in a professional, modern environment.

“They love the fact that there's one place they can come to now, meet with multiple students, get involved with their

development,” Platt said. He said he expects the new facility to help enhance the quality of Akron's graduates, pulling in employers who may not yet have tapped into the university's alumni base for employment. The university boosted its job placement rate to 92% for spring 2018 graduates, up from 89% the year before.

Back in the board room, where Kramer spent about an hour talking with students about management philosophies and profit margins, he also gave advice about balancing ambition and ladder-climbing with spending time in a job to know it well.

“Don't underestimate the value of experience,” he said.

For Farah Holozadah, a student in the Master of Taxation program, the experience of just listening to the leader of a major corporation was invaluable, and showed her that even the top leaders in the business world are people first.

“It shows students that anything you set your mind to is attainable,” she said.

Goodyear CEO Rich Kramer meets with students Tuesday at the professional development center at the University of Akron's College of Business. [Phil Masturzo/Beacon Journal/Ohio.com]

We coordinated coverage of the opening of the College of Business Administration's Professional Development Building and a visit by Goodyear CEO Rich Kramer. Feature story ran in the Akron Beacon Journal and the Ohio Department of Higher Education newsletter.

WOIO-TV, WEWS-TV and the Associated Press.

Aided in coordinating coverage in the Beacon Journal for a new

educational partnership with FirstEnergy and Stark State College to offer a Bachelor of Organizational Management degree to call-

Continues on next page.

UNIVERSITY COMMUNICATIONS AND MARKETING

Continued from previous page.

center employees. Business Insider and NBC-29 in Charlottesville, N.C., also covered the story.

Secured coverage in National Jurist and Cleveland.com to introduce the new blended part-time J.D. program at Akron Law.

Secured coverage for Sarah Han, a doctoral candidate and biomimicry fellow at UA's Biomimicry Research and Innovation Center, to speak about her research on the triangle weaver spider on the nationally syndicated National Public Radio (NPR) radio program, "Science Friday" on 93.9-

WNYC, New York City's NPR station.

Promoted the announcement of Dr. Joe Urgo as interim provost and secured coverage by Cleveland.com, The Akron Beacon Journal, Crain's Cleveland Business and 89.7-WKSU.

Coordinated interviews for Professor John Nicholas and Associate Professor of Practice Stan Smith to discuss some of the tools used to fight cyberattacks in an in-depth interview with 89.7-WKSU.

Worked with local media to share the news of Akron Law's policy of accepting

AKRON BEACON JOURNAL

University of Akron enrollment drops, but incoming class is stronger academically

By Jennifer Pignatelli

The University of Akron saw an overall 6.9% decline in enrollment this fall, dropping below 20,000 students, but had just as many new students overall this year than last and an incoming freshman class that is the school's strongest academically in years.

A total of 19,217 students enrolled this fall, including 5,383 who attend part-time. Of that total enrollment, 5,942 are new students, down from 5,120 last year. The incoming full-time freshman class dipped below 5,000 students to 2,598, a drop of 28 students from last year. Undergraduate enrollment is 16,617 and graduate enrollment is 2,595.

The law school has 445 students, down from 474 last year. Enrollment has been a growing concern for the university, which is facing steep financial troubles. In the fall of 2011, the university had more than 30,000 students. Reversing the trend will be a top priority for incoming President Gary Miller, who starts next week.

The student body falls from 65 Ohio counties and 23 states, growing out-of-state enrollment by 27%. That's could be significant financially, as out-of-state students have a higher tuition and/or price. However, out-of-state and international enrollment only makes up 10% of the student body.

This is the second group of new freshmen after the university fully implemented higher admission standards. As a result, it is the strongest incoming academic class.

The class has a 3.54 average GPA and an average ACT score of 23.

"This incoming class is fully prepared to take on the challenges of higher learning," William Schen, associate vice president for enrollment management, said in a release. "This is the second year we fully implemented more selective admissions standards, and students and parents have responded positively. From this class, 18% were selected for enrollment in the DeVries School of Business, Williams Honors College, where they will have advanced opportunities for learning and scholarship."

The university cited regional demographic trends, including smaller high school graduating classes, as reasons many colleges are seeing enrollment declines.

"Our overall 6% enrollment decrease is consistent with that trend," the release said.

Although Akron saw only a small dip in its new student enrollment, it continued to see a steeper decline in the number of students returning year over year.

The university saw just 11,847 students return this fall, a drop of about 1,000 from last year's 12,825 returning students. The year before, the number was over 13,000.

Akron, however, did increase the rate at which new freshmen return to 54.6 that following fall semester, from 48.9% last year to 71.2% this year.

We coordinated coverage on University enrollment numbers and the strength of the freshman class with the Beacon Journal and Crain's Cleveland Business.

GRE scores for admission in addition to the LSAT. Crain's Cleveland Business, University Business, Diverse Issues in Higher Education and the Beacon Journal provided coverage.

5 NEWS 5 CLEVELAND

University of Akron receives \$1.3 million grant for project helping families of opioid users deal with trauma

ON YOUR SIDE
UNIV. OF AKRON GETS LARGE GRANT FOR OPIOID HELP

By: Kaylyn Hlavaty, Bob Jones

AKRON, Ohio — The University of Akron is receiving a \$1.3 million grant to help families of opioid users deal with the trauma associated with opioid abuse.

The project received a \$1.3 million grant from the Substance Abuse and Mental Health Services Administration. The project involves training of site supervisors and students who study

We celebrated the \$1.5 million grant received by Rikki Patton, an associate professor at our School of Counseling. Patton will lead UA's research team in addressing the impact of addiction on the "family unit." Coverage was received in Crain's Cleveland Business, 89.7-WKSU, WEWS-TV, the Beacon Journal and 1590-WAKR.



Our refresh of the College of Engineering site includes pages that support undergraduate enrollment.

Professional people person: Williams Honors Scholar teaches, guides and inspires

Whether Nina Barnes is giving tours of The University of Akron (UA), teaching classic literature to local high schoolers, or chanting with the AK-ROWDIES at an Akron Zips soccer game, there is one keynote, one refrain, that rings through all her thoughts, words and deeds: *"I love people."*

A senior Williams Honors Scholar majoring in both education and English at the University, Barnes, like Catherine Earnshaw in one of Barnes's favorite books, *"Wuthering Heights,"* wants all of life "to sparkle and dance in a glorious jubilee" — and to this jubilee everyone is invited.

"I've had so much fun here, and I don't want to leave this atmosphere, this lifestyle, and I want other people to experience what I've experienced at UA," Barnes says. "I don't know if it's just my obsession with the University or what. ... It's just a passion."



Nina Barnes

As a student assistant in the Office of Admissions, she shares that experience, that passion, by giving campus tours to prospective students and their parents, and by accompanying admissions counselors on their visits to recruits.

In meeting with prospective students, Barnes recalls the time when a UA admissions counselor (currently the senior assistant director of admissions), Chris Stimler, visited her small high school in Sharpville, Pa., and shared *his* experiences, his passion, in a meeting that inspired her to explore UA.

*He sat down separately with me and asked what kinds of things I did in high school... what I

We continued to recognize the achievements and personalities of our Williams Honors Scholars through profiles on our site.

Video highlights: Capturing student and faculty achievement

See these videos and more at www.youtube.com/uakron.



Former Student Trustee Joshua Thomas talks about his job as a civil engineer.



Students examine the biological wonders of Tahiti during a study abroad trip.



Skeeles Field is installed in 90 seconds in this time-lapse video.



A student describes his co-op at Swagelok's headquarters in Solon.



The College of Engineering puts it best face forward in a recruitment video.



A Halloween tradition: Zippy, in costume, spoofs a movie that students know well.

FINANCE & ADMINISTRATION COMMITTEE

TAB 14

GOVERNMENT RELATIONS REPORT

PUBLIC LIAISON AND GOVERNMENT RELATIONS UPDATE

October-December 2019

The University of Akron Government Relations Office and Public Liaison communicate with local, state, and federal elected officials and staff about University priorities and objectives. We also monitor and track legislation, regulations, and financial issues and opportunities that could impact higher education in general and the University in particular. We assist in other meetings on and off campus with elected officials and community leaders with both our administration and our students. During the months of October, November, and December, we arranged several meetings with our state elected officials and President Miller, both on campus and in Columbus, Ohio. We also provided opportunities for our students to meet with elected officials, including Congressman Anthony Gonzalez and the state party Democratic and Republican chairmen. We assisted with a reception in Akron for President and Mrs. Miller, hosted by Mrs. Fran Buchholzer and Mr. and Mrs. Considine. We also arranged meetings with economic development and job creation organizations such as Team NEO, ConxusNEO, and Bounce Innovation Hub and President Miller to further strengthen the relationship between the University and business and industry. We also traveled to Washington, D.C. to meet with our Ohio congressional members. A detailed state legislative update is found at the end of this report.

Greater Akron Civility Center

On October 2, 2019, the Greater Akron Civility Center, housed in the Ray C. Bliss Institute of Applied Politics, hosted an On the Table Discussion on civility, attended by leadership from the College Republicans and Democrats. The two clubs discussed the importance of civility and practical steps they could take to encourage civility amongst themselves, the campus community, and the Greater Akron community. The two clubs are discussing doing more joint events, such as voting drives.



Members of the College Democrats and Republicans discuss the importance of civility.

Campaign Battleground Class

The Campaign Battleground Class, team taught by several Bliss Institute leadership personnel, including Dr. Matt Akers, continues to provide students access to important political figures in Ohio and beyond. Recently students heard from Jane Timken, Ohio Republican Party Chairman, and David Pepper, Democratic Party Chairman. The 52-member class also took a field trip to Columbus in October and visited the Secretary of State's office and the Franklin County Board of Election to learn about voting in Ohio.



Ohio Republican Chairman Jane Timken presents to the Campaign Battleground Class on UA's campus.



David Pepper, Ohio Democratic Party Chairman, presents to the Campaign Battleground Class in Columbus, Ohio.

Regional Campus Legislative Day Planning

On October 17, 2019, deans from Ohio's regional campuses, led by IUC Regional Dean's Chairman Jarrod Tudor from The University of Akron's Wayne College Campus, began planning the 4th annual Regional Campus Legislative Day. The 2020 event will take place in the first quarter of 2020. Regional Campus Legislative day is an opportunity for deans and students from Ohio's regional campuses to share with legislators the successes of their campuses in helping to achieve the goal of degree attainment in the State of Ohio.

Buchholzer/Considine Reception

On October 28, Fran Buchholzer and Bill and Becky Considine hosted a reception for Dr. and Mrs. Miller at Mrs. Buchholzer's home. Around 30 guests attended and had the opportunity to get to know the Millers and hear from them about their vision for The University of Akron. It was a wonderful evening and a great introduction to prominent members of the Akron community.



Mrs. Fran Buchholzer



Mr. Bill Considine

2019 Ohio Department of Higher Education Trustees Conference

On October 29th and 30th the Ohio Department of Higher Education hosted their annual Trustees Conference at Columbus State Community College. The conference, which brings together trustees, presidents, and faculty from across the State, is an opportunity for the Department to update the higher education community about the current state of higher education in Ohio and trends they are seeing nationally. Attending on behalf of The University of Akron were President Miller, Trustees Olivia Demas, Michael Dowling, and Tom Needles, and Student Trustees Andrew Adolph and Taylor Bennington, as well as members of the University government relations team.

At the conference reception and dinner on October 29th, President Miller and the Trustees were able to meet and briefly speak with Governor DeWine, as well as members of the Governor's staff and the Department of Higher Education. The conference on the 30th included a keynote speech by Governor DeWine, and break-out sessions covering topics such as Financial Health and Sustainability of Institutions, the role of Boards of Trustees in strategic planning, and the changing landscape of Title IX.



Governor Mike DeWine, First Lady Fran DeWine, University of Akron Trustee Mike Dowling, and President Gary L. Miller talk at the Trustee Conference.

Introductory Meetings for President Miller

In conjunction with the Ohio Department of Higher Education Trustees Conference, The University of Akron Government Relations scheduled a series of introductory meetings with President Miller, various legislators, and higher education stakeholders to discuss President Miller's background and his vision for the future direction of The University of Akron. Key meetings were held with the Chancellor of the Department of Higher Education and his senior staff, the Chair of the Higher Education Sub Committee of the Finance Committee Rick Carfagna (R-Genoa Township), Governor DeWine's Legislative Director Dan McCarthy and Higher Education Policy Staff Emma Cardone and Devin Babcock, as well as The University of Akron Delegation members Senator Vernon Sykes (D-Akron), and House Minority Leader Emilia Sykes (D-Akron), and Representative Jay Edwards (R-Athens), who is a member of the House Leadership team. President Miller and UA Government Relations also had lunch with Bruce Johnson and Mike Suver from the Inter-University Council to discuss higher education policy, the upcoming Capital Budget, and The University's Capital Budget allocation. President Miller was introduced on the floor of the Ohio House and welcomed as The University of Akron's 18th President.



President Miller was introduced on the floor of the Ohio House and welcomed as The University of Akron's 18th President.



President Gary L. Miller, Ohio House Minority Leader Emilia Sykes, and Dr. Matt Akers in Leader Sykes' office.

State Legislative Delegation Meeting

UA Government Relations worked with President Miller on scheduling a state legislative delegation meeting which took place in InfoCision Stadium-Summa Field on November 18th. The meeting provided President Miller with an opportunity to update members on his first 50 days at the helm, as well as to seek support for The University of Akron's Capital priorities, which are detailed below.



President Gary L. Miller addressing members of state legislative delegation, including Ohio House Minority Leader Emilia Sykes, Representative Tony DeVitis, Representative Tavia Galonski, Representative Bill Roemer, Representative Casey Weinstein, and Senator Kristina Roegner.

Ohio Holiday Reception in Washington, D.C.

On December 4, 2019, UA hosted the Ohio Holiday Reception in Washington, D.C. for Ohio congressional members, staff, and sponsors of the Ohio Birthday Party and related events. While in D.C. the public liaison met with UA's congressional delegation to update them on the University, including asking about federal research grant opportunities. Also, the public liaison met with Governor DeWine's D.C. office and with the government affairs committee of the Association of Public Land Grant Universities (APLU).

Legislation Update

Capital Budget Preparation

Generally, in every even-numbered year, the Ohio General Assembly develops and passes a Capital Appropriations Budget which funds state-owned and backed infrastructure projects throughout the state. The Capital Budget is the single largest opportunity for university maintenance and construction projects to be funded during the legislative cycle. In preparation for the Capital Budget, the DeWine administration organizes “pots” of money for various state sectors, including higher education. As in past years, the dollars for the higher education community are allocated among the two and four year institutions, and is then allocated among the various individual institutions based on a formula. Once those allocations are made, it is up to the institutions to identify where those dollars should be spent. Over the last several months, UA Government Relations has worked with university CFO Nathan Mortimer, as well as with President Miller and his staff, to identify and advocate for the best use of those dollars. The University has made the decision to use those funds for renovations to Crouse/Ayer Hall consolidation, which will modernize and significantly increase the life of the building.

In addition to the higher education allocation, the Administration and General Assembly also allocate dollars for state-backed community projects. These projects cover a wide range and must serve the public communities in which they are located. During this Capital Budget cycle, the University is working with our legislative delegation to secure Community Project funding for continuing and finishing renovations to the Dr. Shirla R. McClain Gallery of Akron Black History and Culture. The University is also requesting funds for the Advanced Manufacturing Center to purchase additional equipment that will help in student preparation for work in the advanced manufacturing sector following graduation. The University is also supporting Summit County in their effort to increase lighting and safety precautions in the nearby area south of Exchange Street.

SSI Consultation:

Chancellor Gardner recently held the kickoff meeting of the ODHE SSI Consultation to talk about the charge of determining what higher education institutions need to do to incorporate workforce outcomes into the SSI formula. IUC will convene a meeting of the IUC Presidents named to the consultation committee to walk through the process moving forward. Recommendations are due by June 30, 2020. (Recall that HB 166 required IUC and OACC to appoint members to serve on the *Employment Metrics Consultation* to study the most appropriate formula weights for post-graduate and employment measures to be used in the funding formula. The Consultation will research appropriate data sources and evaluate public policy benefits of adding such measures into the SSI formulas to reward institutional performance and job placement.) ODHE has hired HCM Strategists to serve as consultants.

State Land Conveyance Bill

From time to time, the State of Ohio has reason to dispose of state-owned land. Ohio law requires a vote of the General Assembly and the signature of the governor for this to happen. As a result, The Ohio Department of Administrative Services is working on a bill that will convey several parcels of state-owned land to private ownership. The University of Akron has three parcels of land that will be included in this bill when it is introduced. These parcels are the site of the Heisman Lodge, the Ballet Center, and a land-swap between The University and Lone Star Fraternity. The bill is expected to be introduced soon.

HB 2 (Cross/LaPore-Hagan) & HB 4 (Richardson/Robinson) – HB 2 would create the Tech-Credit program which would develop the Individual Microcredential Assistant Program to develop a grant program for individuals and businesses who earn a short-term certificate in an in-demand field as identified by the Chancellor of Higher Education. After several months of debate, HB 2 has passed both the House and the Senate. The House will need to concur in Senate changes, which is expected, and the bill is expected to be sent to the Governor for his signature in the coming weeks.

HB 4 requires the Governor’s Office of Workforce Transformation to act as a liaison between the business community and the Department of Education and the Department of Higher Education to identify and assist businesses with identifying industry-recognized credentials that may be offered to their employees. HB 4 has passed the House of Representatives and has had two hearings in the Senate Transportation, Commerce, and Workforce Committee.

HB 9 (Jones/Sweeney) – HB 9 would create a universal standard for general education courses and would create an equivalency tool at the Department of Higher Education to assist in the transfer of coursework between state institutions of higher education, among other provisions. The IUC has been working with various legislators and all of the government affairs personnel to improve on what we believe is a largely unnecessary bill. The bill passed the Ohio House by a vote of 95-0 and has had two hearings in the Ohio Senate.

HB 16 (Perales) – HB 16 would grant in-state tuition for active-duty members of the military and their dependents who are stationed in the State of Ohio but may not be permanently domiciled here. The bill received strong support from the higher education community and passed the Ohio House unanimously. The bill has passed both the House and the Senate. The House will need to concur in the Senate changes, which is expected to happen, at which time the bill will be sent to the Governor for his signature.

HB 88 (Antani) & SB 40 (Brenner/McColley) – Campus Free Speech. Both bills would require universities to protect expressive activities, bar the use of “free speech zones,” and allow a civil action against the university for violations of the act. IUC testified in opposition to the bills and it seems somewhat uncertain as to what either/both chambers might do with these bills. If either starts to move, IUC will re-engage the presidents and institutional government relations officers to identify a plan moving forward.

HB 194 (Greenspan/Kelly) & SB 111 (Eklund/O'Brien) - Sports Wagering. IUC testified in opposition to wagering on college athletics which Governor DeWine seemed to support. The Ohio House appears to be on the verge of passing something, while the Senate seems a little more unsure of how they want to proceed. IUC will schedule a further discussion with Governor DeWine to express concerns with wagering on college sports.

HB 371 (Merrin) – expands the *Forever Buckeye* program by granting in-state college tuition to individuals who receive a certificate of high school equivalence in Ohio and return to the state to enroll in undergraduate or graduate programs at an Ohio college and also establish residency in the state.

HB 404 (Manchester/Sweeney) – Allows boards of trustees of a state university or college to adopt a policy enabling trustees to attend a board meeting via teleconferencing. The bill was recently introduced and thus has not yet had a hearing but, given there is no known opposition, we would anticipate the bill will undergo committee consideration soon.

SB 221 (Dolan) - Gun Legislation. SB 221 is backed by Governor DeWine and includes: (1) a process to temporarily take firearms from someone undergoing court-ordered treatment; (2) require law enforcement agencies to enter certain protection orders and arrest warrants into state and federal background check databases within a day; (3) offer an optional background check for private sales; and (4) increase penalties for possessing a gun when you are prohibited. While the House and Senate seem to agree that getting people into drug/alcohol and mental health treatment is critical to solving gun-violence, the Speaker of the House has expressed a preferred path of expanding the state's civil commitment laws to include addiction, but doesn't necessarily support changes to Ohio law in the area of optional background checks or increased penalties for gun crimes. While neither bill would directly impact concealed carry on college campuses or the ability of boards of trustees to determine institution-specific policies, the IUC asked presidents how/if they would like to weigh in on the issue. The group agreed to continue to be engaged but not take the lead on the issue, at least not for now.

December 11, 2019
Board Meeting
Presiding:
Olivia P. Demas

1	*Proposed Curricular Changes
2	*Tentative Graduation List and Statistics for Fall 2019
	For Information Only
3	Report to the Chancellor on Remediation of Students per ORC 3345.062
4	Enrollment Management Report
5	Research Report
6	Student Success Report
*	CONSENT AGENDA: ITEMS 1, 2

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 1

CURRICULAR CHANGE

The Academic Issues & Student Success Committee will be asked to consider the following curricular changes at its meeting on December 5, 2019.

Program Revision:

Revise the program curriculum of the Bachelor of Arts in Art Education in the Buchtel College of Arts and Sciences, Mary Schiller Myers School of Art, proposal #18-25643

This proposal revises the program curriculum to reflect changes in the Mary Schiller Myers School of Art and the LeBron James Family Foundation College of Education Art Education coursework to align with National Association of Schools of Art and Design (NASAD) accreditation and reduces the credit hours to 129.

Revise the program curriculum of the Bachelor of Fine Arts in Graphic Design in the Buchtel College of Arts and Sciences, Mary Schiller Myers School of Art, proposal #18-25945

This proposal revises the program curriculum to update and streamline the course offerings to align with NASAD accreditation and reduces the credit hours to 120.

Revise the program curriculum of the Bachelor of Fine Arts in Sculpture in the Buchtel College of Arts and Sciences, Mary Schiller Myers School of Art, proposal #18-25982

This proposal revises the program curriculum to update and streamline the coursework to align with NASAD accreditation and reduces the credit hours to 120.

Amend Name Change:

Amend name change request from June 2019 Board of Trustees meeting for the Master of Arts Education Counseling – Marriage and Family to Master of Arts in Marriage and Family Therapy in the College of Health Professions, School of Counseling, proposal #18-22971

Proposal #18-22971 was approved by the University of Akron Board of Trustees in June 2019 to update the curriculum and change the program name for the Master of Arts Education Counseling – Marriage and Family program. The Chancellor’s Council on Graduate Studies requests that the name be amended to Master of Arts Marriage and Family Therapy for consistency purposes.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Proposed Curricular Changes

BE IT RESOLVED, That the recommendations presented by the Academic Issues & Student Success Committee on December 11, 2019 for the following curricular changes, as recommended by the Faculty Senate, be approved.

- Revise the curriculum of the Bachelor of Arts in Art Education offered by the Buchtel College of Arts and Sciences, Mary Schiller Myers School of Art
- Revise the curriculum of the Bachelor of Fine Arts in Graphic Design offered by the Buchtel College of Arts and Sciences, Mary Schiller Myers School of Art
- Revise the curriculum of the Bachelor of Fine Arts in Sculpture offered by the Buchtel College of Arts and Sciences, Mary Schiller Myers School of Art
- Change the name of the Master of Arts Education - Counseling – Marriage and Family to the Master of Arts in Marriage and Family Therapy in the College of Health Professions, School of Counseling

M. Celeste Cook, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 2

**TENTATIVE GRADUATION LIST FOR
FALL 2019**

Please note that this summary may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

Juris Doctor		32	
Master of Laws		2	
Master of Studies in Law		1	
	School of Law		35
			Law Degree Candidates 35
Doctor of Philosophy		10	
	Buchtel College of Arts and Sciences		10
Doctor of Philosophy		11	
	College of Engineering		11
Doctor of Philosophy		2	
	The LeBron James Family Foundation College of Education		2
Doctor of Philosophy		18	
	College of Polymer Science and Polymer Engineering		18
Doctor of Nursing Practice		3	
Doctor of Philosophy		3	
	College of Health Professions		6
			Doctoral Degree Candidates 47
Master of Arts		5	
Master of Arts in Political Science		1	
Master of Fine Arts in Creative Writing		1	
Master of Music		5	
Master of Public Administration		4	
Master of Science		18	
	Buchtel College of Arts and Sciences		34
Master of Science in Chemical Engineering		1	
Master of Science in Civil Engineering		2	
Master of Science in Electrical Engineering		6	
Master of Science in Engineering		2	
Master of Science in Mechanical Engineering		10	
	College of Engineering		21
Master of Arts in Education		8	
Master of Science in Curriculum and Instruction		13	
Master of Science in Education		5	
	The LeBron James Family Foundation College of Education		26
Master of Arts		2	
Master of Business Administration		13	
Master of Science in Accountancy		3	
Master of Science in Management		2	
Master of Taxation		3	
	College of Business Administration		23
Master of Polymer Science and Polymer Engineering		3	
Master of Science		3	
Master of Science in Polymer Engineering		3	

College of Polymer Science and Polymer Engineering		9
Master of Arts in Education	21	
Master of Arts in Speech - Language Pathology	1	
Master of Public Health	1	
Master of Science in Education	12	
Master of Social Work	1	
College of Health Professions		36
Masters Degree Candidates		149
Bachelor of Arts	129	
Bachelor of Arts in Anthropology	2	
Bachelor of Arts in Child and Family Development	10	
Bachelor of Arts in Family and Child Development	1	
Bachelor of Arts in Fashion Merchandising	6	
Bachelor of Arts in Interior Design	2	
Bachelor of Arts in Multidisciplinary Studies	12	
Bachelor of Fine Arts	10	
Bachelor of Music	16	
Bachelor of Science	47	
Bachelor of Science in Computer Science	15	
Bachelor of Science in Geography - Geographic Information Sciences	1	
Bachelor of Science in Political Science/Criminal Justice	6	
Buchtel College of Arts and Sciences		257
Bachelor of Science in Biomedical Engineering	9	
Bachelor of Science in Civil Engineering	6	
Bachelor of Science in Engineering	1	
Bachelor of Science in Mechanical Engineering	26	
College of Engineering		42
Bachelor of Arts in Education	18	
Bachelor of Science in Education	56	
The LeBron James Family Foundation College of Education		74
Bachelor of Arts	3	
Bachelor of Business Administration	100	
Bachelor of Science in Accounting	37	
Bachelor of Science in Labor Economics	2	
College of Business Administration		142
Bachelor of Arts	5	
Bachelor of Arts in Speech - Language Pathology and Audiology	1	
Bachelor of Arts/Social Work	20	
Bachelor of Science in Dietetics	1	
Bachelor of Science in Education	21	
Bachelor of Science in Exercise Science	23	
Bachelor of Science in Food and Environmental Nutrition	5	
Bachelor of Science in Nursing	33	
Bachelor of Science in Respiratory Therapy Technology	1	
College of Health Professions		110
Bachelor of Science in Automated Manufacturing Engineering Technology	2	
Bachelor of Science in Computer Information Systems	19	
Bachelor of Science in Construction Engineering Technology	11	
Bachelor of Science in Electrical and Electronic Engineering Technology	5	

Bachelor of Science in Emergency Management and Homeland Security	13	
Bachelor of Science in Mechanical Engineering Technology	5	
Bachelor of Science in Organizational Supervision	37	
Bachelor of Science in Surveying and Mapping	2	
College of Applied Science and Technology		94
Baccalaureate Degree Candidates		719
Associate of Applied Science in Criminal Justice Studies	6	
Associate of Applied Science in Criminal Justice Technology	1	
Buchtel College of Arts and Sciences		7
Associate of Applied Science in Healthcare Simulation Technology	1	
Associate of Applied Science in Medical Assisting Technology	1	
Associate of Applied Science in Surgical Technology	2	
College of Health Professions		4
Associate of Applied Business in Business Management Technology	7	
Associate of Applied Business in Computer Information Systems	11	
Associate of Applied Business in Hospitality Management	7	
Associate of Applied Business in Marketing and Sales Technology	2	
Associate of Applied Science in Construction Engineering Technology	7	
Associate of Applied Science in Construction Field Operations	1	
Associate of Applied Science in Electrical and Electronic Engineering Technology	5	
Associate of Applied Science in Emergency Medical Services Technology	4	
Associate of Applied Science in Fire Protection Technology	2	
Associate of Applied Science in Land Surveying	3	
Associate of Applied Science in Mechanical Engineering Technology	6	
Associate of Arts	10	
Associate of Science	5	
Associate of Technical Study	2	
College of Applied Science and Technology		72
Associate of Applied Business in Business Management Technology	2	
Associate of Applied Business in Health Care Office Management	2	
Associate of Applied Science in Exercise Science Technology	2	
Associate of Applied Science in Paraprofessional Education	1	
Associate of Arts	9	
Associate of Science	12	
Wayne College		28
Associate Degree Candidates		111

1,061 Total Degrees



Office of the University Registrar • Division of Student Affairs

Cumulative Awarded Degrees

Term	Undergraduate		Graduate		Law		Total Degrees
	Associate	Baccalaureate	Master's	Doctoral	Master's	Doctoral	
Total Degrees Awarded through Spring 2014							193,939
Summer 2014	123	468	270	53			914
Fall 2014	216	842	244	36	3	32	1,373
Spring 2015	390	1,824	586	42	5	110	2,957
AY 2014-2015	729	3,134	1,100	131	8	142	5,244
Summer 2015	139	455	296	58			948
Fall 2015	202	868	236	44	2	34	1,386
Spring 2016	369	1,843	585	38	4	91	2,930
AY 2015-2016	710	3,166	1,117	140	6	125	5,264
Summer 2016	122	403	285	60			870
Fall 2016	188	801	241	50	0	30	1,310
Spring 2017	326	1,827	589	57	2	92	2,893
AY 2016-2017	636	3,031	1,115	167	2	122	5,073
Summer 2017	109	348	216	62			735
Fall 2017	154	771	199	42	1	22	1,189
Spring 2018	290	1,765	477	60	1	98	2,691
AY 2017-2018	553	2,884	892	164	2	120	4,615
Summer 2018	113	371	189	45			718
Fall 2018	132	752	159	56	2	31	1,132
Spring 2019	274	1,732	421	50	0	98	2,575
AY 2018-2019	519	2,855	769	151	2	129	4,425
Summer 2019	106	319	179	48			652
Fall 2019							0
Spring 2020							0
AY 2019-2020	106	319	179	48	0	0	652
Total Degrees Awarded through Summer 2019							219,212

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Proposed Degree Recipients for Fall 2019

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on December 11, 2019, pertaining to the Proposed List of Degree Recipients for The University of Akron Fall Commencement 2019, contingent upon candidates' fulfillment of requirements, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 11, 2019

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

APPENDIX 2

**TENTATIVE GRADUATION LIST FOR
FALL 2019**

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall**

Following are the names of prospective degree candidates who have applied by Thursday, October 24, 2019. This list may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

In the event of extenuating circumstances where a student applies late or has been inadvertently omitted from this list, authority is hereby granted to the Senior Vice President and Provost to cause such student to be added to this list upon the recommendation of the respective faculty, appropriate dean and/or graduate dean.

Law Degree Candidates

School of Law

Juris Doctor

Derek S. Blackwell
Guenna C. Bolinger
Brittany D. Caraballo
Rachel A. Caspary
Ashley N. Cope
Danielle N. Fontes
Joshua P. Galayda
Ivan P. Gracic
Carrie Hill
Michael A. John
Andrew S. Kanel
Roman G. Klaric
Kasey M. Kramer
Kristina L. Leach
Nancy E. Marion
Morgan R. Mayer
Anne D. Mclain
Jenette A. Morell
Justin P. Morgan
Nicholas D. Mucci
Olaide D. Oseni
Brandon D. Peterson
Zackary B. Pool
Evan M. Reed
Cassandra M. Rosa
Bethany L. Studenic
Deanna M. Thomas
Stephanie E. Todaro

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Joseph R. Vesper
Sonya E. Wagner
David A. Wolfram
Zhenlong Zhang

Master of Laws

Derek S. Blackwell
Alison C. Caldwell

Master of Studies in Law

Elizabeth Johnson

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Doctoral Degree Candidates

Buchtel College of Arts and Sciences

Doctor of Philosophy

Keti G. Bertman
Celina R. Cahalane
Innocent S. Demshemino
Mahmoud F. Farrag
Beth E. Gersper
Anna K. Harrington
Michelle F. Kushnir
Marcella L. Mulhollem
Tricia M. Ostertag
Scott A. Thomas

College of Engineering

Doctor of Philosophy

Khalid D. Alshammari
Md. Zakirul Islam
Wen Luo
Andrew-David T. McClain
Lin Pan
Ahmad A. Qurashi
Sayed Cyrus Rezvanifar
Pradip Shahi Thakuri
Shaghayegh Sorouri
Kaylee B. Sutton
Jiawei Wu

The LeBron James Family Foundation College of Education

Doctor of Philosophy

Ebtesam M. Alqahtani
Sha Li

College of Polymer Science and Polymer Engineering

Doctor of Philosophy

Ramadan Abouomar
Abdala Bashir
Siddhesh N. Dalvi
Abegel Freedman
Pei-Zhen Jian
Heyi Liang

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Qianhui Liu
Suqi Liu
Kaushik Mishra
Alankar Rastogi
Pushkar S. Sathe
Hamideh Shokouhi Mehr
Zebin Su
Putu A. Ustriyana
Xiaoteng Wang
Xuesi Yao
Ruimeng Zhang
Yihong Zhao

College of Health Professions

Doctor of Nursing Practice

Rachel E. Fruth
Laura Sprague
Melissa Stallings

Doctor of Philosophy

Bethanie Cavalier
William N. Osei
Eman E. Tadros

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Masters Degree Candidates

Buchtel College of Arts and Sciences

Master of Arts

Afras Khalid S. Alharbi
Maya A. Curtis
Lauren C. Sprowls
Kaitlyn R. Wentz
Jessica L. Wilson

Master of Arts in Political Science

Lauren D. Fletcher

Master of Fine Arts in Creative Writing

Anooj A. Pakvasa

Master of Music

Christopher J. Coles
Meggan E. Conti
Emarii B. Holton Lopes
Jason D. Klinect
Steven V. Lockstedt

Master of Public Administration

Michael Angerstien
Joan A. Busic
Sunday J. Odekunle
Erika M. Stafford

Master of Science

Mostafa Abdelaziz
Najaya S. Al Hajri
Ahmed A. Alrheili
Fiyhan N. Alsubaie
Daniel J. Becker
Kayla A. Calapa
Anthony J. Cava
Gerald Crutchfield
Jorian C. Krob
Michael A. Lambur
Phong V. Nguyen
Xiaofeng Qu
Seyed Mostafa Razavi

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Timothy A. Schmucker
Kelvin X. Tsagli
Nicholas J. Wander
Matthew W. York
Eric Zimmerman

College of Engineering

Master of Science in Chemical Engineering

Austin Odei-Bosompem

Master of Science in Civil Engineering

Gary P. Neffenger
Muge Pekersoy

Master of Science in Electrical Engineering

Fubing Han
A N M Shahriyar Hossain
Venkata Sai Praneeth Karempudi
Kyungin Nam
Sainath Reddy Samireddy
Ali Topcu

Master of Science in Engineering

Maggie Eppelheimer
Tarig Hyder Mekki Sadig

Master of Science in Mechanical Engineering

Prasanna Chaitanya Gadepalli
Ian P. Kay
Benjamin E. Kittka
Ayse Ozen
Akshay Kumar Pakala
Daryl G. Philip
Matthew Rabenold
Matthew T. Shaniuk
Anuradha A. Sharma
Alexander Sorin

The LeBron James Family Foundation College of Education

Master of Arts in Education

Mary E. Cooke
Marjorie K. Hartleben

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Makenzie A. Jones
Sarah L. Mizak
Allison M. Nagle
Holly M. Raita
Michelle D. Reed
Kristina A. Rynties

Master of Science in Curriculum and Instruction

Akaree Anderson
Ryan C. Brotherton
Carlos C. Childs
Erin M. Corneliussen
Laura M. Edwards
Mariah C. Halasa
Samantha J. Karas
Kristin N. Sheldon
Christopher Spruill
Justin J. Summers Sr.
James E. Willard
Serena G. Williams
Nicole M. Wright

Master of Science in Education

Evan T. Gannon
Joseph J. Gimmarco
Nicholas B. Harris
Joseph A. Hay
Benjamin G. Kruggel

College of Business Administration

Master of Arts

James P. Imhoff
Tooba Shah

Master of Business Administration

Madison L. Baer
Madison J. Copley
Melissa R. Foster
Brendan M. Kilbane
Jordan C. Lance
Sean N. Levy
Nicholas D. Mucci
Sean C. Owens
Courtney J. Posante
Mekenzie L. Prentiss

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Gregory M. Schoenewald
Joshua D. Shearer
Stephanie Wilton

Master of Science in Accountancy

Melanie Jacobs
John A. Lynch
Owen T. Pullar

Master of Science in Management

Patricia Giralt
Bethany C. Loepp

Master of Taxation

Toby Kaye
Jesse W. Marshik
Kate A. Venable

College of Polymer Science and Polymer Engineering

Master of Polymer Science and Polymer Engineering

Anuj R. Agrawal
Robert A. Balli
Bryan F. Hildenbrand

Master of Science

Hongdi Chen
Ivan Dolog
Grant M. Kippenbrock

Master of Science in Polymer Engineering

Collin R. Coben
Sayyed Abed Hasheminasab
Marisa E. Tukpah

College of Health Professions

Master of Arts in Speech - Language Pathology

Julia Kotterman

Master of Arts in Education

Alexandra N. Byers

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Brayden J. Crider
Jeffrey M. Danes
Brandy M. Deem
Angela M. Elliott
Melinda A. Greenland
Jennifer Guthrie
Kerry M. Jeric
Shannon Kahle
Bret M. Kalina
Joseph Kury
Lianna C. Mueller
Tara J. Ross
Alaina F. Roush
Nicolas M. Saluppo
Janaya M. Schmidt
Melissa K. Schmitt
Jacob E. Schnall
Katarina N. Sprankle
Rebecca L. Weakland
Grace E. Williamson

Master of Public Health

Zarreen Farooqi

Master of Science in Education

Christian H. Allen
Mackenzie J. Andrews
Brittany Glantz
Reuben E. Green III
Marc Haas
Whitney R. Humphrey
Robert J. Kelley
Darryl E. Long
Valentino V. McKenzie
Jillian N. Milford
Thomas J. Owens
Laura E. Rybka

Master of Social Work

Tracie R. Baxter-Wintrow

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Baccalaureate Degree Candidates

Buchtel College of Arts and Sciences

Bachelor of Arts in Anthropology

Anthony M. Greenaway
Alex J. Shumaker

Bachelor of Arts in Child and Family Development

Azia R. Alexander
Taija S. Ashcraft
Shaleya L. Cabell
Chantel S. Givens
Brandy D. Jones
Allison M. LaBuda
Maria N. McNeill
Jalyn R. Meade
Danielle N. Williams
Brittany C. Young

Bachelor of Arts in Family and Child Development

Kaylin J. Swanson

Bachelor of Arts in Fashion Merchandising

Ciara Cheatham
Genevia J. Cheatham
Ciapriana D. Moore
Peter T. Mugwagwa
Madisen L. Ngo
Samantha Portis

Bachelor of Arts in Interior Design

Tyler W. Bertelsen
Katelyn A. Tolbert

Bachelor of Arts in Multidisciplinary Studies

Alexander Asser
Tara R. Benson
Matthew T. Bolovan
Tyrone Dillon
Jordyn N. Etling
Kristen Flaherty
Pamela J. Gibson
Tanya C. Harpley

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Nicole M. Orchosky
Jessica R. Pol
Christina R. Sopko
Alicia A. Woods

**Bachelor of Science in Geography - Geographic
Information Sciences**

Chase A. Minor

**Bachelor of Science in Political Science/Criminal
Justice**

Elisabeth N. Dennison
Erik N. Dirker
Alec S. Dziak
Del'Kita M. Johnson
Caleb J. Koschnick
Mackenzie P. Kosco

Bachelor of Arts

Jasim Abbasi
Ahmed M. Adas
Erabo Akhigbe
Kyrsten A. Alleman
Katherine N. Amos
Connor J. Baker
Shavone Banton
Rebecca M. Barker
Anthony J. Barnes
Isaac S. Beal
Malcolm Bello
Micah S. Bergey
Kelsee L. Bergstrom
Emily L. Bishop
Leann M. Bishop
Michaela K. Bloam
Rachel M. Broad
Sarah A. Buchtel
Allen R. Chaffman
Kailey A. Christman
Lisa Clark
Emily A. Clay
Brandon L. Combs
Dontazia L. Cotton
Rylee G. Cupp
Matthew J. Dargay
Bridget E. Davey
Bruce J. Davis

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall**

Uros Djosanovic
Cassaundra L. Duncan
Justin C. Edwards
Zachary R. Eldred
Aaron R. Erhardt
Matthew J. Farkas
Michaela M. Ferrara
Faith J. Ferrell
Jacob Fink
Paige E. Flanery
Courtney J. Fowler
Gabriel R. Fuller
Jenna M. Gasser
Andrea R. Georges
Kyle J. Gloeckner
Jay T. Goliat Heilman
Falor C. Gono
Brian J. Gross
Joseph C. Haas
Brittany A. Hartman
Kristin N. Hastings
Unique I. Haugabook
Marko C. Horattas
Alisha M. Howard
Brandon W. Hudson
Chad R. Hummel
Paul B. Jamison
Kyrstyn Kehler
Stephanie K. Keown
Samantha M. Knapp
Kalen M. Knight
Morgan H. Kopycinski
Aubrie A. Kraus Englehart
Jovana Kunovska
Milos Kupusovic
Michael J. Kyle
Nicholas J. Lanz
Kristen E. Lauck
Woungmit Lepcha
Laura A. Loop
Asante I. Lovette
Isabella P. Maguire
Lydia J. Mainzer
Mohammad W. Malik
Donovan A. Manning
Emily E. Matusz
Madison L. McKinney
Emily F. Miller
Melisa D. Miller
Wiktorija Moroz

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall**

Alexandra M. Morrison
Michael V. Mosley
Logan N. Muetzel
Tara J. Murphy
Kristen R. Napholz
Nichole C. Oppihle
Arden L. Palmquist
Brielle K. Paul
Adam W. Penney
Suliman Pervaiz
Jillian R. Phipps
Corinne N. Plas
Evan D. Pol
Samaria D. Porter
Dustin J. Portis
Sonia P. Potter
Dayna M. Rabatin
Samuel Z. Ramella
Ciara J. Rich
Tyler D. Rieman
Gregory J. Rondy
Thomas R. Ryan
Sean M. Savinell
Stephanie K. Sawicki
Ashley M. Schaffer
Matthew R. Schertz
Paige C. Sexton
Eric W. Skidmore
Sadie-Lynn M. Snyder
Taylor J. Sowinski
Christopher L. Stahler
Dorothy G. Stalnaker
Tara R. Stevens
Amanda L. Stricklen
Mikayla R. Stull
Colin F. Styer
Sarah W. Talbott
Jiayan Tong
Aimee L. Trunko
Bryce L. Tucker
Zadarius Q. Varner
Emily R. West
Hailey C. Wetzel
Kristina J. While
Avery S. Whitman
Jake B. Wiandt
Marcus A. Winters
Madeline J. Wise
Brandi N. Yetzer
Bradley W. Zimmerman

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Carly E. Zimmerman

Bachelor of Fine Arts

Joseph K. Akinyemi
Stephanie C. Anderson
Courtney F. Blaha
Brooke E. Ellis
Morgan B. Jones
Alexandra M. Morrison
Mark W. Roberts
Kirsten T. Sprague
Lilia G. Varela
Kristina J. Wolin

Bachelor of Music

Marie E. Conti
Marie E. Conti
Alex R. Gesaman
JoAnna M. Hrepcak
Johnney J. Johnson
Lacey R. Kinsey
Allison E. Littlejohn
Peter Loferski
William A. Myers
Alden P. Smith
Moriah J. Sprit
Melanie L. Stoll
Gillian R. Strait
Nancy K. Thorn
Kevin J. Walters
John N. Zazo

Bachelor of Science

Daniel J. Becker
Eldin Beganovic
Robert D. Bell
Yuliya Butumbayeva
Karlton T. Cherry
Kailey A. Christman
DeAaron D. Clarke
Collin R. Coben
Madison J. Copley
Virren V. Desai
Ahmed M. El-Kulak
Nour M. Elsheemy
Allison D. Ferrell
Brett R. Ferrell

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall**

Grant C. Ferrell
Lucas J. Gilkey
Nickolaus J. Gotsiridze
Rewan B. Hassanain
Jacob V. Hostutler
Austin J. Hunter
Charles W. Kirkpatrick
Nicholas J. Lanz
MacKenzie B. Less
Alexis C. Lockard
Michael E. Logsdon
Madison R. McKeever
Kaitlyn E. Meece
Brooke A. Mitchell
Zoltan D. Namenyi
Joshua J. Newell
Asong Ngu
Jaime J. Rios
Geoffrey K. Sarpong
Sydney B. Sedlack
Jared S. Skinner
Vanessa K. Slaughter
Dillon C. Smith
Kevin A. Stein
Henry J. Strawn
Petros Tesfamariam Tekeste
Paul D. Toth
Gina R. Tubo
Kayla Turner
Logan R. Usher
Zachary T. Wheat
Taylor R. Wilson
Paige A. Zachrich

Bachelor of Science in Computer Science

Sriveda R. Alety
Rahul Reddy Challa
Kyle F. Fuson
Grant J. Gates
Jacob J. Hanchett
Amr A. Hassanein
Brandon N. Herman
Daniel E. Hollo
Brandon S. Meier
Vlad Mirea
Kevin P. O'Neil
Stephen R. Shearer
Bradley R. Snyder
Aditya Surabhi

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Rawan T. Tohari

College of Engineering

Bachelor of Science in Biomedical Engineering

Laura J. Azuero Castillo
Heather M. Gibson
Ian J. Hames
Motaz Magdy M. Roshdy Hassan
Caitlyn A. Krahe
Victoria J. Lehtimaki
Paul R. McClellan
Sean P. Rich
Pa Kou A. Xiong

Bachelor of Science in Civil Engineering

Bryce M. Anderson
Michael T. Berger
Joseph V. Girona
Matthew J. Kahle
Owusu Poku
Gonzalo A. Vargas

Bachelor of Science in Engineering

Julia L. Crone

Bachelor of Science in Mechanical Engineering

Rashed S. Alqahtani
Mohammed H. Alshahrani
Vincent E. Carey
Carter E. Dulaney
Matthew J. Evans
Mohammad A. Felemban
Abram L. Fuller
Zachary S. Gaumer
Johnathan M. Gilmore
Safwan Hanif
Kolstin L. Hartzler
Jillian M. Hilenski
Justin L. Janca
Mohammad I. Justanieah
Victoria J. Lehtimaki
Joshua E. Loveland
Donald K. Morrison
Nelson R. Okeke
James R. Paradise

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Will M. Parkinson
Benjamin A. Peters
Megan L. Sanok
Kyle J. Stevens
Aaron W. Urban
Joshua E. Verdier
Eric S. Winkler

The LeBron James Family Foundation College of Education

Bachelor of Arts in Education

Taylor L. Brennan
Cory J. Catchpole
Rachel M. DelMedico
Sean A. Domonkos
Minyon E. Durrah
Patrick J. Heckman
Grady R. Hoellrich
Anthony J. Ieraci
Connor D. McKeown
Danielle M. Nicholson
Carson J. Norris
Ashley G. Peyton
Joshua M. Prentice
Dominic J. Ravanelli
Edward A. Sherwood
Michael B. Shubert
Sydney L. Singleton
Mark A. Wesolowski

Bachelor of Science in Education

Robert A. Agresta
Cora A. Bair
Lauren M. Bambauer
Myranda M. Barak
Hannah E. Beane
Jessica Biennas
Sarah M. Bittinger
Ba Bler
Michaela K. Bloam
Hailey N. Booth
Rachael M. Braman
Natalee Brodie
Salvatore G. Bucca
Martina N. Canzonetta
Tessa M. Casper
Caitlyn M. Chappell
Eryn N. Chincheck

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall**

Sierra L. Clark
Kelsey L. Contreras
Crystal D. DeCastro
Matthew J. Denham
Blazenka Dzindo
Klarissa I. Floom
Shelley M. Gamble
Jonnica M. Gardner
Eliza J. Goebel
Christine M. Greathouse
Kayla R. Hamilton
Raichel H. Herte
Jasmine N. Holt
Kevin A. Indermuhle
Macey Kelley
Harvey G. Kenworthy
Emma C. King
Amber M. Kosek
Holly M. Leatherman
Carley A. LoPorto
Emily J. Massie
Mariah J. McCloud
Myranda C. Miller
Katlyn J. Pearson
Maria Potter
Ashley M. Pruden
Theresa A. Rabbitts
Hannah K. Reed
Shane M. Robinson
Kelsie M. Schaer
Staci A. Stinespring
Stephanie G. Streicher
Katlyn A. Terrion
Emily D. Triplett
Baylie N. Vanhorn
Elizabeth M. Walsh
Taylor M. West
Kessah N. Wolfe
Megan E. Woods

College of Business Administration

Bachelor of Arts

Karris R. McCollum
Manuel Maria Pinto de Andrade Cordeiro
Dasha A. Smith

Bachelor of Business Administration

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall**

Joseph R. Adams
Mohammed H. ALMohammadi
Fahad K. Al Najrani
Mohammad O. Alzahrani
Abdulrahman S. Alzaid
Jaret N. Anderson
Madelyn M. Assenheimer
Kyle W. Bauman
Pamela S. Baylor
Brandon T. Beausoleil
Aidan P. Bellucci
Amber N. Benson
Jonas Birch
Sara Bradford
Haley A. Bradley
Timothy J. Breiding
Sara K. Broadbent
Ashley E. Brown
Jason R. Brown
Jacob J. Burchfield
Jacob P. Busch
Brandon A. Buttolph
Jordan R. Cantrell
Michael A. Cardarelli
Anna R. Cartwright
Mitchell Chaboudy
Adaeze J. Chukwukere
James Coates
John E. Condon
Grace L. Davis
Carrie E. Donnelly
Chase W. Edwards
Jordan S. Evans
Zachary S. Fulmer
Zachary Gaylord
McKal M. Griffin
Michael R. Guddy
Scott T. Harmon
Hannah G. Harris
Nuda M. Hassen
Kimberly A. Holmes
Emily Hooke
Tanner J. Houska
Scott P. Hubbard
Rachael E. Hudson
John M. Hyneman
Loren C. Jackson
Emilee A. Johnson
Clifford T. Johnson III
Nicholas A. Joyner

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall**

Klay R. Kahle
Katherine E. Karapunarly
Trista M. Karson
Timmothy R. Keller
Pamela S. Kirik
Caroline R. Knops
Caroline R. Knops
David V. Kowalski
Chase H. Lajara
David C. Lewis
Jonathan G. Mabee
Justin F. Madej
Abigail R. Malek
Felicia J. Martz
Nicholas W. Nutial
Thomas A. Paolucci
Alurra N. Parks
Gabrielle R. Pedone
Gabrielle R. Pedone
Courtney M. Pendleton
Dillon J. Perrin
Tristen M. Pursley
Ian C. Rechtenbach
Haley B. Riemenschneider
Abigail L. Roberts
Clayton J. Roessler
Austin J. Saal
Omar J. Salagoor
Nicholas Schepis
Delaney E. Schoonover
Colwell Shupe
Bryan F. Sicker
Brian G. Soldierson
Evan M. Spiech
Shiryl A. Stafford
Shiryl A. Stafford
Jeffrey S. Swan
Jeffrey S. Swan
Dylan R. Swank
Reagan K. Sweeney
Katherine L. Taylor
Justin W. Terrell
Giovannie M. Topazio
Caitlin E. Vari
Darian M. Veal
Joshua B. Ward
Joshua J. Weaver
Joseph B. Wojciechowski
Cody A. Wooley
Franklin V. Yacapraro

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Bachelor of Science in Accounting

Anthony Auth
Jacquez E. Battle
Evan S. Beardmore
Matthew W. Berner
Kenneth C. Breeden
Erin M. Chips
Jackson A. Cline
Chad W. Dorsey
Carla El Rassi
Shayla E. Gasanova
Sheila J. Graf
Zachary T. Hilbert
Joseph A. Hill
Kelly M. Hull
Zachary T. John
Kayla Keys
Jonathan F. Konopka
Joshua M. Kovach
Ammar Kulic
Brianna N. Lowe
Jacob T. Lucas
Richard L. Malutic
Adrian L. Mendez
Amber M. Miller
Tyler M. Palcisco
Evan T. Petty
Noah Reider
Jessica R. Ricks
Erica Sams
Daniel J. Schroeder
Catherine A. Schuler
Noah D. Turner
Amanda J. Van Stavern
Evan M. Walsh
Jason L. Weaver
Jonathan R. Weaver
Alexander P. Wintucky

Bachelor of Science in Labor Economics

Michael P. Grifa
Natalie E. Martucci

College of Health Professions

**Bachelor of Arts in Speech - Language Pathology and
Audiology**

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Allison M. Pizzoferrato

Bachelor of Science in Food and Environmental Nutrition

Ryan J. Brown
Kenna M. Fusillo
Maegan M. Jones
Jason A. Logan
Brenda A. Prifti

Bachelor of Science in Respiratory Therapy Technology

Lisa L. Jones

Bachelor of Arts

Whitney R. Blair
Tayia L. Fowlkes
Megan N. Hoyt
Milanka Maric
Sydney M. Sines

Bachelor of Arts/Social Work

Sylvia D. Brown
Ronald Cross
Christopher A. Donohoe
Dominic S. Guilonard
Jeffrey T. Hill
Harmony P. Hodges
Charles D. Jones
Erin T. Klubnik
Tracy J. Kohls
Terra C. Maroun
Tiana D. Mitchell
Angela C. Morgan
Candie Nelson
Margarita I. Padua
Ashlie S. Pethtel
Corinne N. Plas
Emily C. Radanof
Tristen Rutledge-McCohn
Amanda Wille
Cassandra D. Wisdom

Bachelor of Science in Dietetics

Hanna Mungo

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Bachelor of Science in Education

Steven Berch
Marie C. Collier
Christian O. Cook
Alexander T. Dailey
Jaquavis D. Dixon
Aleksander C. Dotson
Victor C. Furry
Antonio Gaines
Evan D. Grant
Matthew P. Hammond
Jessica C. Holzman
Tiron Jester
Devo'n E. Jones-Farhat
Megan L. Mercer
Saige Patsolic
Cory M. Paul
Maurice L. Rivers
Shaquille M. Robinson
Gibson Siegrist
Dania A. Swails
Amanda J. Wightman

Bachelor of Science in Exercise Science

Zachary C. Burch
Darryl R. Chajon
Kamry D. Chapman
Queen-Amina Chijide
Marissa E. Citino
Andrew R. Clapper
Rachel A. Clark
Char'ta L. Cleggett
Peyton M. Coffman
Jonathan J. Georgiades
Scott A. Grenig
Victoria R. Kanel
Randeep Kang
Alana M. Male
Ileia N. Nagelkirk
Brandon O'Neill
Andrew G. Pastir
Tyler L. Ross
Marcy Strickler
Kaitlyn E. Thomas
Coree N. Ullman
Braxton R. Wilson
Daniel L. Wolf

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Bachelor of Science in Nursing

DeVonya L. Adamu
Sakiru T. Adetunji
Cha'Kia T. Brunner
Ranju Dahal (Pokharel)
Cierra L. Daniels
Raquel Dauch
Wanessa N. Deshmukh
Natasa Dureinovic
Emily J. Jacob
Vasilija Jekic
Geeta Katel
Carissa B. Keim
Victoria Kersevan
Dominic V. Lastoria
Kaila Lovejoy-Graham
Vlad Malahimov
Stephanie L. Manhoff
Brook H. Mellis
Danial N. Melucci
Cheyenne R. Miller
Amanda M. Nagel
Sabrina M. Nenadal
Kimberly L. Newman
Heather M. Peterson
Danielle P. Priest
Samantha J. Rangel
Brian W. Renner
Makenzie Rich
Abby L. Sayers
Taylor Shelton
Paige V. Thomas
Tenise Williams
Stacy A. Zarn

College of Applied Science and Technology

**Bachelor of Science in Automated Manufacturing
Engineering Technology**

Jacob D. Asmus
Steven A. Hanshaw

Bachelor of Science in Computer Information Systems

Saleh S. Almutairi
Robert J. Batsch
Gerald Bell
Samantha M. Brown

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Steven A. Hill
Eli I. Jordan
Megan M. Keller
Michael C. Kestner
Spencer Mitchell
Clayton L. Morgan
Siegfried Ogbarmey-Tetteh
James M. Quinn
Oscar Sariles
Mark D. Slaby
Joshua E. Staraitis
Danielle D. St. Clair
Ryan M. Wallo
Paul Wesner
Quentin L. Wilkes

**Bachelor of Science in Construction Engineering
Technology**

Adrian R. Bivins
Kirk E. Breithaupt
Brent M. Cummings
Alex D. Huffman
Kurt M. Kalina
Jacob M. Karson
Matthew J. Konen
Bryan A. Needham
Ryan J. Ratajczyk
Brandon M. Ravine
Brandon M. Wypasek

**Bachelor of Science in Electrical and Electronic
Engineering Technology**

Stephen B. Kocsis
Oscar G. Martinez
Gilbert L. Pryor
Jacob A. Weber
James G. Wise

**Bachelor of Science in Emergency Management and Homeland
Security**

Bradford R. Bauer
Garrett P. Blevins
Jeremie A. Greenwell
Austin D. Holsinger
David J. Justus
Steven A. Kern
Eric S. Morrison

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Nicholas C. Poghen
Ryan Russell
Eric B. Vinborg
Yu-Min Wang
Brennan H. Williams
Trevor A. Zorn

Bachelor of Science in Mechanical Engineering Technology

Abdullah H. Alzahrani
Abdulrahman A. Alzahri
Mark A. Jaras
Benjamin D. Rice
Chris J. Schnitzer

Bachelor of Science in Organizational Supervision

Nannette M. Bassel
Charles J. Berg
Denis J. Bertrand
Brooke M. Bloniarz
Tyler C. Bonina
Taylor L. Brady
Trevor B. Brown
Shamare C. Davis
Brian M. Faiola
Shawn M. Featherstone
Turner A. Herman
Cody R. Hutchison
Jimond R. Ivey
Nicholas A. Johns
Nicholas Kopczak
Colton D. Lewis
Michael C. Lovano
Derek A. Lupyan
Christopher A. Lynch
Jacqueline E. Moenkhaus
Todd C. Norman
Danielle M. Parker
Tyler J. Preisse
Chelsea Pritchard
David A. Riley
Lisa A. Ruppert-Dies
Taylor R. Sara
Zachary B. Schmidt
Melissa R. Shaum
Scharmaine S. Small
Madison C. Smith
Riley L. Strickland
William A. Trapp

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Kane'i J. Wharton
Jerry D. Williams
Victoria A. Wojnicz
Benjamin D. Zemanski

Bachelor of Science in Surveying and Mapping

Cody W. Crum
Drew J. Maglio

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Associate Degree Candidates

Buchtel College of Arts and Sciences

Associate of Applied Science in Criminal Justice Studies

Rachel M. Batten
Sarah E. Batten
Samuel J. Kerr
Alexis C. Lockard
Jackson H. Pemberton
Justin A. Vaughan

Associate of Applied Science in Criminal Justice
Technology

Madison J. Mahan

College of Health Professions

Associate of Applied Science in Healthcare Simulation
Technology

Abbie A. Kiger

Associate of Applied Science in Medical Assisting
Technology

Erica R. Blevins

Associate of Applied Science in Surgical Technology

Devin L. Ardner
Amanda L. Jenkins

College of Applied Science and Technology

Associate of Applied Business in Computer Information
Systems

Saleh S. Almutairi
Mehvish Baig
Jerry M. Beckwith
Ryan M. Dietrich
Matthew I. Dungee
Michael D. Haggerty
Jamal James
James M. Quinn
Michael J. Raffay
Aaron R. Simon

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Jacoby M. Watts

Associate of Applied Science in Construction Engineering Technology

Jacob D. Dawson
Jacob M. Karson
Kyle J. Perciak
Ryan J. Ratajczyk
Brandon M. Ravine
Jonathan M. Woodrich
Brandon M. Wypasek

Associate of Applied Science in Construction Field Operations

William M. Shew

Associate of Applied Science in Electrical and Electronic Engineering Technology

Shane A. Barron
Justin M. Crissman
Nicholas P. Gremling
Dalton T. Lowe
Dylan J. Mccarley

Associate of Applied Science in Emergency Medical Services Technology

Cody M. Duncan
Juliann M. Farley
Benjamin D. Koch
Matthew A. Watson

Associate of Applied Science in Fire Protection Technology

Matthew T. Kee
Maxwell R. Kumah

Associate of Applied Science in Land Surveying

Tanner S. Hadorn
Chase C. Sommers
Timothy E. Stocker

Associate of Applied Science in Mechanical Engineering Technology

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall**

Abdulrahman N. Abanmi
Saleh A. Alsaqqaf
Richard Fraley
Phillip R. Jackson
Tyler D. Jones
Nicholas G. Ranft

Associate of Applied Business in Hospitality Management

Kalandra Alherimi
Marrissa A. Blough
Rachael K. Kosar
Amber S. Robinson
Maxwell C. Wagner

**Associate of Applied Business in Business Management
Technology**

Darnell L. Ellis
Chloe Gaylord
Theresa Holzopfel
Michelle E. Jenson
Nathan C. Kelley
Samantha R. Luich
Danielle M. Parker

Associate of Applied Business in Hospitality Management

Shayla Ware
Brittany L. Wilson

**Associate of Applied Business in Marketing and Sales
Technology**

Elizabeth D. Garren
Richard W. Martin

Associate of Arts

Cameron S. Claborn
Christopher A. Lynch
Charles R. Perie
Nicole D. Perkins
Bruce A. Riebau
Richard J. Santucci
Jose J. Terrones
Crystal L. Veal-Brown
Victoria A. Wojnicz
Kaylan E. Yaceczko

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Associate of Science

Nicholas J. Beule
Brett R. Ferrell
Daniel M. Pavlich
Bhagat Pokhrel
Benjamin D. Zemanski

Associate of Technical Study

Michael J. Clinton
Eric L. Parker

Wayne College

Associate of Applied Business in Health Care Office Management

Tandra N. Knaff
Carly Koncz

Associate of Applied Science in Exercise Science Technology

Charity R. Graham
Samuel S. Punchak

Associate of Applied Science in Paraprofessional Education

Sean M. Corp

Associate of Applied Business in Business Management Technology

Matthew R. Horton
Jason A. Meininger

Associate of Arts

Mackenzie A. Albaugh
Allison E. Bell
Tarah A. Eastwood
Rainelle Elliott
Stephanie Fairchild
Victoria Furin
Raquel E. Miller
Christian T. Sheers
Kimberly A. Tobias

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Fall

Associate of Science

Julia A. Britton
Ashley E. Brown
Kara M. Conn
Christa A. Conway
Melissa D. Horrisberger
Alexander J. Lukezic
Michaela G. Perv
Lindsey L. Rogers
Douglas M. Rudy
Melissa R. Shaum
Joshua L. Stevenson
Jaycie A. Stoller

1,061 Total Degrees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 3

**REPORT TO THE CHANCELLOR ON
REMEDICATION OF STUDENTS PER ORC 3345.062**

The University of Akron Report to the Chancellor on Remediation of Students

December 6, 2019

Background

Remediation Reports

Am. Sub. H.B. 49 – As Enrolled

The law requires each state university president, annually by December 31, to issue a report regarding the remediation of students and to submit the findings to the state university's board of trustees, the Chancellor, and the Superintendent of Public Instruction. The report must include the number of students that require remedial education, the cost and specific areas of remediation the university provides, and causes for remediation.

Language:

Sec. 3345.062. (A) Not later than December 31, 2017, and each thirty-first day of December thereafter, the president, or equivalent position, of each state university shall issue a report regarding the remediation of students that includes all of the following:

- (1) The number of enrolled students that require remedial education;
- (2) The cost of remedial coursework the state university provides;
- (3) The specific areas of remediation provided by the state university;
- (4) Causes for remediation.

(B) Each president, or equivalent, shall present the findings of the report to the state university's board of trustees and shall submit a copy of the report to the chancellor of higher education and the superintendent of public instruction.

(C) As used in this section, "state university" has the same meaning as in section 3345.011 of the Revised Code.

University Remediation Report

Name of University: The University of Akron

Ohio Revised Code Section 3345.062 requires the president of each state university to issue a report by December 31, 2017, and each thirty-first day of December thereafter, regarding the remediation of students. The report must include the following areas:

1. The number of enrolled students that require remedial education (FY19 actual).

Number of Students	Description (if needed)
1,373	Unduplicated Student Count

2. The cost of remedial coursework that the state university provides (FY19 actual).

Please select the type of cost in the following areas and describe.

- **Costs to the university:** Please include a description of all university resources allocated in support of and/or on behalf of remedial education, including but not limited to costs associated with the following: faculty & staff, buildings/classrooms, administration, and additional student advising, among others.
- **Costs to the student:** Please include a description of tuition paid by students in pursuit of remedial education.
- **Costs to the state:** Please include a description of state resources provided to your institution in support of remedial education. (See Appendix A containing this information for all state universities.)

Cost Type	Amount	Description
Costs to the university	\$ 1,423,296	Compensation/Benefits (Akron and Wayne)
Costs to the university	\$ 154,864	Operating Expenditures (Akron and Wayne)
Costs to the university	\$ 820,643	Overhead (Akron and Wayne)
Costs to the student	\$ 3,932,984	Tuition & Fees (\$478 per credit hour) (Akron and Wayne)
Costs to the state	\$ 201,186	SSI Final Worksheet FY19

3. The specific areas of remediation provided by the university.

Subject Area	Description
Math	Basic Mathematics I & II
Math	Fundamental Mathematics I, II, III, IV and V (formerly intermediate Algebra)
Reading	College Reading & Study Skills
Writing	Basic Writing
Study Skills	Applied Study Strategies

4. Causes for remediation.

Please select all that are relevant from the following categories and provide detail.

- **Lack of student preparation at the K-12 level**
- **Prescriptive placement policies** (over reliance on a single assessment measure)
- **Deferred entry into higher education** (adult students returning to higher education)
- **Other** (any other cause identified by the university)

Cause	Description
Lack of student preparation	This cohort consists of students with an ACT mathematics score of 18 or below, ACT English score of 15 or below, or ACT reading score of 17 or below with an average GPA 2.32. Students in these score ranges must take a placement test at or prior to orientation (Maplesoft and Accuplacer/Writeplacer), potentially resulting in placement in college-level courses. The test score thresholds referenced above are below the statewide "remission-free" standard, providing access to college-level English and mathematics courses with built-in credit bearing learning support.
Deferred entry	Adult students at the University of Akron (defined as having been out of high school for five or more years) typically need remediation but represent a small percentage of students in remedial courses.

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 4

ENROLLMENT MANAGEMENT REPORT

The University of Akron – Enrollment Management Board of Trustees Report for November 2019

2020 High School Class: Focus on Application Generation

The Office of Admissions, during this time of year is focusing on encouraging prospective students to apply for admission and visit campus. We also are working with our applicants to encourage them to submit additional materials for admission consideration. Several campaigns and initiatives are in production to support our efforts to encourage students to apply and visit.

Campaigns – Encourage to Apply

The Akron Gold Application Campaign targets high school seniors in Ohio, as well as secondary and developing markets outside of Ohio. A second letter was mailed in October to the homes of prospective students to encourage them to apply. The campaign also includes electronic messages to encourage students to apply. A conference call with representatives from EAB is conducted on a bi-weekly basis to review/discuss the status of the campaign.

The Fathom digital marketing efforts for Ohio and non-Ohio high school students continue to focus on application generation. We meet regularly with University Communications & Marketing (UC&M) and Fathom to review the progress within the paid social, paid search, and display ads campaigns.

New this year is a monthly meeting with Admissions, UC&M, EAB and Fathom to discuss status of applications, admits, confirmations, as well as market trends, strategy modification, and best practices. We also are implementing several new application marketing efforts in November and December to avoid the decline in applications that we experienced last year after November 1.

A few of the initiatives include:

- An 'Apply Now' postcard to inquiries that have not applied
- A letter to parents of current CCP students that have not applied,
- Special electronic outreach to students who have visited campus and not applied
- Hosting two additional visit days (Pre-Med Day on Nov. 22 and Nursing Day on Dec. 7).



» PRE-MED VISIT DAY
Friday, Nov. 22 2019

TENTATIVE AGENDA

To have the best possible experience while visiting campus, we encourage you to plan your visit before you arrive. There are several options available to guests throughout the program. Please choose options that best meet your needs.

8:30 a.m. CHECK-IN AND REFRESHMENTS
Location: Simmons Hall, first floor

8:30 to 10 a.m. ACADEMIC AND STUDENT SERVICES INFORMATION FAIR
Location: Simmons Hall, first floor

- Visit with student services representatives from Admissions, Career Services, Choose Ohio First- STEM, Financial Aid, Dining, Student Life, Williams Honors College, ZipAssist, and more.
- Visit with representatives from organizations and departments that compliment Pre-Med students at UA including Biomedical Engineering Design Team, LECOM and NEOMED partnerships, Phi Delta Epsilon, and more.

8:30 to 9 a.m. CAMPUS TOURS (OPTIONAL)
Location: Simmons Hall, room 101

- The tour is 40 minutes in length and will include the Student Recreation & Wellness Center, Spicer Residence Hall, Bierce Library and the Student Union.
- Visitors will also have the opportunity to take a campus tour after the academic open house

10 a.m. WELCOME AND INFORMATION SESSION
Location: Simmons Hall, room 111

- Learn about the application process, scholarship opportunities, and campus life at The University of Akron.
- Hear from faculty and students and learn about Pre-Med options available on our campus.

11 a.m. to 1 p.m. PRE-MED ACADEMIC OPEN HOUSE
Location: Various Locations

- Visit with faculty, staff, and students to learn about the program of your choice. You will have the opportunity to tour the facilities.

OPTIONAL ACTIVITIES THROUGHOUT THE AFTERNOON

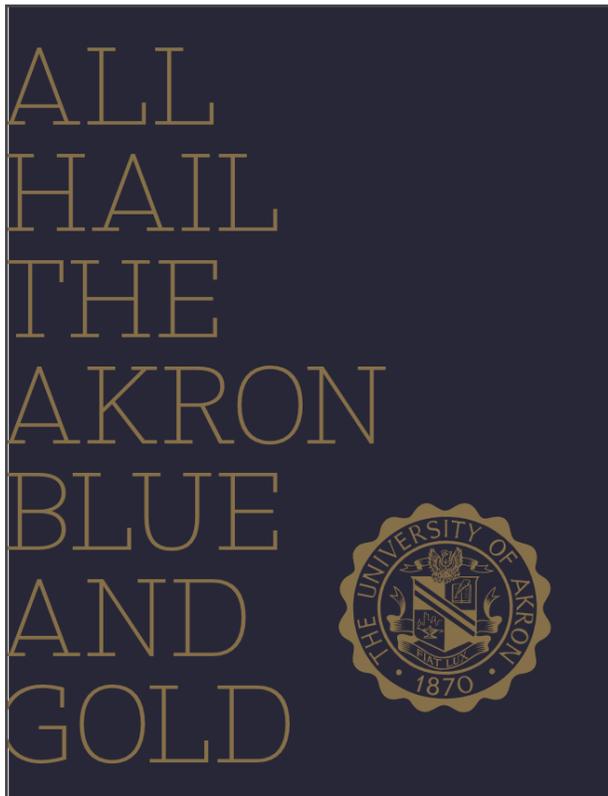
11:30 a.m. COMPLIMENTARY STUDENT LUNCH

12 to 1:30 p.m. CAMPUS TOURS
Leaving from Simmons 101

12 to 2 p.m. RESIDENCE HALL OPEN HOUSE

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Communication to Admitted students

Acceptance Packets continue to be mailed to students that are admitted. Accepted students also are receiving a personal note and phone call from current UA students working in the Office of Admissions.

After students receive their acceptance packet, they are mailed a letter of welcome and congratulations from Dr. Miller.

A letter from the Dean of their intended major also is being mailed to admitted students. This letter follows the letter from Dr. Miller.

New initiatives this year for admitted students include: mailing an engineering brochure to engineering majors; mailing a nursing postcard to nursing majors; mailing a letter from Dr. Steve Weeks, Chair of the Biology Department to biology or biomedical sciences majors. The

goal of these additional initiatives is to increase yield within these majors.

Emails promoting campus visits, the Williams Honors College, financial aid and scholarships, academics, and student support services continue to be sent to students and parents. New this year are monthly 'special topic' emails to students, as well as separate 'special topic' emails to parents.

Outreach

The majority of the admissions counselors have concluded their high school visits and college fairs within their assigned recruitment territories for the fall semester. They are back in the office conducting personal visits with students and their families, hosting high school student bus trips, as well as focusing on their day-to-day, territory management responsibilities.

There are more than 90 high school counselors registered to join us on Friday, Nov. 15 for the High School Counselor Advisory Board meeting. Dr. Miller is providing welcome remarks. The three presentations that will be conducted during the meeting are Transition from High School to The University of Akron, College of Engineering and Office of Multicultural Development.

We were encouraged by the attendance at the major campus events that we hosted this fall. We had nearly 150 more students attend our three main fall events this year compared to last year.

Transfer and Adult Students: Focus on Outreach

Direct Connect

Stark State College Partnership Initiatives:

There are currently 144 students participating in the Direct Connect program with Stark State. The first participant will enroll at UA in Spring 2020. The transfer team continues to work with specific UA academic departments to develop transfer pathways.

The transfer team has participated in two Stark State College Open Houses for prospective students. UA has also partnered with Stark State College and First Energy to facilitate a new education program to assist First Energy employees to complete an associate and bachelor's degree.



Other Transfer Student Outreach Efforts

Visits to community colleges: The admissions counselors continue to visit and engage with students at the following community colleges: Stark State College, Tri-C, Lakeland Community College, Lorain County Community College, North Central State Community College, Eastern Gateway Community College, Columbus State Community College, Rhodes State Community College, Community College of Beaver County, and Community College of Allegheny County.

On-line Transfer Orientation: The Transfer team collaborated with the New Student Orientation Office to launch an online transfer orientation for Spring 2020. Admitted transfer students who confirm their enrollment will receive access to the online transfer orientation. Once completed, an academic advisor will reach out to the student to set up an advising appointment that will include registering for courses. UA is one of the few Ohio public institutions that is offering an online transfer orientation for transfer students.

Prospective transfer students were invited to two Fall Visit Day events. These events provided transfer students with more information on the transfer process and access to faculty and staff in the academic areas.

Communication

Letters are being mailed to students that were admitted and confirmed to enroll at UA for the 2019 fall semester but decided to enroll at a community college or four-year institution. The call to action of the letter is to encourage the students to transfer to UA.

Financial Aid: Focus on Supporting our Students

The Say Yes to Education Cleveland scholarship program launched this fall to Ohio public universities including UA. The program funded 37 UA students from Cleveland Metropolitan School District (CMSD) who received Say Yes scholarship funds totaling more than \$152,000 for the year. UA staff continue to collaborate with College Now Greater Cleveland and Say Yes leadership on the implementation and refinement of this program to provide maximum benefit to students.

The Hail We Akron Scholarship was also introduced this fall and targets students from low-income families with significant financial need. This generous scholarship helped 98 students enroll at UA this fall and receive over \$200,000 in awards. Recipients are from low-income families whose annual income is \$36,000 or less, who have limited or no parental support to help meet educational expenses, and who demonstrate academic ability.

The University continues to provide discounts to Schaeffler employees and their dependents through the corporate partnership program that began in 2018-19. To date more than 40 employees have received tuition discounts totaling more over \$55,000 and includes undergraduate and graduate students

Financial aid staff continue to participate in programs to provide FAFSA assistance to new and continuing students as well as the community. Financial aid staff recently partnered with financial aid professionals from Stark State Akron to host FAFSA completion events. Personnel also continue to collaborate with Zip Assist on FAFSA Fridays providing one-on-one help to students as they prepare for the coming year.

Personnel: Focus on Community Service

Make a Difference Day



UA's 15th Annual Make a Difference Day was held on Friday, Oct. 25.

Employees within the Office of Admissions and Student Financial Aid participated in the event.

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 5

RESEARCH REPORT

RESEARCH & SCHOLARLY ACTIVITIES



Research and Scholarly Activities Highlights

\$1.3M grant to improve treatment for users and families affected by opioid use disorder



Dr. Rikki Patton, associate professor of counseling, along with a research partner from Drexel University, have been awarded \$1.3M from the U.S. Department of Health and Human Services' Substance Abuse and Mental Health Services Administration (SAMHSA). The team will address treatment gaps that reach far beyond the user.

"Many people suffer from opioid addiction," said Patton. "The individuals who suffer from opioid addiction may receive treatment, but most families related to users do not. The impacts of the addiction and how it affects the family unit is overlooked." By training mental health professionals, the goal is to provide communities with the valuable and accessible help needed through integrated treatment that focuses on both the user and the extended family.

"Shifting Religious Identities and Sharia in *Othello*"

Dr. Debra Johanyak, senior lecturer in the Department of English, has published her research titled "Shifting Religious Identities and Sharia in *Othello*" in the October 2019 issue of *Religions*. The October issue is a special issue dedicated to religions in Shakespeare's writings. Dr. Johanyak explores Shakespeare's knowledge of Muslim culture and its impact on *Othello* as possibly the only drama at that time featuring a Moor protagonist who wavers between Christian and Muslim beliefs.



Research examines work-family spillover among nurses

Dr. Rebecca Erickson, professor of sociology, with colleagues from Westminster College, and the University of Amsterdam (The Netherlands), have published their research on work-family spillover among men and women in nursing in the *Work, Employment and Society* journal. WES is a leading international peer-reviewed journal of the British Sociological Association. Their research examined men and women in the same care-based occupation to understand their distinct perceptions and experiences of spillover. The research team also explored the emotional capital that nurses use and carry with them across the domains of work and family.



New method for microparticle separation



Dr. Jiang Zhe, professor of mechanical engineering, along with research colleagues in China, have published their latest research on a new method for continuous separation of microparticles in viscoelastic fluid in the *Journal of Micromechanics and Microengineering*. Using a simple structure, inertia, and a short channel length, they successfully achieved complete particle separation performance. With its small footprint, their device has great potential to be used in a variety of particle separation processes for lab-on-a-chip and biomedical applications.

Cover photos illustrate the breadth and depth of UA's research and scholarly activities as highlighted within this report. On the cover, L-R, row 1: (1) stereotactic body radiotherapy (SBRT), (2) Shakespeare's *Othello*, (3) bumble bee queen, (4) new advances for lab on a chip applications, and (5) international student award; row 2: (1) opioid addiction epidemic, and (2) work-life balance for nurses; row 3: heart health.

Finding a Better U



Dr. Carolyn Murrock, professor of nursing, and **Dr. Mary Jo MacCracken**, professor of sport studies, have received a two-year \$150,000 grant from the Ohio Commission on Minority Health for their program to improve individuals' heart health in Summit County. With **Dr. Judith Juvancic-Heltzel**, associate professor, and **Alexis Holt**, assistant lecturer, both from exercise science, and students from nursing, nutrition, and sport science and wellness, the team will offer on-site free weekly exercise and nutrition classes to over 100 residents living in Akron's AMHA apartments. The data collected will further research into the impact that exercise and diet have on heart disease and diabetes.

Statistically preferred treatment for early stage inoperable non-small cell lung cancer (NSCLC)

Dr. Asoke Dey, associate professor of management, and **Dr. Sujay Datta**, associate professor of statistics, with colleagues from University Hospitals Cleveland Medical Center, analyzed data from the National Cancer Database (NCDB) to compare the efficacy of stereotactic body radiation therapy (SBRT) versus standard fractionated external beam radiation therapy (SF-EBRT). Their findings indicate that SBRT is the preferred method of treatment for early stage nonoperable non-small cell lung cancer. While SBRT is not available in every area of the U.S., patients should make every effort to seek treatment with SBRT.



UA PhD student selected for international award to present research



The Society for Laboratory Automation and Screening (SLAS) selected 53 life sciences students from twelve countries to receive the SLAS Tony B. Academic Travel Award. These students will travel to the 2020 SLAS International Conference and Exhibition in January in San Diego.

Pradip Thakuri, a Biomedical Engineering Ph.D. student working under **Dr. Hossein Tavana**, will present his research "Long-Term Synergistic Inhibition of Kinase Pathways Overcomes Drug Resistance of Colorectal Cancer Spheroids." Mr. Thakuri was chosen by an independent panel of judges who evaluated their abstract proposals based on scientific merit and potential impact of the research toward the advancement of life sciences discovery and technology.

Habitat preference and nest seeking by North American bumble bee queens

Dr. Randall Mitchell, professor of biology, with researchers from The Ohio State University, have published their latest research findings in *The American Midland Naturalist*.

Bumble bees are among the most abundant and important wild pollinators in North America. Spring nest establishment is a brief and vulnerable stage in the colony life cycle that is poorly understood, and this knowledge gap is a barrier to conservation efforts. This study investigated the habitat use, nesting phenology, and key food plants of spring bumble bee queens.



Technology Transfer Highlights

UA Research Foundation launches STRIDE Accelerator program

The University of Akron Research Foundation (UARF) received a \$50,000 grant from the Burton D. Morgan Foundation to pilot a program that assists companies that are creating high-tech physical products, also known as “hard tech.” The 5-month accelerator program, called the STRIDE Accelerator, is tailored to help hard tech entrepreneurs take their businesses to the next level. Entrepreneurs from four companies will learn best practices in building a minimum viable product, branding and marketing, sales strategy, accounting and financial projections, and pitching for investment. The STRIDE Accelerator is open to any startup company from Northeast Ohio and will be particularly helpful for university startups. Among the STRIDE Accelerator pilot participants are UA licensee startup companies eSens and S4 Mobile Laboratories. UARF’s goal is for the STRIDE Accelerator to become a recurring program that runs twice per year and helps 15 to 20 companies each year.

UARF licenses nitric oxide technology to medtech startup company

The University of Akron Research Foundation has recently entered into a license agreement with start-up company, NO Med Pte., for the further advancement of UA discoveries related to nitric oxide technologies. The intellectual property was invented by **Dr. Dan Smith**, Professor Emeritus of Chemistry, and **Dr. Darrell Reneker**, Distinguished Professor Emeritus of Polymer Science. The company is planning to develop and commercialize this research for diagnostic and therapeutic devices which contain nitric oxide-eluting compounds. Preliminary studies have shown significantly improved performance in intravascular medical applications.



UA’s Darrell Reneker and Dan Smith

UA technology option holder RooSense raises \$250,000 in product development funding



RooSense team tests its sweat sensor technology in collaboration with UA

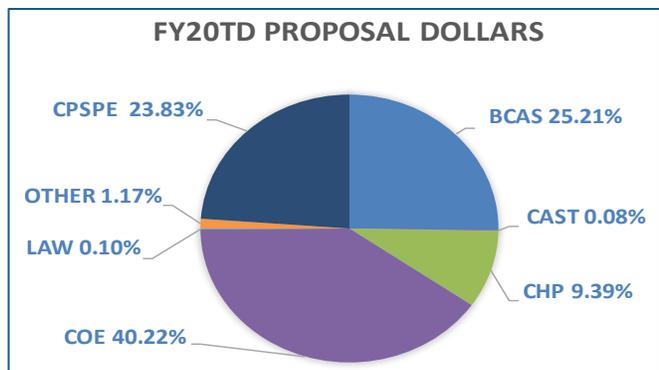
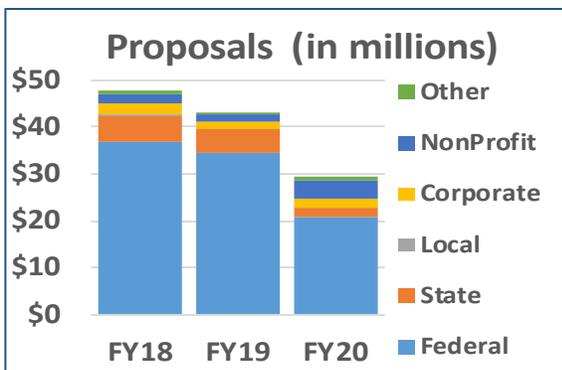
RooSense, an Akron-based startup company led by UA Associate Professor of Chemical Engineering **Chelsea Monty-Bromer**, has received a \$225,000 National Science Foundation STTR award and \$25,000 in funding from Innovation Fund to further develop wearable fabric sensors for monitoring hydration in real-time. RooSense holds an option to license technology from UA, which it hopes to take to market in the coming years, initially targeting triathletes and distance runners. Development of the technology at UA was supported by Spark Fund, which enabled the creation of prototypes for real-world testing.

PROPOSALS (New and Continuing)

FY18	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	93	\$ 36,882,351	\$ 11,315,875	\$ 204,654
State	9	\$ 5,576,189	\$ 230,328	\$ 3,391,514
Local	4	\$ 96,907	\$ 5,697	\$ -
Corporate	30	\$ 2,557,939	\$ 667,301	\$ -
NonProfit	20	\$ 2,011,187	\$ 112,793	\$ -
Other*	2	\$ 547,447	\$ 176,116	\$ 32,994
Total	158	\$ 47,672,020	\$ 12,508,110	\$ 3,629,162

FY19	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	88	34,568,668	10,335,597	462,987
State	8	5,003,166	125,687	45,208
Local	1	24,967	5,152	-
Corporate	23	1,506,454	397,748	-
NonProfit	17	1,595,246	84,452	-
Other*	3	61,351	2,278	39,043
Total	140	42,759,852	10,950,914	547,238

FY20	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	66	\$ 20,702,524	\$ 5,498,331	\$ 384,040
State	8	\$ 2,212,902	\$ 264,213	\$ 223,426
Local	2	\$ 15,995	\$ -	\$ -
Corporate	30	\$ 1,741,050	\$ 407,837	\$ -
NonProfit	25	\$ 3,876,328	\$ 829,198	\$ 2,263,864
Other*	3	\$ 760,041	\$ 132,324	\$ 264,431
Total	134	\$ 29,308,840	\$ 7,131,903	\$ 3,135,761



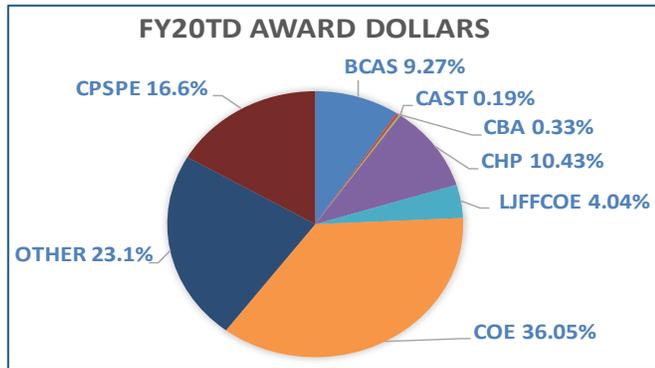
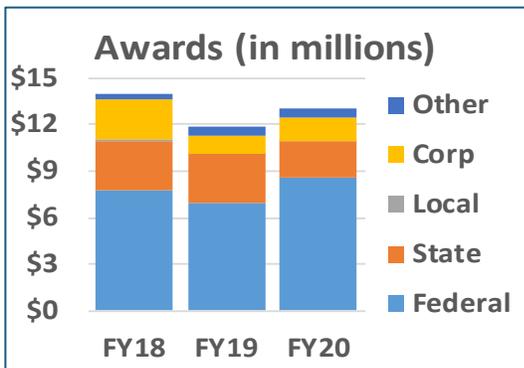
*Other is comprised of sponsor types: individual, non-U.S. government, and other universities.
 This report may co-report with UA's Development Office.

A W A R D S

FY18	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	49	\$ 7,775,852	\$ 1,919,104	\$ 131,993
State	7	\$ 3,140,993	\$ 124,141	\$ 2,128,800
Local	6	\$ 86,323	\$ 3,513	\$ -
Corporate	32	\$ 2,573,912	\$ 523,703	\$ 75,000
Other*	13	\$ 403,713	\$ 28,629	\$ 76,928
Total	107	\$ 13,980,793	\$ 2,599,089	\$ 2,412,721

FY19	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	50	\$ 6,923,510	\$ 1,679,468	\$ 58,520
State	8	\$ 3,216,185	\$ 126,667	\$ 78,945
Local	1	\$ 24,967	\$ 5,152	\$ -
Corporate	23	\$ 1,159,337	\$ 291,562	\$ -
Other*	11	\$ 516,210	\$ 19,117	\$ 85,943
Total	93	\$ 11,840,209	\$ 2,121,966	\$ 223,408

FY20	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	41	\$ 8,598,209	\$ 1,739,837	\$ 71,337
State	6	\$ 2,272,590	\$ 16,658	\$ 2,190,800
Local	3	\$ 24,000	\$ 3,302	\$ -
Corporate	30	\$ 1,598,981	\$ 457,580	\$ -
Other*	15	\$ 598,212	\$ 15,717	\$ 6,663
Total	95	\$ 13,091,992	\$ 2,233,093	\$ 2,268,800



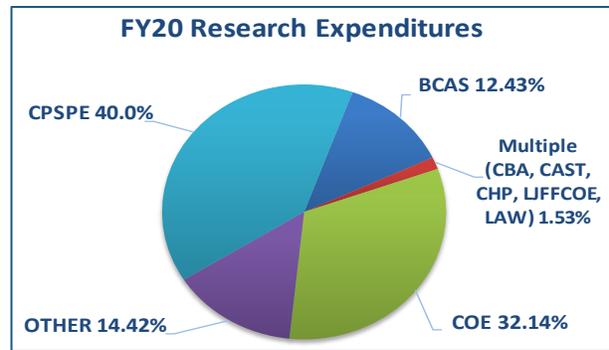
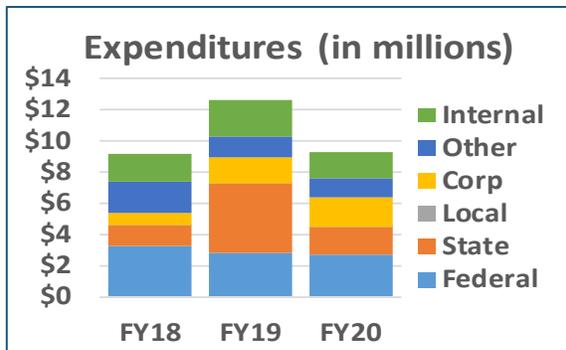
*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. This report does not include testing agreements. Also, this report may co-report with UA's Development Office.

RESEARCH EXPENDITURES

FY18	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 7,439,047	\$ 1,559,269	\$ 928,825
Federal	\$ 3,298,032	\$ 971,527	\$ 87,242
State	\$ 1,333,431	\$ 118,527	\$ 422,787
Local	\$ 217	\$ -	
Corporate	\$ 740,298	\$ 244,848	\$ 10,821
Other*	\$ 2,067,068	\$ 224,368	\$ 407,974
Internal	\$ 1,752,194	\$ -	
Grand Total	\$ 9,191,241	\$ 1,559,269	\$ 928,825

FY19	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 10,326,127	\$ 1,610,729	\$ 1,892,685
Federal	\$ 2,788,419	\$ 813,985	\$ 39,491
State	\$ 4,476,383	\$ 99,010	\$ 1,588,928
Local	\$ 24,918	\$ -	\$ 13,002
Corporate	\$ 1,728,059	\$ 528,142	\$ 63,624
Other*	\$ 1,308,348	\$ 169,591	\$ 187,641
Internal	\$ 2,272,577	\$ -	
Grand Total	\$ 12,598,705	\$ 1,610,729	\$ 1,892,685

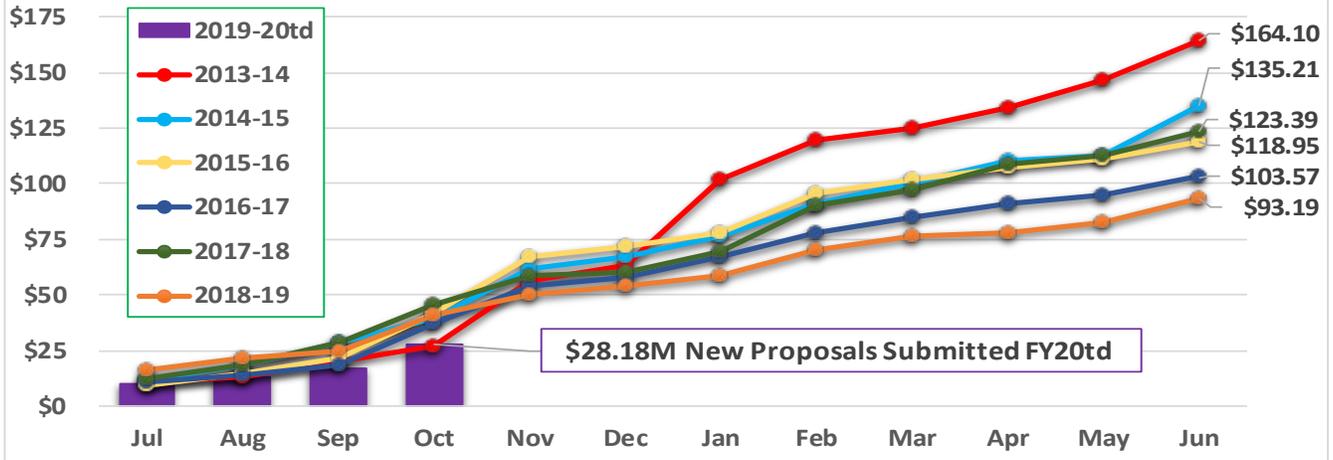
FY20	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 7,615,059	\$ 1,493,316	\$ 1,737,627
Federal	\$ 2,690,715	\$ 795,433	\$ 34,226
State	\$ 1,832,692	\$ 12,495	\$ 1,590,732
Local	\$ 19,936	\$ -	\$ 12,076
Corporate	\$ 1,905,754	\$ 518,433	\$ 9,645
Other*	\$ 1,165,962	\$ 166,955	\$ 90,949
Internal	\$ 1,733,176	\$ -	
Grand Total	\$ 9,348,234	\$ 1,493,316	\$ 1,737,627



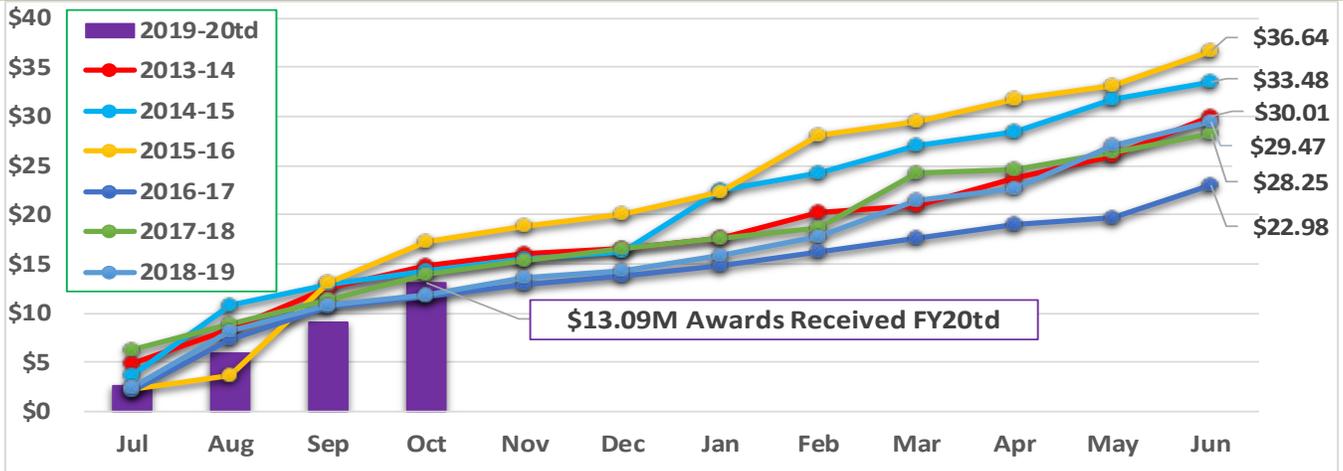
*External Other sponsor types are foundation/nonprofit, individual, non-U.S. gov't. and other universities. This page reports research expenditures only. Internal research expenditures include research-related accounts, such as startup funding.

Fiscal Years 2014-2019 and FY20-to-date
(dollars in millions)

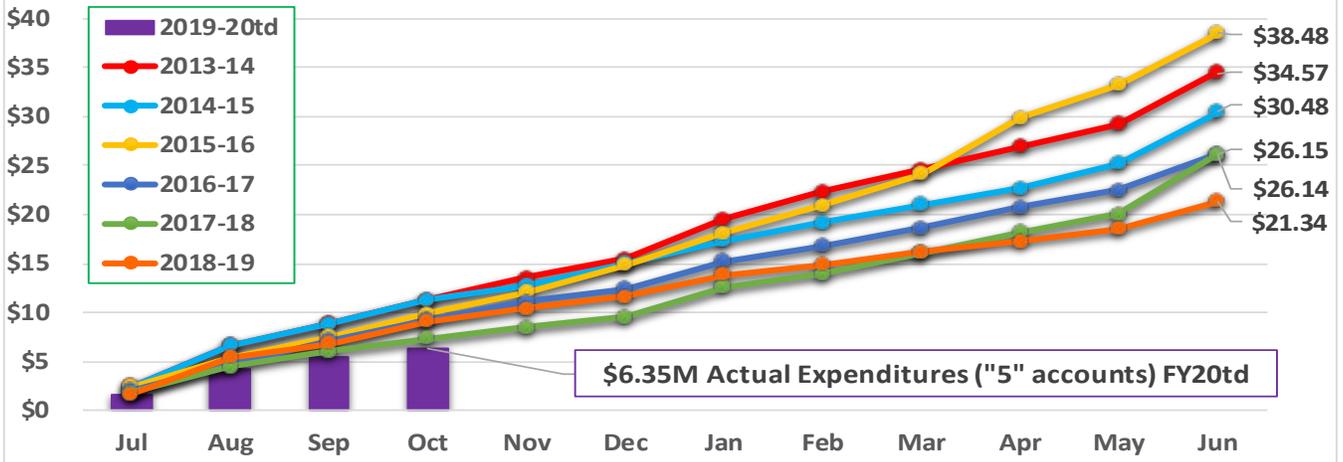
Cumulative New Proposal Dollars Sought



Cumulative New Dollars Awarded

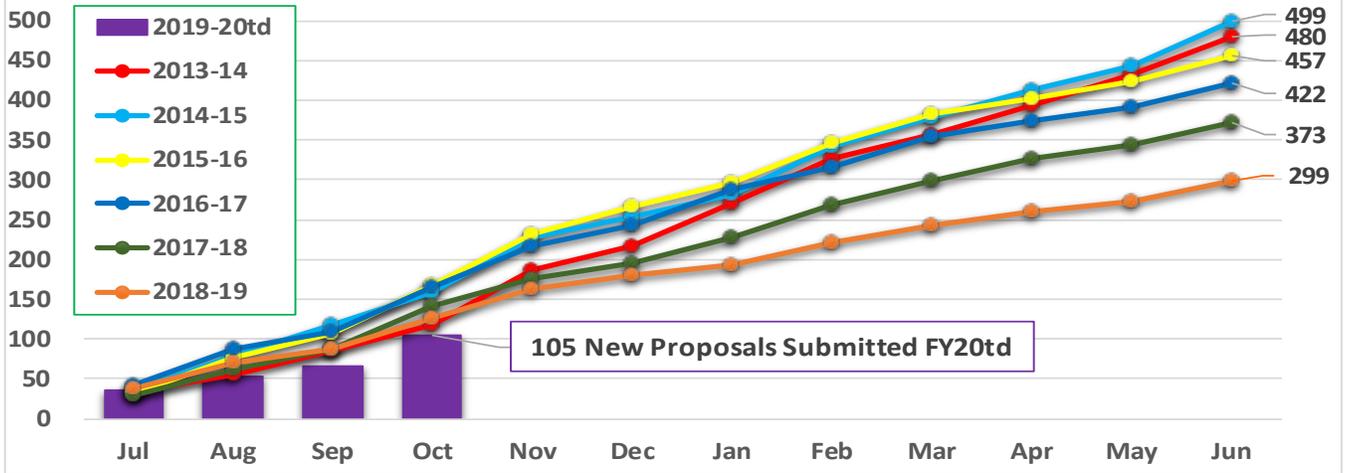


Cumulative Expenditure Dollars on Externally-Funded Research and Other Awards ("5" accounts)

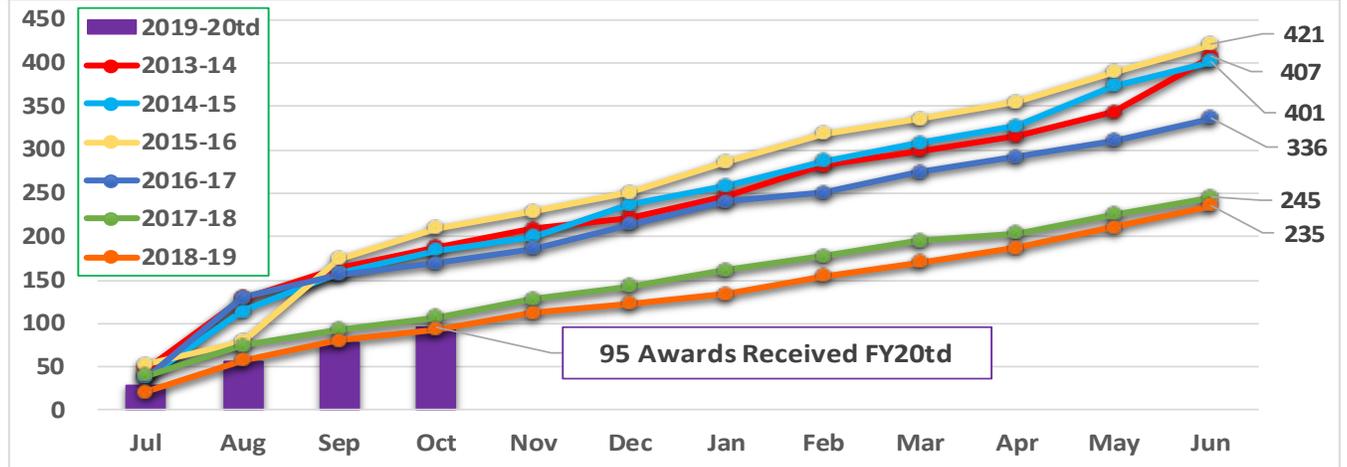


Fiscal Years 2014-2019 and FY20-to-date

Cumulative Count of New Proposals Submitted

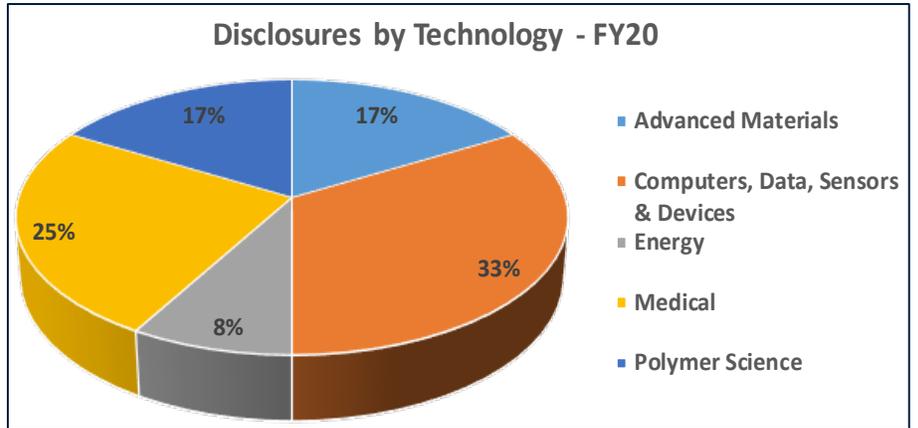


Cumulative Count of New Award Funding Received

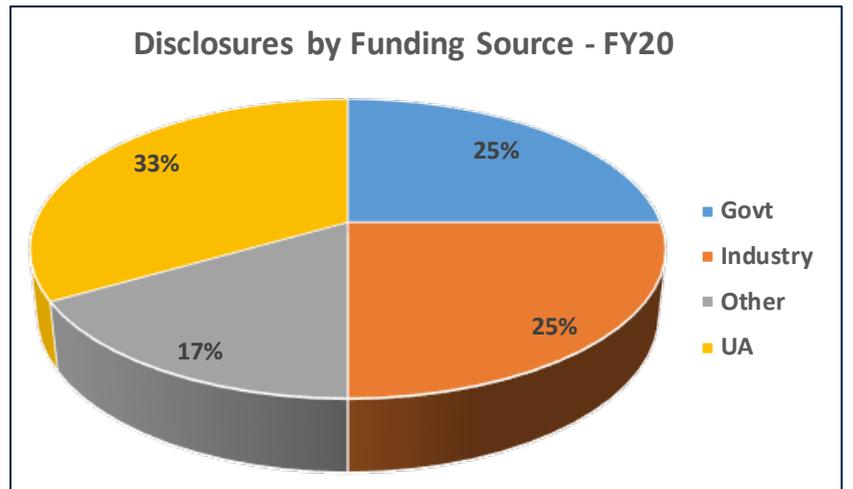


Technology Transfer: Invention Disclosures and Patent Activity FY06 to present

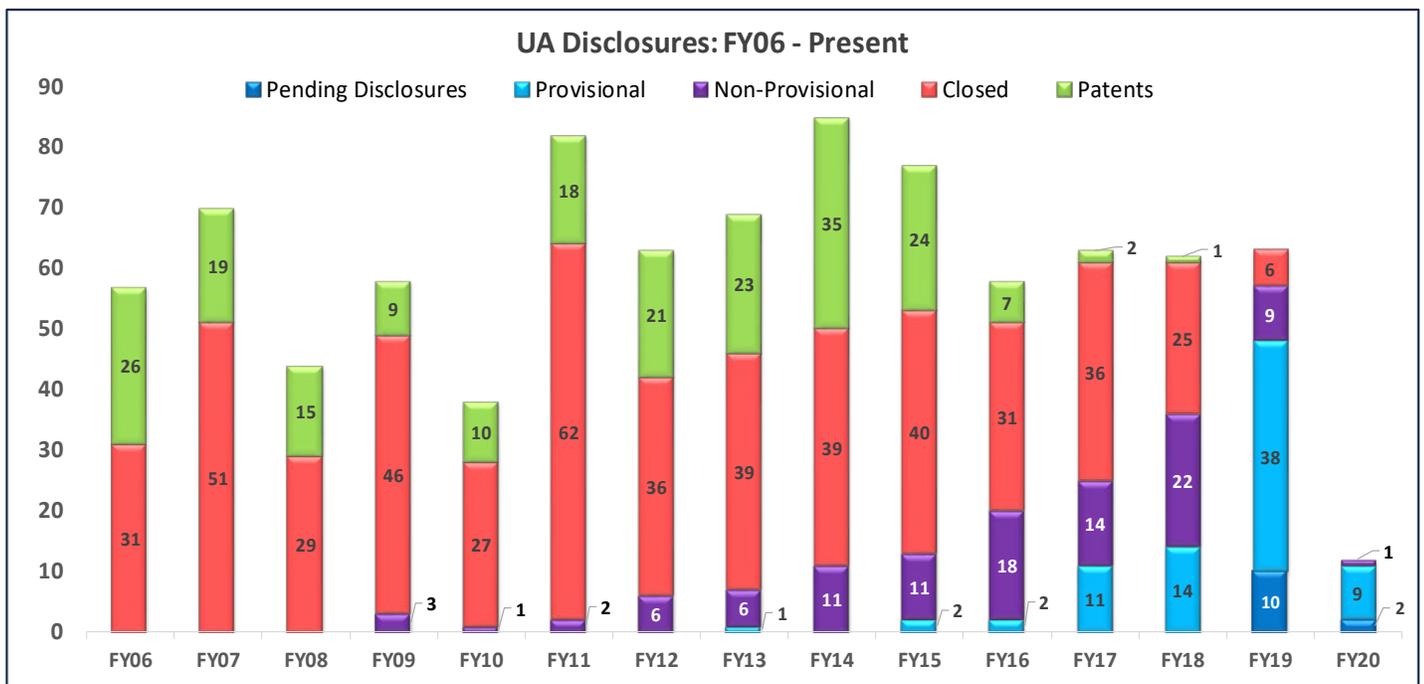
Disclosures submitted in FY20 to date continue in a variety of fields, with 33% being in computers/data/sensors/devices. All are being assessed regarding the technology and potential market, and all except four have been protected with a provisional patent. A provisional patent application protects an invention for one year. During this time a technology and market assessment is conducted to determine if a non-provisional patent should be filed. Once filed, it takes several years for the claims to be evaluated, revisions to be filed, and a patent to issue.



The funding source of research leading to inventions can affect the ability to commercialize the technology. Industry research agreements usually provide options for exclusive or non-exclusive licenses, with negotiated fees. Agreements often include provision for patent costs to be paid by the research sponsor. Government funding gives the university the right to patent and license, while including government use provisions.



Other funding sources typically leave patent rights under university control and responsibility. Regardless of research funding, by Ohio statute any intellectual property created by State employees or by anyone using state funding or facilities is owned by UA.



U.S. Patents Issued from July 1, 2019 to October 31, 2019
(Sorted by Funding Source & Technology)

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
10,336,896	7/2/2019	One-Pot Synthesis of Highly Mechanical and Recoverable Double-Network Hydrogels	Jie Zheng, Qiang Chen and Chao Zhao	COE	Advanced Materials	Govt
10,350,795	7/16/2019	Flexible and Electrically Conductive Polymer Films and Methods of Making Same	Mukerrem Cakmak	CPSPE	Advanced Materials	Govt
10,344,304	7/9/2019	Materials Derived From Fermentation-Produced Rhamnolipids and Methods of Production	Lu-Kwang Ju and Shida Miao	COE	Biotechnology	Govt
10,414,864	9/17/2019	Degradable Amino Acid-Based Poly(ester urea) Copolymer Adhesives	Matthew Becker, Jinjun Zhou, Adrian Defante and Ali Dhinojwala	CPSPE	Medical	Govt
10,428,355	10/1/2019	Production of Arabitol	Lu-Kwang Ju and Abdullah Loman	COE	Biotechnology	Industry
10,336,137	7/2/2019	Electrorheological Fluids Incorporated into Polymeric Articles and Tires	Shing-Chung (Josh) Wong	COE	Advanced Materials	Other
10,376,009	8/13/2019	Impact Protection and Shock Absorbing System and Method	Emily Kennedy, Daphne Fechey-Lippens, Bor-Kai Hsiung, Douglas Paige and Nathan Swift	BCAS	Computers, Data, Sensors & Devices	Other
10,386,249	8/20/2019	Wearable Inductive-Force Sensor	Jiang Zhe and Li Du	COE	Computers, Data, Sensors & Devices	Other
10,429,419	10/1/2019	System and Method for Iterative Condition Monitoring and Fault Diagnosis of Electric Machines	Seungdeog Choi	COE	Computers, Data, Sensors & Devices	Other
10,340,458	7/2/2019	Perovskite Hybrid Solar Cells	Xiong Gong, Chang Liu and Kai Wang	CPSPE	Energy	Other
10,335,490	7/2/2019	Fluorinated Polymerizable Hydrogels for Wound Dressings and Methods of Making Same	Nic Leipzig and Asanka Wijekoon	COE	Medical	Other
10,368,886	8/6/2019	Surgical Apparatus With Force Sensor for Extraction of Substances Within the Body	Ajay Mahajan and Zahra Najafi	COE	Medical	Other
10,447,947	10/15/2019	Multipurpose Imaging and Display System	Yang Liu	COE	Medical	Other
10,336,923	7/2/2019	Photoresponsive Polymers for Adhesive Applications	Abraham Joy, Ali Dhinojwala and Kaushik Mishra	CPSPE	Polymer Science	Other
10,407,537	9/10/2019	Integrated Zwitterionic Conjugated Polymers for Bioelectronics, Biosensing, Regenerative Medicine, and Energy Applications	Gang Cheng	COE	Polymer Science	Other
10,336,862	7/2/2019	Biodegradable Polymers with Pendant Functional Groups Attached Through Amide Bonds	Abraham Joy, Sachin Gokhale and Ying Xu	CPSPE	Medical	UA

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 6

STUDENT AFFAIRS REPORT

REPORT TO THE ACADEMIC ISSUES AND STUDENT SUCCESS COMMITTEE

December 6, 2019

DIVISION OF STUDENT AFFAIRS

HOMECOMING 2019

In celebration of Homecoming, ZPN hosted events, including the Homecoming comedy show in collaboration with Residence Life and Housing, and the Homecoming tailgate in collaboration with the Alumni Association, which had a combined attendance of over 4,300. The Homecoming Committee also hosted the 2nd annual cookout and pop up pep rally. Campus Programs continued the tradition of the Office Decorating Competition, in which 13 departments across campus decorated to the theme “Beat Kent.” Homecoming Week was topped off with the announcing of Homecoming Royalty and the crowning of the Homecoming King and Queen by President Miller and Mrs. Georgia Miller at halftime of the football game. Nicholas Damiani and Ariana Williamson were named the 2019 Homecoming King and Queen.



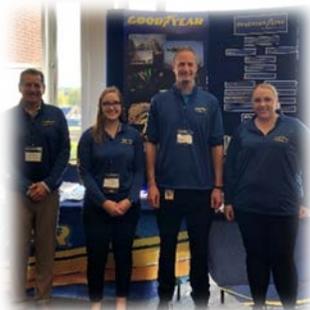
The newly crowned 2019 Homecoming King and Queen, Nicholas Damiani and Ariana Williamson, share a photo with President and Mrs. Miller.

Nicholas is a senior majoring in biomedical engineering who was nominated by Omicron Delta Kappa, of which he is a member. Throughout his time at UA, he has been involved in the Department of Residence Life and Housing, and has been a resident assistant for four years. Nicholas has also been involved in Campus Focus, AK-Rowdies, Biomedical Engineering Design Team, a research assistant and Sigma Lambda. As the 2019 Homecoming King, he would like to continue to give back to The University of Akron, which he says has “given him the best four years of his life so far.”

Ariana is a senior dual majoring in nursing and Spanish. She was nominated by her sorority, Alpha Kappa Alpha Sorority, Inc. Ariana has been a member of numerous student organizations here, including Student Nurses Association, Omicron Delta Kappa, Sigma Delta Pi, School of Nursing Student Executive Board, National Pan-Hellenic Council, mentor for Choose Ohio First STEM and Alpha Kappa Alpha Sorority. From the day Ariana chose to attend UA, she knew she “wanted to leave a mark and make an impact while on campus.”

UA INTERNSHIP AND CAREER FAIR

The UA Internship and Career Fair was held on October 9 with 803 students in attendance and 137 employer booths being filled with employers including FBI, GOJO, Goodyear, Timken Steel, Smuckers, Peoples Bank, Progressive Insurance, Oriana House, Summa, Swagelok, Department of Defense, First Energy Corp., and the City of Akron. Students prepared for the fair in a “Student Prep” room where they researched the employers and received some career fair tips and encouragement.



NATIONAL CHAMPIONSHIPS



The Akron Rocket League team qualified for their third consecutive trip to nationals, and wins their second consecutive National Championship, and \$15,000 in scholarship prize money. This time maintaining an undefeated 20-0 record.

- On November 7, the team traveled to Arlington, TX to compete in the Collegiate Rocket League National Championships at the Esports Stadium in Arlington, TX where 2,000 spectators attended to watch the competition live. The matches were streamed online to an audience of 79,000. On December 6, the team will be featured in an hour-long television special on TBS documenting their progression through the Nationals bracket.
- The Akron Overwatch team received an invitation to the Tespa Overwatch Varsity Series. Invites to this series were only sent to the 12 teams determined to have the best varsity Esports programs in the country by Tespa, one of the leading collegiate Esports tournament organizers.
- Akron Esports added varsity *Rainbow 6 Siege* and *Fortnite* teams. Both teams were nationally competitive as clubs in the previous year, expanding the marketing visibility that the program can provide the University as the competitive scene for these games develop.



NFL PRO DAY/OHIO COLLEGIATE ESPORTS SERIES

On October 28 and 29, 764 high school students from across Northeast Ohio visited campus as part of a collaboration between the NFL Alumni Association and the Esports program.



- Students heard from industry professionals, as well as current and former NFL players about the STEM related career opportunities that exist around sports and eSports.
- Students also participated in workshops around teambuilding, robotics, and virtual reality, received an admissions tour, and had the opportunity to spectate the Ohio Collegiate eSports Series which was hosted at UA.
- Through a partnership with National Collegiate Esports the Esports Program hosted the Ohio Collegiate Esports Championships where the eight best Ohio eSports teams in *League of Legends*, *Overwatch*, and *Rocket League* competed for the championship.
- Teams that participated included The Ohio State University, Miami University, Kent State University, Cleveland State University, Ohio University, Ashland University, Case Western Reserve University, Bowling Green State University, University of Cincinnati, Youngstown State University, & Shawnee State University.



NATIONAL ASSOCIATION OF CAMPUS ACTIVITIES

Residence Hall Program Board and Residence Hall Council was recognized at the annual National Association of Campus Activities Mid-America Regional Conference with the following awards:

- 2019 Organization of the Year – Residence Hall Program Board
- 2019 Outstanding Campus Collaboration – Open Mic Night with MC Alex Ahn
- 2019 Diversity Social Justice Program Award – Spoken Word Artist Jinahie/Part of the 7:17 Coffeehouse Series



Residence Hall Program Board and Residence Hall Council at the National Association for Campus Activities Mid-America Conference in Covington, Kentucky.

MAKE A DIFFERENCE DAY

On October 25, serveAkron held its 15th anniversary celebration of Make a Difference Day. A total of 569 UA volunteers – comprised of students, faculty, and staff – and 47 Make a Difference Day staff contributed to over 1,530 hours of service. This equates to approximately \$13,082 of minimum wage value work contributed to Summit County nonprofits.



FAMILY WEEKEND

ZipAssist hosted Family Weekend on October 11-13, 2019. Homecoming and Family Weekend were seamlessly connected to provide a better experience for students, families, and alumni. This year, 1,433 participants enjoyed Family Weekend, over a 55% increase in participation from FY19. Guests of Family Weekend enjoyed a variety of activities. Support for the weekend was provided by Downtown Akron Partnership, Student Recreation and Wellness Services, Residence Life and Housing, the Alumni Association, Department of Student Life - serveAkron, Myers School of Art, eSports, the Student Union, the Civil Practice Legal Clinic, Bierce Library's MakersSpace, and the Zips Programming Network. Through selling t-shirts for \$10, ZipAssist garnered over \$3,500 in revenue. A portion of sales from each t-shirt goes to support the Student Emergency Financial Assistance (SEFA) program.



NATIONAL WHEELCHAIR BASKETBALL

Student Recreation and Wellness Services (SRWC) work with the Summit County Conventions Bureau, National Wheelchair Basketball Association, and multiple campus partners led to the hosting of the National Wheelchair Basketball Association Buckeye Cup 11/2 – 11/3 at the Student Recreation and Wellness Center and Central Hower South Gym. Athletes and spectators travelled from all over the country with the farthest coming from California to spend the weekend in basketball tournaments. SRWS had over 750 participants and spectators for the Buckeye Cup, National Wheelchair Basketball Association regional event. Over 25 teams participated, 245 athletes and over 500 spectators came to D1-D3 Wheelchair basketball. This connection was made over a matter of months, multiple meetings, departmental and campus wide collaboration and help. SRWS's Nick Weber and Julia Neal were instrumental in bringing the prestigious event to campus for the first time.



LAUNCH OF ONLINE TRANSFER ORIENTATION

The new online transfer orientation officially launched on November 4, 2019, with 43 incoming transfer students enrolled (of which 34% began accessing and completing the online orientation in less than 24 hours from being enrolled). The online transfer orientation was created to help make UA a more attractive transfer destination as many competing colleges and universities also have online orientations as opposed to requiring students to come to campus. With the help of the Instructional Design team, this 45-60-minute Brightspace course is designed to help transfer students learn the basics of transferring to UA, learn a little more about campus, and virtually tour their new university. Upon completion of the online orientation, students' transfer coursework is evaluated, placement testing needs are determined, and academic advising within their colleges is conducted.

JCPENNEY SUIT-UP EVENT

The JCPenney Suit-Up Event on September 22 attracted 348 UA students who were able to purchase professional clothing in time for the Career Fair at greatly reduced prices. This event is held in collaboration with Stark State College.



DIRECT CONNECT WELCOME EVENTS & NEWSLETTER

- During the fall semester, two Direct Connect Welcome Events were held in Simmons Hall with 14 participants in attendance between these two events to learn more about the program's benefits, UA services and engagement opportunities, and receive their special Direct Connect Zip Card. The next Direct Connect Welcome Event is scheduled to take place in early January. To date, 46 Direct Connect participants have attended one of the available Welcome Events since March 2019 at UA to begin to build their connection to the campus community.
- In September, the Office of New Student Orientation launched a Direct Connect E-Newsletter to continue to engage with participants who attended a Welcome Event on a monthly basis. The newsletter features a UA spotlight to share some of Akron's traditions, experiences, and resources, Direct Connect program reminders, upcoming engagement events for the month, and more.



Direct Connect participants receiving their Direct Connect shirts.

BEHAVIORAL HEALTH NETWORKING FAIR

The Behavioral Health Networking Fair was held in collaboration with The College of Health Professions and the County of Summit ADM Board with 16 agencies in Summit County attending, including VANTAGE Aging, CHC Addiction Services, Ohio Guidestone, and Coleman Professional Services, and 75 students attended the networking event.



FULL MEMBERSHIP

The student leaders of Undergraduate Student Government (USG) have worked hard over the past several months to fill all vacant positions via elections and interviewing/appointment. This organization now has a complete roster of 44 dedicated students who bring varying backgrounds and expertise, hold roles with differing focuses, but all share the mission of developing community and enhancing the student experience for students at The University of Akron.



Chief Justice Brittany Hartman swears in a group of new USG members.

ESPORTS STUDENT ENGAGEMENT

Through tabling and activations across a multitude of UA programs such as the New Roo Weekend Involvement Breakout Session, Fall in Love with Akron, and Roo Fest, eSports program participation is growing rapidly.

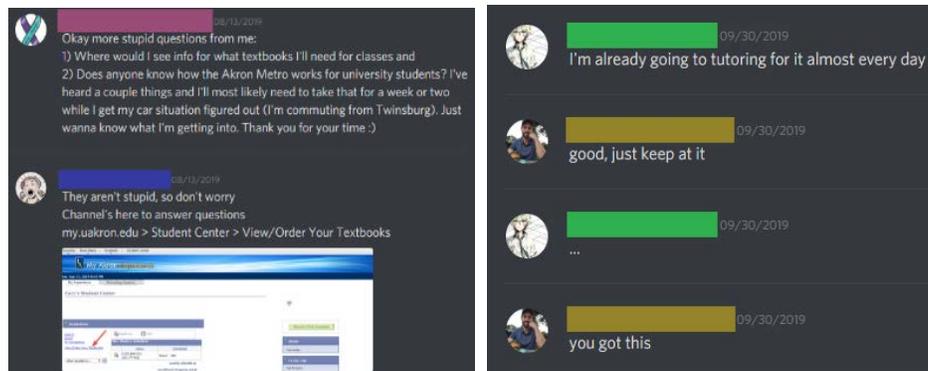
- The eSports facilities are taking 3rd place for students to congregate and connect with friends. This year 2,017 students have used the program’s recreational gaming services in the first three months; an increase of 600 students over total participation in the program’s inaugural year.
- The program has fostered the formation of 17 student-led Registered Student Organizations (RSO) through the Club eSports program in the past year. Club participation has increased from 534 to 812 students year-over-year. The RSOs are oftentimes providing leadership experience to students who have never held a leadership position at UA before.
- The Zips eSports online community platform hosted on the application “Discord” has increased in users from 1,064 to 1,273 year-over-year. These students are using the platform not only to talk online and play video games, but to form social support networks where they offer assistance and advice to each other as they navigate college life.



The Fighting Games Club encourages new students to test their skills at Roo Fest.



The Overwatch Club Hosts a viewing party for the Overwatch League Grand Finals



Examples of the support and advice e-Sports community members receive in the “Academic-Helpdesk” chat channel

NURSING NETWORK NIGHT

The Nursing Networking Night on Wednesday, September 25 was co-planned with UA's Nursing Student Organization and had 11 major hospitals in Northeast Ohio – such as Akron Children's Hospital, Cleveland Clinic Akron General, Summa Health System, and University Hospitals – setting up recruitment tables and participating in an employer panel discussion.



GET READY FOR GRADUATION FAIR



Get Ready for Graduation Fair

The Get Ready for Graduation Fair in College of Arts and Sciences held on October 4 was a joint event between Career Services and The College of Arts and Sciences Academic Advising teams with 73 graduating seniors participating in the event to review their graduation status with an academic advisor and gain assistance with their job search from Career Services.

ETIQUETTE LUNCH

The fall Etiquette Lunch was held on November 1, hosting 16 employers such as Cintas, Union Home Mortgage, National Interstate Insurance, Cintas, and Pepperl-Fuchs, was attended by 177 students/staff/faculty and employers.



STUDENT EMERGENCY FINANCIAL ASSISTANCE (SEFA)

ZipAssist and the Department of Development have worked to sustain monetary support of the Student Emergency Financial Assistance (SEFA) program. This program, established in August 2017, helps students experiencing an emergency financial crisis persist at the University through a one-time grant paid to a third-party vendor. Examples of assistance include car repairs, food assistance, utilities/rent, or childcare. As of November 1, 2019, the program has provided over \$340,000 to more than 440 students. Due to the generous support of a variety of donors and local foundations, the SEFA program continues to assist students. Currently, more than 25 students are working with ZipAssist to obtain emergency financial aid. In partnership with Development, recent meetings have been held with private donors and local corporations to share about the impact of the SEFA program and solicit support.

HELP-A-ZIP REFERRAL PROGRAM

The Help-A-Zip Referral Program is an early alert program that aims to provide needed resources and guidance to enrolled UA students. From August 1 – November 1, 2019 more than 465 referrals have been received by ZipAssist. Each referral receives an individualized email and at least three outreach attempts. Students are encouraged to arrange a private meeting with a member of the ZipAssist team to discuss concerns or barriers and create a game plan for success. Primary student concerns: tuition/fees, emergency assistance, textbook assistance, mental health, and academic support.

EMERGENCY JOB PLACEMENT PROGRAM

ZipAssist has partnered with campus units to pilot an emergency job placement program. This program provides temporary employment to a UA student who meets the criteria of the Student Emergency Financial Assistance (SEFA) program. Through learning about the needs of students assisted with the SEFA program, one common denominator is stable employment. For those students who are in dire immediate need of a job, this program will place them temporarily with an on-campus unit. A component of the program includes also meeting with Career Services and regular communication with ZipAssist. Campus partners include: Student Financial Aid, Parking & Transportation Services, ARAMARK, Career Services, Student Recreation and Wellness Services, Student Union/Department of Student Life, and Physical Facilities.

COMMUNITY PARTNERSHIPS

ZipAssist has finalized MOU agreements with the United Way of Summit County – Financial Empowerment Center and The Salvation Army of Summit County for the 2019-2020 academic year. These partnerships provide students with access to free support such as one-on-one financial coaching, social services, discounted childcare, and textbook assistance.

- A financial coach from the United Way is available once a week per private appointments with students and staff. As of October 15, 2019, all available appointments for the remainder of the 2019 calendar year were filled. The United Way and ZipAssist are exploring additional grant and funding opportunities to meet the growing demand for this service.
- A licensed social worker from The Salvation Army is on campus three days a week to meet with students and provide necessary support. This campus partner is typically booked with appointments each week and regularly provides additional support outside of typical office hours. The Salvation Army supports UA through textbook assistance (\$30K earmarked each year), social services, job referrals, discounted childcare, emergency housing, holiday giving, and vision services.

CAMPUS CUPBOARD

Through oversight of the Campus Cupboard Program (food/resource areas on campus), ZipAssist has helped to facilitate more than 3,000 non-perishable goods, school supplies, and hygiene products across campus. Primary supporters of the program include: Salvation Army, Undergraduate Student Government, Barnes and Noble Bookstore. In October 2019, a fourth location was opened in Simmons Hall. This space provides a private walk-in area where students can receive more substantial items and community resources. Locations on campus include: Jean Hower Taber Student Union/First Floor, Simmons Hall/Lobby, and Polsky Building/Advising. In November, the Akron Canton Regional Foodbank partnered with The Salvation Army of Summit County to provide access to resources in order to support this much needed service on campus. As a result, the University will have increased access to food,



Pam Hopkins, Campus Liaison to UA and Licensed Social Worker with The Salvation Army, discussing the Campus Cupboard with a student.

hygiene products, and non-perishable items. The AmeriCorp team member assigned to ZipAssist through Ohio Campus Compact, Kayla Perry, is charged with implementing creative strategies to assisting students who may be experiencing food insecurity. Kayla's work largely centers on the Campus Cupboard project, increasing awareness of campus resources, and mobilizing support. This team member will serve their term until June 2020.

HOMECOMING DECORATING CONTEST

The Office of New Student Orientation won the Homecoming decorating contest for 2019. The contest theme was "Beat Kent," and the decorations featured a variety of ways that one could literally "beat" Kent. There was a Flash punching bag with Zippy boxing gloves, a bowl of Kent State eggs with a Zippy whisk, a bottle of Kent State ketchup being beat by official Zippy mascot hands, a Kent State record with a pair of Akron DJ headphones, and a Kent State "rug" with a Zippy broom. Music was also played during the judging, showcasing a new rendition of Michael Jackson's "Beat It," where the "it" was replaced with "Kent."



The Office of New Student Orientation won the Homecoming decorating contest for 2019.

DIVERSITY WEEK

Diversity Week at The University of Akron took place September 21-27. The mission of Diversity Week is to increase awareness and encourage celebration of the visible and invisible differences among our campus community. Diversity Week is a collaborative effort with 15 different student organizations and departments and had a total of 16 programs/events for the week. Campus Programs is the main coordinator of events for this week and is responsible for organizing meetings, developing assessments, and marketing Diversity Week events. Total attendance for Diversity Week programs/events was 1,003, with the largest event of the week being Indian Dance Night. A few other highlights include the Ally Seminar, Know Your Rights Panel, and When Refugees Belong.

ALCOHOL AWARENESS WEEK

Alcohol Awareness Week at The University of Akron started on October 21 and went until October 25. The mission of Alcohol Awareness Week is to educate the campus community and encourage students to think and act responsibly when participating in activities associated with alcohol consumption. Alcohol Awareness Week held a total of 10 events throughout the week with a total attendance of 1,017. Highlights of the week include Root Beer Kegger, Mocktails, and What's Brewing with CPE, which are all events executed by undergraduate students.

Alcohol Awareness Week 2019 saw the debut of the Certified Peer Educators (CPE) first programming events. "What's Brewing with CPE" gave the CPE students an opportunity to begin conversations around alcohol facts and to promote the week of free events available to students. The CPE's interacted with student as they passed through the Jean Hower Taber Student Union. If the student attempted to answer a question related to harmful alcohol use, they were given a coupon for a free coffee from Starbucks.

“Think Before You Drink” was the title for the formal CPE presentation during Alcohol Awareness Week. A stipend from SAMHSA/Communities Talk funded the event. CPE’s partnered with Summit County Public Health and Project DAWN to talk about alcohol harm reduction via lecture, tabling, and simulations. Beer and marijuana goggles allowed students to simulate the experience of intoxication while attempting to follow commands requiring varying degrees of physical activity. Project DAWN offered free medication disposal systems and fentanyl testing strips.

“Say It Straight” programming was hosted and offered to students again as part of Alcohol Awareness Programming. Students had the opportunity to learn effective and honest communication skills that help build self-esteem, create prosocial relationships and decrease harmful behaviors. A total of eight hours of training occurred and at completion students were awarded \$50.00 gift cards for participating. Programming was in partnership with Summit County Public Health and Canapi.

SORORITY RECRUITMENT

The Panhellenic Community celebrated a successful sorority recruitment September 13-15, with 100 women receiving bids of membership. The Panhellenic Community opted to participate in Alternative Total Setting to allow the Community to grow. Average chapter size plus 10% was used to reset total for the remainder of this academic year. Total for each sorority is 58 and following sorority recruitment, three chapters were able to continue to recruit. As of October 30, the PHC community has 115 new members, with two chapters still actively recruiting.



PHC chapters on Bid Day in Coleman Commons.

NPHC WEEK

The National Pan-Hellenic Council held its NPHC Week September 16-20. This year’s NPHC Week included social, informational, and service events aimed at raising awareness of the NPHC organizations on campus and building community amongst the chapters. NPHC Week kicked off with a Stroll Showcase. This event served as a council fundraiser and each organization performed three unique strolls. The council was able to raise over \$800 with 188 people attending the showcase. On September 17, the council hosted a Game Night in the Roo Lounge in the Jean Hower Taber Student Union with 48 people attending this event where they enjoyed bowling, billiards, pizza, and an opportunity to meet members of all the NPHC organizations on campus. Meet the Greeks was then held on September 19. At this event, students learned about NPHC as a council and then went to break out sessions (fraternity track and sorority track) to hear specifics



NPHC chapter members at the stroll showcase.

about each organization and their membership intake processes. There were 66 students in attendance for Meet the Greeks. The council closed out the week with a drop-in service event on September 19 where students were able to make place cards for the Haven of Rest and meet members of the NPHC community.

GREEK WEEK

The fraternity and sorority community came together to participate in Greek Week September 30-October 4. This year, the Greek Games “Greekoploy” had five teams comprised of 13 IFC fraternities, five PHC sororities, and the NPHC chapters. The winners of this year’s Greek God and Goddess were Chase Buckler from Kappa Sigma and Nicole Neiman from Delta Zeta. The week concluded with Family Feud and the closing ceremonies. Overall Greek Week winners were Delta Gamma, Kappa Sigma, Phi Kappa Psi and Sigma Nu.



2019 Greek God and Goddess winners, Chase Buckler and Nicole Neiman.

FRATERNITY AND SORORITY LIFE PROGRAMMING



Kappa Sigma Fraternity poses with President Miller at the Collegiate Issues talk.

The governing councils and the Fraternity and Sorority Life (FSL) office have held a host of educational programs throughout the semester. On October 7, FSL hosted a conflict resolution workshop where attendees were able to learn about their conflict management style and how to better address conflict in their chapters. On October 14, President Miller spoke to 379 fraternity and sorority community members on collegiate issues. The students enjoyed getting to know President Miller through his talk, Q&A session, and a meet and greet that followed. On October 15, IFC held a Scholarship Roundtable with Dr. Messina, Vice President for Student Affairs serving as the guest speaker. The chapters were able to discuss

their scholarship plans and identify strategies to encourage academic achievement in their chapters. On October 17, PHC held the “Balancing on a Budget” workshop led by Taylor Sminchak from ZipAssist where attendees learned how to effectively manage their finances. On October 22, IFC and PHC collaborated on a program as part of Alcohol Awareness Week where Officer Claytor from UAPD spoke about the legal outcomes associated with alcohol related offenses. Oriana House presented on substance abuse and seeking treatment.

NATIONAL DEPRESSION SCREENING DAY

The Counseling and Testing Center hosted National Depression Screening Day in the Student Union in October 2019. The 339 participants were given information about college mental health, won giveaways and many completed the NDSD screening forms which assessed participants for depression and anxiety.



COMMUNITY ENGAGEMENT

In addition to their own projects, the members of USG have banded together to support other UA initiatives and engage the community in positive ways. Despite most members claiming membership in other active campus groups as well, USG was able to form two groups to participate in Make a Difference Day, one for both the morning and afternoon shifts. USG collaborated with the AK-ROWDIES for a successful homecoming tailgate to help promote UA pride, crafting and donating a prize package of Zips gear to attract students. Additionally, USG has continued to promote the philanthropic event Zippython; among the internal fundraising methods was a festive all-USG meeting in which members could wear a Halloween costume (instead of business professional dress) in exchange for a modest donation towards the cause.



USG members take a quick photo op before heading out to their volunteer project for Make a Difference Day.

FALL EVENTS

Zips Programming Network (ZPN) planned and hosted 13 events and three different movies in the month of September and October. These events engaged over 6,800 in the UA community. Highlights include National Coming Out Day where ZPN's Diversity chair collaborated with serveAkron and LGBTUA. ZPN's movie series showcased Toy Story 4, Aladdin, and Lion King; which was in conjunction with Parent and Family Weekend. ZPN also traveled to Cleveland for an Indians baseball game and to Cedar Point during HalloWeekends of the semester. ZPN actively contributed to Alcohol Awareness Week with three major events, including Mocktails, Zip and Paint, and Root Beer Kegger.

FLU SEASON

In an effort to keep our campus healthy, Student Health Services has provided influenza vaccine to all interested faculty, staff, and students. Nine traveling clinics have occurred since September 30 and included main campus, Wayne campus, and the Employee Benefits Health Fair. Vaccines are also available by appointment in the Student Health Clinic. To date 650 vaccines have been administered.



President Miller receiving his flu vaccination.

COPING SKILLS WORKSHOP

The Office of Accessibility, Student Recreation and Wellness Services (SRWS), and the Counseling & Testing Center sponsored the Coping Skills at College Workshop Friday, September 20, 2019 from 2:30-4:30 p.m. in the Student Recreation and Wellness Center. The workshop aimed to help students recognize and build essential coping skills. This was the first of a series of workshops and events held as part of the Office of Accessibility's Peer Assistant and Support for Success (PASS) program. It taught essential coping skills for students to be used during busy and stressful times, including guided meditation, mindfulness, and muscle relaxation.

OUTDOOR ADVENTURES – ON THE ROCKS AND RAPIDS

The Outdoor Adventure Program had a busy fall with numerous trips. These programs provide an escape from campus but also emotional, behavioral and intellectual development. Studies have shown that students who learn outdoors develop: a sense of self, independence, confidence, creativity, decision-making and problem-solving skills, empathy towards others, motor skills, self-discipline and initiative. Highlights include:

- Overnight whitewater rafting trip to Ohiopyle, PA. The group of 10 students rafted Saturday afternoon, camped, and then hiked on Sunday morning before returning to campus.
- Kayaking trip on the Cuyahoga River for nine students. Before getting on the water, student Bethany Truax (ACA Kayak Instructor) reviewed some basic paddling technique and safety tips to support the ODNR Grant.
- Rock climbing trip to the Red River Gorge, KY. The group camped for three nights and rock climbed each day. Instructional clinics were provided to advance the education in outdoor climbing and education. In all 14 climbs were set up and attempted by the group.



CLUB SPORTS START STRONG IN COMPETITION

The University of Akron has over 30 Club Sport teams. Here are some of their recent highlights:

- The Akron Triathlon Club competed against Ohio State University's club team. Akron finished in 2nd, 3rd, 4th and 6th place in the collegiate category.
- Akron Ice Hockey Club recorded their first win of the season vs. Cleveland State. Akron's 11-1 win followed by a close win (4-3) vs, Mercyhurst University.
- Golf Club competed in Pittsburgh, PA posting one its best scores. President, Cameron Bosner, placed 7th overall out of 76 participants.
- Akron Running Club competed in the Spartan Invitational. Mitch Wilburn placed 7th, while Kasey Gonyias place 12th.
- Women's Volleyball Club A team went undefeated in their first tournament, while the B team placed 3rd.
- Akron Paintball Club competed in the second NCPA sanctioned tournament of the season. UA placed second behind top ranked and tournament winner University of Central Florida. UA finished ahead of Purdue University, Kansas State University and Ohio State University.
- Akron Running Club competed in the Spartan Invitational. Mitch Wilburn placed 7th, while Kasey Gonyias placed 12th.

RESIDENCE LIFE AND HOUSING – CO-CURRICULAR PROGRAMS & ACTIVITIES



RHPB and RHC once again co-sponsored Stuff-a-Roo

Since July 1, 2019, Residence Hall Program Board (RHPB), Residence Hall Council (RHC), Sigma Lambda Honorary, the Richard L. Hansford chapter of National Residence Hall Honorary (NRHH), and the Emerging Leaders program hosted a combined total of 106 programs with a combined attendance of 17,266. Highlights include:

- NRHH sponsored Bingo on September 18 with 554 attendees;
- RHPB and RHC once again co-sponsored Stuff-a-Roo on October 4 with 504 participants;



Spoken Word Artist Carlos Andres Gomez

- RHPB and RHC co-sponsored Personacards, which was part of Homecoming festivities, with 178 participants;
- On October 8, Zips Programming Network (ZPN), RHPB and RHC co-sponsored the Homecoming Comedy Show with 563 attendees;
- As part of Family Weekend on October 12, RHC and RHPB co-sponsored a Photobooth with 278 participants;
- RHC and RHPB co-sponsored Singer Olivia Farabaugh as part of the 7:17 program with 278 participants;
- Emerging Leaders and residence hall leaders (93) participated in the annual Make a Difference Day;
- As part of Disabilities Awareness Week, RHPB and RHC co-sponsored Spoken Word Artist Carlos Andres Gomez as part of the 7:17 Coffeehouse Series. Carlos was featured in the hit Spike Lee movie "Inside Man." Prior to the performance, Carlos was inducted as an honorary member of our Sigma Lambda Honorary.



Make a Difference Day



NRHH sponsored Bingo

EMERGING LEADERS AKRON EXPERIENCE

As part of the Emerging Leaders Akron Experience course, Residence Life and Housing hosted a series of top-notch speakers to enhance the classroom experience during the fall semester. Total attendance for this series was 774.

- Tom Varano presented on "Emotion into Art" on September 4;
- Azeem presented on "P.E.A.C.E." on September 18;
- Catherine Bosley presented on "Forever and All to See" on September 25;
- Adam Grabowski presented on "#SAYITANYWAY" on October 16;
- Elaine Pasqua presented "Sex and Excess: Surviving the Party" on October 23; and
- Bill Farmer presented on "The Voice of Goofy" on November 6.



RHC and RHPB co-sponsored a Photobooth

December 11, 2019
Board Meeting

Presiding:
Alfred V. Ciraldo, M.D.

1	*Revisions to University Rule 3359-20-05.1, Grading system, discipline, academic probation and dismissal
2	*Revisions to University Rule 3359-20-06.1, Part-time faculty appointments
3	*Revisions to University Rule 3359-31-05, Travel on behalf of the university
4	*Revisions to University Rule 3359-31-06, Business-related expenses
5	*Revisions to University Rule 3359-60-02, Undergraduate admissions
6	*Revisions to University Rule 3359-60-03.1, Credit by transfer and/or examination
7	*Revisions to University Rule 3359-60-03.3, Repeating courses
8	*Revisions to University Rule 3359-60-03.4, Academic reassessment and discipline
*	CONSENT AGENDA: ITEMS 1, 2, 3, 4, 5, 6, 7, 8



Office of the Vice President &
General Counsel

DATE: November 15, 2019

TO: Dr. Rex D. Ramsier
Executive Vice President & Chief Administrative Officer

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
December 11, 2019 Meeting of the Board of Trustees**

The Rules Committee will be asked to consider revisions to the following Rules at its meeting on December 6, 2019.

1. **O.A.C. 3359-20-05.1 – Grading system, discipline, academic probation and dismissal.**

The current Rule provides that any course may be repeated twice by an undergraduate student, subject to specific conditions. Currently, the Rule provides that only the grade of the last attempt will be used to calculate the grade point average, but that all grades for attempts at the course will be used to calculate the grade point average for purposes of graduating with Latin honors and class rank. The proposed revision eliminates this inconsistency, by revising the text to provide that the grade earned for the last attempt will count for all purposes, including graduating with Latin honors. This revision has been approved by the Faculty Senate and is supported by the Provost and the President. This revision should alleviate student/parent frustration at Commencement time.

2. **O.A.C. 3359-20-06.1 – Part-time faculty appointments.**

The current Rule provides that salary ranges for part-time faculty will be reviewed annually by the planning and budget committee of the Faculty Senate. Since the Faculty Senate no longer maintains this committee, the proposed Rule revision moves the responsibility for review to the planning and budget committee of the University Council. This revision has been approved by the Faculty Senate and is supported by the Provost and the President.

3. O.A.C. 3359-31-05 – Travel on behalf of the university.

The University's Internal Auditor recommends revisions to this Rule, which will require exceptions to the travel rule to be made in accordance with the Department of Purchasing's policies and procedures rather than with the approval of the Vice President for Finance and Administration/Chief Financial Officer. The proposed revision arises out of the recent audit of the use of procurement cards and the need to make all rules related to travel and business expenses consist with applicable Purchasing policies and procedures.

4. O.A.C. 3359-31-06 – Business-related expenses.

The University's Internal Auditor recommends revisions to this Rule, which will remove provisions for a President's discretionary account, which has not been in use for some time. Proposed revisions also will clarify the extent to which employees may expend University resources for the purposes of business meals and hospitality, and the process to obtain exceptions to the policy. The proposed revision arises out of the recent audit of the use of procurement cards and the need to make all rules related to travel and business expenses consist with applicable Purchasing policies and procedures.

5. O.A.C. 3359-60-02 – Undergraduate admissions.

The proposed revision to this Rule standardizes the opportunity for holistic review in the application process for students whose admissions index score is below the cut-off for emergent status. Under the proposed revision, students with an admissions index score below the cut-off for emergent status, who demonstrate extenuating circumstances or extraordinary talent not reflected in the admissions index score, may receive a holistic review and, at the discretion of the Office of Academic Affairs in consultation with appropriate academic units, be granted admission to the university with preparatory status. This revision has been approved by the Faculty Senate and is supported by the Provost and the President. This revision gives the Office of Academic Affairs limited discretion to admit students who would otherwise not be admitted - discretion which the current rule language does not provide.

6. O.A.C. 3359-60-03.1 – Credit by transfer and/or examination.

This Rule permits academic departments to designate certain courses as eligible for bypassed credit, in which a student who earns a grade of "C" or better receives academic credit, but the earned grade does not count towards the student's quality point ratio, class standing, or hours required to graduate with Latin honors. The proposed revisions clarify that use of bypassed credit only is available to a degree-seeking undergraduate student and that bypassed credit may not be used to repeat a

course for purposes of changing a previously earned grade. This revision has been approved by the Faculty Senate and is supported by the Provost and the President. This revision should alleviate student/parent frustration at Commencement time.

7. **O.A.C. 3359-60-03.3 – Repeating courses.**

The revision to this Rule eliminates the provision that had provided that all attempts at an academic course are used to calculate the grade point average for purposes of graduating with Latin honors and class rank. This revision is made to make the Rule consistent with Rule 3359-20-05.1 and has been approved by the Faculty Senate and is supported by the Provost and the President. This revision should alleviate student/parent frustration at Commencement time.

8. **OAC. 3359-60-03.4 – Academic reassessment and discipline.**

The revision to this Rule eliminates the provision that had provided that all attempts at an academic course are used to calculate the grade point average for purposes of graduating with Latin honors and class rank. This revision is made to make the Rule consistent with Rules 3359-20-05.1 and 3359-60-03.1 and has been approved by the Faculty Senate and is supported by the Provost and the President. This revision should alleviate student/parent frustration at Commencement time.

cc: Gary L. Miller
Joseph Urgo
M. Celeste Cook
Doug Brumbaugh

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. The records may be maintained in grade books provided by the university and all such records are the property of the university. When a faculty member leaves the employ of the university, or accumulates grade records no longer needed, these records should be surrendered to the department chair for disposition.
- (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 below, 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. The dean notifies the faculty member and the university registrar of the decision.
 - (2) 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) All grades for attempts at a course will be used in grade point calculation for the purpose of determining graduation with honors and class rank if applicable.~~
- ~~(10)~~ (9) For purposes of this policy, credit for this course or equivalent will apply only once toward meeting degree requirements.

(M) Probation, probation, and dismissal.

- (1) An undergraduate student who carries twelve or more 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 twelve or more 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 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. While on probation, an undergraduate student may not change major or transfer to another degree-granting college.

An undergraduate student whose cumulative grade point average falls below 2.0 for each of two consecutive semesters will be evaluated 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 one additional 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 three 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) 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) 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 five 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) 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) Students dismissed from the university for reasons other than failure to meet academic standards are readmitted by action of the president only.

(N) 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) 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) 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: 4/20/2019

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,
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02/14/2013, 05/23/2013, 07/05/2013, 05/09/2014,
02/01/2015, 08/27/2017, 04/20/2019

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

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 December 11, 2019, to revise Rule 3359-20-05.1, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 11, 2019

3359-20-06.1 Part-time faculty appointments.

(A) Definition of part-time faculty.

- (1) The designation of lecturer is used for part-time faculty members. Part-time faculty are appointed for a particular term, upon recommendation of the department chair and approval of the dean of the college and the president or the president's designee(s). Part-time faculty service requirement is limited to teaching responsibilities; all other activities are voluntary and shall not be considered to constitute full time responsibilities. The responsibilities of part-time faculty are:
 - (a) Develop the course syllabus for each section taught (unless the syllabus is standardized by the department)
 - (b) Hold classes on a regular basis according to the university schedule
 - (c) Keep required student grades
 - (d) Maintain the confidentiality of student records
 - (e) Maintain office hours or another method of allowing students in their classes to meet with them
 - (f) Prepare and grade tests, quizzes, and other student assignments
 - (g) Attend scheduled departmental meetings when possible
 - (h) Provide current vitae and teaching portfolio to the department

(B) Definition of teaching portfolio.

- (1) The teaching portfolio is a file that is held by the department for each individual part-time faculty member, Items to be contained in the teaching portfolio for part-time faculty members are:
 - (a) Current vitae
 - (b) Chair, mentor, or peer evaluations using documented expectations and evaluation methods standardized in the department or college
 - (c) Student evaluations using a standardized departmental form
 - (d) Course syllabus
 - (e) Other course information such as classroom assignments and tests
 - (f) Integration of innovative approaches to teaching such as:

- (i) Computerized models
 - (ii) Lectures using integrated technology
 - (iii) Amount and quality of course material using the world wide web
 - (iv) Student projects using technology
 - (g) Participation in departmental workshops
- (2) The responsibility for keeping the teaching portfolio up to date lies with the part-time faculty member.
- (C) Definition of relevant experience.
- (1) Relevant experience is work experience that is directly related to the teaching responsibility the part-time faculty member will have at the university of Akron.
- (a) Relevant work experience includes, but is not limited to:
- (i) Teaching experience
 - (ii) Professional experience
 - (a) Clinical experience
 - (b) Similar teaching experience at a university
 - (c) Relevant special licensures or certificates through a recognized organizational body (local, state, or federal government or professional organization)
 - (b) Record of activity in a relevant professional organization
- (D) Excellence in teaching.
- (1) Excellence in teaching is documented by the part-time faculty member's teaching portfolio. Any item in the teaching portfolio may indicate excellence in teaching; however, when documenting classroom performance, excellence is demonstrated by scores that are consistently above the department mean in the following areas:
- (a) Student evaluations
 - (b) Peer evaluations
 - (c) Supervisor evaluations
- (2) Additional items include, but are not limited to:
- (a) Relevant awards

- (b) Relevant commendations
- (c) Faculty development
 - (i) Attendance at relevant workshops
 - (ii) Relevant presentations
- (E) Assignments and load ceilings for part-time faculty.
 - (1) Part-time faculty members may be assigned to more than one department.
 - (a) Salary grade structure shall be consistent throughout colleges. Appointments shall be made using the salary grade chart.
 - (b) The level of salary grade of the appointment may be determined independently by each department and college based upon approved guidelines as outlined in paragraph (I) of this rule.
 - (2) Part-time faculty members perform teaching responsibilities necessitated by enrollment demand; all assignments are dependent on expertise, enrollment and need. The needs of the individual college/department are determined by the dean in conjunction with the senior vice president and provost.
 - (3) In order to provide maximum flexibility for academic units, part-time faculty may teach up to twelve credit hours in any given semester (fall or spring).
 - (a) Compensation for the teaching of twelve credit hours in any given semester shall not constitute de facto full time employment.
 - (b) Part-time faculty are appointed for one academic term. A part-time faculty member does not have a reasonable expectation of reappointment for the next academic term unless he or she receives from the department chair, school director, or dean written notice of a teaching assignment for the next academic term.
 - (c) No more than twenty-one total credit hours shall be assigned to any part-time faculty member for any academic year. The academic year is defined as fall and spring semester.
 - (4) Part time faculty shall be compensated for teaching no more than nine credit hours during the summer session.
- (F) Recommended privileges that shall be made available to part-time faculty within the constraints of departmental space and budgets.
 - (1) Faculty/peer mentor

- (2) E-mail account
 - (3) Access to computer and internet connection with e-mail capabilities
 - (4) Access to telephone, voice mail and campus mailboxes
 - (5) Access to work space/office
 - (6) Access to secretarial support
 - (7) Access to duplication services for coursework and examinations
 - (8) Full access to university libraries
 - (9) Opportunities for interaction with full-time faculty and information about departmental activities.
 - (10) Opportunities for and ability to contribute to discussions of curriculum issues.
- (G) Recognition of part-time faculty commitment to programs across the institution is important. Demonstration of this recognition, within the constraints of departmental space and budgets, may include but is not limited to:
- (1) Support for professional development
 - (2) Opportunity to request sections and teaching times
 - (3) Awards
 - (4) Including part-time faculty in professional opportunities
 - (5) The department may seek input from part-time faculty regarding curricular issues
 - (6) Re-classification to higher salary grade if the specified criteria are met
- (H) Appointment contract periods, salary and grade levels.
- (1) Contract periods
 - (a) Up to twenty-one credit hours per academic year
 - (b) Nine credit hours during the fifteen week summer session
 - (c) Semester-to-semester contracts dependent on enrollment and need
 - (2) Appointment and salary grades (salaries of current part-time faculty will not be reduced as a result of this policy.)
 - (a) Assistant lecturer

- (i) Salary range: no less than six hundred dollars per credit hour
 - (ii) Master's degree with relevant experience; or
 - (iii) Bachelor's degree with twenty discipline related graduate credit hours
 - (b) Associate lecturer
 - (i) Salary range: no less than seven hundred dollars per credit hour
 - (ii) Master's degree with sixty semester hours of university level teaching experience, documented excellence in teaching, and relevant experience; or
 - (iii) Master's degree with fifteen credit hours of discipline related post master's level coursework, and relevant experience
 - (c) Senior lecturer
 - (i) Salary range: no less than eight hundred dollars per credit hour
 - (ii) Relevant doctoral degree; or
 - (iii) Master's degree with one hundred semester hours of university level teaching experience, documented excellence in teaching, and relevant experience
 - (d) Special lecturer
 - (i) Minimum of a bachelor's degree and/or related experience
 - (ii) Written justification and proof of a search for a qualified instructor with relevant credentials are required for the office of the senior vice-president and provost to approve the position
- (3) Salary ranges in all part time categories shall be reviewed annually by the planning and budget committee of university council ~~the faculty senate~~.
- (4) Initial appointment shall be based upon credentials of the individual as they apply to the specific responsibilities and assignment at the university of Akron.
- (a) The highest degree attained is that degree directly related to the teaching responsibility the part-time faculty member will have at the university of Akron
 - (b) Relevant experience as defined in paragraph (C)(1) of this rule
 - (c) The exact salary within the specified category is dependent on the credentials as determined by the department that the individual is assigned subject to the approval of the appropriate department chair, dean, and the office of the senior vice president and provost

- (d) For both consistency across the institution and given the definition of part-time faculty in paragraph (A)(1) of this rule, the following shall not be considered for initial appointment:
 - (i) Publishing record of the individual
 - (ii) Service to the institution
- (5) Existing part-time faculty shall first be classified subject to the specific criteria for part-time faculty. Further considerations may be given for their efforts and service at the university of Akron. These considerations shall be based upon relevant work experience and teaching experience as follows:
 - (a) Professional work experience as it relates to teaching assignment
 - (b) Expertise in one's field
 - (c) Professional development
 - (d) Additional degree or certificate completion
 - (e) Documented excellence in teaching
- (I) A change in grade for a part-time faculty member may be recommended by the department chair and considered by the appropriate dean and the provost once the part-time faculty member has obtained the minimum credentials necessary for the next grade level. Changes in grade and salary can be effective in either the fall or spring semester. These changes shall be based upon:
 - (1) Excellence in teaching as documented in the individual's teaching portfolio. The following shall be used to evaluate classroom performance (See paragraph (B) of this rule for further information on teaching portfolios and paragraph (D) of this rule for further information on excellence in teaching):
 - (a) Student evaluations
 - (b) Peer evaluations
 - (c) Supervisor evaluations
 - (d) Innovation in teaching techniques and through the use of technology
 - (2) Completion of the next relevant degree
 - (3) A minimum of one hundred semester hours of university level teaching experience is needed for persons without the relevant doctoral degree to obtain a senior lecturer status. However, one hundred semester teaching hours does not guarantee the part-time faculty member the rank of senior lecturer in a de facto manner.

- (4) Part-time faculty have the right to appeal the classification level to the appropriate department chair. In the event the issue is not resolved, then the part-time faculty member may appeal the decision to the appropriate dean, and then to the office of the provost.
- (J) Items to be considered when determining merit recognition for part-time faculty. Each item in this section is to be taken as it applies to the teaching responsibilities of the individual at the university of Akron.
 - (1) Items to be considered for merit increases:
 - (a) The individual's teaching portfolio as defined in paragraph (B) of this rule
 - (b) Professional development specific to the course being taught
 - (i) Continuing course work toward a relevant degree
 - (a) Transcript required showing yearly progress
 - (b) Evidence of a plan of study provided
 - (c) Course work within the last eighteen months
 - (ii) Work toward an additional relevant certificate or licensure
 - (a) Evidence of course work is needed within the last 18 months
 - (b) Evidence of clinical work
 - (c) Evidence of a professional plan of study
 - (d) Evidence of relevant continuing work experience with increased responsibilities in area of expertise
 - (iii) Continuing education units in relevant areas of instruction as required by professional field (verification of attendance required)
 - (iv) Evidence of membership and active participation in professional organizations
 - (v) Conference attendance related to the field of instruction such as the opportunity to meet a specific departmental need through conference attendance and/or attendance at professional meetings that are agreed upon in advance by the part-time faculty member and the department. The department may provide funds for travel and attendance when possible.
 - (2) Items that are not to be considered for merit increases:
 - (a) Publishing record

- (b) Service or committee work
- (3) Merit may include one or more of the following:
- (a) Reappointment
 - (b) Increase in compensation
 - (c) Support for professional development
- (K) Part-time faculty do not hold academic rank, and their grade designation is in no way related to the rank designations of full-time faculty.
- (L) The initial grade of a part-time faculty member is recommended by the department chair and approved by the dean of the college and the provost.
- (M) If a part-time faculty member subsequently becomes a member of the full-time faculty, years of service as a part-time faculty member cannot be counted toward tenure or promotion.
- (N) Assignments for part-time teaching, day and evening, are made on the recommendation of the department chair with the approval of the dean of the college responsible for the course.
- (O) A completed application and acceptance agreement for part-time teaching at the university of Akron must be on file in the dean's office for each part-time faculty member. An application and acceptance agreement must also be completed with each change in grade designation.
- (P) Each semester the appropriate dean will notify each part-time faculty member in writing of specific class assignments.
- (Q) Additional considerations.
- Responsibilities which shall not be required of part-time faculty:
- (1) Conference attendance or presentations
 - (2) Attendance at social functions whether on or off campus
- (R) Part-time faculty grievance procedures are set forth in rule 3359-23-02 of the Administrative Code and faculty manual.

Effective: 12/15/2018

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

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11/05/2004, 05/23/2013, 12/26/2013, 02/21/2014,
02/01/2015, 12/15/2018

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Revisions to University Rule 3359-20-06.1
Part-time faculty appointments

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 11, 2019, to revise Rule 3359-20-06.1, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 11, 2019

3359-31-05 Travel on behalf of the university.

(A) Introduction to and description of travel on behalf of the university.

- (1) This rule is established pursuant to the authority of the board of trustees of the university of Akron and supersedes any similar rules and regulations adopted previously. Notwithstanding any other provisions, the application of these rules shall apply to all colleges and departments, unless otherwise provided for in this policy or by external regulations. As a public institution, the university must ensure resources are used judiciously and appropriately in support of university business. All individuals who travel on university business shall adhere to the travel policies and procedures adopted by the university and the state of Ohio.
- (2) All employees must follow the university of Akron rules. For the purposes of this rule, the term employee refers to university of Akron faculty, staff and contract professionals. The university's travel rules apply to anyone who travels on university business, including students.
- (3) The intent of this policy is to encourage the most efficient and economical means of travel for accomplishing the purpose of the trip and to standardize the reporting and documentation of expenses.

University employees are permitted to use personal credit cards in connection with business travel on behalf of the university and seek reimbursement in accord with university rules. However, university employees shall not select services (e.g., hotels, rental cars, etc.) to secure or accrue personal benefits (e.g., rewards, points, or other affinity program benefits) from the use of a personal credit card in connection with business travel, if doing so results in a higher cost to the university. If a higher cost results from such use of a personal credit card, the employee's reimbursement from the university will be reduced by the amount of such increased cost.

Consistent with advisory opinion 91-010 of the Ohio ethics commission, regardless of whether airline tickets are purchased by the university or through the use of a personal credit card for reimbursement by the university, university employees may not accept, accrue, or use "frequent flyer" benefits for personal use if those benefits resulted from the purchase or reimbursement of an airline ticket by the university for business travel. [See appendix A to this rule.]

- (4) Travel expenses include all ordinary and necessary expenses incurred by the employees of the university of Akron while away from home and on an assignment consistent with the mission of the university. Some examples of university travel assignments are:

- (a) Attendance at professional meetings, presentation of papers, or assignments which result in academic advancement.
 - (b) Field trips.
 - (c) Promotion of financial assistance, such as contracts, gifts, and grants.
 - (d) Field work in support of the development of off-campus programs.
 - (e) Personnel recruitment.
 - (f) Student recruitment.
 - (g) Attendance at meetings of state or regional higher education/industry organizations.
 - (h) Local mileage incurred as a result of university business.
- (5) The employee will be reimbursed for travel expenses in full or in part, according to the authorization given prior to the trip. Expenses will qualify for reimbursement, however, only if they are ordinary and necessary. A premium paid for lavish or extravagant accommodations will not be honored, but will be considered a personal expense. The final determination of ordinary and necessary shall be within the reasonable discretion of the associate vice president/controller.
- (6) This policy establishes certain minimum rules that must be followed. Department heads and budget managers must take full responsibility for expenses incurred by their units in order to assure maximum utilization of resources. One-time exceptions to this policy may be granted on a case-by-case basis in accordance with the department of purchasing's policies and procedures ~~by the vice president for finance and administration/chief financial officer~~ under extraordinary circumstances and in no case constitute precedent.
- (7) International travel.
- (a) If traveling on business internationally, university employees must register on the office of international programs website and provide an itinerary of the travel and how the traveler can be contacted in case of an emergency. This will serve as a common location to access information regarding employees on international travel. Travelers who are U.S. citizens are strongly encouraged to register through the U.S. state department website with the U.S. embassy or consulate in the country/countries they are visiting. This is a free service that makes your presence and whereabouts known, in case it is necessary for a consular officer to contact you in an emergency. Further information can be found on the U.S. department of state's website.

(b) Travel to countries under state department advisory.

The U.S. state department maintains a list of countries for which travel advisories have been issued. The U.S. state department's web page states: "Travel warnings are issued when the state department decides, based on all relevant information, to recommend that Americans avoid travel to a certain country. Countries where avoidance of travel is recommended will have travel warnings as well as consular information sheets." University travelers are advised to check the U.S. state department's website for these advisories and exercise caution when traveling overseas. Employees are prohibited from traveling to and leading student delegations to locations where a U.S. state department warning is in effect.

(c) International currency exchange.

The U.S. dollar equivalent should be included on receipts for purchases in international currencies. The traveler may use an exchange rate based on a receipt of exchange from a bank or an airport exchange location. The traveler may also use a currency converter to determine the correct exchange rate. If a copy of the traveler's credit card statement is included with receipts, reimbursement will be for the amount shown for the item on the credit card statement.

(d) International per diem rates.

The university's international travel per diem rates are based on the U.S. department of state's website. Links are available through the office of the associate vice president/controller's website.

(e) International travel using sponsored funds.

- (i) This rule applies to all sponsored programs. However, if specific agency rules for a sponsored program are more restrictive than university policy, the agency rules apply. Principal investigators and others traveling on grant funds must be familiar with the allowable cost provisions of their sponsored program. In no case will an amount larger than that allowed under the university's policies be reimbursed. Many funding agencies require prior written approval before unbudgeted travel, international travel, or domestic and international travel exceeding the budgeted amount by twenty-five percent may be undertaken. Your grant accountant in the office of the associate vice president/controller or your grants coordinator in the office of research services and sponsored programs should be consulted for more information.
- (ii) If using sponsored funds for air travel, the federal requirement (i.e., The Fly America Act) states that domestic grantees must use U.S. flag carriers to the

maximum extent possible when commercial air transportation is the means of travel between the United States and an international country or between international countries. Cost and/or personal convenience are not included in the exception criteria used to determine the non-availability of a U.S. flag air carrier.

(8) Student travel.

(a) University business.

- (i) Student travel is intended to support or enhance the educational mission of the university. The university's travel rules apply to anyone who travels on university business, including students. "University business" may include the representation of the university at a conference, workshop, or competition; work being conducted on a grant; or recruitment activities. University business does not include extracurricular activity fund ("EAF") funded travel.

(b) Academic field trips and field classes.

- (i) This section does not pertain to international travel or to the athletic department. Employees leading students on international travel should contact the office of international programs for further information. Additionally, these guidelines do not apply to "EAF"-funded travel; guidelines for "EAF"-funded travel are located on the department of student life's website.
- (ii) An academic field trip is typically defined as a single instance of travel off site, related to an academic course. An academic field class may be defined as a class that is scheduled to meet or travel off site as part of the regular academic course curriculum. For all such learning, all participants must sign a release liability form, which must be maintained in the department with a complete list of the participants. A person shall not attend the academic field trip or field class unless they have signed the release liability form. Additionally, a schedule of the activity, including locations and times, must be maintained in the department. Students may be reimbursed for this travel, according to the department guidelines.

(c) Internships and co-ops.

Nursing, student teaching, internships, and co-ops are categorized as education outside of the classroom. Students travel on their own accountability and will not be reimbursed for related travel. The university will not assume liability.

(d) Education abroad and international student travel.

Any student involved in university-related international travel should contact the

office of international programs for further information.

(e) Student athlete and team travel.

Student athletes, cheerleaders, student managers, student trainers, student coaches, and student staff may be required to travel as representatives of the university to participate in athletic events, make promotional and/or community outreach appearances, or attend meetings. As previously stated, this rule applies to anyone who travels on university business, including students. Any exceptions to the general travel rules for student athlete/team travel are detailed in this section.

(i) Prior approval of student athlete and team travel.

All athletic department student travel must receive prior approval by the sport administrator.

(ii) Policies specific to student athlete and team travel.

(a) The athletic department request for professional leave and travel authorization form, and athletic department team travel form shall be completed in advance. The travel shall be issued in the coach's or a staff member's name and a list of student travelers will be attached using only one travel form for the entire group.

(b) The coach or staff member heading the group travel may request an advance for anticipated costs of the travel.

(c) All "NCAA" rules shall be followed in addition to the established university rules for reimbursement.

(d) The director of athletics may impose lower reimbursement levels than those provided in the rules for university travel.

(e) All other approval and reimbursement procedures detailed in this rule apply to athletic department individual and team travel.

(f) Other university-related student travel.

Additional policies and procedures implemented by the department of student life regarding other university-related student travel shall be followed. These policies and procedures are located online at the department of student life's website.

(9) Other group travel.

The purchasing department shall be contacted for assistance in making travel arrangements for group travel.

(B) Transportation.

(1) Introduction.

Travelers shall compare all the costs associated with transportation and select the most cost effective, to the extent practical. While traveling on university business in any vehicle (i.e., personally-owned, rented, leased, or university-owned), the driver and passengers shall comply with all applicable laws.

(2) Personal vehicles.

- (a) Travel in privately owned automobiles will be reimbursed up to the current "IRS" standard rate when traveling on official business. Reimbursement for privately owned motorcycles is authorized up to the state of Ohio motorcycle mileage rate. The stated mileage rate is a full and complete reimbursement for all fixed and variable expenses of operating a vehicle, including maintenance and repairs, tires, gasoline (including all taxes thereon), oil, insurance, and license and registration fees. In the event of a lower allowable mileage reimbursement on a sponsored research grant, the overage may be charged to the department originating the request if approved by the supervisor. If two or more individuals are traveling in the same vehicle, mileage reimbursement is payable to only one traveler, and the names of all persons traveling must be listed on the travel expense report in the comments section.
- (b) A university employee driving a privately owned vehicle is not covered by university vehicle liability insurance. The university is not responsible for damages to privately owned vehicles. No employee may be reimbursed for expenses on the mileage basis unless motor vehicle liability insurance is carried in the minimum amount required by the state of Ohio. The traveler must certify on the request for professional leave and travel authorization form that the traveler is covered by personal vehicle liability insurance in the minimum amount required by the state of Ohio.
- (c) Miles traveled must be detailed by using the start/finish location as the university or the actual point of departure, whichever results in fewer miles traveled. If the travel expense report does not provide sufficient space, the detail may be attached as a supplementary schedule, listing miles driven by date and destination. An attached list showing detailed mileage is especially appropriate for those persons who regularly drive in and around the city and state on university business.

(3) Rented vehicles

- (a) Travelers may be reimbursed for a rented vehicle and for any gasoline purchased for that rented vehicle when said rental vehicle is for official university business and prior approval is obtained from the traveler's supervisor. University rules do

not provide for reimbursement for premium/luxury vehicles. When a premium/luxury vehicle is rented, the traveler shall pay the difference to upgrade from the standard rental.

- (b) Travelers using commercial transportation (e.g., air, train, or bus) may also be reimbursed (or use a university credit card with travel authorization) for a rented vehicle and associated expenses (gasoline, parking, tolls, etc.) while on official university business. A rental vehicle can be obtained personally, on the internet, or by contacting the department of purchasing for assistance. Original detailed and itemized rental and associated expense receipts are required for reimbursement.
- (c) Rental vehicles shall only to be obtained when the total expense for the vehicle is less than other estimated means of transportation. Rental vehicles shall not to be obtained solely for the convenience of the traveler. Any personal use of the rental vehicle shall be pro-rated and deducted from the requested reimbursement.

(4) Fuel card

The voyager fleet fuel card (voyager card) is available for university vehicles (owned/leased) that will be off campus and unable to obtain fuel at the university fueling station. The voyager card is provided through the Ohio department of administrative services to be used by state of Ohio agencies. The voyager card automatically exempts the university from all fuel/gasoline taxes that are incurred when a personal or university credit card is used. The voyager card is accepted at fueling stations that accept mastercard and visa cards. Please contact the department of purchasing to obtain a voyager card for all university vehicle fuel purchases.

(5) Airfare.

- (a) Travelers shall seek the lowest airfare available (consideration may be given to the number of stops or connections and/or the day/time of the flights) for both in-state and out-of-state travel and are encouraged to take advantage of advance reservation discounts. Travelers should not be unreasonably inconvenienced in their travel plans; this will be reviewed on a case by case basis, as necessary. The following methods may be used to pay for approved university travel: reimbursement; the university credit card with travel authorization; or purchased in advance by creating a requisition within the university's purchasing system.
- (b) Separately purchased travel insurance is not an allowable expense. This restriction does not include carrier provided insurance or insurance provided by a credit card issuer. Cancellation insurance at a reasonable rate may be allowed with justification.
- (c) If a cancellation or change is made for the personal benefit of the employee, it

shall be the employee's obligation to pay the penalties and charges. However, in the event of accidents, serious illness or death within the employee's immediate family, or other emergent circumstances beyond the control of the employee, the department will be obligated to pay the penalties and charges. Penalties and charges resulting from the cancellation of airline reservations (or other travel reservations) will be the department's obligation, if the employee's travel has been approved in advance and the cancellation or change is made at the direction and convenience of the department.

(d) Travelers shall not be reimbursed for:

- (i) Airline tickets that are acquired with frequent flyer certificates;
- (ii) Costs associated with a change in the reservation for personal reasons unless they are beyond the control of the traveler;
- (iii) Charges assessed by the airline for failure to cancel the reservation within a specified time limit; or
- (iv) Overweight luggage fee unless this expense is related to university business.

The employee shall be personally responsible for the incremental cost for travel class upgrades.

(6) Ground transportation to/from airports.

- (a) A traveler using a personal vehicle may be reimbursed for the mileage to/from the air terminal, but the reimbursement shall not exceed the mileage using the workplace as the point of departure/return. Airport parking charges are reimbursable when the original parking receipt/ticket is provided. If the traveler is not able to leave his/her vehicle at the airport, mileage for two round-trips will be reimbursed for the traveler's drop-off and pick-up, along with reasonable short-term parking charges. For short-term parking reimbursement, the original parking receipt/ticket is required.
- (b) The traveler may be reimbursed for the use of shuttle/car/taxi service if the fare is reasonable when compared to similar transportation expenses in that location. An original receipt shall be provided for all fares (one way) greater than twenty-five dollars.

(7) Passenger vans (eight seats and larger).

These rules pertain to any leased, owned, or rented passenger vans that seat eight and larger when used in conjunction with university-sponsored events such as field trips, athletic events, and educational-related travel, etc.

- (a) Occupancy is limited to the number of seatbelts available. The driver and

occupants are required to wear seatbelts at all times.

- (b) No passengers not authorized by the coordinator of the event are to be transported in the vehicle. A list of travelers shall be available and maintained in the responsible department.
- (c) The driver shall be an employee, student, or have the responsible party's permission to drive; hold a valid driver's license; and have supervisor approval to drive.
- (d) No driver shall operate the vehicle for more than eight hours in a twenty-four hour period. It is recommended that a ten-minute break be taken for every three hours of driving. Travel between the hours of midnight and six a.m. is discouraged.
- (e) All cargo must be secured inside of the van. Items may not be placed on the roof of twelve- to fifteen-passenger vans. The hauling of trailers or external cargo is permitted if it is essential to fulfillment of the academic mission. All safety regulations shall be followed.
- (f) The vehicle shall be turned off, locked, and the keys removed any time it is left unattended.

(8) Other transportation expenses.

For travel between business locations, travelers are encouraged to choose the most cost effective means of ground transportation available and will be reimbursed for shuttles, taxis, and local mass transit based on comparable modes of transportation and the provision of original receipts. Other reimbursable transportation expenses include parking, bridge, and highway and tunnel tolls. Such transportation expenses exceeding ten dollars per expenditure require detailed and itemized receipts, except for tolls paid into an automatic coin drop.

(C) Allowable travel expenses.

(1) Non-reimbursable meals.

When business travel does not include an overnight stay and a traveler's meal does not qualify as a business meal as defined by rule 3359-31-06 of the Administrative Code, the meal is defined by the "IRS" as "personal." Personal meals do not qualify for reimbursement.

(2) Reimbursable meals.

- (a) Meals incurred while traveling on university business will be reimbursed to the traveler on a per diem basis only when overnight travel takes place using the current federal standard meal allowance ("FSMA") schedule located on the U.S. general services administration's ("GSA") website. Per diem rates include the

costs for both meals and incidental expenses. Incidental expenses include fees and tips given to porters, baggage carriers, bellhops, hotel maids, stewards or stewardesses and others on ships, and hotel servants in foreign countries.

- (b) The total per diem will not be granted when a meal is included in the travel. For example, meals are often included in conference registration fees. In such cases, reimbursement for meals will be prorated for those meals not already provided for in the travel costs.
- (c) When travel is to a location designated by the "IRS" as a high-cost area, the traveler may be reimbursed at the higher per diem rate. If the destination is not a high-cost area, then the meal reimbursement will be limited to the lowest "FSMA" rate.
- (d) If travel includes multiple locations in one day, the per diem rate used for reimbursement purposes will be the location where the traveler has dined. To claim reimbursement for meals, the traveler must be on university business within the following time frames for the meals noted:
 - (i) Breakfast - one minute after twelve a.m. to eight a.m.
 - (ii) Lunch - one minute after eight a.m. to six p.m.
 - (iii) Dinner - one minute after six p.m. to twelve a.m.

(3) Lodging.

- (a) Travelers will be reimbursed at the actual standard single room rate including applicable taxes for university business, providing this amount does not exceed twice the general services administration's lodging per diem for the designated location. The "GSA" lodging per diems are located on the office of the associate vice president/controller's website. If the traveler is attending a conference, it is appropriate to stay at the hotel that is hosting the conference, even if it falls outside the approved "GSA" lodging per diem. In all cases, the traveler must make every effort to obtain applicable discounts, including discounts available to government/public entities and associations/military personnel.
- (b) Under extraordinary circumstances, a lodging amount that exceeds twice the "GSA" lodging rates may be approved. Under such circumstances, which will be approved on a case-by-case basis, the anticipated lodging rate must be documented and approved by the appropriate supervisor prior to incurring the expense. The appropriate supervisor is ultimately responsible for determining the reasonableness of lodging rates.
- (c) In all cases, if the hotel requires prior financial commitment (e.g., prepayment for one night or credit card guarantee), the traveler is responsible for notifying the hotel of a cancellation and will not be reimbursed for the penalty if he/she fails

to make the cancellation notification. The traveler's supervisor may approve an exception if the failure to notify the hotel of the cancellation is due to extenuating circumstances beyond the traveler's control.

- (d) Reimbursement for lodging in noncommercial, private dwellings is authorized at a rate not to exceed more than thirty-five dollars per night. The name and address of the lodging location must be documented in the comments section of the travel expense report.
- (e) Travelers shall not be reimbursed for free accommodations awarded in connection with hotel frequent guest programs.
- (f) The university is a tax-exempt organization. It is always exempt from state of Ohio sales tax and has been granted state sales tax exemption in several other states; other taxes generally apply. The Ohio tax exemption form and tax exemption certificates for other states are on the department of purchasing's website. To help ensure tax-exempt treatment, the following steps should be followed:
 - (i) Review the department of purchasing's website to determine if the university is tax-exempt in the state in which you will be lodging.
 - (ii) When the reservation is made, advise the hotel representative that the university is a tax-exempt organization, and inquire as to the appropriate process to follow.
 - (iii) Print the lodging state's tax exemption certificate. Present it at time of registration and payment.
 - (iv) Any questions on the payment of sales tax should be directed to the department of purchasing.

(4) Tipping.

Per diem rates include the costs for incidental expenses, which include fees and tips for meals and fees and tips given to porters, baggage carriers, bellhops, hotel maids, stewards or stewardesses and others on ships, and hotel servants in international countries. Therefore, fees and tips of these types will not be reimbursed.

Tips for shuttle/car/taxi will be reimbursed at a rate not to exceed twenty percent with a receipt documenting all expenses greater than twenty-five dollars.

(5) Other reimbursable expenses.

Travelers may also be reimbursed for actual reasonable business telephone, fax, copying, computer connection, and other business costs. Registration business costs, included but not limited to, fees necessary to attend a conference or meeting are also

reimbursable. If the traveler is away from home for more than five consecutive overnights, he/she may also be reimbursed for the actual expenses for laundry services.

(6) New employee moving expenses and non-employee reimbursement.

- (a) Newly hired employees may request reimbursement for moving expenses using the travel expense report or direct payment form. In either case, the detail of all expenses must be provided with the following information: date, vendor, expense amount, expense type, etc. Additionally, original, itemized receipts must be attached to the travel expense report or direct payment form when submitted to accounts payable for reimbursement. The reimbursement of moving-related expenses is further addressed in rule 3359-20-04.3 of the Administrative Code.
- (b) Candidates for employment must be reimbursed on the honorarium and expense authorization form, following the honorarium and expense authorization policies and procedures. The honorarium and expense authorization form and instructions for completion are provided on the associate vice president/controller's website.
- (c) Individuals who are not employed by the university but are invited to the university for business/education purposes pay their travel expenses directly and then request reimbursement on the honorarium and expense authorization form, following the honorarium and expense authorization policies and procedures. The honorarium and expense authorization form and instructions for completion are provided on the associate vice president/controller's website.
- (d) All other non-employee travel reimbursements (e.g., performers, speakers) must be processed using the appropriate university service agreement.

(D) Travel payment, reporting, and documentation.

(1) Prepayments and cash advancements.

The traveler may request prepayment for:

- (a) Conference/registration fees,
- (b) Airline tickets,
- (c) Lodging, and
- (d) Other pre-approved expenses.

Cash advances are primarily used by the athletic department and are otherwise only approved under special circumstances. The athletic department requires

cash advances to comply with "NCAA" rules and regulations. Cash advances are limited to the estimated cost less any prepayments. If a cash advance is required and approved, the traveler should review the petty cash and advances policy located on the office of associate vice president/controller's website.

(2) [Procurement card](#) ~~Visa~~ purchasing program.

- (a) Travel and travel-related purchases may be charged on university-issued credit cards if proper authorization is provided by the cardholder's supervisor. Once authorized, cardholders will be allowed to purchase or reserve travel items such as airfare, hotel rooms, vehicle rentals, meals, registrations, and memberships. In all cases, the travel and/or hospitality expenses shall be pre-approved by the cardholder's supervisor and the amounts must be in line with this rule.
- (b) If meals are charged to a university-issued credit card, the cardholder shall not exceed the per-meal allowance established by this rule. In addition, if the cardholder uses the reimbursement based upon the daily per diem limits, any unused per diem amount shall not be reimbursed.
- (c) The university is a tax-exempt organization. The university tax ID number is printed on the university-issued credit card. The university is always exempt from state of Ohio sales tax, has been granted state sales tax exemption in several other states, and is not subject to many federal taxes. Cardholders shall remind all vendors of our tax-exempt status and be sure that Ohio sales tax is not added to the invoice. If needed, the Ohio tax exemption form and tax exemption certificates for other states can be found on the department of purchasing's website. Any questions on the payment of sales tax should be directed to the department of purchasing.

(3) Request for professional leave and travel authorization.

- (a) The request for professional leave and travel authorization form must be completed prior to all out-of-state and overnight university travel, including such business travel during the summer months by nine-month faculty and such travel for which expense reimbursement is not required. The request for professional leave and travel authorization form must be completed and approved prior to any travel-related purchases.
- (b) The purpose of the request for professional leave and travel authorization form is to establish that the travel is for university business, provide for authorized professional leave, and to provide the budget authority/supervisor with an estimated amount of travel expenses. However, direct supervisors should be aware of all university travel, including in-state day trips and routine transportation.
- (c) Professional leave must be requested and approved for all out-of-state and

overnight university business. Examples of university business include business meetings; training; and professional organization and development conferences, seminars, and workshops. Rule 3359-11-04 of the Administrative Code provides specific guidelines for faculty improvement leave ("FIL").

- (d) In the event of an insurance claim or other litigation, the completed and authorized request for professional leave and travel authorization form, even when no reimbursement will be requested, provides evidence the traveler is on authorized university business. The request for professional leave and travel authorization form shall include the estimated expenses, request for pre-payment(s), account number(s), and the signatures (including date signed) of the traveler and the signature authority for the account(s) to be charged. If the traveler and the signature authority are the same person, the traveler's supervisor is required to approve the request for professional leave and travel authorization form. Those reviewing and approving by signature shall verify:
 - (i) The purpose of the travel is directly related to official university business;
 - (ii) The estimated cost is reasonable and funding is available; and
 - (iii) The appropriate account(s) are identified for charges.
- (e) Signed request for professional leave and travel authorization forms shall be filed and retained in the authorizing supervisor's unit(s).
- (f) Blanket authorizations.

For frequent and routine travel, blanket authorizations may be utilized for extended periods of time not to exceed one fiscal year. A blanket authorization would be appropriate for persons who travel on a regular basis for the same purpose (e.g., recruiting), or for instances when the same traveler makes several trips during a specific period of time (e.g., recurring professional meetings). In those cases where a blanket authorization is appropriate, the anticipated travel dates and total expenditures must be noted on the request for professional leave and travel authorization form. The blanket travel request box shall also be marked yes. The traveler shall periodically submit the completed travel expense reports to accounts payable in the appropriate time period. Grant-funded and university-funded travel expenses shall be submitted within ninety days from the return travel date, to assist with accountability and auditing procedures.

(4) Travel expense report.

- (a) The university of Akron travel expense report has been designed to meet internal revenue service reporting requirements and the rules of the university board of trustees. The traveler shall complete the university's standard travel expense report to request reimbursement for travel-related expenses.

- (b) The travel expense report shall reflect all expenses related to the travel, including reimbursable expenses, prepaid expenses, any cash advances, and expenses paid for with a university credit card, etc. The amounts for prepayments, any cash advances, and expenses paid for with a university credit card shall be subtracted from the total expenses for purposes of reimbursement. See the instructions for completion of the travel expense report, available through the office of the associate vice president/controller's website, for further explanation of the documentation.
- (c) The completed travel expense report shall be reviewed, approved, and signed by the signature authority for the account being charged or the traveler's supervisor. The completed and signed travel expense report shall then be submitted to accounts payable within ninety days of the return travel date for grant-funded and university-funded travel, to assist with accountability and auditing procedures.
- (d) Essential information which must be reported on the travel expense report for each trip is listed as follows:
 - (i) The daily cost of each separate expenditure for traveling, such as transportation, lodging, and meals.
 - (ii) The dates and times of departure and return home for each trip.
 - (iii) The destination or locality of travel.
 - (iv) The business reason or business benefit expected to be derived.
- (5) The following documentation is required to substantiate expenses for reimbursement:
 - (a) Air/rail - Original passenger receipt, confirmation, or e-ticket printout and proof of payment.
 - (b) Lodging - Original detailed and itemized hotel bill or folio, including telephone calls, providing proof of payment.
 - (c) Car rental - Original rental agreement providing proof of payment.
 - (d) Business meals and business-related expenses - See rule 3359-31-06 of the Administrative Code.
 - (e) Travel meals (per diem) - No receipts required.
 - (f) Conference/registration fee (if not prepaid) - Conference brochure and original receipt showing proof of payment.
 - (g) Travel expenses exceeding ten dollars per expenditure require original detailed and itemized receipts, except for tolls paid into an automatic coin drop, unless

otherwise prescribed in this policy.

Claims for reimbursement not covered by these rules or exceptions will be returned to the traveler.

- (6) Non-reimbursable items while on travel status include, but are not limited to:
- (a) Personal entertainment expenses, including airline headsets, movies, tours, and sporting events.
 - (b) Traffic fines and infringements, parking tickets, and court costs.
 - (c) Lost and overweight baggage.
 - (d) Personal auto repairs, personal credit card annual fees, and personal telephone charges.
 - (e) Insurance for rental vehicles.
 - (f) Medical expenses.
 - (g) Additional life insurance.

Effective:	01/31/2015
Certification:	<hr/> M. Celeste Cook Secretary Board of Trustees
Promulgated Under:	111.15
Statutory Authority:	3345.31
Rule Amplifies:	3359.01
Prior Effective Dates:	06/25/1990, 11/20/1996, 11/24/2001, 01/17/2003, 09/07/2006, 06/25/2007, 08/30/2009 (Replaces 3359-31-01), 08/30/2009 (Replaces 3359-31-02), 08/30/2009 (Replaces 3359-31-03), 08/30/2009 (Replaces 3359-31-04), 08/30/2009 (Replaces 3359-31-05), <u>01/31/2015</u>

APPENDIX A

Advisory Opinion No. 91-010
December 5, 1991

Syllabus by the Commission:

- (1) Divisions (D) and (E) of Section 102.03 of the Revised Code prohibit a state official or employee from accepting, soliciting, or using the authority or influence of his or her position to secure, for personal travel, a discounted or free “frequent flyer” airline ticket or other benefit from an airline if he or she has obtained the ticket or other benefit from the purchase of airline tickets, for use in official travel, by the department, division, agency, institution, or other entity with which he or she serves, or by which he or she is employed;
- (2) Division (A)(4) of Section 2921.42 and Division (A) of Section 2921.43 of the Revised Code prohibit a state officer or employee from accepting or using, for personal travel, a discounted or free “frequent flyer” airline ticket or other benefit from an airline if he or she has obtained the ticket or other benefit from the purchase of airline tickets, for use in official travel, by the department, division, agency, institution, or other entity with which he or she is connected.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Revisions to University Rule 3359-31-05
Travel on behalf of the university

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 11, 2019, to revise Rule 3359-31-05, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 11, 2019

3359-31-06 Business-related expenses.

(A) Overview.

- (1) This rule is intended to provide direction to employees with regard to the manner and extent to which the university may expend resources for the purposes of business meals and hospitality. For the purposes of this rule, the term employee refers to university of Akron faculty, staff and contract professionals. This rule also applies to anyone conducting university business, including students. All employees shall adhere to this rule and shall submit for reimbursement only those expenses eligible for reimbursement under this rule. Proper documentation shall accompany the reimbursement submissions and be maintained in accordance with university rules and policies.
- (2) Business-related expenses are defined as food, beverages, and incidental costs associated with the conduct of university business. As a public institution, the university must ensure that resources are used judiciously and appropriately in support of university business; due diligence must be given in reviewing expenditures. Additionally, the department of purchasing's policies and procedures shall be followed.
- (3) In cases of sponsored programs or restricted discretionary funds, the terms of the grant, contract, or donor's limitations may be more restrictive than the university's policy, and those terms shall be followed. In cases where these limitations are less restrictive, the university's guidelines shall apply.
- (4) One-time exceptions to this policy may be granted on a case-by-case basis in accordance with the department of purchasing's policies and procedures ~~by the vice president for finance and administration/chief financial officer~~ under extraordinary circumstances and in no case constitute precedent.

(B) Business expenses.

- (1) Business expenses will generally be deemed acceptable and appropriate for payment by the university provided that:
 - (a) They were incurred as part of ordinary and necessary university business and have a clear business purpose, with substantial business discussion during, directly before, or directly after the meal or event;
 - (b) They were properly authorized, reviewed, and approved;
 - (c) They are properly documented;
 - (d) They are not personal in nature; and

- (e) For business meals only, that they were not more than three times that meal's cost allowance, including tip [according to the current federal standard meal allowance schedule located on the U.S. general services administration's website].

Additionally, business meals almost always need to include non-university personnel to be considered business-related. Non-university personnel include individuals that are not employed by the university, such as:

- (i) Candidates for employment;
- (ii) Colleagues from other higher education organizations; and
- (iii) The president's or other administrators' spouses in support of official university responsibilities, including attendance at employee recognition events, participation in recruiting, fundraising, and promotion of the university, and hospitality for university guests.

- (2) Business-related expenditures in excess of one hundred dollars per person (including alcohol, but excluding tips) require documented pre-approval by the responsible dean or vice president.

(C) Additional guidelines.

- (1) The provision of food to employees on a regular or similar ongoing basis is generally not appropriate. Food may be provided on an occasional and irregular basis during working meetings, when personal time is given up for a formal business discussion and in accordance with the department of purchasing's policies and procedures, ~~with documented pre-approval from the responsible dean or vice president. Examples of pre-approval include signature or direct e-mail.~~

~~(2) The provision of food to employees on a regular or similar ongoing basis is generally not appropriate. The provision of food in appropriate instances shall be paid for with funds from a designated presidential discretionary business expense account. The detailed information regulating designated presidential discretionary business expense account(s) is provided in paragraph (G) of this rule.~~

- ~~(3)~~ (2) As a general rule, meal and hospitality expenses for spouses and guests of university employees shall not be charged to university funds. In exceptional cases, expenditures for spouses and guests of university employees require written documentation of business purpose and are subject to the department of purchasing's policies and procedures ~~pre-approval by the responsible dean or vice president.~~ Exceptional cases may include:

- (a) Attendance at employee recognition events.

(b) Participation in recruiting, fundraising, and promotion of the university, and hospitality for guests of the university, where appropriate.

(c) Attendance at athletic events as a member of the university's "designated group."

(D) Allowable expenditures.

(1) This rule grants authority to the vice president for finance and administration and chief financial officer to adopt, administer, and implement a chart for allowable university business related expenses that outlines business-related expenses and whether or not they may be deemed acceptable charges based on the account used: standard university accounts or, ~~president's discretionary business expense accounts~~, and the university of Akron foundation accounts.

(2) University employees shall carefully read and follow the details regarding each account type when expending the account's funds and shall expend the funds in accordance with the vice president for finance and administration and chief financial officer's chart for allowable university business-related expenses. Funds included in standard university accounts are provided and described in paragraph (F) of this rule. The ~~designated president's discretionary business expense accounts and the~~ university of Akron foundation accounts must also follow the rules provided in the vice president for finance and administration and chief financial officer's chart for allowable university business-related expenses.

(E) Unallowable funds for business-related expenses.

The following funds shall not be used for business-related expenses:

(1) Specialized 2xxxxx speedtypes - These funds shall not be used for business-related expenses. These funds are allocated for a specific purpose within the general fund. Expenditures from these funds are restricted to the purpose of the account. This includes, but is not limited to, fees (course fees or technology fees), faculty research grant accounts, start up accounts, and departmental cost sharing.

(2) Plant funds - These resources shall not be used for any type of business-related expenses. This includes all 7xxxxx speedtypes.

(F) Accounts.

(1) Standard university accounts.

(a) Standard university accounts are described in this paragraph. These accounts shall follow the standard university accounts rules in the vice president for finance and administration and chief financial officer's chart for allowable university

business-related expenses. The description for each account should be carefully read and the details regarding each account type shall be followed when expending the account's funds.

- (i) General operating accounts. These resources are provided to the university primarily through student tuition and the state share of instruction (i.e., funded by the taxpayers of the state of Ohio). This includes most 2xxxxx speedtypes.
- (ii) Sales and services funds and auxiliary funds. These resources are for activities conducted primarily to provide goods, facilities, and services to, and generate revenue from, students, employees, and the general public. This includes all 3xxxxx speedtypes.
- (iii) Indirect cost ("IDC") speedtypes. These resources are generated from indirect cost recoveries from sponsored programs and grants.
- (iv) Other agency funds. These resources are received by the university as custodian or fiscal agent for an organization and are held and disbursed on behalf of the organization. This includes all 994xxx speedtypes.

(2) Standard university accounts requiring additional approval or scrutiny.

The funds described in this paragraph follow the standard university accounts rules in the vice president for finance and administration and chief financial officer's chart for allowable university business-related expenses, but require additional approval(s) or scrutiny of additional documentation, as noted below.

- (a) University support for student activities ("EAF" accounts). These resources shall follow the standard university accounts rules in the vice president for finance and administration and chief financial officer's chart for allowable university business-related expenses as a guideline, but all expenditures require approval through student affairs. This includes the 990xxx speedtypes.
- (b) Research and sponsored program funds. These funds are provided to the university by federal, state, or local governments; foundations; or other private entities for very specific purposes. Restrictions vary on use of these resources but are typically more restrictive than this rule and the vice president for finance and administration and chief financial officer's chart for allowable university business related expenses. Allowable costs which differ from university policies must be specifically written in the awarding documents. This includes all 5xxxxx speedtypes.
- (c) Restricted discretionary funds and student agency funds.
 - (i) Restricted discretionary funds. Resources provided to the university through gifts and contributions where restrictions for use may vary. It is the

responsibility of the signature authority to ensure the donor's restrictions are followed. This includes all 4xxxxx and 6xxxxx speedtypes that are not specifically earmarked for scholarships, fellowships, or endowed chairs.

- (ii) Student agency funds. These are resources earned by student activities ("SAF" accounts). All expenditures require approval through student affairs. This includes the 996xxx speedtypes.

(3) The university of Akron foundation accounts.

- (a) The university of Akron foundation accounts shall follow the university of Akron foundation policies and procedures, which are available on the university treasurer's office website. Guidelines for the purchase of business expenses with the university of Akron foundation accounts are provided in the vice president for finance and administration and chief financial officer's chart for allowable university business related expenses. Questions should be directed to university treasury services. Business expenses from the university of Akron foundation accounts shall be documented on the travel expense report. The travel expense report shall:

- (i) Include the date of the meal/event/activity, the name of the person(s) who hosted the meal/event/activity and location of the meal/event/activity, the business purpose of the meal/event/activity, names and affiliations of attendees, and the cost of the meal/event/activity;
- (ii) Be properly authorized by the responsible university official (usually the immediate supervisor of the person making the request); and
- (iii) Be accompanied by original itemized receipts.

- (b) When a university [visa procurement](#) card is used for payment, the employee's completed travel expense report and original itemized receipts shall be attached to the employee's monthly transmittal log for university [visa procurement](#) card purchases.

~~(4) Designated president's discretionary business expense account(s).~~

~~The president is assigned a discretionary business expense account that he and his designees may use for business expenses. These expenditures shall follow the regulations for designated presidential discretionary business expense account(s) provided in paragraph (H) of this rule. Guidelines for the purchase of business expenses with the designated president's discretionary business expense accounts are provided in the vice president for finance and administration and chief financial officer's chart for allowable university business related expenses.~~

(G) Reporting.

- (1) In all instances, regardless of payment type, business expenses shall be documented on the university's travel expense report. The travel expense report shall:
 - (a) Include the date of the meal/event/activity, name of the person(s) who hosted the meal/event/activity and location of the meal/event/activity, the business purpose of the meal/event/activity, names and affiliations of attendees, and cost of the meal/event/activity;
 - (b) Be properly authorized by the responsible university official (usually the immediate supervisor of the person making the request); and
 - (c) Be accompanied by original itemized receipts.
- (2) When a university ~~visa~~ procurement card is used for payment, the employee's completed travel expense report and original itemized receipts shall be attached to the employee's monthly transmittal log for university ~~visa~~ procurement card purchases.

(H) Alcohol.

- (1) When alcohol is involved with any event, such event should be managed with common sense and due care. As a general rule, alcohol cannot be charged against any university fund. However, in certain circumstances, alcohol purchases for business-related purposes (i.e., business meals or university events) may be justified.
- (2) These alcohol purchases must be charged to discretionary funds and must have documented approval (i.e., signature or direct e-mail) of the president, vice president, or dean. Discretionary funds are funds held by the university of Akron foundation and/or the university of Akron research foundation with only a broad restriction that they be used to benefit the university of Akron or that particular area within the university. The supervisor's approval certifies that the fund being used has been designated a discretionary fund by the donor.
- (3) Amounts expended from discretionary funds for the purchase of alcohol must be reasonable. For purposes of this rule, "reasonable" is defined as no more than twenty-five dollars per person, excluding taxes and tip.
- (4) Alcohol purchased for resale by areas with liquor permits for medical or other research use is not subject to this rule. Reimbursement or payment for the costs of alcoholic beverages on sponsored projects is prohibited.

~~(H) Regulations for discretionary business expenses for the president and for university officials designated by the president.~~

~~(1) Overview.~~

- ~~(a) As an accommodation to and for the convenience of the university in having the functions of the office of the president most efficiently discharged, the president shall be assigned a discretionary business expense account budgeted annually by the president and vice president for finance and administration/chief financial officer for reimbursement or for direct charging of expenses associated with administrative responsibilities, including but not limited to any use in advancing the mission of the university by fostering support and goodwill from a wide range of sources. For example, expenditures may be made to host individuals or groups such as representatives of local, state, and federal governments; members of the corporate community; members of the non-profit community; students; faculty; staff; contract professionals; the university of Akron alumni; prospective donors; and friends of the university. This includes expenditures in support of official university responsibilities of the president's spouse.~~
- ~~(b) In addition, the president shall have the authority to assign discretionary business expense accounts for other university officials in accord with this rule.~~
- ~~(c) University officials designated by the president may be assigned a discretionary business expense account budgeted annually by the president and vice president for finance and administration/chief financial officer for reimbursement or for direct charging of expenses specifically associated with administrative responsibilities. As with the president, these accounts are for use in advancing the mission of the university by fostering support and goodwill from a wide range of sources. The accounts may be used to host individuals or groups such as representatives of local, state, and federal governments; members of the corporate community; members of the non-profit community; students; faculty; staff; contract professionals; the university of Akron alumni; prospective donors; and friends of the university.~~
- ~~(d) As a public institution, the university of Akron is held to a high level of public scrutiny and accountability. University officials who have discretionary business accounts receive a high level of latitude for the uses, but remain responsible for ensuring these accounts are used in a responsible and appropriate manner. As such, these accounts are intended to provide for flexibility beyond that reflected within the university's standard travel and expense rules.~~

~~(2) Expenditures.~~

~~Reimbursement will be provided only for expenditures that are reasonable, necessary, prudent and appropriate for the occasion, as well as being consistent with the university's educational mission, in the following categories:~~

- ~~(a) Business-related and hospitality expenses including food, beverages, admission charges and fees, flowers, mementos, charges imposed by vendors, related taxes, reasonable gratuities, related miscellaneous expenses, etc., for guests of the university.~~

~~(b) Employee recognition and relations including food, beverages, admission charges and fees, mementos, service charges imposed by vendors, related taxes, reasonable gratuities, related miscellaneous expenses, etc.~~

~~(c) Receptions and banquets~~

~~(d) Fundraising and promotion of the university, including travel and hospitality. When travel is included, it is subject to the same conditions as all other university approved travel.~~

~~(3) Expense documentation:~~

~~(a) Claims for reimbursement must be detailed on the university's standard travel expense report and must be accompanied by original receipts with appropriate itemization attached to any requests for reimbursement and must be properly authorized by the responsible university official (usually the immediate supervisor of the person making the request). The itemization shall include the date of the event or the activity, the person(s) who hosted the activity and the location of the activity, the reason for the activity, a list of the activity's attendees, and the cost. All requests for payment under this policy shall be signed by the university official, and shall be subject to review and approval by the university official's immediate superior. The review and approval structure for the president, senior vice president, and vice presidents follow:~~

~~(i) The president's initial approver is the vice president for finance and administration/chief financial officer and secondary approver is the vice president and general counsel.~~

~~(ii) The vice president for finance and administration/chief financial officer's initial approver is the president and secondary approver is the vice president and general counsel.~~

~~(iii) The vice president for finance and administration/chief financial officer is the initial approver for and the president is the secondary approver for the following positions: senior vice president, provost, and chief operating officer; vice president and chief of staff; vice president for research and dean of the graduate school; and vice president, general counsel, and board secretary.~~

~~(iv) The senior vice president, provost, and chief operating officer is the initial approver for and the president is the secondary approver for the following positions: vice president for information technology/chief information officer, and vice president for student affairs.~~

~~(b) Expenses charged directly to the account via a university credit card, purchase requisition, or other means must be subject to the same level of documentation~~

~~and supervisory review. No expenditures will be reimbursed without appropriate receipts. No expenditures for political donations, for solely personal use, or any other purpose contrary to state or federal law are allowed. All reimbursements for expenditures pursuant to this rule may be reviewed and audited by the university's internal auditor and the audit committee of the board of trustees.~~

~~(4) Alcohol.~~

- ~~(a) When alcohol is involved with any event, such event should be managed with common sense and due care. As a general rule, alcohol cannot be charged against any university fund. However, in certain circumstances, alcohol purchases for business-related purposes (i.e., business meals or university events) may be justified.~~
- ~~(b) These alcohol purchases must be charged to discretionary funds and must have documented approval (i.e., signature or direct e-mail) of the president, vice president, or dean. Discretionary funds are funds held by the university of Akron foundation and/or the university of Akron research foundation with only a broad restriction that they be used to benefit the university of Akron or that particular area within the university. The supervisor's approval certifies that the fund being used has been designated a discretionary fund by the donor.~~
- ~~(c) Amounts expended from discretionary funds for the purchase of alcohol must be reasonable. For purposes of this rule, "reasonable" is defined as no more than twenty-five dollars per person, excluding taxes and tip.~~
- ~~(d) Alcohol purchased for resale by areas with liquor permits or for medical or other research use is not subject to this rule. Reimbursement or payment for the costs of alcoholic beverages on sponsored projects is prohibited.~~

Effective:	01/31/2015
Certification:	_____ M. Celeste Cook Secretary Board of Trustees
Promulgated Under:	111.15
Statutory Authority:	3345.31
Rule Amplifies:	3359.01
Prior Effective Dates:	08/30/2009, <u>01/31/2015</u>

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Revisions to University Rule 3359-31-06
Business related expenses

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 11, 2019, to revise Rule 3359-31-06, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 11, 2019

3359-60-02 Undergraduate admissions.

(A) Admissions process.

The university of Akron operates under a policy of "rolling admissions" which means that successful applicants for admission receive a letter of admission as soon as all credentials are processed and have until May 1 to accept the offer of admission. The application/admission process may be through online or other mechanisms appropriate at the time. The university reserves the right to enforce a deadline for applications and admission, and to not consider applications received after such deadline. The university reserves the right to require official high school and prior college transcripts, and/or G.E.D./home-school documentation, before enrolling any applicant. The university reserves the right to require placement testing and/or advising of admitted and/or enrolled students. Admission procedures will vary for: recent high school graduates, home-schooled students, adult students, transfer students, postbaccalaureate students, special students, guest students and international students. Students shall be charged fees and/or tuition and other fees in accordance with schedules adopted by the board from time to time, and through online or other billing mechanisms appropriate at the time.

- (1) Prospective in-state and out-of-state students who have graduated from a regionally accredited secondary school and have taken one of the college entrance tests are eligible to apply. An applicant may submit scores from either the "American College Testing Program" ("ACT") or from the "Scholastic Aptitude Test" ("SAT") of the "College Entrance Examination Board." Applicants may be admitted on the basis of the quality of the secondary schoolwork and scores on the entrance tests.
- (2) Admission is necessarily limited by the university's capacity to provide for student's educational objectives. The university reserves the right to approve admission only to those individuals whose ability, attitude and character promise satisfactory achievement of university objectives.

(B) Admission requirements.

(1) Recent high school graduates.

Students who have not attended other regionally accredited higher education institutions, and who, within five years of date of application to the university of Akron, have either graduated from high school, or obtained an equivalent home-schooled education, or earned a G.E.D., are in this category. Effective September 1, 2013, all successful applicants will be admitted as follows:

A student's status as college-ready, emergent, or preparatory will be determined on the basis of the student's high school grade-point average (HSGPA) and ACT (or converted SAT) score using the following formula:

$$I = a(\text{HSGPA}) + b(\text{ACT}) + c$$

Where I is an admissions index score used to determine the student's status and a, b, and c are constants. The constants a, b, and c will be determined by an analysis of data from previous cohorts of entering students so as to maximize the accuracy with which the admissions index score (I) predicts students' first-year college grade-point averages.

Students whose admissions index score predicts a first-year college grade-point average of 2.5 or greater will be considered college ready. Those whose admissions index score predicts a first-year college grade-point average of less than 2.5 but greater than 2.0 will be considered emergent. Those whose admissions index score predicts a first-year college grade-point average of less than 2.0 will be considered preparatory. Students with an admissions index score that is slightly below the cut-off for college-ready status and documented extenuating circumstances may, at the discretion of the admissions office, be granted college-ready status. Students with an admissions index score that is slightly below the cut-off for emergent status and documented extenuating circumstances or extraordinary talent not reflected in the admissions index score may, after a holistic review and at the discretion of the **admissions** office of academic affairs in consultation with the appropriate academic units, be granted admission to the university with preparatory status **emergent status**.

(a) College-ready status.

Students admitted and enrolled on college ready status may be eligible for direct admission to a degree-granting college. Individual degree-granting colleges may have established college-wide or individual department-wide, or program-level criteria for direct admission. These criteria may include but are not limited to minimum high school grade point average, entrance test scores, high school class rank, and curriculum pursued. Such criteria shall not be less stringent than the university-wide criteria.

College-ready students who are not directly admitted may, after meeting established admission standards for individual degree-granting colleges, transfer to the degree-granting college, per section (C) below.

(b) Emergent status.

Students admitted and enrolled on emergent status will be required to complete a set of prescribed courses and/or activities during the first year of enrollment as a condition for further enrollment. Such prescribed courses and/or activities may include, but need not be limited to, completion of college success coursework, tutoring, advising sessions, and achievement of standards for progress.

Students admitted and enrolled on emergent status are not eligible for direct admission to a degree-granting college.

Emergent students may, after meeting established admission standards for individual degree-granting colleges, transfer to the degree-granting college per section (C) below.

(c) Preparatory status.

Most applicants that would be placed on preparatory status will be referred to a community college or branch campus to begin their academic pursuits. They will be advised to apply to the university of Akron as transfer students after having successfully completed coursework elsewhere and having maintained an academic status commensurate with transfer to a college as noted in paragraph (B)(3) below. The number of preparatory status students enrolled by the university of Akron will decrease by approximately twenty five percent each year so that by the year 2017, few if any additional preparatory status students will be admitted.

Students admitted and enrolled on preparatory status will be required to complete a set of prescribed courses and/or activities each semester of enrollment as a condition for further enrollment. Such prescribed courses and/or activities may include, but need not be limited to, completion of college success coursework, tutoring, advising sessions, and achievement of standards for progress.

Students admitted and enrolled on preparatory status are not eligible for direct admission to a degree-granting college.

Preparatory status students may, after meeting established admission standards for individual degree-granting colleges, transfer to the degree-granting college per section (C) below.

(2) Adult students.

Students who have never attended other regionally accredited higher education institutions and who, more than five years prior to the date of application to the university of Akron, either graduated from high school, or obtained an equivalent home-schooled education, or earned a G.E.D., are in this category. Admission and enrollment status decisions will be based on placement exams and individual advising.

(3) Transfer students.

A student applying for admission who has attended other regionally accredited higher education institutions is generally eligible to transfer to the university if the student is eligible to re-enter the last institution from which transfer is desired or is a graduate of such institution. A student on probation from another institution will not be admitted except in cases of documented extenuating circumstances. A student dismissed from another institution will not be considered for admission until at least one calendar year after the dismissal. A student dismissed from another institution for academic deficiency will not be admitted unless changes in the student's circumstances indicate a strong likelihood of academic success. A student dismissed from another institution for disciplinary reasons will not be admitted unless changes in the student's circumstances indicate a strong likelihood that the student will abide by the university's code of student conduct.

The student must present scholastic records judged to be satisfactory by university of Akron officials. The assessment of scholastic records may include consideration of prior courses, grade-point average, credit value and other such factors which the university or individual colleges use in evaluating, ranking, or otherwise determining admissibility to the university or to specific programs. Admission and enrollment status decisions will be based on these scholastic records, placement exams and individual advising.

(4) Postbaccalaureate students.

A student who holds a baccalaureate degree from a regionally accredited college or university and desires to obtain further education but has not been admitted to the graduate school should apply as a postbaccalaureate student.

(5) Special students.

A special student is enrolled as a non-degree seeking student to participate in a special short-term program. A special student may not take more than fifteen

credits unless official status as a regular student is gained.

(C) Transfer admission into degree-granting colleges, certain departments/schools and certified programs.

- (1) Admission procedures and requirements vary for each of the university degree-granting colleges, some departments within the degree-granting colleges and certain certificated programs. Information about these admission procedures and requirements is available in the dean's office of the various degree-granting colleges.
- (2) Except as otherwise stated herein, admission to the university of Akron does not, per se, entitle a student to admission into a degree-granting college, any department which has admission procedures and requirements, or certain certificated programs. Students seeking admission into these colleges, departments or programs must meet the requirements of the respective college, department or program as the situation may warrant.
- (3) Admission procedures and requirements of the degree-granting colleges, any departments which have admission procedures and requirements, or certain certificated programs are subject to change from time to time when recommended by faculty senate and approved by the board of trustees. Students are advised to consult advisers within these colleges, departments or programs, the general bulletin, and other university documents that may apply to the discipline or program in which they seek admission to ascertain the current admission procedure and requirements for the college, department or program in which they seek admission.
- (4) Unless explicitly stated otherwise in college - or program-specific criteria for inter-college transfer, only the university of Akron grade point average after successful completion of fifteen or more credits will be used to determine eligibility for students to inter-college transfer into their desired degree-granting college and major.

(D) International student program.

- (1) The university of Akron welcomes qualified students from other lands and seeks to make their educational experiences pleasant and meaningful. These students represent numerous countries, and they pursue studies in a number of major fields.
- (2) Admission procedures for international undergraduates.
 - (a) Applicants may be accepted for any academic term. All admission

requirements should therefore be completed at least forty-five days prior to start of the term for which the student wishes to enroll.

(b) The following application procedures should be followed:

- (i) Apply through online or other mechanisms appropriate at the time.
- (ii) Submit official transcripts from all secondary or middle schools and all universities/colleges previously attended. Original academic records in languages other than English must be accompanied by exact English translations and certified by the school, an official translator or by a U. S. consular officer, and accompanied by appropriate verifications.

(iii) Degree conferral.

Applicants must submit supporting documentation for all earned degrees indicated on the application. Provisional certificates may be accepted pending the award of a degree. High school/secondary school students must show proof of graduation before they will be permitted to register for their first semester.

(iv) Proof of English language proficiency.

The university of Akron requires all students for whom English is not the native language to take the "Test of English as a Foreign Language" ("TOEFL") the "International English Language Testing System" ("IELTS"), or the "Michigan English Laboratory Assessment Battery" ("MELAB"). "TOEFL" applications may be obtained from bi-national agencies, "United States Information Service" ("USIS") offices, or from the "Educational Testing Service" ("ETS"). The "IELTS" is jointly administered by Cambridge ("ESOL"), British Council and IDP Education Australia. The "MELAB" is a secure test battery, and is administered only by the ELI-UM and ELI-UM authorized official examiners in the United States and Canada. Undergraduate students must achieve a minimum "TOEFL" score of seventy-one (internet-based test) or a corresponding minimum "IELTS" or "MELAB" score. "TOEFL", "IELTS", and "MELAB" scores older than two years are invalid and unacceptable.

(v) Proof of adequate financial support.

An international student is required to submit a "Declaration and

Certification of Finances" and official documents showing that the student has sufficient funds to cover the cost of the student's education, living expenses, and health insurance while attending the university of Akron and that these funds will be available to them in this country. Immigration regulations prevent the student from earning any substantial portion of these funds while studying in the United States. Each international student will be held responsible for obtaining and maintaining appropriate health and accident insurance coverage while enrolled at this institution. This insurance coverage is mandatory as described below.

(vi) Student health insurance.

All international students will automatically be enrolled in the student major medical health insurance available through the university, the cost of which will be assessed as a fee and applied to the student's account unless prior to enrollment the student provides proof, as proscribed by the university, and maintains in full force and effect during enrollment, major medical insurance that meets or exceeds requirements established by the university.

(3) Orientation.

The international student is required to attend a special orientation program which is held prior to the beginning of fall/spring semester classes. A student admitted for summer semester must attend the fall semester orientation. The schedule for orientation will be mailed with the "Certificate of Eligibility" from the office of international programs' immigration specialists. During orientation, the international student is given an English language placement examination. This is in addition to the international proficiency examination. The student may be required to participate in noncredit English classes if it is felt the results of this placement examination warrant such action.

(4) English language institute.

The university of Akron offers an intensive English language institute program for the international student whose command of the English language has not reached the level of proficiency to enable the student to begin full-time coursework. The English language institute operates on a schedule of two fifteen-week semesters and a summer session. An applicant is required to pass a language proficiency test before being fully admitted for academic study. An international student enrolled in the English language institute may not enroll for undergraduate coursework at the same time.

Effective: 02/01/2015

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, 01/30/1981,
05/15/1982, 01/30/1987, 05/22/1991,
08/31/1992, 09/11/2000, 10/30/2005,
06/25/2007, 06/30/2011, 05/23/2013,
06/27/2014, 02/01/2015

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Revisions to University Rule 3359-60-02
Undergraduate admissions

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 11, 2019, to revise Rule 3359-60-02, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 11, 2019

3359-60-03.1 Credit by transfer and/or examination.

(A) Transfer credit for undergraduate courses.

- (1) A total for all non-remedial, non-developmental college-level course work completed with earned grades of "D-" or better taken at an institution of higher education in the United States which is fully accredited or has been granted candidacy status by one of the following regional institutional accrediting agencies: middle states association of colleges and schools, commission on higher education; new England association of schools and colleges, commission on institutions of higher education; north central association of colleges and schools, higher learning commission; northwest commission on colleges and universities; southern association of colleges and schools, commission on colleges; western association of schools and colleges, accrediting commission for community and junior colleges; western association of schools and colleges, accrediting commission for senior colleges and universities will be listed on the university of Akron official academic record. Each course posted to the degree audit system will reflect the course number, title, grade and credit value; no grade-point value will appear on the record; however, grade-point average may be considered for purposes of evaluating, ranking or otherwise determining admissibility to the university or to specific programs. In addition, the name of the institution, as well as the time period during which the courses were taken, will be listed on the university of Akron official academic record.
- (2) No grade-point value will appear on the record, and no grade-point average will be calculated for the course work listed. Transfer students shall be accorded the same class standing and other privileges as all other students on the basis of the number of credits earned.
- (3) All residency requirements must be completed successfully at the receiving institution prior to the granting of a degree.
- (4) "CLEP" or advanced placement credit posted on transcripts from regionally accredited previous Ohio college and universities is eligible for credit at the university of Akron.

"CLEP" or advanced placement credit posted on transcripts from previous non-Ohio institutions is not eligible for credit at the university of Akron. Students must present original documentation attesting to scores earned prior to receiving alternative credit considerations.
- (5) The university of Akron does not guarantee that a transfer student automatically will be admitted to all majors, minors, or fields of concentration at the institution. For courses that have been taken at an institution of higher education noted in the reference above, the dean of the college in which the student intends to obtain a

degree will specify which courses listed, other than general studies, will apply toward the degree requirements at the University. This specification will be made at the time the student enters the degree-granting college. The office responsible for transfer student services will specify which courses listed will apply toward the general education requirements when the student enters the university.

- (B) Transient student. A university of Akron student may take coursework at another institution of higher education as a transient student. The purpose of transient work is to provide the university of Akron student with opportunity to: 1) take a course that is not offered at the university of Akron; or 2) if the student is away for the summer, to take a course in a distant location; or 3) in rare cases, a student who is only a few credits shy of graduation and must leave the university of Akron due to extenuating circumstances, to take a course at a distant location. These courses will be listed on the university of Akron official academic record. Each course will reflect the course number, title, grade and credit value; no grade-point value will appear on the record and the grade for such course will not be included in the university of Akron grade-point calculation. The name of the institution will be listed on the university of Akron official academic record as well as the date that the coursework was taken.
- (1) Coursework must be taken at a regionally accredited institution.
 - (2) For all transient coursework, prior written permission to take the course must be received from the dean of the student's degree-granting college. If the student is not yet admitted to a degree-granting college, written permission must be received from the dean of the student's intended degree-granting college or, if the student has not declared a major, from the dean of the degree-granting college offering the course.
 - (3) A student must earn a grade of "D-" or better in the course at the other institution in order for the credits to apply towards the student's degree requirements at the university of Akron unless otherwise specified by the degree granting college. The student must provide the official transcript for the course in order to receive credit.
 - (4) No more than eighteen total credit hours of transient work may be approved prior to the granting of a baccalaureate degree. No more than nine total credit hours of transient work may be approved prior to the granting of an associate degree.
 - (5) Approvals for transient attendance at other institutions are valid for only the requested term and are subject to all restrictions of the dean of the college approving the request for transient credit.
 - (6) Students who are on probation or dismissed are restricted or denied transient permission except in rare and compelling circumstances. Note: Students nearing degree completion should review university graduation requirements.
 - (7) Course work taken at another institution cannot be considered for the university of Akron repeat for change of grade policy or academic reassessment policy and will

not be calculated into the university of Akron grade-point average.

- (C) Credit by examination. A student interested in earning credits by special examination may do so with the permission of the dean of the student's college and the dean of the college in which a particular course is offered and by payment of the special examination fee. The grade obtained in such an examination is recorded on the student's permanent academic record. Credit by examination is not permitted in the semester before graduation. Credit by examination may not be used to repeat for change of grade.
- (D) Bypassed credit. Certain courses designated in the general bulletin by each department enable a student to earn "bypassed" credit. A [degree-seeking undergraduate](#) student who completes such a course with a grade of "C" or better is entitled to credit for designated prerequisite courses which carry the same departmental code number. Credit for such bypassed prerequisite shall be included in the total credits earned but shall not count in the quality point ratio, or class standing, or hours required for graduation with honors. Bypassed credit is not awarded on the basis of completing a course either credit-by-examination or credit/noncredit. [Bypassed credit may not be used to repeat for change of grade.](#) The appendix to this rule outlines courses approved for bypassed credit.

The university shall from time to time publish a list of courses approved by the faculties of the college for bypassed credit.

Effective: 08/27/2017

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 11/04/1977, 08/30/1979, 01/30/1981, 05/15/1982, 07/30/1987, 05/22/1991, 05/23/2003, 08/20/2004, 02/12/2005, 07/03/2005, 07/02/2006, 06/25/2007, 02/14/2013, 02/01/2015, 08/27/2017

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Revisions to University Rule 3359-60-03.1
Credit by transfer and/or examination

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 11, 2019, to revise Rule 3359-60-03.1, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 11, 2019

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.
- ~~(H) Grades for all attempts at a course at the university of Akron will be used in the grade point calculation for the purpose of determining graduation with honors and class rank if applicable.~~
- ~~(H)~~ (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)~~ (I) Regardless of where a course is taken, credit for the course or its equivalent will apply only once toward meeting degree requirements.

Effective: ~~12/18/2017~~

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

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05/15/1982, 12/31/1986, 02/22/2003, 06/25/2007,
01/31/2015, 08/27/2017, 12/18/2017

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Revisions to University Rule 3359-60-03.3
Repeating courses

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 11, 2019, to revise Rule 3359-60-03.3, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 11, 2019

3359-60-03.4 Academic reassessment and discipline.

- (A) To be eligible for academic reassessment, a student shall:
- (1) Have not attended the university of Akron for at least three calendar years. A semester or summer session in which the student received all "WD" grades cannot be counted as part of the separation period; and
 - (2) Have reenrolled and maintained a grade point average of 2.50 or higher for the first twenty-four letter-graded ("A" through "F") hours attempted at the university of Akron; and
 - (3) Have not used academic reassessment before at the university of Akron; and
 - (4) Submit a written request for academic reassessment to the student's college dean's office.
- (B) To apply for academic reassessment, the student shall complete the appropriate form in consultation with his/her academic adviser.
- (C) The office of the university registrar shall confirm eligibility and make the adjustments to the student's academic record.
- (1) The student begins with a new cumulative grade point average and adjusted credit hour totals.
 - (a) Credit hours are defined as semester hours.
 - (b) Only grades with a "C-" or lower may be reassessed.
 - (c) The student, in consultation with his/her academic adviser, shall identify the courses to be reassessed.
 - (d) Grades to be reassessed shall come from the time period prior to the student's reenrollment following the three-year absence.
 - (2) Grades earned for the courses that are reassessed at the university of Akron are excluded from the calculation of the cumulative "GPA," but will remain on the student's official transcript.
 - (3) Credit hours earned for courses at the university of Akron during the previous enrollment with a grade of "C" or better, including "CR," are retained.
 - (4) Credit hours from all reassessed courses taken during the previous enrollment at the university of Akron with a grade of "C-" or lower are removed from the calculation of the cumulative "GPA" (although the grades are retained on the academic

transcript with the notation "academic reassessment policy").

(D) The office of the university registrar will apply the following provisions of the academic reassessment policy.

- (1) When counting the first twenty-four credits attempted, if the twenty-fourth credit is part of other credits earned during a semester, the entire number of credits earned for that semester will be calculated into the grade-point average.
- (2) An undergraduate student may utilize this academic reassessment policy only one time in his/her career at the university of Akron.
- (3) This policy applies to undergraduate course work taken at the university of Akron and only for undergraduate students earning a first undergraduate degree. (The graduate school has adopted its own academic reassessment policy, paragraph (E) of rule 3359-60-03.4 of the Administrative Code.)

~~(4) Grades from all courses ever taken at the university of Akron and the resulting "GPA" (unadjusted by the academic reassessment policy) will be used for purposes of determining eligibility for university, departmental or professional honors or other recognition based upon the student's undergraduate academic career and record of academic performance.~~

~~(5)~~ (4) Any academic probations, suspensions or dismissals from reassessed semesters shall not be forgiven. They will count when the probation-dismissal policy is applied to the student's record after readmission.

~~(6)~~ (5) A student may seek an exception to this policy through an appeal to the senior vice president and provost and chief operating officer whose decision will be final.

(E) Academic reassessment: graduate.

(1) A student who meets all the criteria described below may petition the vice president for research and dean of the graduate school to remove from her/his graduate cumulative grade point average all those grades earned under the student's prior enrollment at the university of Akron.

(a) Degree-seeking graduate student,

(b) Previous graduate enrollment at the university of Akron,

(c) Not enrolled at the university of Akron for at least five years prior to current enrollment, and

(d) Maintain a current graduate grade point average of at least 3.00 or better for the first fifteen hours of re-enrollment credit.

(2) If the student's petition is granted, the following will apply to the reassessment policy:

- (a) This policy only applies to the student's graduate grade point average.
 - (b) All university of Akron grades will remain on the student's official, permanent academic record (transcript); this process will affect the cumulative grade point average only. It will not remove evidence/documentation of the student's overall academic history at the university.
 - (c) No grades/credits from the student's prior graduate enrollment at the university may be counted toward the subsequent degree program requirements. Degree requirements may only be met by courses included in the calculation of the student's cumulative graduate grade point average at the university of Akron. Thus, the student who successfully petitions for cumulative graduate grade point average recalculation under this policy automatically forfeits the right to use any of the excluded course work toward the current degree requirements.
- (3) A student may exercise this graduate reassessment option only once, regardless of the number of times the student enters/attends a graduate degree program at the university of Akron.
- (F) Discipline. Continuation as a student of the university is dependent on the maintenance of satisfactory grades and conformity to the rules of the institution.

Effective:	<u>01/31/2015</u>
Certification:	<hr/> M. Celeste Cook Secretary Board of Trustees
Promulgated Under:	111.15
Statutory Authority:	3359.01
Rule Amplifies:	3359.01
Prior Effective Dates:	Prior to 11/04/1977, 08/30/1979, 01/30/1981, 05/15/1982, 12/31/1986, 11/24/2001, 06/30/2003, 06/25/2007, 05/05/2008, <u>01/31/2015</u>

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Revisions to University Rule 3359-60-03.4
Academic reassessment and discipline

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 11, 2019, to revise Rule 3359-60-03.4, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 11, 2019

December 11, 2019

Board Meeting

Presiding:

Cindy P. Crotty

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*Acceptance of the June 30, 2019 Financial Statement Audits

Audit & Compliance



CONSENT AGENDA:
ITEM 1

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Acceptance of the June 30, 2019 Financial Statement Audits

BE IT RESOLVED, That the recommendation of the Audit & Compliance Committee on December 5, 2019, 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 year ended June 30, 2019, be approved.

M. Celeste Cook, Secretary
Board of Trustees



**Consent Agenda
The University of Akron Board of Trustees
Meeting of December 11, 2019**

Item	Description	Committee	Tab
1	Minutes for October 9, 2019	None	Board of Trustees
2	Investment Report for the Three Months Ended September 30, 2019	Finance & Admin.	2
3	Financial Report for the Three Months Ended September 30, 2019	Finance & Admin.	3
4	Procurements for More Than \$500,000	Finance & Admin.	4
5	The 2019 Efficiency Report to the Ohio Department of Higher Education	Finance & Admin.	5
6	Cumulative Gift and Grant Income Report for July 1 through October 31, 2019	Finance & Admin.	6
7	Proposed Curricular Changes	Academic Issues & Student Success	1
8	Tentative Graduation List and Statistics for Fall 2019	Academic Issues & Student Success	2
9	Revisions to Rule 3359-20-05.1, Grading system, discipline, academic probation and dismissal	Rules	1
10	Revisions to Rule 3359-20-06.1, Part-time faculty appointments	Rules	2
11	Revisions to Rule 3359-31-05, Travel on behalf of the university	Rules	3
12	Revisions to Rule 3359-31-06, Business-related expenses	Rules	4
13	Revisions to Rule 3359-60-02, Undergraduate admissions	Rules	5
14	Revisions to Rule 3359-60-03.1, Credit by transfer and/or examination	Rules	6
15	Revisions to Rule 3359-60-03.3, Repeating courses	Rules	7
16	Revisions to Rule 3359-60-03.4, Academic reassessment and discipline	Rules	8
17	Acceptance of the June 30, 2019 Financial Statement Audits	Audit & Compliance	1

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Expression of Appreciation to Dr. John C. Green

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Presiding:

Chair
Joseph M. Gingo

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December 11, 2019

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New Business

THE UNIVERSITY OF AKRON

RESOLUTION 12- -19

Expression of Appreciation to Dr. John C. Green

WHEREAS, Dr. John C. Green has served The University of Akron ably, faithfully and well for 32 years as a teacher, scholar, colleague and administrator, and though a Coloradan by birth and an Ohioan by choice, has discharged his duties and rendered his services with the honor, loyalty and enthusiasm equal to any native son; and

WHEREAS, After earning a Bachelor of Economics degree from the University of Colorado in 1975, and a Doctor of Philosophy in Political Science degree from Cornell University in 1983, and having launched his scholarly career in 1979 as an instructor of political science at Furman University, was promoted to assistant professor in 1983, and granted tenure there in 1985; and

WHEREAS, Dr. Green was appointed associate professor of political science with tenure at The University of Akron in 1987, professor in 1993, and distinguished professor in 2003, and won recognition from this Board as an Outstanding Faculty Member in 1989 and 1994; and

WHEREAS, Dr. Green has led the Ray C. Bliss Institute for Applied Politics wisely, energetically, and continuously since his appointment as its director in 1988, inspiring new generations of politicians and practitioners of politics, many of whom occupy legislative and administrative offices at the local, county, state and federal levels; and

WHEREAS, Due to his widely held reputation for equanimity and fairness in the often-contentious arena of partisan politics, Dr. Green was asked by Akron community leaders in 2018 to establish the Greater Akron Civility Center under the auspices of the Bliss Institute, to create a culture of civility in the Greater Akron area; and

WHEREAS, During the course of his academic career, Dr. Green has proven himself an energetic scholar and prolific writer, having authored or co-authored nine books, 138 book chapters, 39 refereed articles, 32 edited volumes and essay collections, and has been interviewed and referenced by news media at every level, from local radio and newspapers to most major broadcast networks, cable news outlets, national newspapers, news magazines and other media outlets; and

WHEREAS, Dr. Green has earned honors and eminence in his field for his study of the intersection of religion and politics, having won the Distinguished Service Award from the American Political Science Association (1993), the title Senior Research Advisor of the Pew Forum on Religion & Public Life (2005 – Present); membership on numerous professional associations and scholarly societies; and

WHEREAS, In addition to his pedagogical and scholarly research, Dr. Green also has served the University and its constituencies as an administrator, including terms as interim dean and dean of the Buchtel College of Arts and Sciences; vice dean for liberal arts; director of the

Ray C. Bliss Institute of Applied Politics for 31 years; chair of the Department of Political Science; and interim department chair for the departments of anthropology, criminal justice studies, economics, public administration, and statistics; and

WHEREAS, At a point in his illustrious career when most scholars and administrators might contemplate the allure of a well-earned retirement, Dr. Green took on additional responsibilities and duties of leadership, accepting the Board of Trustees' appointment as Interim President of The University of Akron serving from May 1, 2018, to September 30, 2019; and, with a steady hand and good humor, effectively addressing a wide range of issues and positioning the University well for his successor; and

WHEREAS, Dr. Green, has stated his intention to retire from The University of Akron on December 31, 2019 under his present titles of Special Assistant to the President for Strategy and Transition, Director of the Ray C. Bliss Institute of Applied Politics, and Distinguished Professor of Political Science; and

WHEREAS, In recognition of the profound and beneficial influence Dr. Green has exerted upon students, graduates, colleagues, peers, legislators, and community and business leaders and to honor his legacy and uphold his example for future generations of students, The University of Akron has established the Dr. John C. Green Endowed Scholarship to provide selected, deserving students of the Bliss Institute with support for tuition and fees, and to fund their expenses related to conferences and internship opportunities; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees of The University of Akron confers upon Dr. John C. Green the title Director Emeritus of the Ray C. Bliss Institute of Applied Politics into perpetuity; and, in accordance with the terms and conditions of the University of Akron Transition After Retirement Program, following an obligatory two-month absence from campus from the date of his retirement, extends his engagement with the Institute for a period of four months, from March 2, 2020, to June 30, 2020, to ensure a smooth and successful transition to a new director; and

BE IT FURTHER RESOLVED, That the Board of Trustees of The University of Akron expresses its sincere appreciation to Dr. John C. Green for his many years of exceptional service to this institution, and wishes him, his wife Lynn, and their family good health and good fortune for many years to come.

M. Celeste Cook, Secretary
Board of Trustees