

Presiding:  
Chair  
Joseph M. Gingo  
February 13, 2019

|           |   |
|-----------|---|
| <b>1</b>  | Call to Order   |
| <b>2</b>  | Report of the Chair   |
| <b>3</b>  | Report of the Interim President                                 |
| <b>4</b>  | Report of the Student Trustees                                  |
| <b>5</b>  | Approval of Minutes   |
| <b>6</b>  | Report of the Finance & Administration Committee                |
| <b>7</b>  | Report of the<br>Academic Issues & Student Success Committee    |
| <b>8</b>  | Consent Agenda Vote   |
| <b>9</b>  | New Business  |
| <b>10</b> | Next Regular Meeting: April 10, 2019<br>Student Union, Room 339 |
| <b>11</b> | Adjournment   |
|           |   |
|           |   |

**Board of Trustees**

**THE UNIVERSITY OF AKRON**

**BOARD OF TRUSTEES**

Meeting Minutes

Wednesday, December 5, 2018

Student Union, Room 339

**Board Members Present:**

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

**Student Trustees Present:**

Andrew M. Adolph  
Joshua E. J. Thomas

**Advisory Trustees Present:**

Anthony J. Alexander  
Sandra Pianalto

**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. John C. Green, Interim President  
Dr. Rex D. Ramsier, Senior Vice President and Provost, Chief Administrative Officer  
Nathan J. Mortimer, Vice President, Finance and Administration/Chief Financial Officer

**Others Present:** (See Appendix A.)

**REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES**

Mr. Gingo called the meeting to order at 8 a.m., and the Board adjourned into executive session on a 9-0 vote for the stated purposes of—considering employment and compensation of public employees pursuant to O.R.C. 121.22(G)(1), considering real estate matters pursuant to O.R.C. 121.22(G)(2) and to meet with legal counsel concerning litigation involving the University pursuant to O.R.C. 121.22(G)(3). The meeting returned to public session at 10:44 a.m. on a 9-0 vote.

**REPORT OF THE CHAIR**

In Memoriam

Mr. Gingo began by acknowledging the passing on November 30 of the 41<sup>st</sup> President of the United States, George H. W. Bush. He invited Mr. Needles, who had served as special assistant to former President Bush and just returned from paying his respects in Washington, D.C., to say a few words. Following Mr. Needles' comments, Mr. Gingo led a moment of silent remembrance.

## Presidential Search

Mr. Gingo said that as the Board of Trustees begins the process to select the next president of The University of Akron, it is mindful of the campus community's strong desire for a president who is an effective leader who can navigate the University through its challenges. To recruit and hire such an individual, and in recognition of the value of shared governance and an inclusive process, the Board of Trustees today would modify the presidential selection process to directly involve the representative campus constituency groups.

Mr. Gingo said that he was pleased that these changes had been shared with, and welcomed by, the leadership of the respective constituency groups. On behalf of the Board, he acknowledged the cooperation and assistance of these constituency groups, including: University Council, Faculty Senate, Contract Professional Advisory Committee, Staff Employees Advisory Committee, Undergraduate Student Government and the Akron-AAUP.

“I think that I speak for the Board when I say that I believe the revisions proposed today will produce a process that will help attract the widest range of high quality candidates for the presidency while involving the campus community at an earlier stage and in more meaningful roles,” he said.

## Fall 2018 Commencement Ceremonies

Mr. Gingo said that Fall 2018 Commencement Ceremonies would take place on Saturday, December 15, at E. J. Thomas Hall. Two ceremonies would be held, at 10 a.m. and 1:30 p.m., with robing to begin one hour prior to each. He said that former Trustee Warren Woolford would receive the Honorary Doctor of Humane Letters degree at the morning ceremony and reminded Trustees to notify the Board office if they wish to join the stage party for one or both ceremonies.

## **REPORT OF THE INTERIM PRESIDENT** (See Appendix C.)

### **REPORT OF THE STUDENT TRUSTEES**

Mr. Adolph introduced Bayann Alkhalilee, who offered remarks to the Board regarding her University of Akron experience (see Appendix E). She received a commemorative gift from Trustees.

Mr. Thomas reported that during the final week of the semester students around campus were filling up their coffee mugs as they finished projects and prepared for finals. He said the past two months had been very productive on campus and around the community. On October 26, over 850 Students, faculty and staff had participated in Make a Difference Day. This event was part of a national day of service where students had an opportunity to volunteer at numerous nonprofits and charities throughout the community of Akron.

On November 8, Undergraduate Student Government held a ribbon cutting for the Center for Advocacy and Student Equity (CASE). CASE exists to provide students going through

student judicial affairs the opportunity to have a trained peer adviser help walk with them through the conduct process. This center is a tremendous accomplishment for USG and will be a great help for students in the future, he said.

Mr. Thomas reported that he and Mr. Adolph would contact Board members this spring to invite them to participate in the “Day in the Life” initiative. This program provides Trustees with an opportunity to accompany a student around campus to participate in a typical day of classes and activities. Mr. Thomas expressed hope that Trustees’ involvement in spring 2019 would match or exceed their great participation in 2018, and he invited them to contact either himself or Mr. Adolph with questions about the program.

### **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 November 28 and 29.

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

By consensus, the proposed action to approve the minutes of the Board of Trustees meeting of October 10, 2018 was placed on the consent agenda.

### **RESOLUTION 12-1-18** (See Appendix B.)

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

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

### **RESOLUTION 12-2-18** (See Appendix B.)

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

- Investment Report for Three Months Ended September 30, 2018 (Tab 2)

### **OPERATING FUNDS**

The Operating Funds totaled \$248.7 million at September 30, 2018 and posted a blended rate of return (ROR) of 1.1 percent, approximating \$2 million, for the three months ended September 30, 2018.

### **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 \$189.7 million at September 30, 2018. The Cash and Fixed Income portfolios achieved an overall three-month ROR of 0.4 percent, or \$0.4 million [\$189.7 million average quarterly balance].

### **Long-Term**

The Long-Term investments managed by Legacy totaled \$59 million at September 30, 2018 and achieved an overall three-month ROR of 2.7 percent, or \$1.6 million [\$59 million average quarterly balance] compared to benchmark of 2.7 percent.

Two of the operating funds were beyond the prescribed asset allocations at September 30, 2018 and likely exceeded the prescribed allocations at other times throughout the period. The variances were attributable to the outperformance of large-cap growth assets, and a slightly higher cash balance existed. A rebalancing would occur to ensure the asset allocation thresholds are maintained. Except as noted further within, the operating funds were within the University's prescribed asset allocation requirements at September 30, 2018.

### **ENDOWMENTS**

The Endowments totaled \$69.1 million at September 30, 2018 and posted a blended ROR of 1.5 percent, or \$1 million, for the three months ended September 30, 2018.

The September 30, 2018 market value increased \$0.3 million from June 30, 2018. The largest contributors to that change were the realized and unrealized gains of \$0.9 million offset by endowment distributions of \$0.6 million.

### **Pooled**

The Pooled Endowment managed by Cambridge totaled \$62 million at September 30, 2018 and achieved an overall three-month ROR of 1.2 percent, or \$0.7 million [\$62 million average quarterly balance] compared to the policy benchmark of 2.3 percent.

Of Cambridge's portfolio, iShares S&P 500 ETF achieved the highest three-month ROR at 7.7 percent [\$1.5 million balance at September 30], while the Van Eck Gold Fund posted the lowest ROR at -17.3 percent [\$1 million balance at September 30].

The endowment funds are within the University's prescribed asset allocation requirements at September 30, 2018.

### **Separately Invested**

The Separately Invested Endowments totaled \$7.1 million at September 30, 2018, are invested in accord with donor stipulations, and achieved a blended three-month ROR of 4.3 percent, or \$0.3 million [\$7.1 million average quarterly balance].

The highest ROR for the three months ended September 30 was the Oelschlagel Leadership Award portfolio, invested at Key Bank, at 6.5 percent on market value of \$2.4 million at September 30. The lowest ROR for the three months ended September 30 was the Constitutional Law endowment,

invested at Key Bank, at -0.2 percent on market value of \$1 million at September 30. These funds are separately invested for a number of reasons and do not have uniform prescribed asset allocation requirements.

**RESOLUTION 12-3-18** (See Appendix B.)

- Financial Report for Three Months Ended September 30, 2018 (Tab 3)

**GENERAL FUND – AKRON AND WAYNE**

**Revenues**

**Tuition & General Service Fees** revenue totaled \$98 million, or approximately 52 percent of the \$186.9 million annual budget. With summer credit hour decline of about seven percent and fall decline of nearly eight percent, the combined year-to-date credit hour production fell 7.9 percent as compared to the expected seven-percent decline.

**Other Fees** revenue totaled \$11.3 million, or approximately 51 percent of the \$22.3 million annual budget.

**State Share of Instruction** (SSI) revenue totaled \$25.9 million, or 25 percent of the \$103.5 million annual budget.

**Indirect Cost Recovery** (IDC) revenue totaled \$1.5 million, or approximately 26 percent of the \$5.8 million annual budget.

**Investment Income** revenue totaled \$1.3 million, or approximately 44 percent of the \$3 million annual budget.

**Expenditures**

**Payroll and Fringe Benefits:** Payroll expenditures totaled \$26.3 million, or approximately 17 percent of the \$153 million annual budget. The Fiscal Year 2019 budgeted raises for faculty and non-bargaining-unit employees were not yet processed and therefore are not reflected as of September 30. Those adjustments, when processed, will be retroactive to the beginning of the fiscal year. Fringe benefit costs totaled \$11 million, or nearly 21 percent of the \$52.8 million annual budget.

**Utilities** expenditures totaled \$2 million, or approximately 17 percent of the \$11.5 million annual budget.

**Operating** expenditures totaled \$13.7 million, or approximately 37 percent of the \$36.8 million annual budget.

**Scholarships** totaled \$24 million, or approximately 40 percent of the \$59.5 million annual budget.

**Transfers**

The annual budget assumes that **transfers-in** from reserves, as needed, will total \$16.2 million.

**Transfers-in Plant and Other:** Transfers-in included \$1 million from reserves for plant fund projects, and \$2.3 million from the self-insurance fund representing the Fiscal Year 2017 overfunding of the retiree dependent healthcare program.

**Advance-in:** In accordance with the prior-year agreements, \$264,000 of the budgeted advance-in was realized.

**Transfers-out – Plant Fund:** Transfers of \$200,000 and \$169,000 supported the Roadway building air handler and the AERC air chiller, respectively.

**Transfers-out – Other:** Transfers of \$7.8 million, or 25 percent of the budgeted \$31.3 million, reflected facilities fees and general service fees as well as general support of auxiliaries.

**Advance-out:** A loan to Athletics of \$77,000 in support of the James A. Rhodes Arena weight room renovation would be repaid by April 2019.

## **AUXILIARIES – AKRON AND WAYNE**

### **Athletics**

Athletics actual revenue totaled \$556,000, or 6 percent of annual budgeted revenue of \$9.2 million. Unearned revenue of \$311,000 for seasonal and single tickets would be realized in the fiscal year when the games are held. Earned but yet-to-be-collected revenues included \$2.4 million in football game guarantees and \$380,000 for pouring rights. Payroll and fringe benefit expenditures totaled \$2.4 million or approximately 21 percent of the \$11.1 million annual budget. Three-percent raises for non-bargaining-unit employees and bargaining-unit faculty were not yet processed and therefore are not reflected as of September 30. Those adjustments, when processed, will be retroactive to the beginning of the fiscal year. Operating expenditures totaled \$2.4 million or 38 percent of the \$10.7 million annual budget. Scholarships, or athletic financial aid, totaled \$2.6 million or 35 percent of the \$7.3 million annual budget.

Other sources of funding included transfers-in of \$1.2 million in facilities fees, which serviced a portion of the stadium and field house debt, and \$5 million combined from the General Service Fees and Other categories. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$37,000. Transfers-out for debt service totaled approximately \$1.2 million, or 25 percent of the budgeted \$5 million, 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 \$9.1 million, or 46 percent of annual budgeted revenue of \$20 million. Payroll and fringe benefit expenditures totaled \$270,000 or approximately 22 percent of the \$1.2 million annual budget. Three-percent raises for non-bargaining-unit employees and bargaining-unit faculty were not yet processed and therefore are not reflected as of September 30. Those adjustments, when processed, will be retroactive to the beginning of the fiscal year. Operating expenditures totaled \$1.8 million or 23 percent of the \$8 million annual budget. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$6,000. Transfers-out for debt service totaled \$2.7 million, or 25 percent of the budgeted \$10.6 million, and paid the bonded debt related to the renovation of eight residence halls and construction of two new buildings.

### **E. J. Thomas Performing Arts Hall**

E. J. Thomas Hall actual revenue totaled \$335,000, or 14 percent of annual budgeted revenue of \$2.4 million. Unearned ticket revenue of \$106,000 for the Broadway in Akron Series Fiscal Year 2019 presale event would be realized once those shows are held. Payroll and fringe benefits expenditures totaled \$66,000 or approximately 14 percent of the \$484,000 annual budget. Three-percent raises for non-bargaining-unit employees and bargaining-unit faculty were not yet processed and therefore are not reflected as of September 30. Those adjustments, when processed, will be retroactive to the beginning of the fiscal year. Operating expenditures totaled \$452,000, or 18 percent of the budgeted \$2.6 million. Transfers-in – Other of \$234,000, or 25 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 for debt service totaled \$82,000, or 25 percent of the budgeted \$327,000, and paid the bonded debt related to improvements and equipment.

### **Dining Services (Aramark)**

Aramark actual revenue totaled \$1.8 million, or 59 percent of annual budgeted revenue of \$3.3 million. Payroll and fringe benefit expenditures totaled \$52,000, or approximately 13 percent of the \$400,000 annual budget. The \$275,000 budgeted for fringe benefits includes the difference between SERS and FICA for CWA employees who remained with the University as well as Aramark employees performing work at the University. Three-percent raises for non-bargaining-unit employees and bargaining-unit faculty were not yet processed and therefore are not reflected as of September 30. Those adjustments, when processed, will be retroactive to the beginning of the fiscal year. Operating expenditures totaled \$674,000, or 42 percent of the \$1.6 million annual budget. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$22,000. Transfers-out for debt service of \$194,000, or 25 percent of the budgeted \$776,000, 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 \$118,000, or 21 percent of annual budgeted revenue of \$573,000. Payroll and fringe benefit expenditures totaled \$174,000, or approximately 22 percent of the budgeted \$796,000. Three-percent raises for non-bargaining-unit employees and bargaining-unit faculty were not yet processed and therefore are not reflected as of September 30. Those adjustments, when processed, will be retroactive to the beginning of the fiscal year. Operating expenditures totaled \$446,000, or 24 percent of the budgeted \$1.8 million. Transfers-in of \$941,000 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 \$62,000. Transfers-out of \$423,000, or 25 percent of the budgeted \$1.7 million, supported upcoming debt service requirements.

### **Jean Hower Taber Student Union**

Student Union actual revenue totaled \$256,000, or 27 percent of annual budgeted revenue of \$946,000. Payroll and fringe benefit expenditures totaled \$197,000, or approximately 23 percent of the \$862,000 annual budget. Three-percent raises for non-bargaining-unit employees and bargaining-unit faculty were not yet processed and therefore are not reflected as of September 30. Those

adjustments, when processed, will be retroactive to the beginning of the fiscal year. Operating expenditures totaled \$427,000, or 23 percent of the \$1.9 million annual budget. Transfers-in of \$1.2 million 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 debt service requirements totaled \$728,000, or 25 percent of the \$2.9 million annual budget.

### **Parking**

Parking actual revenue totaled \$3.2 million, or 45 percent of annual budgeted revenue of \$7.2 million. Payroll and fringe benefit expenditures totaled \$72,000, or approximately 19 percent of the budgeted \$373,000. Three-percent raises for non-bargaining-unit employees and bargaining-unit faculty were not yet processed and therefore are not reflected as of September 30. Those adjustments, when processed, will be retroactive to the beginning of the fiscal year. Operating expenditures totaled \$1.4 million, or 47 percent of the budgeted \$3 million. Transfers-in – Other, budgeted at \$1.6 million, represents fund balance support for the Administrative Services Building parking deck, as well as projected cost increases, primarily for the Roo Express shuttle service. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$89,000. Transfers-out – Plant Fund, budgeted at \$1 million, includes the Administrative Services Building parking deck replacement. Transfers-out for debt service totaled \$1.1 million, or 25 percent of the \$4.5 million annual budget, and paid the bonded debt related to the renovation and construction of four parking decks.

### **Wayne Student Union**

Wayne Student union revenue totaled \$8,000, or 13 percent of annual budgeted revenue of \$64,000. Operating expenditures totaled \$5,000, or 47 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 \$5.7 million, or 17 percent of annual budgeted revenue of \$33 million. Payroll and fringe benefit expenditures totaled \$37,000, or 19 percent of the \$194,000 annual budget. Three-percent raises for non-bargaining-unit employees and bargaining-unit faculty were not yet processed and therefore are not reflected as of September 30. Those adjustments, when processed, will be retroactive to the beginning of the fiscal year. Operating expenditures totaled \$90,000 for consulting services, or 57 percent of the \$158,000 annual budget. Premium and claims expenditures totaled \$5.9 million, or 18.5 percent of the \$31.7 million annual budget. Transfers-out – Other of \$2.3 million represents the Fiscal Year 2017 overfunding of the retiree dependent healthcare program.

### **UA Solutions**

UA Solutions actual revenue totaled \$111,000, or 15 percent of annual budgeted revenue of \$750,000. Payroll and fringe benefit expenditures totaled \$93,000, or 34 percent of the \$271,000 annual budget. Three-percent raises for non-bargaining-unit employees and bargaining-unit faculty were not yet processed and therefore are not reflected as of September 30. Those adjustments, when processed, will be retroactive to the beginning of the fiscal year. Operating expenditures totaled \$117,000, or 31 percent of the \$377,000 annual budget. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$20,000.

### **New Student Orientation**

New Student Orientation actual revenue totaled \$48,000, or 9 percent of annual budgeted revenue of \$551,000. Payroll and fringe benefit expenditures totaled \$52,000, or 21 percent of the \$242,000 annual budget. Three-percent raises for non-bargaining-unit employees and bargaining-unit faculty were not yet processed and therefore are not reflected as of September 30. Those adjustments, when processed, will be retroactive to the beginning of the fiscal year. Operating expenditures totaled \$210,000, or 47 percent of the \$449,000 annual budget.

### **English Language Institute**

English Language Institute actual revenue totaled \$185,000, or 32 percent of annual budgeted revenue of \$580,000. Payroll and fringe benefit expenditures totaled \$77,000, or 19 percent of the \$413,000 annual budget. Three-percent raises for non-bargaining-unit employees and bargaining-unit faculty were not yet processed and therefore are not reflected as of September 30. Those adjustments, when processed, will be retroactive to the beginning of the fiscal year. Operating expenditures totaled \$1,000, or 4 percent of the \$30,000 annual budget.

### **Other**

Other departmental sales and services actual revenue totaled \$1.5 million, or 32 percent of annual budgeted revenue of \$4.8 million. Payroll and fringe benefit expenditures totaled \$522,000, or 23 percent of the \$2.3 million annual budget. Three-percent raises for non-bargaining-unit employees and bargaining-unit faculty were not yet processed and therefore are not reflected as of September 30. Those adjustments, when processed, will be retroactive to the beginning of the fiscal year. Operating expenditures totaled \$1.1 million, or 49 percent of the \$2.1 million annual budget. Capital expenditures totaled \$97,000, or 121 percent of the \$8,000 annual budget. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$364,000.

#### **RESOLUTION 12-4-18 (See Appendix B.)**

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

### **Adidas Agreement (Auxiliary Funded)**

Approval was proposed for the University's renewed agreement with Adidas America, Inc. for the period July 1, 2018 through June 30, 2021. During the term, the University would continue to procure apparel and merchandise at prices significantly below MSRP. Terms of the contract also stipulate that Adidas would provide the University with an annual merchandise allotment of \$385,000 for apparel purchases, marketing assistance in the amount of \$25,000, and the potential for additional merchandise allotments based on individual team/coach achievements. The annual expenditure was expected to exceed \$500,000 for each of the contract's three years. The award was acceptable to the Departments of Athletics and Purchasing, and had been reviewed and approved as to legal form and sufficiency by the Office of General Counsel

#### **RESOLUTION 12-5-18 (See Appendix B.)**

- Pre-authorization for the Procurement of Elevator Upgrades and Bar Exam Preparatory Services (Tab 4b)

The proposed resolutions would authorize the negotiation and execution of contracts to procure elevator upgrades and bar exam preparatory services, which likely would exceed \$500,000. The authority to execute the contracts would not release the University from adhering to its normal competitive bidding protocols but accommodates the necessary timing and requires subsequent reporting to the Board of the University's final decisions.

**RESOLUTIONS 12-6-18 and 12-7-18** (See Appendix B.)

- Cumulative Gift and Grant Income Report for July 1 through October 31, 2018 (Tab 5)

During July 1 through October 2018, The University of Akron recorded gifts of cash, bequests, gifts-in-kind and pledges totaling \$11,042,146.

**RESOLUTION 12-8-18** (See Appendix B.)

- June 30, 2018 KPMG Composite Financial Index (Tab 6) INFORMATION ONLY
- Purchases \$25,000 to \$500,000 (Tab 7) INFORMATION ONLY
- Information Technology Report (Tab 8) INFORMATION ONLY
- Capital Projects Report (Tab 9) INFORMATION ONLY
- Advancement Report (Tab 10) INFORMATION ONLY
- University Communications and Marketing Report (Tab 11) INFORMATION ONLY
- Government Relations Report (TAB 12) INFORMATION ONLY

**REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE**

presented by Committee Chair Demas

- Presentation: Biomaterials Design

Dr. Ramsier introduced Associate Professor of Polymer Science Dr. Abraham Joy, who presented "Exploring the Frontiers of Biomaterials Design through Collaborative Research at The University of Akron."

- Curricular Changes (Tab 1)

**New Programs:**

**Establish a Master of Science in Integrated Bioscience, in the Buchtel College of Arts and Sciences, Department of Biology, proposal #17-22024**

This program would create a Master of Science degree in Integrated Bioscience and increase access to the Bioscience program by providing a part-time, non-thesis option to this expanding field of study. The administration anticipated that students in this program would not be subsidized by general funds.

**Establish a graduate certificate in Cognitive Behavior Therapy (CBT) in the College of Health Professions, School of Social Work, proposal #18-23654**

This certificate would prepare students to meet the current demand for Cognitive Behavior Therapy.

**RESOLUTION 12-9-18** (See Appendix B.)

- Tentative Graduation List for Fall 2018 (Tab 2)

Tentatively, 1,126 total degrees were proposed to be conferred in fall 2018 commencement ceremonies. The total included 55 doctoral, 33 Juris Doctor, 154 master's, 762 baccalaureate and 122 associate degrees.

**RESOLUTION 12-10-18** (See Appendix B.)

- Report to the Chancellor on Remediation of Students per O.R.C. 3345.062 (Tab 3) INFORMATION ONLY
- Enrollment Management Report (Tab 4) INFORMATION ONLY
- Research Report (Tab 5) INFORMATION ONLY
- Student Success Report (Tab 6) INFORMATION ONLY

**REPORT OF THE RULES COMMITTEE**  
presented by Committee Chair Ciraldo

- O.A.C. 3359-1-05 – President of the University (Tab 1)

The proposed revisions to Section (A) of this rule would modify the search and selection process for the University president, including:

- Switching Sections (A)(1) and (A)(3) to reflect the chronology of the search process;
- Expanding the constituency groups providing recommendations to the screening committee on criteria, process and scheduling to include the University Council and the Akron AAUP;
- Adding to the presidential search committee the elected representative from the University Council, Faculty Senate, Contract Professional Advisory Committee (CPAC),

Staff Employee Advisory Committee (SEAC), Undergraduate Student Government, and Akron-AAUP; and

- Requiring non-Board of Trustees presidential search committee members to execute a confidentiality agreement.

Proposed modifications to Sections (E) and (F) would delegate from the Board of Trustees to the president, or the president's designee(s) (e.g. the chief human resources officer), the authority to employ, set compensation for, or remove all full-time administrative officers, faculty, contract professionals and unclassified staff whose total annual earnings are less than \$75,000, and all part-time employees and classified staff. The authority to employ, set compensation for, or remove full-time administrative officers, faculty, contract professionals and unclassified staff whose total annual earnings exceed \$75,000 would remain with the Board of Trustees. In addition, all delegation of these major areas of authority would be required to be in writing and be reported to the Board of Trustees in advance of implementation.

**RESOLUTION 12-11-18** (See Appendix B.)

- O.A.C. 3359-3-05 – Office of Talent Development and Human Resources (Tab 2)

The proposed modifications of this rule would reflect the correct titles of the chief human resources officer and more accurately state the role and functions of the office, including the administration of all disciplinary actions for classified, unclassified, contract professional and non-faculty bargaining unit employees.

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

- O.A.C. 3359-9-01 – Appointment to the classified and unclassified civil service (Tab 3)

The proposed modifications of this rule would reflect the revisions to the appointment authority in O.A.C. 3359-1-05. Of special note, all personnel actions that involve multi-year employment contracts, or that include special conditions of employment or a financial commitment by the University of more than \$10,000 beyond the individual's base salary, still would be subject to approval by the Board of Trustees.

**RESOLUTION 12-13-18** (See Appendix B.)

- O.A.C. 3359-20-06.1 – Part-time faculty appointments (Tab 4)

Proposed modifications in Section (A)(1) are consistent with the revisions to the appointment authority in O.A.C. 3359-1-05 concerning part-time faculty.

**RESOLUTION 12-14-18** (See Appendix B.)

- O.A.C. 3359-22-01 – Contract professional information (Tab 5)

Proposed modifications of this rule are consistent with the revisions to the appointment authority in O.A.C. 3359-1-05. Further modifications combine information related to

property interest and liberty interest hearings (including information formerly located in O.A.C. 3359-22-05(1)) into one rule, and permit the president’s designee(s) to preside at a property interest hearing.

**RESOLUTION 12-15-18** (See Appendix B.)

- O.A.C. 3359-22-04 – Contract professional grievance committee (Tab 6)

Proposed modifications to Section (C)(1) of this rule provide that changes to the rule must be approved by the president, or the president’s designee(s), and the Board of Trustees. This revision is consistent with the delegation of certain administrative human resource functions from the president to the chief human resources officer reflected in the revisions to O.A.C. 3359-1-05.

**RESOLUTION 12-16-18** (See Appendix B.)

- O.A.C. 3359-22-05 – Contract professional grievance procedures (Tab 7)

Proposed modifications to Section (A)(3) and deletion of Section (I) of this rule reflect the move of the “name-clearing hearing” process to O.A.C. 3359-22-01.

**RESOLUTION 12-17-18** (See Appendix B.)

- O.A.C. 3359-26-01 – General information (Tab 8)

Proposed modifications to Section B of this rule removes obsolete text related to a printed employee handbook.

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

- O.A.C. 3359-26-05 – Separation from the university (Tab 9)

Proposed modifications to Section (A) of this rule reflect current practices that have been in place at the University. Proposed modifications to Section (B) of this rule correct the required notice period for employees who submit a resignation, and provide that once an employee’s resignation has been accepted, it may not be withdrawn without the approval of the immediate supervisor and the chief human resources officer.

**RESOLUTION 12-19-18** (See Appendix B.)

**REPORT OF THE AUDIT & COMPLIANCE COMMITTEE**

presented by Committee Chair Crotty

- Acceptance of Auditor of State’s STRS Attestation and the June 30, 2018 Financial Statement Audits (Tab 1)

A resolution was proposed to accept the Auditor of State’s Attestation Report for the State Teachers Retirement System (STRS) and the June 30, 2018 annual financial statements and

footnotes of the University, University of Akron Foundation and University of Akron Research Foundation including audit opinions and reports from external auditors, Crowe LLP.

**RESOLUTION 12-20-18** (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: Scala motion, Bauer second for approval of Resolutions 12-1-18 and 12-3-18 through 12-20-18, passed 9-0.**

**NEW BUSINESS**

- Authorization of the University Administration to Implement a Three-year Action Plan (Tab 1)

Mr. Gingo said that the proposed resolution would authorize the president of the University and the University administration to implement the Three-year Action Plan, as Dr. Green had discussed earlier in his report. The resolution stipulates that the Board receive regular updates of the status of the Plan's implementation from the president and administration. On behalf of the Board, Mr. Gingo thanked Dr. Green and all who had dedicated the extraordinary effort necessary to develop the Plan for timely delivery and action.

**RESOLUTION 12-21-18** (See Appendix B.)

**ACTION: Palmisano motion, Crotty second, passed 9-0.**

- Expression of Appreciation to Advisory Trustee Sandra Pianalto (Tab 2)

Mr. Gingo read aloud the resolution of appreciation formally thanking Advisory Trustee Pianalto for fulfilling her duties as an Advisory Trustee during two three-year terms, the second and final of which would expire on December 31, 2018.

**RESOLUTION 12-22-18** (See Appendix B.)

**ACTION: Ciraldo motion, Crotty second, passed 9-0.**

Ms. Pianalto said that it was a privilege to have been named the first Advisory Trustee and to come back to The University of Akron's Board table in that capacity after having served as one of the first student representatives to the Board. She emphasized the important role of the University in the lives of so many people, including her own, having emigrated to this country from Italy with her family when she was five years old. She said that she and her sisters would not have had college degrees and would not have had their careers without the University being close by, here in Akron.

Ms. Pianalto said that she plans to continue to stay engaged at the University, particularly through the Executive in Residence program in the College of Business Administration, and

would continue to support the University. She said that the University is still very important to young people and families in Northeast Ohio as it has been to her family. She thanked the Board for the privilege to serve.

Mr. Gingo then expressed wishes to The University of Akron community for the best of the holiday season and said that he hoped that everyone would have an opportunity to relax and enjoy a meaningful break before we resume our respective roles in accomplishing the important tasks awaiting in 2019.

He said that the next regular meeting of the Board of Trustees would take place on Wednesday, February 13, 2019. An executive session will begin at 7:30 or 8 a.m.

At 11:57 a.m. the Board adjourned into executive session on a 9-0 vote for the stated purposes of—considering employment and compensation of public employees pursuant to O.R.C. 121.22(G)(1) and considering real estate matters pursuant to O.R.C. 121.22(G)(2). The meeting returned to public session at 12:30 p.m. on a 9-0 vote.

**ADJOURNMENT**

**ACTION: Meeting adjourned by consensus at 12:30 p.m.**

Joseph M. Gingo  
Chair, Board of Trustees

M. Celeste Cook  
Secretary, Board of Trustees

February 13, 2019

**APPENDIX A: OTHERS PRESENT**

Bayann Alkhalilee, Featured Student

Dr. Philip A. Allen, University Council

William C. Becker, Ohio Attorney General

Cristine Boyd, Director, Media Relations

Katie Byard, Akron Beacon Journal

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

William M. Cole, Director, Major Gifts, Department of Development

Dr. Aimee L. DeChambeau, Dean, University Libraries

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

Debra A. Gannon, Staff Employee Advisory Committee

Anne C. Hanson, Director, Community Relations and Engagement

Wayne R. Hill, Vice President, Chief Communication and Marketing Officer

Dr. Abraham Joy, Associate Professor, Polymer Science

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

Dr. John A. Messina, Vice President Student Affairs

Paula Neugebauer, Coordinator, Office of the Board of Trustees

Ruth N. Nine-Duff, Staff Employee Advisory Committee

Alan D. Parker, Contract Professional Advisory Committee

James Rook, Ohio Attorney General

Dr. Linda M. Saliga, Faculty Senate

Dr. Pamela A. Schulze, Akron-AAUP

Linda M. Smith, Legal Assistant, Office of Vice President and General Counsel

**APPENDIX B: RESOLUTIONS**

**RESOLUTION 12-1-18:** Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of October 10, 2018 be approved.

**RESOLUTION 12-2-18:** Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by Interim President John C. Green, dated December 5, 2018, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

**RESOLUTION 12-3-18:** Acceptance of the Investment Report for the Three Months Ended September 30, 2018

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on December 5, 2018, accepting the Investment Report for the Three Months Ended September 30, 2018, be approved.

**RESOLUTION 12-4-18:** Acceptance of the Financial Report for the Three Months Ended September 30, 2018

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on December 5, 2018, accepting the Financial Report for the Three Months Ended September 30, 2018, be approved

**RESOLUTION 12-5-18:** Acceptance of Purchase for More Than \$500,000

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on December 5, 2018 be approved.

Award to Adidas America, Inc. a three-year contract permitting the University to procure apparel and merchandise at prices significantly below MSRP. The amount of the three-year contract likely will exceed \$500,000 annually.

**RESOLUTION 12-6-18:** Preauthorization for the Procurement of Elevator Upgrades

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

WHEREAS, the Vice President for Finance and Administration/CFO has directed the Department of Capital Planning and Facilities Management to coordinate with the Director of Purchasing to initiate the competitive bidding process to procure construction contracts for elevator upgrades; and

WHEREAS, The Department of Purchasing, at the direction of the Department of Capital Planning and Facilities Management, will issue a Request for Proposals to select a vendor to provide these services. The bids will be received on December 11, 2018; and

**APPENDIX B: RESOLUTIONS, Page 2**

WHEREAS, The estimated cost for the winning bidder is expected to exceed \$500,000; and

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

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

BE IT RESOLVED, That notwithstanding the requirements of University Rule 3359-3-01(F)(2)(h), the Vice President for Finance and Administration/CFO is authorized to act as necessary to procure contracts for elevator upgrades, 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 report back to the Board at an upcoming meeting regarding the final University decision for the procurement of the elevator upgrades.

**RESOLUTION 12-7-18:** Preauthorization for Bar Exam Preparatory Services for the School of Law

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

WHEREAS, The University of Akron School of Law currently provides stipends to graduating JD students to subsidize post-graduate bar exam preparatory courses provided by third-parties, which stipend is currently funded by student tuition; and

WHEREAS, The School of Law is seeking approval to select a vendor to provide a comprehensive bar exam preparatory program for law students that would begin with the first year in law school and continue until the student takes the bar exam post-graduation; and

WHEREAS, Currently the post-graduation bar exam preparatory services are paid for by student tuition and these new services would repurpose that same tuition set-aside for this new comprehensive bar service; and

WHEREAS, The University of Akron Department of Purchasing, at the direction of the School of Law, has issued a Request for Proposals to select a new provider for these comprehensive bar exam services, the cost of which will very likely exceed \$500,000 over the anticipated three- or four-year contract term; and

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

WHEREAS, The School of Law desires to implement these new bar services for the spring 2019 semester; therefore, it is desired to enter a contract prior to the next regularly scheduled Board of Trustees meeting on February 13, 2019; Now, Therefore,

BE IT RESOLVED, That notwithstanding the requirements of University Rule 3359-3-01(F)(2)(h), the Vice President for Finance and Administration/CFO is authorized to act as

**APPENDIX B: RESOLUTIONS, Page 3**

necessary to procure comprehensive bar services for the School of Law, 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 report back to the Board at an upcoming meeting regarding the final University decision for the procurement of the comprehensive bar services.

**RESOLUTION 12-8-18:** Acceptance of Gift Income Report for July through October 2018

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on December 5, 2018, pertaining to acceptance of the Gift Income Report for July through October 2018, be approved.

**RESOLUTION 12-9-18:** Proposed Curricular Changes

BE IT RESOLVED, that the recommendations presented by the Academic Issues & Student Success Committee on December 5, 2018 for the following curricular changes, as recommended by the Faculty Senate, be approved.

Establish a new Master of Science in Integrated Bioscience, in the Buchtel College of Arts and Sciences, Department of Biology

Establish a new graduate certificate in Cognitive Behavior Therapy in the College of Health Professions, School of Social Work

**RESOLUTION 12-10-18:** Proposed Degree Recipients for Fall 2018

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on December 5, 2018, pertaining to the Proposed List of Degree Recipients for The University of Akron Fall Commencement 2018, contingent upon candidates' fulfillment of requirements, be approved.

**RESOLUTION 12-11-18:** Revisions to University Rule 3359-1-05, President of the university

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-1-05, be approved.

**RESOLUTION 12-12-18:** Revisions to University Rule 3359-3-05, Office of talent development and human resources

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-3-05, be approved.

**RESOLUTION 12-13-18:** Revisions to University Rule 3359-9-01, Appointment to the classified and unclassified civil service

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-9-01, be approved.

**APPENDIX B: RESOLUTIONS, Page 4**

**RESOLUTION 12-14-18:** 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 5, 2018, to revise Rule 3359-20-06.1, be approved.

**RESOLUTION 12-15-18:** Revisions to University Rule 3359-22-01, Contract professional information

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-22-01, be approved.

**RESOLUTION 12-16-18:** Revisions to University Rule 3359-22-04, Contract professional grievance committee

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-22-04, be approved.

**RESOLUTION 12-17-18:** Revisions to University Rule 3359-22-05, Contract professional grievance procedures

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-22-05, be approved.

**RESOLUTION 12-18-18:** Revisions to University Rule 3359-26-01, General information

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-26-01, be approved.

**RESOLUTION 12-19-18:** Revisions to University Rule 3359-26-05, Separation from the university

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-26-05, be approved.

**RESOLUTION 12-20-18:** Acceptance of Auditor of State's STRS Attestation and the June 30, 2018 Financial Statement Audits

BE IT RESOLVED, That the recommendation of the Audit & Compliance Committee on November 28, 2018, to accept the Auditor of State's STRS Attestation Report and 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, 2018, be approved.

**APPENDIX B: RESOLUTIONS, Page 5**

**RESOLUTION 12-21-18:** Authorization of the University Administration to Implement a Three-year Action Plan

WHEREAS, In fall 2018 the Three-Year Action Plan Steering Committee (the “Steering Committee”), the members of which were drawn from throughout the University, was formed; and

WHEREAS, The Steering Committee developed a comprehensive and inclusive process for each unit to develop a three-year plan including goals and priorities; and

WHEREAS, The process was guided by the Unifying Statement, developed by the Steering Committee in conjunction with the Faculty Senate Ad Hoc Committee on Strategic Planning; and

WHEREAS, Each unit-level plan was submitted to the relevant Dean/Vice President, who in turn crafted a college/division-level plan based on the submissions and sent these to the President and Provost; and

WHEREAS, The President and Provost consolidated all of the aforementioned plans into a draft Three-Year Action Plan (the “Plan”), which was then shared with all the major University shared-governance bodies and community leaders for comments and feedback; and

WHEREAS, All of these comments and feedback were considered in developing the final version of the Plan; and

WHEREAS, The University is now positioned to implement the Plan, which outlines the critical decisions and actions necessary for the University to align its resources to build on areas of strength, prioritize areas of investment, and control expenses; and

WHEREAS, The University intends to annually evaluate the Plan and adjust as necessary; and

WHEREAS, The University Council is the representative body of the University that deliberates and makes recommendations to the President on matters such as strategic planning, University policy and other substantive matters that pertain to the strategic direction and operations of the University; and

WHEREAS, The University Council provides the integrated framework for both strategic and ongoing planning, decision making and oversight of the University's strategic plan, including helping to ensure that the goals and objectives of the strategic plan are realized and helping to ensure that University policy is based on sound principles of shared governance, sound reasoning and adequate information; and

WHEREAS, The University Council considered the Plan and endorsed the final draft of the Plan at its December 4, 2018 meeting: Now, Therefore;

BE IT RESOLVED, That the President of the University and the University Administration are authorized to implement the Plan; and

BE IT FURTHER RESOLVED, That the President and the University Administration will regularly update the Board of Trustees on the status of the Plan’s implementation.

**APPENDIX B: RESOLUTIONS, Page 6**

**RESOLUTION 12-22-18:** Expression of Appreciation to Advisory Trustee Sandra Pianalto

WHEREAS, Ms. Sandra Pianalto was the first person selected and appointed by the Board of Trustees of The University of Akron in 2012 to serve in the newly created post of Advisory Trustee, completing the maximum of two three-year terms as Advisory Trustee; and

WHEREAS, Ms. Pianalto is a distinguished alumna of The University of Akron, having earned a Bachelor of Arts in Economics degree in 1976, and who, while a student at The University of Akron, served in leadership roles as editor of the TEL BUCH, senior class president, and in 1975 as one of the first student representatives on the University of Akron Board of Trustees; and

WHEREAS, Ms. Pianalto earned a Master of Economics degree from The George Washington University, and later graduated from the Advanced Management Program at Duke University's Fuqua School of Business, and in the course of her illustrious career, has received honorary doctorates from The University of Akron, the University of Toledo, Cleveland State University, Kent State University, Baldwin Wallace University, John Carroll University, Notre Dame College, and Ursuline College; and

WHEREAS, Ms. Pianalto served as president and CEO of the Fourth District Federal Reserve Bank of Cleveland from 2003 to 2014, participating in the formulation of U.S. monetary policy and overseeing more than 1,000 employees in Cleveland, Cincinnati and Pittsburgh in the conduct of economic research, supervision of financial institutions, and provision of payment services to commercial banks and the U.S. government; and

WHEREAS, Ms. Pianalto previously served the Fourth District Federal Reserve Bank of Cleveland as first vice president and chief operating officer from 1993-2003, vice president and secretary to the board of directors from 1988-93, assistant vice president of public affairs from 1984-88, and economist from 1983-84, and prior to joining the bank, was an economist for the Federal Reserve Board of Governors and served on the staff of the Budget Committee of the U.S. House of Representatives; and

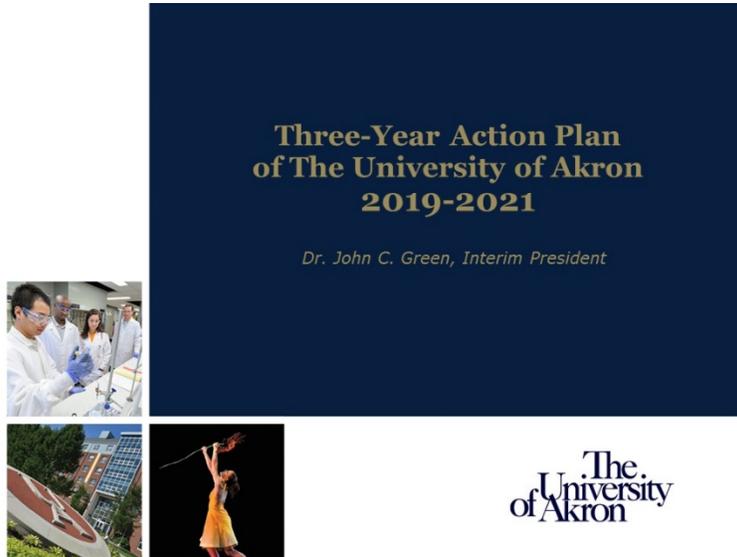
WHEREAS, Ms. Pianalto also shared with University of Akron students the gift of her knowledge and experience by serving as executive-in-residence as the FirstMerit Chair in Banking in the College of Business Administration; and applied her wisdom and talents to benefit other institutions as well, by serving on the boards of University Hospitals, the Greater Cleveland Partnership, Team Northeast Ohio, the College Now Greater Cleveland, Eaton Corporation, the J.M. Smucker Company, and numerous community organizations; and

WHEREAS, Her second and final term as an advisory member of the Board of Trustees will expire on December 31, 2018: Now, Therefore,

BE IT RESOLVED, That the Board of Trustees of The University of Akron expresses its sincere appreciation to Ms. Sandra Pianalto for fulfilling her duties to the Board and its constituents, and wishes her good health and good fortune for many years to come.

## APPENDIX C: REPORT OF THE INTERIM PRESIDENT

Most of my report today will address the Three-Year Action Plan, which is in the final process of completion, and I would like to use a PowerPoint just to go over the high points of that for the people who are here in attendance from the public. The Three-Year Action Plan will be presented to the Board for its endorsement as part of new business in a few moments.



### The Three-Year Action Plan:

1. Vertically integrates unit action plans and the resulting college/division action plans into a University-wide framework.
2. Builds on common themes in college/division and unit-level plans, and rests upon certain details in those documents.
3. Was vetted on campus and with community leaders, and endorsed by the University Council, before approval by the Board of Trustees as the final step in shared governance.

## **APPENDIX C: REPORT OF THE INTERIM PRESIDENT, Page 2**

As you can see from the first slide, the Three-Year Action Plan has been the result of a great deal of work by everyone here on campus. I want to take this opportunity to thank all of our faculty and staff; our deans and our vice presidents; our leaders of shared governance, the members of the University Council and the Faculty Senate; and AAUP, all of whom collaborated in a very constructive way.

The document that we are going to release today represents a vertical integration of plans starting at the unit level on both the academic and academic-support sides and including the auxiliaries that then works up through the colleges and divisions into a University-wide framework. And so this University framework is, of course, short and fairly simple, but it is backed up by a lot of detailed plans. We will use a lot of those detailed plans as we go forward, not only to build a budget, but to carry out the priorities that are identified in the plans.

The top priorities of the Three-Year Action Plan come from the common themes that we saw in the college and division plans, and certain details rest upon those plans. Our document is nine pages long. If we were to include all of those details, we would be looking at a little more than 1,000 pages so there is a lot of detail backing up this plan. The plan was developed out of campus activity this fall. People did it under a very short time frame. I am very proud of the effort, and I think that will stand us in good stead. It was vetted by community leaders and by the University Council; also it was reviewed by the Faculty Senate and other constituency groups. I have received lots and lots of emails about the language and the context.



## **Unifying Statement**

We are a regional public university committed to developing knowledgeable, open-minded, and productive members of an increasingly diverse society who will be life-long learners. Building on our strengths, we provide a transformative education to students, complemented by cutting-edge research and innovative engagement with the public and private sectors.



Many people have seen this. As part of developing the Three-Year Action Plan, we included a Unifying Statement to try to pull all of the groups together and have them headed in the right direction. This particular language was developed by the ad hoc Committee on Strategic Planning from the Faculty Senate. It is updating the University's mission. I believe that this is a very good statement of where the University is now. What the Plan is going to do is move us forward according to certain common priorities.

**APPENDIX C: REPORT OF THE INTERIM PRESIDENT, Page 3**

**Four Priorities:**

1. Increase Student Success
2. Emphasize Academic Distinctiveness
3. Generate Additional Revenue
4. Continue to Improve Efficiency and Effectiveness



We identified four common priorities. The number-one priority is to increase student success. As I have indicated all over campus and all over Akron, to have this as part of a strategic plan of a University is not particularly surprising, but it is very important at this time in our history to have this be our number-one priority. Over the next three years, we are going to pursue in many, many different ways increasing student success. It is not as if we have not always cared about students, but now we want to give this our top priority as we move forward. And if you look into the details of plans, we have literally hundreds of great ideas across the colleges and the rest of the University on how we can carry out this priority.

Our second priority is to emphasize academic distinctiveness. Of course, we do have academically distinctive programs on campus, but we want to have more of them, and we want to implement them as effectively as possible. That is incredibly important, not only for the quality of the education we present, but we are in a very competitive marketplace for undergraduate and graduate students, and we need to be able to offer something that is different in order to attract more students to our campus.

We also need to generate additional revenue. As with most public-admit institutions in this state, we do face some financial challenges. The more important part of that is to recruit more freshman students every year as we go forward in our entering class, but also to recruit more transfer students, particularly from community colleges.

Now, I don't want anyone to think that bringing more students to our campus is not important. It is extremely important, but the reason it is not number one, the reason that student success is number one, is student success represents the greatest opportunities for the University to improve both substantively and financially. Basically, what we are going to do is put a great emphasis on the students we already have recruited, while at the same time continuing to seek newer students as well.

## APPENDIX C: REPORT OF THE INTERIM PRESIDENT, Page 4

Finally, we are going to continue to improve efficiency and effectiveness. We have been doing a lot of that recently, but there is much more that we can do. Let me go into just a little bit more detail on each of these priorities, and then I will invite people to consult this document, which will be made available by various means and includes many of the specific tactics that will be used to carry out those priorities.

### Priority #1: Increase Success of Our Students

- A. Deploy academic and academic-support personnel to increase:
  - *undergraduate persistence rates by 1% each year;*
  - *retention rates by 3% each year;*
  - *graduation rates by 2% each year.*
- B. Provide excellent student services, intentional advising, prompt response to inquiries, student engagement, and timely assistance with personal distress.
- C. Increase student interaction with full-time faculty in classroom, especially in general education and required courses



In terms of increasing student success, our plan is committed to increasing undergraduate persistence by one percent a year for the next three years. Students who persist are the students who are here in one term, and then (subtracting those who graduate) come back the next term so it is the broadest measure of academic progress.

We also intend to increase our retention rates—that is done on a cohort basis: how many freshmen this year come back next fall as sophomores—by three percent each year, and graduation rates by two percent each year. We believe that these are obtainable goals, and if we obtain them, that they will advance the cause of the University broadly.

Secondly, we are going to *provide excellent student services, intentional advising* (particularly for our undergraduates), *prompt response to student inquiries, a higher level of student engagement, and timely assistance when we encounter situations of personal distress.*

Finally, the third point under the first priority: we want to *increase student interaction with full-time faculty in the classroom, especially in general education and required courses*, and we have a whole bunch of ideas about how to do that. In terms of education, the biggest asset we have on this campus is our faculty, and I believe that they will continue their good work, but we can perhaps engage the students more fully with those excellent faculty.

**APPENDIX C: REPORT OF THE INTERIM PRESIDENT, Page 5**

**Priority #2: Emphasize Academic Distinctiveness**

- A. Create new and revised degree programs for emerging markets and careers.
- B. Expand cutting-edge research in focused areas of strength to attract much more external funding, generate intellectual property, and improve our research reputation.
- C. Maintain existing and seek new external partnerships to support workforce development, technical innovation, economic growth and improved quality of life.



We are going to continue to *create and revise degree programs for emerging markets and careers*. We already have some of those on the books, going toward the books, and we have a number that are just about to be born.

Secondly, *we will expand cutting-edge research in focused areas of strength to attract much more external funding, generate intellectual property, and improve our research reputation*. People on campus and off campus often ask me, “Can The University of Akron afford a robust research program?” and the answer is yes; we can and we will. However, we do have to make some adjustments to be sure that we can fund research at a high level.

Finally, but hardly last, the University *will maintain existing and seek new external partnerships to support workforce development, technical innovation, economic growth and improved quality of life* in our broader community. One of the most interesting parts of this longer document, from my point of view, is the list of all the areas where we will maintain or expand partnerships in this community. It was really very impressive; I did not know about some of those things, and there it is now for everyone to see<sup>1</sup>.

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<sup>1</sup> See Appendix D: University of Akron Three-Year Action Plan *As endorsed by Board of Trustees* December 5, 2018

**APPENDIX C: REPORT OF THE INTERIM PRESIDENT, Page 6**

**Priority #3: Generate Additional Revenue**

- A. Expand recruitment of high quality students at all levels with an emphasis on increasing net tuition revenue.
- B. Expand development activities to raise funds for student scholarships, endowed chairs, campus facilities and programs.
- C. Increase funding generated by auxiliary units, including athletics, residence halls, student union and recreation center.



I have already touched upon Point A, *expand recruitment of high quality students at all levels with an emphasis on increasing net tuition revenue*. That not only brings excellent students to our campus but helps us financially.

Secondly, we will *expand development activities to raise funds for student scholarships, endowed chairs, campus facilities and programs*. External dollars through philanthropy will be very important to us, particularly as we approach our 150<sup>th</sup> anniversary as an institution in 2020.

We also will *increase funding generated by auxiliary units, including athletics, residence halls, student union and recreation center*.

**Priority #4: Continue to Improve Efficiency and Effectiveness:**

- A. In the delivery of courses and degree programs
- B. In the delivery of academic support services
- C. In the activities of auxiliary units

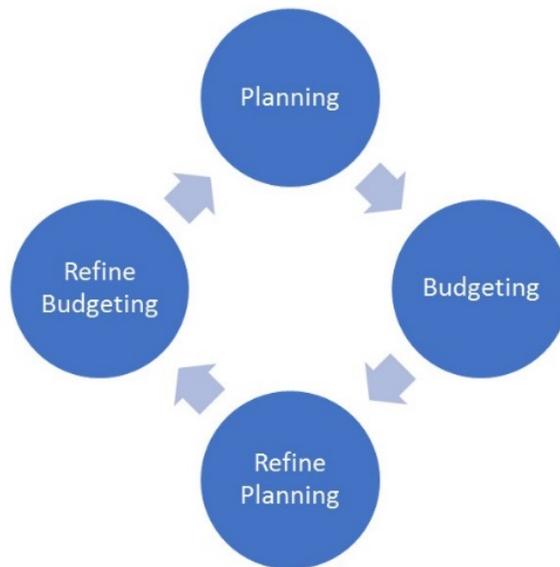


**APPENDIX C: REPORT OF THE INTERIM PRESIDENT, Page 7**

And then, of course, nobody is excited about giving us more money to be more efficient, so we have to be more efficient on our own, and we are going to do it in these three, kind of obvious but important, areas.

*We want to be more efficient in the delivery of courses and degree programs, in the delivery of academic support services, and in the activities of our auxiliary units.*

So, with the Three-Year Action Plan, which we began this fall, the next step is to tie it to our budgeting process, which will begin in January, to create the fiscal 2020 University budget. This is a step forward for the University to have a plan and tie it to the budget, and to think about this in terms of a three-year timeline, rather than just year by year. Many of you have seen these elaborate pictures of how the process will work, but here is a simple picture of how it will work:



We just finished the planning, we will go into budgeting, following budgeting we will refine the planning, and once we are ready to start planning we will refine the budgeting. We will do this on a regular basis every year. It is my hope that in the future, every fall the University will update its action plan, and then every spring, we will work together to put together the University budget.

The process of creating the Three-Year Action Plan has been an exercise in shared governance. As I indicated earlier, I want to thank all of the leaders, administrative, faculty, staff and contract professionals, and our student leaders for sharing in this process of developing this plan. The plan is not perfect, but it is a really good start, and it is also not “set in stone.” I hope we will update it every year so we can perfect it as we go forward.

**APPENDIX C: REPORT OF THE INTERIM PRESIDENT, Page 8**

Mutual Collaboration

This spirit of mutual collaboration will be continued and enhanced as a result of the Board's actions today. Earlier, Chairman Gingo mentioned the change in the structure of the presidential search. I want to commend the Board for making that effort. It will not only improve the search process and help replace me with an even better leader, but it will build a lot of trust on campus.

Men's Soccer Team

All of us know that it is not uncommon for us, as educators, to learn from our students. This week, a group of our students will again provide us with a valuable lesson on how to rally toward a common goal. This Friday, our men's soccer team will play in the College Cup for the third time in four years. Now I know that different people value different things, but I believe that as an institution, we need to be excited when anyone in our community excels, and we certainly have a soccer team that excels. It should be recalled that at one point in the season, our soccer team had a 6-6-2 record, not usually what you associate with a championship team. And despite our long and positive history with soccer, a lot of critics and sports writers around the country dismissed our team early. Never dismiss the Zips. They came back; the team rallied; it is playing the best soccer in the country during the last few weeks and beating highly ranked opponents. I hope that this weekend, the student-athletes will earn a second star for their Akron soccer jerseys by winning the national championship. But regardless of what happens in Santa Barbara this weekend, they have earned our admiration and respect.

Fall 2018 Commencement Ceremonies

This holds for another group of students. While not as visual as the soccer team, their victories are, in the long run, the most significant. On Saturday, December 15, we will confer 1,150 degrees to graduates in the 2018 Fall Commencement at E. J. Thomas Performing Arts Hall. My congratulations to all of our graduates, to their families, and their friends. Congratulations, too, to Kim Haverkamp and all of the other commencement organizers for concentrating this ceremony into just two events on a single day. In the spring, we have six events over a whole weekend, so this is a real improvement. If your schedules permit, I encourage you to join us at 10 a.m. or at 1:30 p.m., or both ceremonies, on December 15.

**University of Akron Three-Year Action Plan**  
*As endorsed by Board of Trustees*  
**December 5, 2018**

**Creating, Pursuing and Sharing Knowledge** is the essence of what The University of Akron (UA) offers our students, wherever they may be in their educational path – just out of high school, a veteran returning from service, an adult wanting to finish a degree, a worker wanting to progress in her/his career, a college graduate seeking an advanced degree. Throughout this journey, our students are supported by faculty who are engaged and committed to their success, providing them with knowledge about their subject areas while generating new knowledge through research to advance their fields of study and contribute to the growth of our region, our state, our nation, and the world. Critical to this process is our strong commitment to diversity, inclusion and equity, both with regard to our student body and to the supportive community within the University which serves them, guiding them to timely graduation with a wide range of opportunities and personal assistance, focused on enhancing career-readiness for each individual student. The knowledge that is generated – both transmitted to students and new knowledge resulting from research – is connected to the broader community through productive partnerships between the University and companies and organizations throughout the region, working together to achieve common goals.

**Developing the Three-year Action Plans**

Having completed two data-driven University-wide reviews of current offerings and operations – Academic Program Review and Administrative Activities Review – UA is now positioned to establish its plan for the next three years, outlining the important decisions and actions that are needed to help the University be distinctive in a crowded, competitive higher education landscape. This plan is designed to align University resources to build on notable areas of strength, generate more revenue resulting from greater attraction of students to those areas, prioritize areas of investment, and control expenditures throughout the University.

The process for developing these plans (the University-wide plan and the plans from the colleges and units) was comprehensive and inclusive, guided by the Three-Year Action Plan Steering Committee drawn from throughout the University. In conjunction with the Faculty Senate Ad Hoc Committee on Strategic Planning, the following “Unifying Statement” was developed from the UA mission statement to establish an overall framework for the planning effort:

*“We are a regional public university committed to developing knowledgeable, open-minded, and productive members of an increasingly diverse society who will be life-long learners. Building on our strengths, we provide a transformative education to*

*students, complemented by cutting-edge research and innovative engagement with the public and private sectors.”*

Four priorities guide this Action Plan:

**1. Increase Success of Our Students**

- Provide high quality instruction, opportunities for career preparation, and excellent support services to achieve steady and timely academic progress toward graduation.

**2. Emphasize Academic Distinctiveness**

- Offer in-demand degree programs and those that make UA distinctive; conduct high-quality, focused research in specific areas of strength; and, engage with the community in driving the economic development of the region through strong public-private partnerships.

**3. Generate Additional Revenue**

- Increase student recruitment and persistence to degree, fundraising, research grants with limited or no University subsidy and additional external auxiliary funding.

**4. Continue to Improve Efficiency and Effectiveness**

- Operate academic, academic support and auxiliary units as effectively and efficiently as possible, including possible outsourcing of some operational functions, and ensure efficient delivery of courses and degree programs through more effective scheduling, academic administration and unit reorganization.

The results of this Three-Year Action Plan will be used to guide the preparation of the University's FY 2019–2020 budget and inform the upcoming presidential search. The intent is to continually evaluate progress of the plan on an annual basis, make needed adjustments and continue with that process. Our new president will then have a plan and a planning process that can be modified or changed as she or he settles in to the presidency.

What follows is a list of tactics UA will pursue to advance these priorities over the next three years. These tactics are primarily drawn from the action plans developed by the deans and vice presidents, which in turn are rooted in relevant unit action plans. Given the diversity of these plans, the tactics are necessarily described in some general terms. However, in operational terms, the specific details of the tactics will be found in the relevant college, divisional, and unit action plans. The implementation of the tactics will occur through normal administrative channels. If such tactics require changes in policy, such changes will occur through normal shared governance practices.

*The approach and actions to be taken will result in changes within the University, and adapting to change can be difficult. However, it is imperative that we **do** adapt so we can*

*move forward. It is abundantly clear that we cannot just continue what we have been doing – however successful it may have been in the past.*

**Priority #1: Increase Success of Our Students**

**Over the next three years, The University of Akron will increase student success by providing high quality instruction and excellent services so that students can achieve steady progress to graduation.**

*a. UA will deploy academic and academic support personnel to increase undergraduate student persistence rates by 1% each year; retention rates by 3% each year; and graduation rates by 2% per year.*

- UA will employ scheduling analytics to offer classes in and across semesters to streamline paths to graduation.
- UA will move all bachelor's degrees to 120 credits, unless explicitly prohibited by accreditors, to reduce costs to students and time to graduation.
- UA will review and revise required course sequences to increase student success without compromising academic standards.
- UA will review and revise course prerequisites and degree requirements to streamline paths to graduation.
- UA will review and revise course offerings so that degree requirements can be met via online and hybrid courses, and so that credit may be obtained for previous learning experiences.
- UA will consider efforts to revise foreign language requirements for undergraduates in natural science fields.
- UA will continue to follow its undergraduate admissions rule which will improve the success of our diverse student body as well as enhance our academic reputation
- Consistent with college action plans, UA will implement the 2019 Undergraduate Enrollment plan regarding persistence, retention, and graduation.

*b. UA will provide excellent student services, including providing intentional advising, prompt and effective attention to inquiries and timely assistance with personal distress situations, as well as spurring additional student engagement.*

- UA will require all undergraduate students with less than 60 credits completed to meet with their college advisor before registering for classes.
- UA college and faculty advisors will monitor all student pre-majors and ensure that such students expeditiously find a major in which they can succeed – including a smooth transition to another degree program when appropriate.

- UA and each college will expeditiously identify students struggling with course work and deploy faculty, tutors, study teams, peer mentors, and other resources to help these students complete their classes.
  - Consistent with college action plans, UA will review and revise direct admit criteria for admission to undergraduate degree programs to ensure that admitted students are adequately prepared to succeed in the program.
  - Consistent with college action plans, UA will continue to improve college-based student advising, with special attention to at-risk students.
  - UA will expand the scope and impact of UA's Choose Ohio First comprehensive student support model, including summer bridge programming, to Collegiate Success, pre-Engineering, and Underrepresented Scholarship student cohorts.
  - UA will help increase the success of first generation, low income, underrepresented and students with disabilities on campus.
  - UA will identify students facing personal challenges and provide wrap-around support.
  - UA will expand learning communities as a means to immerse students in areas of personal interest and academic pursuit.
  - UA will continue to stress the importance of student engagement in campus life to enhance persistence and retention, being attentive to diverse cultures and experiences.
  - UA will create opportunities for seamless integration of transfer students into academic and campus life.
  - UA will help students who need remedial and/or developmental coursework at the time of admission through co-requisite and other methods.
- c. *UA will increase student interactions with full-time faculty in the classroom, especially in undergraduate general education and required courses.*
- UA will optimize class size to ensure quality interactions between full-time faculty and students, especially freshmen and sophomores, both in-class and out-of-class.
  - UA will optimize the type and number of elective courses to balance the instruction of required and high demand courses with the ability to provide academically distinctive programs.

**Priority #2: Emphasize Academic Distinctiveness**

**During the next three years, The University of Akron will pursue academic distinctiveness with new and revised degree programs, focused research excellence, and strong local partnerships.**

*a. UA will create new and revised degree programs for emerging markets and careers, encouraging diversity in a changing marketplace.*

- UA will focus course and degree offerings in areas of strong competitive advantage, student interest, and instructional capacity.
- UA will develop and implement new degrees in areas of high demand as well as new interdisciplinary initiatives, such as global and pre-med studies.
- UA will offer in-demand bachelor's degrees at Wayne College and other satellite locations in coordination with main campus programs.
- UA's LeBron James Family Foundation College of Education will increase its emphasis on urban pre-service teacher preparation, generate impact via the new Urban STEM Center and pursue other promising opportunities.
- UA will develop internal and external "2+2" degree programs, linking in-demand associate degrees to bachelor's degrees.
- Consistent with college action plans, units will work with the Graduate School to develop professional master's degrees to attract self-paying students.
  - Each Ph.D. program at UA will revise its curriculum, if necessary, so students will earn an appropriate masters degree once they advance to doctoral candidacy.
  - Consistent with college action plans, UA will develop and implement a plan for recruiting high-quality graduate students with assistance from the Graduate School.
- UA will regularly review and revise existing degrees to improve quality and outcomes via a regular multi-year cycle of program review.
- UA will expand experiential learning and research opportunities to all undergraduate degree programs.
- Consistent with college action plans, UA will support faculty efforts to move as many courses as possible online.
- Consistent with college action plans, UA will support faculty efforts to use open educational resources in as many courses as possible to increase textbook affordability.

- b. *UA will expand cutting-edge research in focused areas of strength, including higher external funding, generation of intellectual property, and scholarly reputation.*
- UA will initiate new clusters of research activity, including “Major Research Ventures” (an interdisciplinary team of faculty) and “Faculty Research Ventures” (a single faculty member), to expand research funding.
  - UA will develop master research agreements with business and industry to conduct research where the ownership of the intellectual property generated is negotiable consistent with the level of funding.
  - Through the University of Akron Research Foundation (UARF), UA will expand its activities to support new research ventures as well as continue to foster the commercialization of UA intellectual property.
  - UA will implement new policies for external research grants and contracts, including charging faculty time and tuition for graduate students as direct costs when allowed by the granting agency.
  - Within Ph.D. programs, UA will seek an appropriate balance of doctoral students who are UA-funded teaching assistants and those who are externally-funded research assistants.
  - Each unit at UA will develop and obtain approval for a faculty workload policy linking assigned time for research to discipline-appropriate research productivity, levels of external funding, and research with students.
- c. *UA will maintain existing and seek new external partnerships to support workforce development, technical innovation, economic growth, and improved quality of life.*
- UA will participate in the implementation of the *Elevate Akron* plan for regional economic development, partnering with the Chamber of Commerce, City of Akron, and County of Summit.
  - UA will strengthen its partnership with Bounce, including the possible relocation of appropriate UA personnel and activities to the downtown facility.
  - UA will continue to work with the City of Akron and County of Summit on safety and community development in the Exchange Street Corridor.
  - UA will expand its partnerships in the region to include workforce development and the management of intellectual property.
  - UA will continue to work with the State of Ohio administration and legislators to keep higher education affordable, maximize our State Share of Instruction payments and focus on job and career readiness.

- UA will contribute to the implementation of the Northeast Ohio Regional Higher Education Compact to make public higher education more collaborative and less duplicative in the region.
- UA will continue existing and seek new educational partnerships with private and public entities.
- UA will continue to cultivate relationships on- and off-campus with entities whose mission is to serve minority and underserved populations and to advance the University's commitment to Inclusive Excellence.
- UA will continue to monitor federal legislation and seek new federal research funds.
- UA will expand existing and seek new relationships with area hospitals, including Akron Children's Hospital, Summa Health System, and Cleveland Clinic Akron General Hospital.
- UA will expand dual enrollment agreements (such as Direct Connect with Stark State College) to other Northeast Ohio Compact community colleges.
- UA will carry out its "sister university" partnerships with the Akron Public Schools, and seek to expand these relationships to include partnerships for visual and performing arts programs.
- UA will maximize the impact of its partnership with the LeBron James Family Foundation, including the "I Promise School" and the "I Promise Institute".
- UA will continue its strong partnerships with local arts institutions (such as the Akron Art Museum, ArtsNow, and the Civic Theater), educational groups (such as Summit Education Initiative, ConxusNEO, Leadership Akron, and Neighborhood Leadership), non-profit organizations (such as United Way and the Salvation Army), and civic institutions (such as Downtown Akron Partnership, Akron Zoo, and the Cuyahoga Valley National Park).

### **Priority #3: Generate Additional Revenue**

**During the next three years, The University of Akron will expand existing and seek new sources of revenue, including new student recruitment, fundraising, and funding for research and auxiliaries.**

- a. *UA will expand its recruitment of high quality and diverse students at all levels, with an emphasis on increasing net tuition revenue.*
  - UA will implement the 2019 Undergraduate Enrollment plan with regard to recruitment of first-time and transfer students, with the assistance of the colleges and other units consistent with their action plans.
  - UA will maximize transfer enrollment and success through Direct Connect and other dual enrollment programs.
  - UA will initiate additional efforts to recruit more College Credit Plus students to enroll at UA by creating stronger connections between the students and the University.

- UA will strategically improve rankings and continue to meet accreditation expectations in the colleges
- b. *UA will expand development activities to raise additional funds for student scholarships, endowed chairs, campus facilities, and programs.*
- UA's Development Department will expand its fundraising efforts (targeting an 8% to 10% increase per year), with the assistance of the colleges and other units consistent with their action plans.
  - UA will lay the groundwork for a new fundraising campaign in conjunction with the Sesquicentennial Anniversary of the University.
  - UA fundraising efforts will focus on obtaining gifts that offset costs currently borne by the General Fund, including scholarships, endowed professorships, and facilities.
- c. *UA will increase funding generated by auxiliary units, including athletics, residence halls, and student and recreation centers.*
- UA's Athletic Department will implement a three-year plan to reduce the financial draw from the General Fund by reducing costs (\$3 million over the next three years) and generating additional revenues (\$5 million over the next three years).
  - UA Residence Life and Housing will increase revenues by placing more students in the residence halls, including student-athletes.
  - UA will continue to investigate and pursue potential opportunities to monetize physical assets and/or revenue streams. The physical asset investigations will include sale, sale/leaseback arrangements, and other means with the intended purpose of first retiring outstanding bonded debt, followed by providing a source of capital and/or recurring cash flows for the University. The monetization of residence life and housing, recreation center, parking, football stadium and field house, and the University's power plant and its related infrastructure will initially be investigated.

#### **Priority #4: Continue to Improve Efficiency and Effectiveness**

**The University of Akron will continue to improve efficiency and effectiveness in the operation of academic, academic support, and auxiliary units.**

- a. *UA will continue to improve efficiency and effectiveness in the delivery of courses and degree programs.*
- UA will centralize where appropriate the deans' office personnel in key services, including information technology, development, marketing, compliance and budgeting.

- UA will significantly reduce the number of low enrollment course offerings.
  - UA will significantly increase the speed of curricular approvals.
  - UA will reorganize University Libraries (UL), in keeping with UL recommendations, and continue to use data analyses to strategically allocate expenditures for materials.
  - UA Office of Enrollment Management will implement plans to reduce the amount of General Fund scholarships.
  - UA will assess the effectiveness and efficiency of academic support programs, such as the English Language Institute, Confucius Institute, and the Office of Multicultural Development.
  - Consistent with the recommendations of the Administrative Activities Review, UA will review current levels of staffing and resources in the deans' offices and Office of Academic Affairs.
- b. UA will continue to improve efficiency and effectiveness in the delivery of academic support services, as well as the activities of auxiliary units.*
- UA will centralize, where appropriate, administrative personnel in key services, including information technology, development, marketing and communications, compliance and budgeting.
  - Human Resources will conduct a comprehensive review of UA's employee classification system.
  - Information Technology will evaluate the migration to a cloud-based Enterprise Resource Planning (ERP) system.
  - UA will consider joining Dining and Residence Life and Housing within the same administrative area to create additional savings and synergies.
  - Consistent with the recommendations from Academic Activities Review, UA will analyze current levels of staffing and resources in all academic support and auxiliary units.
  - UA will explore the feasibility of establishing centralized management of conference and meeting facilities.

**APPENDIX E: INTRODUCTIONS - FEATURED STUDENT**

**BAYANN ALKHALILEE**

Bayann Alkhalilee is a University of Akron senior who will graduate December 15 magna cum laude with a multidisciplinary bachelor's degree in Philosophy, Political Science, and Economics.

After graduation, Bayann plans to take a year off and start working with an Akron nonprofit called Asian Services in Action while studying for the Graduate Record Examination and applying to graduate programs. Bayann aspires to someday work for the United Nations.

During her time here at The University of Akron, she interned with the International Institute of Akron and was involved with many student organizations such as Economics Club and The Society of Women and Business.

Bayann will conclude her time at UA by serving as a student responder speaker during the Fall 2018 Commencement ceremony next Saturday morning at E. J. Thomas Hall, helping us to celebrate the next class of University of Akron Alumni.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 2- -19**

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of December 5, 2018 be approved.

---

M. Celeste Cook, Secretary  
Board of Trustees

February 13, 2019

February 13, 2019

Board Meeting

Presiding:

William A. Scala

|           |   |
|-----------|---|
| <b>1</b>  | Personnel Actions   |
| <b>2</b>  | *Investment Report for the Six Months Ended December 31, 2018                       |
| <b>3</b>  | *Financial Report for the Six Months Ended December 31, 2018                        |
| <b>4</b>  | *Procurements for More than \$500,000   |
| <b>5</b>  | *Cumulative Gift and Grant Income Report for the Six Months Ended December 31, 2018 |
|           | For Information Only:   |
| <b>6</b>  | Purchases<br>a. \$25,000 to \$500,000 Report<br>b. More than \$500,000              |
| <b>7</b>  | Capital Projects Report   |
| <b>8</b>  | Information Technology Report   |
| <b>9</b>  | Advancement Report  |
| <b>10</b> | University Communications and Marketing Report                                      |
| <b>11</b> | Government Relations Report   |
|           |   |
| <b>*</b>  | CONSENT AGENDA;<br>ITEMS 2, 3, 4, 5   |

# **FINANCE & ADMINISTRATION COMMITTEE**

## **TAB 1**

### **PERSONNEL**

**SUMMARY REPORT OF EMPLOYEE PERSONNEL ACTIONS  
EMPLOYEE PERSONNEL ACTIONS  
EMPLOYEE PERSONNEL ACTIONS ADDENDUM**

**In accordance with resolution 6-67, adopted July 12, 1967, routine personnel matters concerning faculty and staff are listed separately in the attached, and are recommended for the action indicated for each individual and to be effective as noted.**

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

February 13, 2019

# **Talent Development & Human Resources**

## **Summary Report of Personnel Actions for Board of Trustees**

**February 13, 2019**

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

### **Separations – 15 Total**

#### **Voluntary Separations – 6**

Resignations 4 Total– 3 Faculty, 2 Contract Professional and 1 Staff

During the current fiscal year 21 full-time employees have retired or provided notice of their intent to retire: 2 Faculty, 5 Contract Professional and 14 Staff

During the previous fiscal year 98 full-time employees retired or provided notice of their intent to retire: 54 Faculty, 14 Contract Professional and 30 Staff

#### **Involuntary Separations – 11**

- Bowden, George J., Assistant Football Coach, Office of Athletics – non-renewal
- Bowden, Terry W., Head Football Coach, Office of Athletics – non-renewal
- Boykin, Trenton, Assistant Football Coach, Office of Athletics – non-renewal
- Chappel, Leonard, Assistant Men’s Soccer Coach, Office of Athletics – non-renewal
- Ekkens, Brett A., Assistant Football Coach, Office of Athletics – non-renewal
- Milwee, Alan J., Assistant Football Coach, Office of Athletics – non-renewal
- Mounds, Otis S., Assistant Football Coach, Office of Athletics – non-renewal
- Stroud, R. Todd, Associate Head Football Coach, Office of Athletics – non-renewal
- Tresey, Joseph A., Assistant Football Coach, Office of Athletics – non-renewal
- Wattley, Marcus D., Assistant Football Coach, Office of Athletics – non-renewal
- Woodford, Michael P., Assistant Football Coach, Office of Athletics – non-renewal

#### **Personnel Actions Subject to University Rule 3359-9-01**

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

There are is one personnel action subject to university rule 3359-9-01 to report.

Arth, Thomas, Head Football Coach, Office of Athletics:

- Multi-Year Contract Term- Five year contract, with an option for a two-year extension after a 24 month review. Annual base compensation of \$425,000.
- Additional Compensation -\$25,000 per fiscal year for shoes and apparel to be paid in monthly installments and \$50,000 per fiscal year for media work to be paid in monthly installments.
- Incentive Compensation – up to \$100,000 per year for achieving athletic performance goals, and up to \$20,000 per year for achieving team academic performance goals.
- Moving Expenses – Up to \$12,000 reimbursement for household moving expenses.
- Liquidated Damages for Termination Without Cause – seventy-five percent of then current base salary for the remainder of the contract term.
- Automobile – use of an automobile or automobile stipend.
- Buy-Out Provision – full payment, if necessary, to obtain contractual release from Mr. Arth's contract with his previous employer of \$370,000.

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

**EMPLOYEE PERSONNEL ACTIONS**

**Office of Athletics**

**Appointment/Reappointment**

|                  |  |                      |  |  |
|------------------|--|----------------------|--|--|
| Arth, Thomas     | Head Football Coach/Office of Athletics/Contract Professional  | 12/14/18             | \$425,000.00<br>12 mo                      | Appointment vice T. Bowden   |
|                  |  | 12/16/18<br>06/30/19 | \$13,461.56<br>for the period<br>(stipend) | Additional compensation for shoes and apparel per employment contract; base salary is \$425,000.00/12 mo   |
|                  |  | 12/16/18<br>06/30/19 | \$26,923.00<br>for the period<br>(stipend) | Additional compensation for media work per employment contract; base salary is \$425,000.00/12 mo  |
|                  |  | 07/01/19<br>06/30/20 | \$25,000.00<br>12 mo<br>(stipend)          | Additional compensation for shoes and apparel per employment contract; base salary is \$425,000.00/12 mo   |
|                  |  | 07/01/19<br>06/30/20 | \$50,000.00<br>12 mo<br>(stipend)          | Additional compensation for media work per employment contract; base salary is \$425,000.00/12 mo  |
| Chappel, Leonard | Assistant Men's Soccer Coach/Office of Athletics/Contract Professional                                   | 11/15/18             | \$3,000.00<br>one time payment             | Payment for working soccer camps   |
|                  |  | 11/17/18             | \$3,862.50<br>one time payment             | Payment for post-season appearance per employment contract   |
| Cochran, Brian   | Assistant Football Coach; Defensive Line Coach/Office of Athletics/Contract Professional                 | 12/11/18             | \$80,000.00<br>12 mo                       | Appointment vice K. Gribbin  |
| Cook, Chris      | Assistant Football Coach; Tight Ends Coach/Office of Athletics/Contract Professional                     | 12/11/18             | \$80,000.00<br>12 mo                       | Appointment vice M. Wattley  |
| Embick, Jared R. | Head Men's Soccer Coach/Office of Athletics/Contract Professional  | 12/17/18             | \$28,500.00<br>one time payment            | Payment for NCAA 1st Round Win (\$2,500.00); NCAA 2nd Round Win (\$2,500.00); NCAA 3rd Round Win (\$2,500.00); College Cup Appearance (\$10,000.00); College Cup Finalist (\$10,000.00); All-American (\$1,000.00) per employment contract |
| Feeney, Matthew  | Assistant Football Coach/Defensive Coordinator; Safeties Coach/Office of Athletics/Contract Professional | 12/11/18             | \$150,000.00<br>12 mo                      | Appointment vice J. Tresey   |

| <u>Name</u>              | <u>Job/Dept/Job Function</u>   | <u>Effective Date</u> | <u>Salary/Term</u>    | <u>Comments</u>  |
|--------------------------|--|-----------------------|-----------------------|--|
| Felton, Shelton          | Assistant Football Coach; Inside Linebackers Coach/Office of Athletics/Contract Professional                 | 12/11/18              | \$105,000.00<br>12 mo | Appointment vice G. Bowden   |
| Hurd, Christopher        | Assistant Football Coach; Running Backs Coach; Special Teams Coach/Office of Athletics/Contract Professional | 12/11/18              | \$85,000.00<br>12 mo  | Appointment vice B. Ekkens   |
| Koger, Kevin J.          | Assistant Football Coach; Wide Receivers Coach/Office of Athletics/Contract Professional                     | 01/08/19              | \$80,000.00<br>12 mo  | Appointment vice T. Stroud   |
| Pearson, Chad            | Strength & Conditioning Coach-Football/Office of Athletics/Contract Professional                             | 12/20/18              | \$95,000.00<br>12 mo  | Appointment vice M. Gildersleeve   |
| Rodriguez, Oscar         | Assistant Football Coach; Defensive Backs Coach/Office of Athletics/Contract Professional                    | 12/11/18              | \$80,000.00<br>12 mo  | Appointment vice T. Boykin   |
| Stott, Nancy S.          | Camp Worker/Office of Athletics/Staff  | 01/01/19<br>12/31/19  | \$31.89<br>hourly     | Overtime payment for working men's soccer camps  |
| Williams, Davern         | Assistant Football Coach; Outside Linebackers Coach/Office of Athletics/Contract Professional                | 12/11/18              | \$80,000.00<br>12 mo  | Appointment vice M. Woodford   |
| Zagorski, Thomas         | Assistant Football Coach; Offensive Line Coach/Office of Athletics/Contract Professional                     | 12/11/18              | \$105,000.00<br>12 mo | Appointment vice O. Mounds   |
| <b><u>Separation</u></b> |  |                       |                       |  |
| Bowden, George J.        | Assistant Football Coach/Office of Athletics/Contract Professional   | 03/02/19              | \$99,807.00<br>12 mo  | Non-renewal  |
| Bowden, Terry W.         | Head Football Coach/Office of Athletics/Contract Professional  | 12/01/18              |                       | Relinquish \$25,000.00/12 mo supplemental payment for development work per employment contract |
|                          |  | 12/01/18              |                       | Relinquish \$30,000.00/12 mo supplemental payment for apparel per employment contract          |
|                          |  | 12/01/18              |                       | Relinquish \$50,000.00/12 mo supplemental payment for media work per employment contract       |

| <u>Name</u>              | <u>Job/Dept/Job Function</u>   | <u>Effective Date</u> | <u>Salary/Term</u>    | <u>Comments</u>  |
|--------------------------|--|-----------------------|-----------------------|--|
|                          |  | 12/31/18              | \$315,180.00<br>12 mo | Non-renewal  |
| Boykin, Trenton          | Assistant Football Coach; Running Backs Coach; Offensive Run Game Coordinator-Football/Office of Athletics/Contract Professional     | 03/02/19              | \$84,501.00<br>12 mo  | Non-renewal  |
| Chappel, Leonard         | Assistant Men's Soccer Coach/Office of Athletics/Contract Professional   | 02/27/19              | \$92,700.00<br>12 mo  | Non-renewal  |
| Coppinger, Ger           | Assistant Men's Soccer Coach/Office of Athletics/Contract Professional   | 01/01/19              |                       | Relinquish \$10,000.00/12 mo supplemental payment for soccer camps |
| Ekkens, Brett A.         | Assistant Football Coach; Offensive Line Coach; Assistant Recruiting Coordinator-Football/Office of Athletics/Contract Professional  | 03/02/19              | \$77,250.00<br>12 mo  | Non-renewal  |
| Gildersleeve, Matthew R. | Strength & Conditioning Coach-Football; Nutrition Specialist-Football/Office of Athletics/Contract Professional                      | 01/03/19              | \$77,250.00<br>12 mo  | Resignation  |
| Milwee, Alan J.          | Assistant Football Coach/Offensive Coordinator/Office of Athletics/Contract Professional   | 03/02/19              | \$99,704.00<br>12 mo  | Non-renewal  |
| Mounds, Otis S.          | Assistant Football Coach; Recruiting Coordinator; Defensive Pass Game Coordinator-Football/Office of Athletics/Contract Professional | 03/02/19              | \$99,704.00<br>12 mo  | Non-renewal  |
| Stroud, R. Todd          | Associate Head Football Coach/Defensive Coordinator; Defensive Line Coach/Office of Athletics/Contract Professional                  | 03/02/19              | \$159,650.00<br>12 mo | Non-renewal  |
| Tresey, Joseph A.        | Assistant Football Coach/Defensive Coordinator/Office of Athletics/Contract Professional   | 03/02/19              | \$99,704.00<br>12 mo  | Non-renewal  |
| Wattley, Marcus D.       | Assistant Football Coach/Office of Athletics/Contract Professional   | 03/02/19              | \$77,250.00<br>12 mo  | Non-renewal  |

| <u>Name</u>                             | <u>Job/Dept/Job Function</u>  | <u>Effective Date</u> | <u>Salary/Term</u>            | <u>Comments</u>   |
|---|---|-----------------------|-------------------------------|---|
| Woodford, Michael P.                    | Assistant Football Coach; Safeties Coach; Coordinator, Special Teams/Office of Athletics/Contract Professional  | 03/02/19              | \$99,704.00<br>12 mo          | Non-renewal   |
| <b>Office of Academic Affairs</b>       |   |                       |                               |   |
| <b><u>Appointment/Reappointment</u></b> |   |                       |                               |   |
| Du, Shirong                             | Lecturer/UA Solutions/Faculty   | 10/28/18<br>11/10/18  | \$2,550.00<br>for the period  | Additional pay for part-time teaching appointment   |
| Ferris, Amber L.                        | Lecturer/UA Solutions/Faculty   | 01/14/19<br>05/18/19  | \$3,000.00<br>spring semester | Additional pay for part-time teaching appointment   |
| Kandray, Daniel E.                      | Lecturer/UA Solutions/Faculty   | 01/14/19<br>05/18/19  | \$6,000.00<br>spring semester | Additional pay for part-time teaching appointment   |
| <b><u>Change</u></b>                    |   |                       |                               |   |
| Stone, Deborah G.                       | Interim Director, Academic Achievement Programs; Program Director, Strive Toward Excellence Program/Academic Achievement Programs/Contract Professional | 12/06/18<br>05/31/19  | \$88,000.00<br>12 mo          | Temporary job reclassification; salary adjustment from \$75,327.00/12 mo; additional title of Interim Director, Academic Achievement Programs |
| <b>Division of Student Success</b>      |   |                       |                               |   |
| <b><u>Appointment/Reappointment</u></b> |   |                       |                               |   |
| Grove, Melinda                          | Assistant Lecturer/Office of Student Success/Faculty  | 01/14/19<br>05/18/19  | \$1,648.00<br>spring semester | Additional pay for part-time teaching appointment   |
| Mikulski, Brandon A.                    | Director, Learning Communities & The Akron Experience/Student Success Center/Contract Professional  | 01/03/19<br>10/31/19  | \$8,500.00<br>10 mo           | Temporary administrative stipend for Director, Oelshlager Summer Leadership Institute duties; base salary is \$64,890.00/12 mo                |
|   | Assistant Lecturer/Office of Student Success/Faculty  | 01/14/19<br>05/18/19  | \$1,648.00<br>spring semester | Additional pay for part-time teaching appointment   |
| Torgler, William E.                     | Associate Lecturer/Office of Student Success/Faculty  | 01/14/19<br>05/18/19  | \$1,785.50<br>spring semester | Additional pay for part-time teaching appointment   |

| <u>Name</u>   | <u>Job/Dept/Job Function</u>   | <u>Effective Date</u> | <u>Salary/Term</u>               | <u>Comments</u>   |
|---|--|-----------------------|----------------------------------|---|
| <b>Vice President, Finance &amp; Administration/CFO</b>       |  |                       |                                  |   |
| <b><u>Appointment/Reappointment</u></b>                       |  |                       |                                  |   |
| Paonessa, Angela M.   | Lieutenant/University Police Department/Staff  | 11/05/18              | \$3,038.45<br>biweekly           | Transfer; successful internal applicant vice T. Wykoff; salary adjustment from \$32.47/H; title change from Police Officer II                                 |
| <b>Office of Capital Planning &amp; Facilities Management</b> |  |                       |                                  |   |
| <b><u>Appointment/Reappointment</u></b>                       |  |                       |                                  |   |
| Harris, David T.  | Mechanical Engineer/Physical Facilities Operation Center/Contract Professional   | 01/22/19              | \$75,000.00<br>12 mo             | Appointment vice D. Musser  |
| McSteen, John G.  | Director, Energy & Engineering/Physical Facilities Operation Center/Contract Professional  | 12/17/18              | \$80,000.00<br>12 mo             | Transfer; successful internal applicant; salary adjustment from \$34.53/H; title change from Departmental Systems Administrator; grade change from 121 to 122 |
| <b>Office of Information Technology Services</b>              |  |                       |                                  |   |
| <b><u>Appointment/Reappointment</u></b>                       |  |                       |                                  |   |
| Gullatta, Matthew   | Manager, Business Intelligence & Analytics/Information Technology Services/Contract Professional                                 | 01/02/19              | \$90,000.00<br>12 mo             | Appointment   |
| Williams, Matt C.   | Director, Information Technology Infrastructure Services/Hardware, Operations & Operating Systems Services/Contract Professional | 01/28/19              | \$105,000.00<br>12 mo            | Appointment vice K. Eckert  |
| <b>Buchtel College of Arts &amp; Sciences</b>                 |  |                       |                                  |   |
| <b><u>Appointment/Reappointment</u></b>                       |  |                       |                                  |   |
| Dudipala, Venkat R.   | Director/Department of Chemistry/Contract Professional   | 10/16/18<br>06/30/19  | \$5,000.00<br>12 mo<br>(stipend) | Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$83,361.00/12 mo                                  |

| <u>Name</u>          | <u>Job/Dept/Job Function</u>   | <u>Effective Date</u> | <u>Salary/Term</u>   | <u>Comments</u>   |
|----------------------|--|-----------------------|--|---|
| Erickson, Rebecca J. | Professor, Sociology; Department Chair, Sociology; Department Chair, Anthropology & Classical Studies/Department of Sociology/Faculty                                  | 10/15/18<br>06/30/19  | \$135,580.00<br>12 mo<br>(base)<br><br>\$10,000.00<br>12 mo<br>(stipend) | Temporary additional title and administrative stipend for Department Chair assignments; appointment basis change from 9 month |
| Gruber, Petra        | Associate Professor - Summer/Department of Biology/Faculty (BUF)   | 07/16/18<br>08/18/18  | \$493.75<br>for the period   | Additional pay for part-time teaching appointment   |
| Lin, Yang Y.         | Director/School of Communication/Faculty (BUF)   | 08/27/18<br>12/18/18  | \$2,000.00<br>fall semester<br>(stipend)                                 | Extension of temporary administrative stipend for Director, Confucius Institute assignment; base salary is \$94,480.00/9 mo   |
|                      |  | 01/14/19<br>05/24/19  | \$2,000.00<br>spring semester<br>(stipend)                               | Extension of temporary administrative stipend for Director, Confucius Institute assignment; base salary is \$94,480.00/9 mo   |
| <b><u>Change</u></b> |  |                       |  |   |
| Lyons, William T.    | Associate Dean, Social Sciences; Professor, Political Science; Director, Center for Conflict Management/Buchtel College of Arts & Sciences, Office of the Dean/Faculty | 10/15/18              | \$115,817.00<br>12 mo  | Relinquish Interim Department Chair, Sociology and Interim Department Chair, Anthropology assignments                         |
| Troutman, Janice S.  | Professor, Art; Director, Myers School of Art; Interim Director, Fashion Merchandising & Interior Design/School of Art/Faculty   | 01/01/19<br>06/30/19  | \$116,390.00<br>12 mo  | Extension of Interim Director assignments   |
| Wrice, Sheldon B.    | Associate Dean, Interdisciplinary Studies & Diversity; Professor, Technical Writing & Composition/Buchtel College of Arts & Sciences, Office of the Dean/Faculty       | 10/15/18              | \$123,085.00<br>12 mo  | Relinquish Interim Department Chair, English and Interim Department Chair, Modern Languages assignments                       |
| <b><u>Leave</u></b>  |  |                       |  |   |
| Barton, Hazel        | Professor, Biology; Professor, Geosciences/Department of Biology/Faculty (BUF)   | 08/26/19<br>05/24/20  | \$95,100.00<br>9 mo  | 50% leave without compensation; Professional Development Leave for academic year 2019-2020                                    |

| <u>Name</u>     | <u>Job/Dept/Job Function</u>   | <u>Effective Date</u> | <u>Salary/Term</u>  | <u>Comments</u>  |
|-----------------|--|-----------------------|---------------------|--|
| Dill, Janette   | Associate Professor,<br>Sociology/Department of<br>Sociology/Faculty (BUF)   | 08/26/19<br>12/22/19  | \$78,876.00<br>9 mo | 100% leave with compensation;<br>Professional Development Leave for fall<br>2019                 |
| Espanol, Malena | Associate Professor, Mathematics;<br>Associate Professor, Mechanical<br>Engineering/Department of<br>Mathematics/Faculty (BUF) | 08/26/19<br>05/24/20  | \$81,850.00<br>9 mo | 50% leave without compensation;<br>Professional Development Leave for<br>academic year 2019-2020 |
| Senko, John     | Associate Professor,<br>Geosciences/Department of<br>Geosciences/Faculty (BUF)   | 01/13/20<br>05/24/20  | \$79,752.00<br>9 mo | 100% leave with compensation;<br>Professional Development Leave for spring<br>2020               |
| Smith, Adam     | Associate Professor,<br>Chemistry/Department of<br>Chemistry/Faculty (BUF)   | 08/26/19<br>05/24/20  | \$87,728.00<br>9 mo | 50% leave without compensation;<br>Professional Development Leave for<br>academic year 2019-2020 |

**Separation**

|               |   |          |                     |             |
|---------------|---|----------|---------------------|-------------|
| Spohn, Cydney | Professor, Dance/Dance, Theatre<br>& Arts Administration/Faculty<br>(BUF) | 01/02/19 | \$77,760.00<br>9 mo | Resignation |
|---------------|---|----------|---------------------|-------------|

**College of Business Administration**

**Appointment/Reappointment**

|                   |  |                      |                                |   |
|-------------------|--|----------------------|--------------------------------|---|
| Bible, Scott C.   | Assistant Professor of<br>Practice/Department of<br>Management/Faculty (BUF) | 12/09/18             | \$3,000.00<br>one time payment | Payment for online course design and<br>development         |
| Burr, Christina   | Assistant Lecturer/George W.<br>Daverio School of<br>Accountancy/Faculty     | 01/14/19<br>05/18/19 | \$7,650.00<br>spring semester  | Additional pay for part-time teaching<br>appointment        |
| Gerber, Lissia K. | Associate Lecturer/Department of<br>Management/Faculty                       | 01/14/19<br>05/18/19 | \$2,886.06<br>spring semester  | Additional pay for part-time teaching<br>appointment        |
| Schulte, Sheri B. | Assistant Professor of<br>Practice/Department of<br>Management/Faculty (BUF) | 11/27/18             | \$500.00<br>one time payment   | Payment for ethical lens workshops in fall<br>2018 semester |

| <u>Name</u>          | <u>Job/Dept/Job Function</u>  | <u>Effective Date</u> | <u>Salary/Term</u>   | <u>Comments</u>   |
|----------------------|---|-----------------------|----------------------|---|
| <b><u>Change</u></b> |   |                       |                      |   |
| Dey, Asoke K.        | Associate Professor, Management; Coordinator, Supply Chain/Operations Management Program/Department of Management/Faculty (BUF) | 12/04/18              | \$125,861.00<br>9 mo | Additional title of Coordinator, Supply Chain/Operations Management Program   |
| Srinivasan, Mahesh   | Associate Professor, Management; Director, Institute for Global Business/Department of Management/Faculty (BUF)                 | 08/27/18              | \$126,715.00<br>9 mo | Relinquish Coordinator, Supply Chain/Operations Management Program assignment |

**Leave**

|                |  |                      |                      |  |
|----------------|--|----------------------|----------------------|--|
| Hamdani, Maria | Associate Professor, Management/Department of Management/Faculty (BUF) | 08/26/19<br>12/22/19 | \$132,188.00<br>9 mo | 100% leave with compensation; Professional Development Leave for fall 2019 |
|----------------|--|----------------------|----------------------|--|

**LeBron James Family Foundation College of Education**

**Appointment/Reappointment**

|                    |  |                      |                               |   |
|--------------------|--|----------------------|-------------------------------|---|
| Saternow, Marty E. | Senior Lecturer/Department of Curricular & Instructional Studies/Faculty | 01/14/19<br>05/18/19 | \$2,472.00<br>spring semester | Additional pay for part-time teaching appointment |
|--------------------|--|----------------------|-------------------------------|---|

**Change**

|                  |   |                      |                               |  |
|------------------|---|----------------------|-------------------------------|--|
| Vakil, Shernavaz | Professor-Summer/Department of Curricular & Instructional Studies/Faculty (BUF) | 06/11/18<br>07/15/18 | \$13,875.00<br>summer session | Adjustment to additional pay for part-time teaching appointment; adjustment from \$11,655.00/summer session due to increased course enrollment |
|------------------|---|----------------------|-------------------------------|--|

**Leave**

|                      |   |                      |                      |  |
|----------------------|---|----------------------|----------------------|--|
| Clark, Susan         | Professor, Education/Department of Educational Foundations & Leadership/Faculty (BUF)           | 08/26/19<br>05/24/20 | \$125,260.00<br>9 mo | 50% leave without compensation; Professional Development Leave for academic year 2019-2020 |
| Mudrey-Camino, Renee | Associate Professor, Education/Department of Educational Foundations & Leadership/Faculty (BUF) | 08/26/19<br>12/22/19 | \$75,064.00<br>9 mo  | 100% leave with compensation; Professional Development Leave for fall 2019                 |

**College of Engineering**

**Appointment/Reappointment**

|                          |  |                      |                              |                      |
|--------------------------|--|----------------------|------------------------------|----------------------|
| De Abreu-Garcia, Jose A. | Professor-Summer/Department of Electrical & Computer Engineering/Faculty (BUF) | 05/14/18<br>05/30/18 | \$8,765.66<br>for the period | Payment for research |
|--------------------------|--|----------------------|------------------------------|----------------------|

| <u>Name</u>             | <u>Job/Dept/Job Function</u>   | <u>Effective Date</u> | <u>Salary/Term</u>   | <u>Comments</u>   |
|-------------------------|--|-----------------------|--|---|
| Farhad, Siamak          | Assistant Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)  | 08/31/18              | \$900.00<br>one time payment   | Payment for new student orientation spring and summer 2018  |
| Garafolo, Nicholas G.   | Assistant Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)  | 08/31/18              | \$300.00<br>one time payment   | Payment for new student orientation spring and summer 2018  |
| Lee, Kye-Shin           | Associate Professor - Summer/Department of Electrical & Computer Engineering/Faculty (BUF)   | 08/31/18              | \$1,350.00<br>one time payment                                       | Payment for new student orientation spring and summer 2018  |
| Madad, Reza             | Assistant Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)  | 08/31/18              | \$1,500.00<br>one time payment                                       | Payment for new student orientation spring and summer 2018  |
| Maleki Pirbazari, Mehdi | Assistant Professor of Instruction-Summer/Department of Electrical & Computer Engineering/Faculty (BUF)  | 08/31/18              | \$750.00<br>one time payment   | Payment for new student orientation spring and summer 2018  |
| Noble, Lawrence D.      | Associate Professor of Engineering Practice; Accreditation Board for Engineering and Technology Coordinator/Department of Biomedical Engineering/Faculty (BUF) | 08/27/18<br>05/19/19  | \$94,523.00<br>9 mo<br>(base)<br><br>\$5,000.00<br>9 mo<br>(stipend) | Temporary additional title and administrative stipend for Accreditation Board for Engineering and Technology Coordinator assignment                   |
| Sastry, Shivakumar      | Director/Department of Electrical & Computer Engineering/Faculty (BUF)   | 11/01/18<br>05/31/19  | \$10,500.00<br>for the period<br>(stipend)                           | Extension of temporary additional title and administrative stipend for Director of Strategic Initiatives assignment; base salary is \$124,980.00/9 mo |
| Tran, Huu Nghi          | Associate Professor - Summer/Department of Electrical & Computer Engineering/Faculty (BUF)   | 08/31/18              | \$900.00<br>one time payment   | Payment for new student orientation spring and summer 2018  |
| Veillette, Robert J.    | Associate Professor - Summer/Department of Electrical & Computer Engineering/Faculty   | 08/31/18              | \$2,100.00<br>one time payment                                       | Payment for new student orientation spring and summer 2018  |

| <u>Name</u>                             | <u>Job/Dept/Job Function</u>   | <u>Effective Date</u> | <u>Salary/Term</u>                        | <u>Comments</u>  |
|---|--|-----------------------|---|--|
| <b><u>Change</u></b>                    |  |                       |   |  |
| Yun, Yang H.                            | Associate Professor, Biomedical Engineering; Associate Professor, Mechanical Engineering/Department of Biomedical Engineering/Faculty (BUF)  | 10/01/18<br>09/30/21  | \$108,249.00<br>9 mo                      | Joint appointment with Biomedical Engineering (primary) and Mechanical Engineering (secondary)   |
| Zhao, Julie Yuhua                       | Assistant Dean, Recruitment, Retention & Marketing; Director, Increasing Diversity in Engineering Academics Program/College of Engineering, Office of the Dean/Contract Professional | 12/01/18              | \$90,000.00<br>12 mo                      | Job reclassification via reorganization; salary adjustment from \$85,600.00/12 mo; title change from Assistant Dean, International Initiatives; grade change from 120 to 124 |
| <b><u>Leave</u></b>                     |  |                       |   |  |
| Bahrami, Hamid                          | Associate Professor, Electrical & Computer Engineering/Department of Electrical & Computer Engineering/Faculty (BUF)   | 01/13/20<br>05/24/20  | \$100,268.00<br>9 mo                      | 100% leave with compensation; Professional Development Leave for spring 2020   |
| <b><u>Separation</u></b>                |  |                       |   |  |
| Crow, Mallory J.                        | Research Assistant/Department of Civil Engineering/Staff   | 01/11/19              | \$45.00<br>hourly                         | Resignation  |
| Liu, Yang                               | Assistant Professor, Biomedical Engineering/Department of Biomedical Engineering/Faculty (BUF)   | 01/13/19              | \$79,458.00<br>9 mo                       | Resignation  |
| <b>College of Health Professions</b>    |  |                       |   |  |
| <b><u>Appointment/Reappointment</u></b> |  |                       |   |  |
| Gamble, Sherry L.                       | Associate Professor/Division of Allied Health Technology/Faculty (BUF)   | 11/12/18<br>12/16/18  | \$8,937.09<br>for the period              | Overload payment for covering fall 2018 teaching assignments   |
|   |  | 01/01/19<br>07/31/19  | \$3,333.00<br>for the period<br>(stipend) | Extension of temporary administrative stipend for Program Director duties; base salary is \$74,005.00/9 mo   |
| Sigal Papp, Kathern L.                  | Senior Lecturer/School of Speech-Language Pathology & Audiology/Faculty  | 01/14/19<br>05/18/19  | \$4,944.00<br>spring semester             | Additional pay for part-time teaching appointment  |
| Steinmetz, Janice E.                    | Assistant Lecturer/School of Social Work/Faculty   | 01/14/19<br>05/18/19  | \$2,574.69<br>spring semester             | Additional pay for part-time teaching appointment  |

| <u>Name</u>   | <u>Job/Dept/Job Function</u>   | <u>Effective Date</u> | <u>Salary/Term</u>            | <u>Comments</u>  |
|---|--|-----------------------|-------------------------------|--|
| Terry, Robert P.  | Associate Lecturer/School of Social Work/Faculty   | 01/14/19<br>05/18/19  | \$2,546.16<br>spring semester | Additional pay for part-time teaching appointment  |
| <b><u>Change</u></b>  |  |                       |                               |  |
| Carlin, Charles H.  | Associate Professor, Speech-Language Pathology & Audiology/School of Speech-Language Pathology & Audiology/Faculty (BUF)   | 08/27/18              | \$86,000.00<br>9 mo           | Salary adjustment from \$83,810.00/9 mo in accordance with the collective bargaining agreement Article 16, section 6 |
| Palasik, Scott T.   | Associate Professor, Speech-Language Pathology & Audiology/School of Speech-Language Pathology & Audiology/Faculty (BUF)   | 08/27/18              | \$84,000.00<br>9 mo           | Salary adjustment from \$74,168.00/9 mo in accordance with the collective bargaining agreement Article 16, section 6 |
| <b>School of Law</b>  |  |                       |                               |  |
| <b><u>Appointment/Reappointment</u></b>                     |  |                       |                               |  |
| Benedict O'Brien, Alisa N.                                  | Senior Lecturer/Law - Instruction/Faculty  | 01/14/19<br>05/18/19  | \$5,150.00<br>spring semester | Additional pay for part-time teaching appointment  |
| Gentithes, Michael  | Assistant Professor, Legal Writing/Law - Instruction/Faculty   | 08/26/19              | \$110,500.00<br>9 mo          | Appointment vice R. Cohen  |
| <b><u>Leave</u></b>   |  |                       |                               |  |
| Sahl, John  | Joseph G. Miller Professor, Law; Intellectual Property Center Fellow; Director, Miller/Becker Center; Research Fellow, Constitutional Law Center/Law - Instruction/Faculty | 08/26/19<br>12/22/19  | \$123,744.00<br>9 mo          | 100% leave with compensation; Faculty Improvement Leave for fall 2019  |
| <b>College of Polymer Science &amp; Polymer Engineering</b> |  |                       |                               |  |
| <b><u>Appointment/Reappointment</u></b>                     |  |                       |                               |  |
| Chuang, Steven S.   | Professor-Summer/Department of Polymer Science/Faculty (BUF)   | 05/14/18<br>08/25/18  | \$78,234.55<br>for the period | Payment for research   |

| <u>Name</u>  | <u>Job/Dept/Job Function</u>  | <u>Effective Date</u> | <u>Salary/Term</u>                       | <u>Comments</u>   |
|--|---|-----------------------|--|---|
| <b>College of Applied Science &amp; Technology</b> |   |                       |  |   |
| <b><u>Appointment/Reappointment</u></b>            |   |                       |  |   |
| Feldt, Kevin M.                                    | Professor/Division of Business & Information Technology/Faculty (BUF)                   | 12/22/18              | \$3,000.00<br>one time payment           | Payment for development of online course  |
| Shiller, Paul J.                                   | Senior Lecturer/Division of Engineering & Science Technology/Faculty                    | 01/14/19<br>05/18/19  | \$3,244.50<br>spring semester            | Additional pay for part-time teaching appointment   |
| <b>Wayne College</b>                               |   |                       |  |   |
| <b><u>Appointment/Reappointment</u></b>            |   |                       |  |   |
| Giffels, David P.                                  | Associate Professor/English-Wayne College/Faculty (BUF)                                 | 12/05/18              | \$150.00<br>one time payment             | Payment for review of the Jen Hirt manuscript   |
| Howley, Heather A.                                 | Program Coordinator (Academic)/Communication - Wayne College/Faculty (BUF)              | 08/27/18<br>12/14/18  | \$2,137.50<br>fall semester<br>(stipend) | Extension of temporary administrative stipend for Area Coordinator duties; base salary is \$65,942.00/9 mo      |
| Maroli, John A.                                    | Senior Lecturer/Mathematics-Wayne College/Faculty                                       | 01/14/19<br>05/18/19  | \$4,400.60<br>spring semester            | Additional pay for part-time teaching appointment   |
| Meehan, Susanne M.                                 | Program Coordinator (Academic)/Psychology-Wayne College/Faculty (BUF)                   | 08/27/18<br>12/14/18  | \$1,425.00<br>fall semester<br>(stipend) | Extension of temporary administrative stipend for Area Coordinator duties; base salary is \$86,278.00/9 mo      |
| Obiekwe, Jerry C.                                  | Program Coordinator (Academic)/Mathematics-Wayne College/Faculty (BUF)                  | 08/27/18<br>12/14/18  | \$2,137.50<br>fall semester<br>(stipend) | Extension of temporary administrative stipend for Area Coordinator duties; base salary is \$87,802.00/9 mo      |
| Snow, Alan J.                                      | Program Coordinator (Academic)/Biology-Wayne College/Faculty (BUF)                      | 08/27/18<br>12/14/18  | \$950.00<br>fall semester<br>(stipend)   | Extension of temporary administrative stipend for Area Coordinator duties; base salary is \$66,772.00/9 mo      |
| Teague, Colleen M.                                 | Program Coordinator (Academic)/Business & Office Technology-Wayne College/Faculty (BUF) | 08/27/18<br>12/14/18  | \$722.00<br>fall semester<br>(stipend)   | Extension of temporary administrative stipend for Technical Coordinator duties; base salary is \$74,877.00/9 mo |
| Turner, Carol M.                                   | Program Coordinator (Academic)/Chemistry-Wayne College/Faculty (BUF)                    | 08/27/18<br>12/14/18  | \$1,662.50<br>fall semester<br>(stipend) | Extension of temporary administrative stipend for Area Coordinator duties; base salary is \$82,226.00/9 mo      |
| Wadia, Adil M.                                     | Program Coordinator (Academic)/Geosciences-Wayne College/Faculty (BUF)                  | 08/27/18<br>12/14/18  | \$1,425.00<br>fall semester<br>(stipend) | Extension of temporary administrative stipend for Area Coordinator duties; base salary is \$69,383.00/9 mo      |

| <u>Name</u>        | <u>Job/Dept/Job Function</u>   | <u>Effective Date</u> | <u>Salary/Term</u>                       | <u>Comments</u>   |
|--------------------|--|-----------------------|--|---|
| Weinstein, Paul B. | Program Coordinator<br>(Academic)/History-Wayne<br>College/Faculty (BUF)                         | 08/27/18<br>12/14/18  | \$950.00<br>fall semester<br>(stipend)   | Extension of temporary administrative stipend for Area Coordinator duties; base salary is \$90,667.00/9 mo      |
| Woods, Douglas B.  | Program Coordinator<br>(Academic)/Business & Office<br>Technology-Wayne<br>College/Faculty (BUF) | 08/27/18<br>12/14/18  | \$3,562.50<br>fall semester<br>(stipend) | Extension of temporary administrative stipend for Technical Coordinator duties; base salary is \$76,843.00/9 mo |

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

**EMPLOYEE PERSONNEL ACTIONS  
ADDENDUM**

**Office of Athletics**

**Separation**

|                  |   |          |                      |             |
|------------------|---|----------|----------------------|-------------|
| Williams, Davern | Assistant Football Coach; Outside Linebackers Coach/Office of Athletics/Contract Professional | 01/15/19 | \$80,000.00<br>12 mo | Resignation |
|------------------|---|----------|----------------------|-------------|

**Vice President, Finance & Administration/CFO**

**Appointment/Reappointment**

|                   |  |          |                      |  |
|-------------------|--|----------|----------------------|--|
| Clutter, Denny C. | Director, Strategic Initiatives; Interim Chief Audit Executive/Office of the Vice President for Finance & Administration/CFO/Contract Professional | 01/18/19 | \$84,405.00<br>12 mo | Temporary appointment of Interim Chief Audit Executive until a permanent Chief Audit Executive is appointed, subject to and in accordance with OAC 3359-9-01 (B); title change only; no change in compensation |
|-------------------|--|----------|----------------------|--|

**College of Engineering**

**Separation**

|                 |   |          |                       |             |
|-----------------|---|----------|-----------------------|-------------|
| Davis, Brian L. | Director, Engineering Research; Professor, Biomedical Engineering; Professor, Mechanical Engineering/Department of Biomedical Engineering/Faculty | 02/04/19 | \$161,880.00<br>11 mo | Resignation |
|-----------------|---|----------|-----------------------|-------------|

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

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

Office of Athletics

Change

|               |   |          |                       |   |
|---------------|---|----------|-----------------------|---|
| Embick, Jared | Head Men's Soccer Coach/Office of Athletics/Contract Professional | 01/01/19 | \$300,000.00<br>12 mo | Salary change from \$220,000.00/12 mo consistent with memorandum between President Green and Jared Embick executed February 5, 2019 |
|---------------|---|----------|-----------------------|---|

## 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 <sup>th</sup> of the converted salary) is awarded for assuming the additional responsibilities of a Department/School Chair. 1/10 <sup>th</sup> 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 2- -19**

Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by Interim President John C. Green, dated February 13, 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  
SIX MONTHS ENDED DECEMBER 31, 2018**



**The University of Akron  
Investment Report  
For the Six Months Ended December 31, 2018**

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SUMMARY

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**OPERATING FUNDS**

The Operating Funds totaled \$187.2 million at December 31, 2018 and posted a blended negative rate of return (ROR) of (1.4 percent), or (\$2.7 million), for the six months ended December 31, 2018.

*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 will be used to fund the University's Voluntary Retirement Incentive Program's defined contribution plan.

Cash and Fixed Income portfolios totaled \$134.4 million at December 31, 2018. The Cash and Fixed Income portfolios achieved an overall six month ROR of 1.5 percent, or \$2 million [\$162.1 million average quarterly balance] – refer to Exhibit 1 for the detail regarding performance.

*Long-Term*

The Long-Term investments totaled \$52.8 million at December 31, 2018 and are managed by Legacy achieved an overall six month negative ROR of (8.2 percent), or (\$4.7 million) [\$55.9 million average quarterly balance] compared to benchmark of (6.4 percent) – refer to Exhibit 1 for the detail regarding performance.

The operating funds are within the University's prescribed asset allocation requirements at December 31, 2018 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 \$63.9 million at December 31, 2018 and posted a blended negative ROR of (8.2 percent), or (\$5.6 million), for the six months ended December 31, 2018.

The December 31, 2018 market value decreased \$4.8 million from June 30, 2018. The largest contributors to that change were realized and unrealized net losses of (\$6.4 million), offset by gifts of \$2.2 million – refer to Exhibit 6 for the detail regarding components of change and Exhibit 7 for historic Investment balances.

### *Pooled*

The Pooled Endowment totaled \$57.6 million at December 31, 2018 and is managed by Cambridge and achieved an overall six month negative ROR of (8.4 percent), or (\$5.2 million) [\$59.8 million average quarterly balance] compared to the policy benchmark of (6.9 percent) – refer to Exhibit 4 for the detail regarding performance.

Of Cambridge's portfolio, First Merit Bank Fixed Income achieved the highest six month ROR at 2 percent [\$1.8 million balance at December 31], while the Victory Global Natural Resources posted the lowest ROR at (44.9 percent) [\$1.8 million balance at December 31].

The endowment funds are within the University's prescribed asset allocation requirements at December 31, 2018 and, we have no reason to believe those compliance requirements were not maintained throughout the quarter – refer to Exhibit 5 for the detail regarding compliance.

### *Separately Invested*

The Separately Invested Endowments totaled \$6.3 million at December 31, 2018, are invested in accord with donor stipulations, and posted a blended six month negative ROR of (6.1 percent), or (\$0.4 million) [\$6.7 million average quarterly balance].

The highest ROR for the six months ended December 31 was the Constitutional Law endowment, invested at Key Bank, at 1.2 percent on market value of \$1 million at December 31. The lowest ROR for the six months ended December 31 was the Oelschlager Leadership Award portfolio, invested at Key Bank, at (8.3 percent) on market value of \$2.1 million at December 31 – refer to Exhibit 4 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 Six Months Ended December 31, 2018**

Exhibit 1

**Net Rates of Return for the Periods Ended December 31, 2018**

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

| Portfolio/Advisor  | Market Value          | Net Rates of Return      |   |                           |   |                              |   |                                      |                                    |                                      |                                    |
|--|-----------------------|--------------------------|---|---------------------------|---|------------------------------|---|--------------------------------------|------------------------------------|--------------------------------------|------------------------------------|
|  |                       | Quarter<br>ROR/Benchmark | Six Months<br>ROR/Benchmark                   | One Year<br>ROR/Benchmark | Two Years<br>ROR/Benchmark                    | Three Years<br>ROR/Benchmark |   |                                      |                                    |                                      |                                    |
| Cash and Cash Equivalents / PFM, PNC & JPMC<br><i>Merrill Lynch 3 Month Treasury Index</i>   | \$ 31,470,136         | 0.5%<br>0.6%             | <span style="color: yellow;">●</span><br>1.1% | 1.0%<br>1.1%              | <span style="color: yellow;">●</span><br>1.9% | 1.8%<br>1.4%                 | <span style="color: yellow;">●</span><br>1.4% | <span style="color: green;">●</span> | 1.0%<br>1.0%                       | <span style="color: green;">●</span> |                                    |
| Short-Term Fixed Income / PFM<br><i>Merrill Lynch 1-3 Year Treasury/Agency Index</i>         | 48,395,776            | 1.0%<br>1.3%             | <span style="color: yellow;">●</span><br>1.5% | 1.5%<br>1.5%              | <span style="color: green;">●</span><br>1.6%  | 1.7%<br>1.0%                 | <span style="color: green;">●</span><br>1.3%  | <span style="color: green;">●</span> | 1.3%<br>1.0%                       | <span style="color: green;">●</span> |                                    |
| Intermediate-Term Fixed Income / PFM<br><i>Merrill Lynch 1-10 Year Treasury/Agency Index</i> | 54,586,543            | 1.6%<br>2.2%             | <span style="color: yellow;">●</span><br>2.1% | 1.8%<br>2.1%              | <span style="color: yellow;">●</span><br>1.4% | 1.2%<br>1.3%                 | <span style="color: yellow;">●</span><br>1.5% | <span style="color: green;">●</span> | 1.4%<br>1.2%                       | <span style="color: green;">●</span> |                                    |
| <b>SUBTOTAL - PFM, PNC &amp; JPMC Managed Portfolios</b>                                     | <b>\$ 134,452,454</b> | 1.1%                     |   | 1.5%                      |   | 1.7%                         |   | 1.5%                                 | 1.4%                               |                                      |                                    |
| Long-Term / Legacy<br><i>Policy Balanced Index (65/35)</i>                                   | 52,783,980            | (10.6%)<br>(8.9%)        | <span style="color: red;">●</span>            | (8.2%)<br>(6.4%)          | <span style="color: red;">●</span>            | (7.8%)<br>(5.8%)             | <span style="color: red;">●</span>            | 3.0%<br>4.4%                         | <span style="color: red;">●</span> | 4.1%<br>5.4%                         | <span style="color: red;">●</span> |
| <b>TOTAL OPERATING FUNDS</b>   | <b>\$ 187,236,433</b> | (2.5%)                   |   | (1.4%)                    |   | (1.2%)                       |   | 1.7%                                 | 2.0%                               |                                      |                                    |

**THE UNIVERSITY OF AKRON**  
**OPERATING Funds Investment Report**  
**For the Six Months Ended December 31, 2018**

Exhibit 2

**Operating Funds Policy Compliance: Asset Allocation at December 31, 2018**

- Compliant
- Noncompliant

|                                | Policy Guidelines |            | Actual Allocation | Compliance Indicator                 |
|--------------------------------|-------------------|------------|-------------------|--------------------------------------|
|                                | Range             | Target     |                   |                                      |
| Cash and Cash Equivalents      | <b>10-80%</b>     | <b>25%</b> | <b>17%</b>        | <span style="color: green;">●</span> |
| Short-Term Fixed Income        | <b>20-65%</b>     | <b>25%</b> | <b>26%</b>        | <span style="color: green;">●</span> |
| Intermediate-Term Fixed Income | <b>0-45%</b>      | <b>35%</b> | <b>29%</b>        | <span style="color: green;">●</span> |
| Long-Term                      | <b>0-35%</b>      | <b>15%</b> | <b>28%</b>        | <span style="color: green;">●</span> |
| <i>Large Cap</i>               | 20-30%            | 25%        | 28%               | <span style="color: green;">●</span> |
| <i>Small/Mid Cap</i>           | 10-20%            | 15%        | 12%               | <span style="color: green;">●</span> |
| <i>International</i>           | 15-25%            | 20%        | 20%               | <span style="color: green;">●</span> |
| <i>Alternative</i>             | 10-20%            | 15%        | 16%               | <span style="color: green;">●</span> |
| <i>Fixed Income</i>            | 15-25%            | 20%        | 23%               | <span style="color: green;">●</span> |
| Cash                           | 0-10%             | 5%         | 1%                | <span style="color: green;">●</span> |

**THE UNIVERSITY OF AKRON  
OPERATING Funds Investment Report  
For the Six Months Ended December 31, 2018**

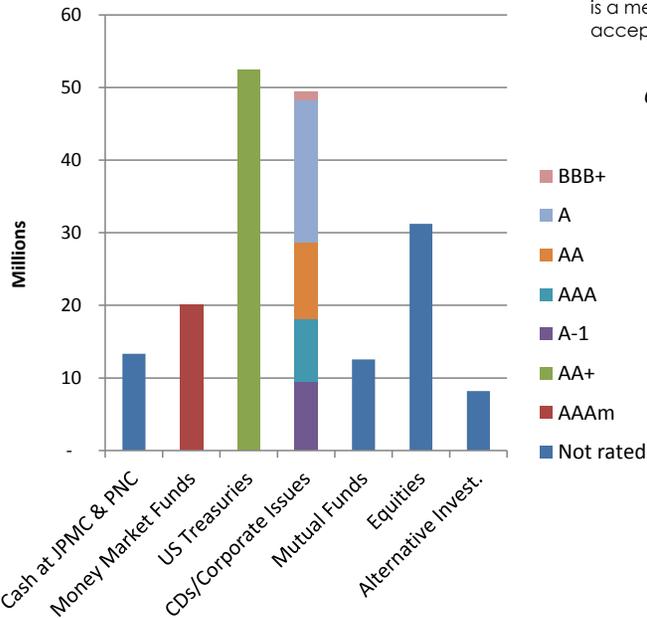
Exhibit 3

**State Compliance: Portfolio Composition and Credit Quality**

- 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 | Compliance Indicator                 |
|---------------------------------------|---------------|-------------------|--------------------------------------|
| Cash, MMFs, US Treas, Negotiable CDs: | \$ 95,228,792 | 51%               | <span style="color: green;">●</span> |

|                              | Cash and Cash Equivalents | Short-Term Fixed Income | Intermediate-Term Fixed Income | Long-Term            |
|------------------------------|---------------------------|-------------------------|--------------------------------|----------------------|
| Cash at JPMC & PNC           | \$ 13,316,169             |                         |                                |                      |
| Money Market Funds           | 18,153,967                | \$ 343,371              | \$ 410,712                     | \$ 1,101,100         |
| US Treasuries                |                           | 24,137,699              | 28,306,904                     |                      |
| Negotiable CDs               |                           | 7,476,321               | 1,982,550                      |                      |
| Corporate Issues             |                           | 16,438,385              | 23,886,378                     |                      |
| Mutual Funds                 |                           |                         |                                | 12,265,826           |
| Equities                     |                           |                         |                                | 31,231,027           |
| Alternative Invest.          |                           |                         |                                | 8,186,025            |
| <b>Total Operating Funds</b> | <b>\$ 31,470,136</b>      | <b>\$ 48,395,776</b>    | <b>\$ 54,586,543</b>           | <b>\$ 52,783,980</b> |

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

# Endowments

**THE UNIVERSITY OF AKRON**  
**ENDOWMENT Funds Investment Report**  
**For the Six Months Ended December 31, 2018**

Exhibit 4

**Net Rates of Return for the Periods Ended December 31, 2018**

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

| Portfolio/Advisor (Inception)                                    | Net Rates of Return         |                             |                           |   |  |
|--|-----------------------------|-----------------------------|---------------------------|---|--|
|  | Market Value                | Six Months<br>ROR/Benchmark | One Year<br>ROR/Benchmark | Annualized Since<br>1/1/2014<br>ROR/Benchmark | Annualized Since<br>Inception<br>ROR/Benchmark |
| <b>POOLED ENDOWMENTS</b>   |                             |                             |                           |   |  |
| Portfolio Composite / Cambridge<br>Policy Balanced Index (65/35) | \$ 57,574,467               | (8.4%)<br>(6.9%)            | ● (9.5%)<br>(6.5%)        | ● 2.0%<br>1.8%                                | ● 5.3%<br>5.2%                                 |
| Cash (Included within Operating total)                           | 39,517                      | n/a                         | n/a                       | n/a   | n/a  |
| <i>Total Pooled Endowments</i>                                   | <b><u>\$ 57,613,984</u></b> |                             |                           |   |  |
| <b>SEPARATELY INVESTED ENDOWMENTS</b>                            |                             |                             |                           |   |  |
| Oelschlager Leadership Award / Key Bank (7/31/2000)              | \$ 2,056,424                | (8.3%)                      | (1.6%)                    | 9.3%  | (4.0%)   |
| Seiberling Chair in Con. Law / Key Bank (7/31/1997)              | 1,032,689                   | 1.2%                        | 0.8%                      | 0.0%  | 2.9%   |
| ORSP / PNC Bank (4/30/2009)                                      | 2,579,125                   | (2.8%)                      | (5.1%)                    | 2.4%  | 1.6%   |
| Timken Co. and TimkenSteel Corp.                                 | 667,040                     | n/a                         | n/a                       | n/a   | n/a  |
| <i>Total Separately Invested Endowments</i>                      | <b><u>\$ 6,335,278</u></b>  |                             |                           |   |  |
| <b>TOTAL ENDOWMENTS</b>  | <b><u>\$ 63,949,262</u></b> |                             |                           |   |  |

Note: Cambridge's performance consists of the "Annualized Since 1/1/2014" and embedded within "Since Inception" returns (6/30/2002).

**THE UNIVERSITY OF AKRON**  
**ENDOWMENT Funds Investment Report**  
**For the Six Months Ended December 31, 2018**

**Pooled Endowment Policy Compliance: Asset Allocation at December 31, 2018**

Exhibit 5

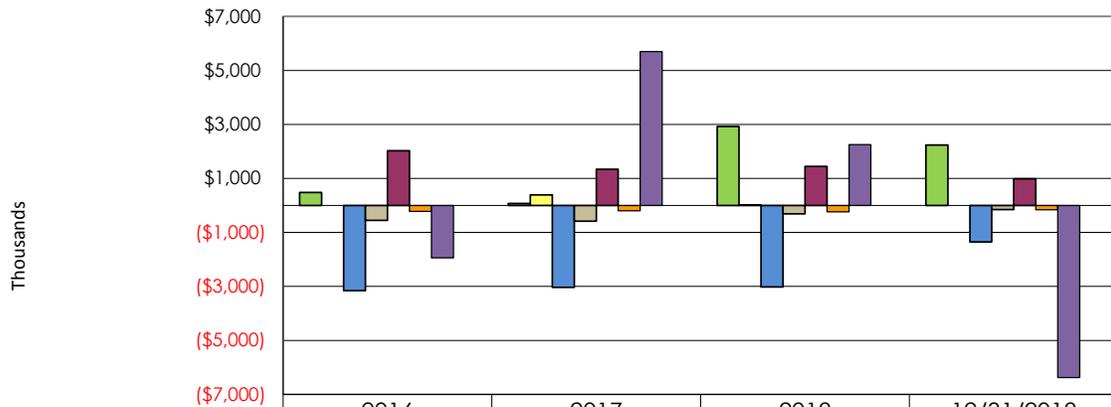
- Compliant
- Noncompliant

|                                | Policy Guidelines |            | Actual Allocation | Compliance Indicator |
|--------------------------------|-------------------|------------|-------------------|----------------------|
|                                | Range             | Target     |                   |                      |
| Global Equity                  | <b>40-80%</b>     | <b>60%</b> | <b>45%</b>        | ●                    |
| <i>U.S. Equity</i>             | <i>15-50%</i>     |            | <i>16%</i>        | ●                    |
| <i>Non-U.S. Equity</i>         | <i>15-50%</i>     |            | <i>10%</i>        | ●                    |
| <i>Emerging Markets Equity</i> | <i>0-20%</i>      |            | <i>9%</i>         | ●                    |
| <i>Global Equity</i>           | <i>0-15%</i>      |            | <i>10%</i>        | ●                    |
| Absolute Return                | <b>0-25%</b>      | <b>15%</b> | <b>28%</b>        | ●                    |
| Real Assets                    | <b>10-25%</b>     | <b>12%</b> | <b>10%</b>        | ●                    |
| Bonds & Cash                   | <b>10-25%</b>     | <b>13%</b> | <b>17%</b>        | ●                    |

**THE UNIVERSITY OF AKRON**  
**ENDOWMENT Funds Investment Report**  
**For the Six Months Ended December 31, 2018**

**Components of and Net Change - Total Endowments**  
**Fiscal Years Ended June 30, 2016 - 2018**  
**And Six Months Ended December 31, 2018**

Exhibit 6



|                             | 2016      | 2017    | 2018    | 12/31/2018 |
|-----------------------------|-----------|---------|---------|------------|
| ■ Endowment Gifts           | \$480     | \$69    | \$2,926 | \$2,235    |
| ■ Transfers, Net            | 0         | 392     | 20      | 0          |
| ■ Endowment Distributions   | (3,155)   | (3,038) | (3,021) | (1,354)    |
| ■ Administrative Fee        | (556)     | (582)   | (309)   | (155)      |
| ■ Interest & Dividends      | 2,028     | 1,342   | 1,444   | 986        |
| ■ Investment Fees           | (220)     | (199)   | (239)   | (162)      |
| ■ Realized & Unrealized G/L | (1,942)   | 5,699   | 2,253   | (6,377)    |
| Net Endowment Change        | \$(3,365) | \$3,684 | \$3,073 | \$(4,827)  |

The categories that comprise the market value changes from period to period 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.

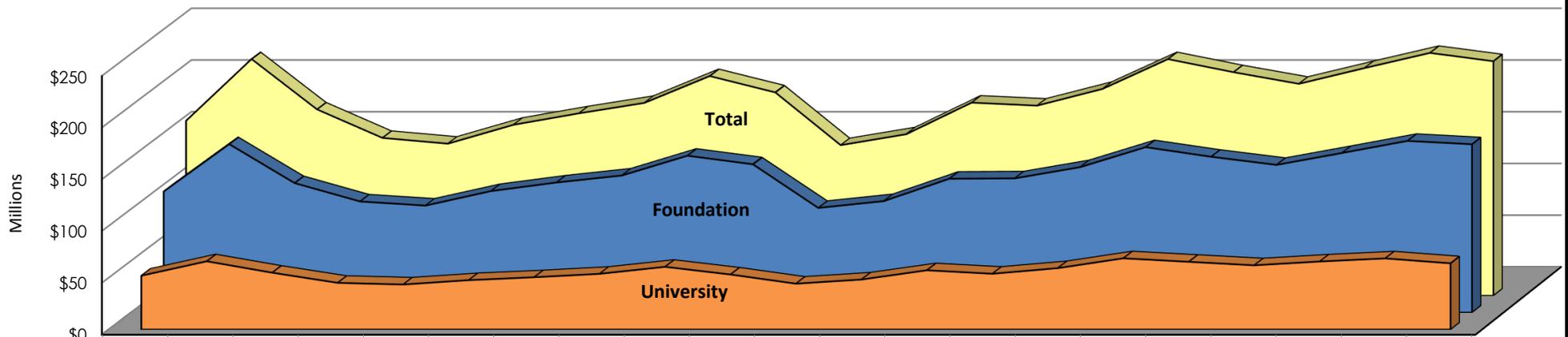
**Investment Fees**

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 Six Months Ended December 31, 2018**

**The University of Akron and Foundation  
 Investment Balances  
 At June 30, 1999 - 2018 and December 31, 2018:**

Exhibit 7



|              | 1999    | 2000    | 2001     | 2002     | 2003    | 2004    | 2005    | 2006    | 2007    | 2008     | 2009     | 2010    | 2011    | 2012    | 2013    | 2014    | 2015     | 2016     | 2017    | 2018    | 2019    |
|--------------|---------|---------|----------|----------|---------|---------|---------|---------|---------|----------|----------|---------|---------|---------|---------|---------|----------|----------|---------|---------|---------|
| UNIVERSITY   | \$52.0  | \$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  | \$63.9  |
| FOUNDATION   | 117.0   | 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   | 162.6   |
| TOTAL        | \$169.0 | \$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 | \$226.5 |
| Total Change | \$30.9  | \$59.7  | \$(48.7) | \$(27.6) | \$(5.6) | \$18.2  | \$11.1  | \$10.1  | \$26.0  | \$(15.8) | \$(51.1) | \$10.6  | \$30.6  | \$(2.9) | \$16.2  | \$28.8  | \$(12.6) | \$(11.2) | \$15.2  | \$14.7  | \$(8.1) |

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 Y2K and the event of September 11, 2001, and 2008 and 2009 were the result of the Great Recession.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 2- -19**

Acceptance of the Investment Report for the Six Months Ended December 31, 2018

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on February 13, 2019, accepting the Investment Report for the Six Months Ended December 31, 2018, be approved.

---

M. Celeste Cook, Secretary  
Board of Trustees

February 13, 2019

**FINANCE & ADMINISTRATION COMMITTEE**

**TAB 3**

**FINANCIAL REPORT FOR THE  
SIX MONTHS ENDED DECEMBER 31, 2018**



**DATE:** January 22, 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 Six Months Ended December 31, 2018**

As requested, the Office of Resource Analysis & Budgeting provides the accompanying Financial Report for the six months ended December 31, 2018 for the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds (Akron and Wayne combined) together with accompanying FY19 budget assumptions and narratives.

This Financial Report should be presented for consideration and approval at the February 13, 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 Six Months Ended December 31, 2018**

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# **GENERAL FUND**

**For the Six Months Ended December 31, 2018**

**The University of Akron**  
**Akron and Wayne General Fund Combined**  
**FY19 Annual Budget with results for the six months ended December 31, 2018**

|                                | <b>Approved<br/>Budget</b> | <b>Actual</b>       | <b>\$ Budget<br/>Variance</b> | <b>% of<br/>Budget</b> |
|--------------------------------|----------------------------|---------------------|-------------------------------|------------------------|
| Tuition & General Service Fees | \$186,872,000              | \$97,986,203        | (\$88,885,797)                |                        |
| Other Fees                     | 22,305,000                 | 11,545,885          | (10,759,115)                  |                        |
| State Share of Instruction     | 103,507,000                | 51,753,349          | (51,753,651)                  |                        |
| Indirect Cost Recovery         | 5,800,000                  | 2,642,019           | (3,157,981)                   |                        |
| Investment Income              | 3,000,000                  | 3,809,309           | 809,309                       |                        |
| Miscellaneous & Endowment      | 2,312,000                  | 1,334,286           | (977,714)                     |                        |
| <b>Total Revenues</b>          | <b>323,796,000</b>         | <b>169,071,052</b>  | <b>(154,724,948)</b>          | <b>52%</b>             |
| Payroll                        | 153,038,000                | 66,334,876          | 86,703,124                    |                        |
| Vacancies                      | (5,600,000)                | 0                   | (5,600,000)                   |                        |
| Fringes                        | 52,782,000                 | 25,717,015          | 27,064,985                    |                        |
| <b>Total Compensation</b>      | <b>200,220,000</b>         | <b>92,051,891</b>   | <b>108,168,109</b>            | <b>46%</b>             |
| Utilities                      | 11,501,000                 | 4,241,781           | 7,259,219                     |                        |
| Operating                      | 36,761,000                 | 20,253,367          | 16,507,633                    |                        |
| Bad Debt                       | 1,000,000                  | 145,937             | 854,063                       |                        |
| Scholarships                   | 59,464,000                 | 31,080,004          | 28,383,996                    |                        |
| <b>Total Non Personnel</b>     | <b>108,726,000</b>         | <b>55,721,090</b>   | <b>53,004,910</b>             | <b>51%</b>             |
| <b>Total Expenditures</b>      | <b>308,946,000</b>         | <b>147,772,980</b>  | <b>161,173,020</b>            | <b>48%</b>             |
| <b>Net Before Transfers</b>    | <b>14,850,000</b>          | <b>21,298,072</b>   | <b>6,448,072</b>              |                        |
| Transfers-In                   | 16,180,000                 | 0                   | (16,180,000)                  |                        |
| Transfers-in Plant and Other   | 1,000,000                  | 3,299,511           | 2,299,511                     |                        |
| Advance-In                     | 290,000                    | 267,972             | (22,028)                      |                        |
| Transfers-in Encumbrance       | 0                          | 3,832,133           | 3,832,133                     |                        |
| Transfers-Out - Plant Fund     | (1,000,000)                | (644,650)           | 355,350                       |                        |
| Transfers-Out - Other          | (31,320,000)               | (15,660,173)        | 15,659,827                    |                        |
| Advance-Out                    | 0                          | (77,000)            | (77,000)                      |                        |
| <b>Net Transfers</b>           | <b>(14,850,000)</b>        | <b>(8,982,206)</b>  | <b>5,867,794</b>              |                        |
| <b>Difference</b>              | <b>\$0</b>                 | <b>\$12,315,866</b> | <b>\$12,315,866</b>           |                        |

**The University of Akron**  
**Akron and Wayne General Fund Combined**  
**FY19 Budget Assumptions**

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**Revenues**

Tuition & General Service Fees: Assumes an overall blended enrollment reduction of seven percent, reflecting declines of roughly six percent, 14 percent, and two percent for undergraduate, graduate and law, respectively. Tuition and fee rates remain flat for continuing students while the Guaranteed Tuition program begins fall of 2018 and assumes a six percent increase for tuition and fees for applicable students.

Other Fees: Assumes an overall blended enrollment reduction of seven percent, and fees rates remain flat for continuing students and increase for certain fees which are part of the Guaranteed Tuition program.

State Share of Instruction: Assumes a two percent decline as compared to FY18 based upon information received from Ohio Department of Higher Education.

Indirect Cost Recovery: Assumes no significant change as compared to FY18 with allocations as follows: General Fund, 66 percent; Department, 13 percent; College, 11 percent; and Principal Investigator account, 10 percent.

Investment Income: Assumes a reasonable return; however, significant market fluctuations either way will impact the actual amount.

**Expenditures**

Payroll and Vacancies: Assumes three percent increase pursuant to collective bargaining agreements and a raise pool equivalent to three percent for non-represented full-time employees and part-time faculty. Also contemplates \$5.6 million of vacancy savings which are created by employee departures until a replacement employee is hired. Further includes the \$1.7 million year-one installment for the Voluntary Retirement Incentive Program (VRIP).

Fringes: Assumes 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.

Operating: The designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to follow the seven percent enrollment decline. The designated fees and start ups assume that only current-year revenues and allocation are expended; however, a certain level of carry over exists within these fees and startups, which may be expended by the units and therefore cause expenditures to exceed the allocations for the current year.

The unit allocations largely assume a five percent reduction as compared to the FY18 adjusted levels.

**The University of Akron**  
**Akron and Wayne General Fund Combined**  
**FY19 Budget Assumptions**

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Scholarships: Assumes graduate assistants, \$11.4 million; Law School, \$3.7 million; and undergraduate, \$44.4 million representing a decrease of \$2.3 million (or 17 percent); a decrease of \$56,000 (or 1.5 percent); and an increase of \$4.2 million (or 10 percent), respectively.

**Other**

Transfers-In: Assumes \$16.2 million from general reserves and \$1 million from plant fund reserves.

Advances-In: Assumes \$90,000 of the \$270,000 advance from the General Fund to the National Museum of Psychology and \$200,000 of the \$353,000 advance from the General Fund to CAST in support of the Musson Industrial Control Systems Test Bed made during the prior fiscal year will be repaid.

Transfers-Out Plant Fund: Assumes capital projects will be funded as needs arise by \$1 million.

Transfers-Out Other: Assumes transfers to Auxiliaries of General Services Fee, \$11.9 million; Other, \$12.6 million; and Facilities Fee, \$6.8 million. The Facilities Fees maintains a reserve, and a portion of that reserve, in the amount of \$2.9 million, will be used to help service the Auxiliaries' debt service for FY19; therefore, a reduction to Transfers-Out Other was applied to the Student Union, Recreation Center, and Athletics, respectively by \$2.9 million.

Debt Service: Assumes the University achieves its debt deferral initiative and the reserves that reside in the plant and debt reserves will service the remaining \$7.1 million.

**The University of Akron  
Akron and Wayne General Fund Combined  
Narrative of FY19 Annual Budget with results for the six months ended December 31, 2018**

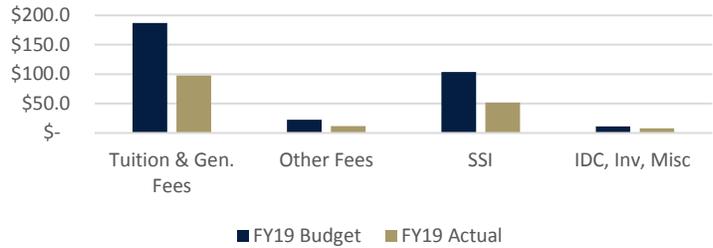
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**Revenues**

Tuition & General Service Fees: Tuition & General Service Fees revenues total \$98 million or approximately 52 percent as compared to the annual budget of \$186.9 million.

With summer credit hour decline of about seven percent and fall decline of nearly eight percent, the combined year-to-date credit hour production fell 7.9 percent as compared to the expected seven percent decline. However, spring 2019 is trending upward so current expectations are the budgeted Tuition & General Service Fees revenues may exceed the budget by about one percent.

**Revenues (\$ millions)**  
FY19 Budget to Actual Results for period December 31, 2018



Other Fees: Other Fees revenues total \$11.5 million or approximately 52 percent as compared to the annual budget of \$22.3 million.

Other Fees include various student fees such as facility fees (30 percent), technology fees (23 percent), and unit and course fees (18 percent). Course fee revenues reflect an increase associated with the growth in electronic content agreements. The associated revenues are directly offset by the cost of the purchased content.

Some of the fees remain within the General Fund and are used for operations while the facility fee is transferred 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 budgeted Other Fees revenues will be achieved.

State Share of Instruction: State Share of Instruction (SSI) revenues total \$51.8 million or 50 percent as compared to the annual budget of \$103.5 million.

Revised Ohio Department of Higher Education (ODHE) calculations indicate SSI revenues will total \$101.9 million, or \$1.7 million less than budgeted.

Indirect Cost Recovery: IDC revenues total \$2.6 million or approximately 46 percent as compared to the annual budget of \$5.8 million.

IDC is proportionately related to externally funded research activities and is currently allocated with 66 percent used to pay the general expenditures of the University and 34 percent allocated to the academic units.

Current expectations are that budgeted IDC revenues will be achieved or slightly exceeded.

**The University of Akron  
Akron and Wayne General Fund Combined  
Narrative of FY19 Annual Budget with results for the six months ended December 31, 2018**

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Investment Income: Investment Income revenues total \$3.8 million or approximately 127 percent as compared to the annual budget of \$3 million.

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

Budgeted investment income revenues will be exceeded.

**Expenditures**

Payroll and Fringe Benefits: Payroll expenditures total \$66.3 million or approximately 43 percent of the annual budget of \$153 million.

Largely due to 9-month employee contracts, compensation is not incurred ratably throughout the year. The FY19 budgeted raises are reflected.

The fringe benefit costs total \$25.7 million or 49 percent of the annual budget of \$52.8 million.

Current expectations are that payroll and fringe benefits will be less than budgeted. The budgeted compensation includes \$5.6 million related to vacant position savings and that savings is projected to be met.

| Description  | Actual<br>YTD        |
|--|----------------------|
| Faculty  | \$37,886,000         |
| Staff  | 12,853,000           |
| Contract Professionals   | 12,602,000           |
| Graduate Assistants  | 2,994,000            |
| Total Payroll  | <u>\$ 66,335,000</u> |
| <i>Note: Includes all General Fund payroll-related activities (e.g. full time, part time, stipends, overload, etc.).</i> |                      |

Utilities: Utilities expenditures total \$4.2 million or approximately 37 percent of the annual budget of \$11.5 million.

Current expectations are that the utilities expenditures will approximate budget.

Operating: Operating expenditures including encumbrances in the amount of \$5.8 million total \$20.3 million or approximately 55 percent of the \$36.8 million budget. Operating expenditures trend higher in the first half of a fiscal year.

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 are that operating expenditures will be less than budgeted.

Scholarships: Scholarships total \$31 million or approximately 52 percent of the \$59.5 million budget. Scholarships to date reflect the summer and fall and fall graduate assistant fee remissions.

Current expectations are that scholarship expenditures will be less than budgeted by as much as four percent.

**The University of Akron**  
**Akron and Wayne General Fund Combined**  
**Narrative of FY19 Annual Budget with results for the six months ended December 31, 2018**

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**Transfers**

Transfers-In: The annual budget assumes transfers-in from reserves will total \$16.2 million. The funds will be transferred in as needed.

Transfers-In Plant and Other: Transfers-In include \$1 million from reserves for plant fund projects; and \$2.3 million from the self-insurance fund. 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 and is reflected under Transfers-out – Other.

Advance-In: In accordance with the prior-year agreements \$268,000 has been repaid.

Transfers-Out - Plant Fund: To date, \$275,000 has been transferred to plant funds in support of the Gallucci Hall demolition; \$200,000 for the Roadway building air handler; and \$170,000 for the AERC air chiller.

Transfers-Out - Other: Transfers of \$15.7 million reflect facilities fees and general service fees as well as general support to Auxiliaries. At 50 percent of budget, these transfers are in line with budget.

Advance-Out: A loan to Athletics of \$77,000 in support of the James A. Rhoades Arena weight room renovation is to be repaid by April 2019.

# **AUXILIARY FUNDS**

**For the Six Months Ended December 31, 2018**

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY19 Annual Budget with results for the six months ended December 31, 2018**

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**Auxiliary Funds Combined**

|                                    | <b>Approved<br/>Budget</b> | <b>Actual</b> | <b>\$ Budget<br/>Variance</b> | <b>% of<br/>Budget</b> |
|------------------------------------|----------------------------|---------------|-------------------------------|------------------------|
| Revenues                           | \$43,605,000               | \$19,817,101  | (\$23,787,899)                | 45%                    |
| Payroll                            | 10,722,000                 | 4,871,418     | 5,850,582                     |                        |
| Fringes                            | 4,455,000                  | 2,023,581     | 2,431,419                     |                        |
| Total Compensation                 | 15,177,000                 | 6,894,999     | 8,282,001                     | 45%                    |
| Operating                          | 29,547,000                 | 17,232,597    | 12,314,403                    |                        |
| Scholarships                       | 7,326,000                  | 3,235,450     | 4,090,550                     |                        |
| Total Non Personnel                | 36,873,000                 | 20,468,047    | 16,404,953                    | 56%                    |
| Total Expenditures                 | 52,050,000                 | 27,363,046    | 24,686,954                    | 53%                    |
| Net Before Transfers               | (8,445,000)                | (7,545,945)   | 899,055                       |                        |
| Transfers-In - Facilities Fee      | 9,569,000                  | 4,784,621     | (4,784,379)                   |                        |
| Transfers-In - General Service Fee | 11,909,000                 | 5,954,430     | (5,954,570)                   |                        |
| Transfers-In - Other               | 14,335,000                 | 6,367,353     | (7,967,647)                   |                        |
| Transfers-In - Encumbrances        | 0                          | 271,152       | 271,152                       |                        |
| Transfers-Out - Plant Fund         | (1,000,000)                | 0             | 1,000,000                     |                        |
| Transfers-Out - Debt Service       | (25,799,000)               | (12,899,232)  | 12,899,768                    |                        |
| Net Transfers                      | 9,014,000                  | 4,478,324     | (4,535,676)                   |                        |
| Difference                         | \$569,000                  | (\$3,067,621) | (\$3,636,621)                 |                        |

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY19 Annual Budget with results for the six months ended December 31, 2018**

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**Athletics**

|                                    | <b>Approved<br/>Budget</b> | <b>Actual</b> | <b>\$ Budget<br/>Variance</b> | <b>% of<br/>Budget</b> |
|------------------------------------|----------------------------|---------------|-------------------------------|------------------------|
| Revenues                           | \$9,232,000                | \$2,567,714   | (\$6,664,286)                 | 28%                    |
| Payroll                            | 7,974,000                  | 3,644,627     | 4,329,373                     |                        |
| Fringes                            | 3,085,000                  | 1,436,355     | 1,648,645                     |                        |
| Total Compensation                 | 11,059,000                 | 5,080,982     | 5,978,018                     | 46%                    |
| Operating                          | 10,674,000                 | 7,845,430     | 2,828,570                     |                        |
| Scholarships                       | 7,326,000                  | 3,235,450     | 4,090,550                     |                        |
| Total Non Personnel                | 18,000,000                 | 11,080,880    | 6,919,120                     | 62%                    |
| Total Expenditures                 | 29,059,000                 | 16,161,862    | 12,897,138                    | 56%                    |
| Net Before Transfers               | (19,827,000)               | (13,594,148)  | 6,232,852                     |                        |
| Transfers-In - Facilities Fee      | 4,964,000                  | 2,482,183     | (2,481,817)                   |                        |
| Transfers-In - General Service Fee | 11,909,000                 | 5,954,430     | (5,954,570)                   |                        |
| Transfers-In - Other               | 7,918,000                  | 3,958,803     | (3,959,197)                   |                        |
| Transfers-In - Encumbrances        | 0                          | 37,088        | 37,088                        |                        |
| Transfers-Out - Plant Fund         | 0                          | 0             | 0                             |                        |
| Transfers-Out - Debt Service       | (4,964,000)                | (2,482,184)   | 2,481,816                     |                        |
| Net Transfers                      | 19,827,000                 | 9,950,320     | (9,876,680)                   |                        |
| Difference                         | \$0                        | (\$3,643,828) | (\$3,643,828)                 |                        |

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY19 Annual Budget with results for the six months ended December 31, 2018**

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**Residence Life & Housing**

|                                    | <b>Approved<br/>Budget</b> | <b>Actual</b> | <b>\$ Budget<br/>Variance</b> | <b>% of<br/>Budget</b> |
|------------------------------------|----------------------------|---------------|-------------------------------|------------------------|
| Revenues                           | \$19,830,000               | \$10,288,245  | (\$9,541,755)                 | 52%                    |
| Payroll                            | 847,000                    | 392,323       | 454,677                       |                        |
| Fringes                            | 356,000                    | 171,249       | 184,751                       |                        |
| Total Compensation                 | 1,203,000                  | 563,572       | 639,428                       | 47%                    |
| Operating                          | 7,980,000                  | 3,512,062     | 4,467,938                     |                        |
| Scholarships                       | 0                          | 0             | 0                             |                        |
| Total Non Personnel                | 7,980,000                  | 3,512,062     | 4,467,938                     | 44%                    |
| Total Expenditures                 | 9,183,000                  | 4,075,634     | 5,107,366                     | 44%                    |
| Net Before Transfers               | 10,647,000                 | 6,212,611     | (4,434,389)                   |                        |
| Transfers-In - Facilities Fee      | 0                          | 0             | 0                             |                        |
| Transfers-In - General Service Fee | 0                          | 0             | 0                             |                        |
| Transfers-In - Other               | 0                          | 0             | 0                             |                        |
| Transfers-In - Encumbrances        | 0                          | 5,520         | 5,520                         |                        |
| Transfers-Out - Plant Fund         | 0                          | 0             | 0                             |                        |
| Transfers-Out - Debt Service       | (10,647,000)               | (5,323,388)   | 5,323,612                     |                        |
| Net Transfers                      | (10,647,000)               | (5,317,868)   | 5,329,132                     |                        |
| Difference                         | \$0                        | \$894,743     | \$894,743                     |                        |

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY19 Annual Budget with results for the six months ended December 31, 2018**

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**EJ Thomas Performing Arts Hall**

|                                    | <b>Approved<br/>Budget</b> | <b>Actual</b> | <b>\$ Budget<br/>Variance</b> | <b>% of<br/>Budget</b> |
|------------------------------------|----------------------------|---------------|-------------------------------|------------------------|
| Revenues                           | \$2,441,000                | \$479,346     | (\$1,961,654)                 | 20%                    |
| Payroll                            | 357,000                    | 115,891       | 241,109                       |                        |
| Fringes                            | 127,000                    | 43,971        | 83,029                        |                        |
| Total Compensation                 | 484,000                    | 159,862       | 324,138                       | 33%                    |
| Operating                          | 2,567,000                  | 1,377,254     | 1,189,746                     |                        |
| Scholarships                       | 0                          | 0             | 0                             |                        |
| Total Non Personnel                | 2,567,000                  | 1,377,254     | 1,189,746                     | 54%                    |
| Total Expenditures                 | 3,051,000                  | 1,537,116     | 1,513,884                     | 50%                    |
| Net Before Transfers               | (610,000)                  | (1,057,770)   | (447,770)                     |                        |
| Transfers-In - Facilities Fee      | 0                          | 0             | 0                             |                        |
| Transfers-In - General Service Fee | 0                          | 0             | 0                             |                        |
| Transfers-In - Other               | 937,000                    | 468,485       | (468,515)                     |                        |
| Transfers-In - Encumbrances        | 0                          | 28,832        | 28,832                        |                        |
| Transfers-Out - Plant Fund         | 0                          | 0             | 0                             |                        |
| Transfers-Out - Debt Service       | (327,000)                  | (163,450)     | 163,550                       |                        |
| Net Transfers                      | 610,000                    | 333,867       | (276,133)                     |                        |
| Difference                         | \$0                        | (\$723,903)   | (\$723,903)                   |                        |

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY19 Annual Budget with results for the six months ended December 31, 2018**

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**Dining (Aramark)**

|                                    | <b>Approved<br/>Budget</b> | <b>Actual</b> | <b>\$ Budget<br/>Variance</b> | <b>% of<br/>Budget</b> |
|------------------------------------|----------------------------|---------------|-------------------------------|------------------------|
| Revenues                           | \$3,297,000                | \$2,104,762   | (\$1,192,238)                 | 64%                    |
| Payroll                            | 125,000                    | 78,051        | 46,949                        |                        |
| Fringes                            | 275,000                    | 90,339        | 184,661                       |                        |
| Total Compensation                 | 400,000                    | 168,390       | 231,610                       | 42%                    |
| Operating                          | 1,606,000                  | 888,691       | 717,309                       |                        |
| Scholarships                       | 0                          | 0             | 0                             |                        |
| Total Non Personnel                | 1,606,000                  | 888,691       | 717,309                       | 55%                    |
| Total Expenditures                 | 2,006,000                  | 1,057,081     | 948,919                       | 53%                    |
| Net Before Transfers               | 1,291,000                  | 1,047,681     | (243,319)                     |                        |
| Transfers-In - Facilities Fee      | 0                          | 0             | 0                             |                        |
| Transfers-In - General Service Fee | 0                          | 0             | 0                             |                        |
| Transfers-In - Other               | 0                          | 0             | 0                             |                        |
| Transfers-In - Encumbrances        | 0                          | 22,079        | 22,079                        |                        |
| Transfers-Out - Plant Fund         | 0                          | 0             | 0                             |                        |
| Transfers-Out - Debt Service       | (776,000)                  | (388,008)     | 387,992                       |                        |
| Net Transfers                      | (776,000)                  | (365,929)     | 410,071                       |                        |
| Difference                         | \$515,000                  | \$681,752     | \$166,752                     |                        |

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY19 Annual Budget with results for the six months ended December 31, 2018**

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**Recreation & Wellness Services**

|                                    | <b>Approved<br/>Budget</b> | <b>Actual</b> | <b>\$ Budget<br/>Variance</b> | <b>% of<br/>Budget</b> |
|------------------------------------|----------------------------|---------------|-------------------------------|------------------------|
| Revenues                           | \$573,000                  | \$254,036     | (\$318,964)                   | 44%                    |
| Payroll                            | 551,000                    | 260,639       | 290,361                       |                        |
| Fringes                            | 245,000                    | 117,596       | 127,404                       |                        |
| Total Compensation                 | 796,000                    | 378,235       | 417,765                       | 48%                    |
| Operating                          | 1,850,000                  | 920,334       | 929,666                       |                        |
| Scholarships                       | 0                          | 0             | 0                             |                        |
| Total Non Personnel                | 1,850,000                  | 920,334       | 929,666                       | 50%                    |
| Total Expenditures                 | 2,646,000                  | 1,298,569     | 1,347,431                     | 49%                    |
| Net Before Transfers               | (2,073,000)                | (1,044,533)   | 1,028,467                     |                        |
| Transfers-In - Facilities Fee      | 1,693,000                  | 846,281       | (846,719)                     |                        |
| Transfers-In - General Service Fee | 0                          | 0             | 0                             |                        |
| Transfers-In - Other               | 2,073,000                  | 1,036,318     | (1,036,682)                   |                        |
| Transfers-In - Encumbrances        | 0                          | 61,728        | 61,728                        |                        |
| Transfers-Out - Plant Fund         | 0                          | 0             | 0                             |                        |
| Transfers-Out - Debt Service       | (1,693,000)                | (846,281)     | 846,719                       |                        |
| Net Transfers                      | 2,073,000                  | 1,098,046     | (974,954)                     |                        |
| Difference                         | \$0                        | \$53,513      | \$53,513                      |                        |

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY19 Annual Budget with results for the six months ended December 31, 2018**

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**Jean Hower Taber Student Union**

|                                    | <b>Approved<br/>Budget</b> | <b>Actual</b> | <b>\$ Budget<br/>Variance</b> | <b>% of<br/>Budget</b> |
|------------------------------------|----------------------------|---------------|-------------------------------|------------------------|
| Revenues                           | \$946,000                  | \$370,479     | (\$575,521)                   | 39%                    |
| Payroll                            | 602,000                    | 273,224       | 328,776                       |                        |
| Fringes                            | 260,000                    | 118,857       | 141,143                       |                        |
| Total Compensation                 | 862,000                    | 392,081       | 469,919                       | 45%                    |
| Operating                          | 1,891,000                  | 942,167       | 948,833                       |                        |
| Scholarships                       | 0                          | 0             | 0                             |                        |
| Total Non Personnel                | 1,891,000                  | 942,167       | 948,833                       | 50%                    |
| Total Expenditures                 | 2,753,000                  | 1,334,248     | 1,418,752                     | 48%                    |
| Net Before Transfers               | (1,807,000)                | (963,769)     | 843,231                       |                        |
| Transfers-In - Facilities Fee      | 2,912,000                  | 1,456,157     | (1,455,843)                   |                        |
| Transfers-In - General Service Fee | 0                          | 0             | 0                             |                        |
| Transfers-In - Other               | 1,807,000                  | 903,747       | (903,253)                     |                        |
| Transfers-In - Encumbrances        | 0                          | 26,670        | 26,670                        |                        |
| Transfers-Out - Plant Fund         | 0                          | 0             | 0                             |                        |
| Transfers-Out - Debt Service       | (2,912,000)                | (1,456,157)   | 1,455,843                     |                        |
| Net Transfers                      | 1,807,000                  | 930,417       | (876,583)                     |                        |
| Difference                         | \$0                        | (\$33,352)    | (\$33,352)                    |                        |

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY19 Annual Budget with results for the six months ended December 31, 2018**

**Parking & Transportation Services**

|                                    | <b>Approved<br/>Budget</b> | <b>Actual</b> | <b>\$ Budget<br/>Variance</b> | <b>% of<br/>Budget</b> |
|------------------------------------|----------------------------|---------------|-------------------------------|------------------------|
| Revenues                           | \$7,222,000                | \$3,732,886   | (\$3,489,114)                 | 52%                    |
| Payroll                            | 266,000                    | 106,663       | 159,337                       |                        |
| Fringes                            | 107,000                    | 45,214        | 61,786                        |                        |
| Total Compensation                 | 373,000                    | 151,877       | 221,123                       | 41%                    |
| Operating                          | 2,969,000                  | 1,741,255     | 1,227,745                     |                        |
| Scholarships                       | 0                          | 0             | 0                             |                        |
| Total Non Personnel                | 2,969,000                  | 1,741,255     | 1,227,745                     | 59%                    |
| Total Expenditures                 | 3,342,000                  | 1,893,132     | 1,448,868                     | 57%                    |
| Net Before Transfers               | 3,880,000                  | 1,839,754     | (2,040,246)                   |                        |
| Transfers-In - Facilities Fee      | 0                          | 0             | 0                             |                        |
| Transfers-In - General Service Fee | 0                          | 0             | 0                             |                        |
| Transfers-In - Other               | 1,600,000                  | 0             | (1,600,000)                   |                        |
| Transfers-In - Encumbrances        | 0                          | 89,235        | 89,235                        |                        |
| Transfers-Out - Plant Fund         | (1,000,000)                | 0             | 1,000,000                     |                        |
| Transfers-Out - Debt Service       | (4,480,000)                | (2,239,764)   | 2,240,236                     |                        |
| Net Transfers                      | (3,880,000)                | (2,150,529)   | 1,729,471                     |                        |
| Difference                         | \$0                        | (\$310,775)   | (\$310,775)                   |                        |

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY19 Annual Budget with results for the six months ended December 31, 2018**

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**Wayne Student Union**

|                                    | <b>Approved<br/>Budget</b> | <b>Actual</b> | <b>\$ Budget<br/>Variance</b> | <b>% of<br/>Budget</b> |
|------------------------------------|----------------------------|---------------|-------------------------------|------------------------|
| Revenues                           | \$64,000                   | \$19,633      | (\$44,367)                    | 31%                    |
| Payroll                            | 0                          | 0             | 0                             |                        |
| Fringes                            | 0                          | 0             | 0                             |                        |
| Total Compensation                 | 0                          | 0             | 0                             |                        |
| Operating                          | 10,000                     | 5,404         | 4,596                         |                        |
| Scholarships                       | 0                          | 0             | 0                             |                        |
| Total Non Personnel                | 10,000                     | 5,404         | 4,596                         | 54%                    |
| Total Expenditures                 | 10,000                     | 5,404         | 4,596                         | 54%                    |
| Net Before Transfers               | 54,000                     | 14,229        | (39,771)                      |                        |
| Transfers-In - Facilities Fee      | 0                          | 0             | 0                             |                        |
| Transfers-In - General Service Fee | 0                          | 0             | 0                             |                        |
| Transfers-In - Other               | 0                          | 0             | 0                             |                        |
| Transfers-In - Encumbrances        | 0                          | 0             | 0                             |                        |
| Transfers-Out - Plant Fund         | 0                          | 0             | 0                             |                        |
| Transfers-Out - Debt Service       | 0                          | 0             | 0                             |                        |
| Net Transfers                      | 0                          | 0             | 0                             |                        |
| Difference                         | \$54,000                   | \$14,229      | (\$39,771)                    |                        |

**The University of Akron**  
**Auxiliaries**  
**FY19 Budget Assumptions**

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**Overall Assumptions**

Revenues: Assumes an overall seven percent enrollment decline.

Payroll: Assumes three percent increase pursuant to collective bargaining agreements and a raise pool equivalent to three percent for non-represented full-time employees.

Fringes: Assumes 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.

Transfers-Out Debt Service: Assumes debt service for Auxiliary facilities.

**Unit Assumptions**

**Athletics**

Revenues: Assumes 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: Assumes a decrease of \$242,000 as compared to the FY18 projection.

Scholarships: Assumes 225 Athletic financial aid awards.

Transfers-In: Assumes Facilities Fee of \$3.5 million from the General Fund and \$1.5 million from Facilities Fee reserve, General Service Fee of \$11.9 million, and Other of \$7.9 million in transfers from the General Fund net of a \$.4 million reduction.

**Residence Life & Housing**

Revenues: Assumes an 88 percent average occupancy.

Operating: Assumes an increase of \$310,000 over the FY18 projection.

**EJ Thomas Performing Arts Hall**

Revenues: Assumes externally generated revenues from various sources such as Broadway Series sales, Akron Civic Theater pass-through, hall rental, and endowment gifts.

Operating: Assumes largely flat operating as compared to the FY18 projection.

**The University of Akron**  
**Auxiliaries**  
**FY19 Budget Assumptions**

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Transfers-In: Assumes \$.9 million which consists of \$.8 million from the General Fund net of a \$32,000 reduction and \$91,000 from unrestricted reserve.

**Dining (Aramark)**

Revenues: Assumes rent and other contractually provided revenues such as utilities, maintenance, and equipment repair.

Compensation: The CWA employees remain University employees, with the University responsible for the difference between FICA and SERS. All other employees are the sole responsibility of Aramark.

Operating: Assumes an increase of \$80,000 over the FY18 projection.

**Recreation & Wellness Services**

Revenues: Assumes externally generated revenues from various sources such as memberships, pool rental, and locker and facility rentals.

Operating: Assumes largely flat operating as compared to the FY18 projection.

Transfers-In: Assumes Facilities Fee of \$1.2 million from the General Fund and \$.5 million from Facilities Fee reserves, and Other of \$2.1 million in transfers from the General Fund net of \$108,000 reduction.

**Jean Hower Taber Student Union**

Revenues: Assumes externally generated revenues from various sources such as bookstore space rent, bank space rent, and room rentals.

Operating: Assumes an increase of \$82,000 over the FY18 projection.

Transfers-In: Assumes Facilities Fee of \$2 million from the General Fund and \$.9 million from Facilities Fee reserves; and Other of \$1.8 million in transfers from the General Fund net of \$94,000 reduction.

**The University of Akron**  
**Auxiliaries**  
**FY19 Budget Assumptions**

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**Parking & Transportation Services**

Revenues: Assumes parking permits and transportation fee revenues decrease consistent with an overall blended enrollment reduction of seven percent.

Operating: Assumes an increase of \$382,000 over the FY18 projection.

Transfers-In: Assumes Fund Balance transfers to finance the Administrative Services Building parking deck replacement and other projects including lot and deck repairs and lighting upgrades.

Transfers-Out Plant Fund: Assumes Administrative Services Building parking deck repair and replacement.

**Wayne Student Union**

Revenues: Assumes externally generated revenues from bookstore space rent and room rentals.

Operating: Assumes largely flat operating as compared to the FY18 projection.

**The University of Akron  
Akron and Wayne Auxiliary Funds Combined  
Narrative of FY19 Annual Budget with results for the six months ended December 31, 2018**

**Athletics**

Athletics actual revenues total \$2.6 million as compared to annual budgeted revenues of \$9.2 million. Major components of revenue include game guarantees (52 percent), ticket sales (23 percent), and gifts (14 percent). Unearned revenue for seasonal and single tickets is realized in the fiscal year when the game is held. Currently, \$4,500 is unearned. Certain earned but yet to be collected revenues includes \$2 million in football game guarantees and \$380,000 for pouring rights. Preliminary expectations are that Athletics will achieve budgeted revenues since the majority of remaining revenues (MAC conference revenues) is yet to occur. Athletics will closely monitor activity.

| <b>Description</b> | <b>Actual</b> |
|--------------------|---------------|
| Game Guarantees    | \$1,326,000   |
| Ticket Sales       | 601,000       |
| Gifts              | 366,000       |
| Other              | 275,000       |
| Total              | \$2,568,000   |

Payroll and fringes total \$5.1 million or roughly 46 percent as compared to the annual budget of \$11.1 million. Three percent raises are reflected. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will remain at or below budget.

Operating expenditures total \$7.8 million or 74 percent as compared to the annual budget of \$10.7 million. The principal operating expenditures include team travel and recruiting (26 percent) and athletic supplies (16 percent). The majority of operating expenditures from game guarantees and football travel occurs in fall. Preliminary expectations are that contract payouts will generate additional cost above budget. Athletics will closely monitor this activity and offset additional cost with game guarantee revenue or other cost control.

Scholarships, or Athletics financial aid, totaled \$3.2 million or 44 percent as compared to the annual budget of \$7.3 million. Current expectations are that the amount budgeted for scholarships will not be exceeded.

The other sources of funding include transfers-in of facilities fee, general service fee, and other budgeted at \$5 million, \$12 million, and \$8 million, respectively. The facilities fee services a portion of the Stadium and Fieldhouse debt, while the Athletics general service fee and other transfers-in combined total \$9.9 million in support of operations. To date, \$12.4 million has been transferred with the expectation the full amount will be transferred throughout the remainder of the fiscal year.

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

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**Narrative of FY19 Annual Budget with results for the six months ended December 31, 2018**

The budgeted transfers-out for debt service total \$5 million. To date, \$2.5 million or 50 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. The debt service pays the bonded debt related to InfoCision Stadium and the Athletic Fieldhouse.

**The University of Akron  
Akron and Wayne Auxiliary Funds Combined  
Narrative of FY19 Annual Budget with results for the six months ended December 31, 2018**

**Residence Life & Housing**

Residence Life & Housing actual revenues total \$10.3 million as compared to the annual budgeted revenues of \$20 million. The principal revenues include residence hall occupancy, and are predominately earned during the academic year. Currently, \$1.4 million is considered unearned revenue. Fall 2018 occupancy was 88 percent while spring 2019 is expected to approximate 77 percent. Current expectations are that actual revenues will likely fall short of projections; however, expenditures will be managed in such a way to ensure expenditures remain within the actual revenues earned.

| <b>Description</b> | <b>Actual</b> |
|--------------------|---------------|
| Room Rentals       | \$10,046,000  |
| Other              | 242,000       |
| Total              | \$10,288,000  |

Payroll and fringes total \$564,000 or roughly 47 percent as compared to the annual budget of \$1.2 million. Three percent raises are reflected. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$3.5 million or 44 percent as compared to the annual budget of \$8 million. The principal operating expenditures include maintenance (49 percent) and utilities (22 percent). Preparing the residence halls for fall semester increases maintenance expenditures early in the fiscal year. Current expectations are that expenditures will remain below budget.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$6,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for the debt service total \$10.6 million. To date, \$5.3 million or 50 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. The debt service pays the bonded debt related to the renovation of eight residence halls and construction of two new buildings.

**The University of Akron  
Akron and Wayne Auxiliary Funds Combined  
Narrative of FY19 Annual Budget with results for the six months ended December 31, 2018**

**EJ Thomas Performing Arts Hall**

EJ Thomas Performing Arts Hall actual revenues total \$479,000 as compared to the annual budgeted revenues of \$2.4 million. The principal revenues include ticket sales (38 percent), endowment (36 percent), and hall and space rental (15 percent). Ticket revenue is considered unearned until the show is held. Currently, EJ Thomas has \$53,000 in unearned revenue for the Broadway in Akron Series FY19. Current expectations are that budgeted revenues will be achieved as much of the facility’s revenue generating programming has yet to occur.

| <b>Description</b> | <b>Actual</b> |
|--------------------|---------------|
| Ticket Sales       | \$181,000     |
| Endowment          | 171,000       |
| Hall Rental        | 69,000        |
| Other              | 58,000        |
| Total              | \$479,000     |

Payroll and fringes total \$160,000 or roughly 33 percent as compared to the annual budget of \$484,000. Three percent raises are reflected. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$1.4 million or 54 percent as compared to the annual budget of \$2.6 million. The principal operating expenditures include artist fees (30 percent), consultant fees (22 percent), and stage & wardrobe (14 percent). Current expectations are that expenditures will remain below or at budget.

Transfers-in other represents general-fund support for operations and is budgeted for \$937,000. To date, \$468,000 has been transferred with the expectation the full amount will be transferred throughout the remainder of the fiscal year.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$29,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total \$327,000. To date, \$163,000 or 50 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to improvements and equipment from approximately 16 years ago.

**The University of Akron  
Akron and Wayne Auxiliary Funds Combined  
Narrative of FY19 Annual Budget with results for the six months ended December 31, 2018**

**Dining (Aramark)**

Aramark actual revenues total \$2.1 million as compared to the annual budgeted revenues of \$3.3 million. The primary revenues include rent (45 percent); utilities support (16 percent), facilities support (14 percent), and Aramark grant (13 percent). Preliminary expectations are that budgeted revenue will be achieved.

| <b>Description</b>      | <b>Actual</b> |
|-------------------------|---------------|
| Rent                    | \$953,000     |
| Utilities Support       | 342,000       |
| Facilities Support      | 297,000       |
| Aramark Grant           | 275,000       |
| POS/Card Access Support | 181,000       |
| Other                   | 57,000        |
| Total                   | \$2,105,000   |

Payroll and fringes total \$168,000 or roughly 42 percent as compared to the annual budget of \$400,000. The \$275,000 fringe benefits budget also includes 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. Three percent raises are reflected. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$889,000 or 55 percent as compared to the annual budget of \$1.6 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 \$22,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total \$776,000. To date, \$388,000 or 50 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to various buildouts of space and renovations including the dining hall and retail sites located throughout the campus over the course of the last 12 to 19 years.

**The University of Akron  
Akron and Wayne Auxiliary Funds Combined  
Narrative of FY19 Annual Budget with results for the six months ended December 31, 2018**

**Recreation & Wellness Services**

Recreation & Wellness Services actual revenues total \$254,000 as compared to the annual budgeted revenues of \$573,000. The principal revenues include memberships (35 percent), swimming meets/lessons (31 percent), and rentals (13 percent). Current expectations are that Recreation & Wellness Services will achieve revenue budget expectations, as the start of the new calendar has historically shown an increase in memberships.

| <b>Description</b>       | <b>Actual</b> |
|--------------------------|---------------|
| Memberships              | \$88,000      |
| Swimming Meets & Lessons | 78,000        |
| Other                    | 54,000        |
| Rentals                  | 34,000        |
| Total                    | \$254,000     |

Payroll and fringes total \$378,000 or roughly 48 percent as compared to the annual budget of \$796,000. Three percent raises are reflected. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$920,000 or 50 percent as compared to the annual budget of \$1.8 million. The primary operating expenditures include student assistants (37 percent), maintenance (33 percent), and utilities (16 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 bonded debt and for operations, respectively. To date, \$1.9 million has been transferred with the expectation the remaining amount will be transferred throughout the rest of the fiscal year. Recreation & Wellness Services is largely dependent upon the facilities fee and general fund for debt service resources and operational support both of which are tied directly to enrollment.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$62,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total \$1.7 million. To date, \$846,000 or 50 percent has been transferred out for the upcoming debt service requirements.

**The University of Akron  
Akron and Wayne Auxiliary Funds Combined  
Narrative of FY19 Annual Budget with results for the six months ended December 31, 2018**

**Jean Hower Taber Student Union**

The Student Union actual revenues total \$370,000 as compared to the annual budgeted revenues of \$946,000. The principal revenues include rental income (99 percent). Actual revenue collection accounts for 39% percent of the budget. Change in curriculum requirement for physical education credit will reduce revenue from the game room bowling classes. Additionally, less than budgeted bookstore revenues are anticipated. The Student Union will closely monitor activity, but actual revenues will likely fall short of the budget projections.

| <b>Description</b>    | <b>Actual</b>    |
|-----------------------|------------------|
| Barnes & Noble Rental | \$335,000        |
| Room Rentals          | 30,000           |
| Other                 | 5,000            |
| <b>Total</b>          | <b>\$370,000</b> |

Payroll and fringes total \$392,000 or roughly 45 percent as compared to the annual budget of \$862,000. Three percent raises are reflected. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$942,000 or 50 percent as compared to the annual budget of \$1.9 million. The primary operating expenditures include maintenance (28 percent), utilities (28 percent), and student assistants (23 percent), and are predominately incurred evenly throughout the fiscal year. Current expectations are that expenditures will remain at or below budget.

Transfers-in represents facilities fee and general-fund support to service the building’s bonded debt and for operations, respectively. To date, \$2.4 million has been transferred with the expectation the remaining amount will be transferred throughout the rest of the fiscal year. The Student Union is largely dependent upon the facilities fee and general fund for debt service resources and operational support both of which are tied directly to enrollment.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$27,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total \$2.9 million. To date, \$1.5 million or 50 percent has been transferred out for the upcoming debt service requirements.

**The University of Akron  
Akron and Wayne Auxiliary Funds Combined  
Narrative of FY19 Annual Budget with results for the six months ended December 31, 2018**

**Parking Transportation & Services**

Parking actual revenues total \$3.7 million as compared to the annual budgeted revenues of \$7.2 million. The primary sources of revenues are the student transportation fee and parking permits (96 percent). Deferred revenue generated from parking permits purchased before the semester starts is realized six weeks into the semester. Currently \$320,000 is being held in unearned revenue. Preliminary expectations are that actual revenues will likely fall short of projections; however, expenditures will be managed in such a way to ensure expenditures remain within the actual revenues.

| <b>Description</b> | <b>Actual</b>      |
|--------------------|--------------------|
| Permits            | \$3,570,000        |
| Lot Rentals        | 77,000             |
| Fines & Meters     | 69,000             |
| Other              | 17,000             |
| <b>Total</b>       | <b>\$3,733,000</b> |

Payroll and fringes total \$152,000 or roughly 41 percent as compared to the annual budget of \$373,000. Three percent raises are reflected. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$1.7 million or 59 percent as compared to the annual budget of \$3 million. The major operating costs include transportation related activities including busing, parking lot, and deck maintenance (67 percent). Current expectations are that expenditures will remain at or below budget.

The budgeted transfers-in – other was 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, the \$1 million will instead make capital repairs at the West Campus Parking Deck.

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 \$89,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total \$4.5 million. Transfers-out of \$2.2 million or 50 percent represents the debt service that pays the bonded debt related to the renovation and construction of four parking decks.

**The University of Akron  
Akron and Wayne Auxiliary Funds Combined  
Narrative of FY19 Annual Budget with results for the six months ended December 31, 2018**

**Wayne Student Union**

Wayne Student Union revenues total \$20,000 as compared to the annual budgeted revenues of \$64,000. The principal revenues include bookstore rent (99 percent) predominately earned evenly throughout the fiscal year. The remainder of revenue is typically earned during the academic calendar year.

| <b>Description</b>    | <b>Actual</b> |
|-----------------------|---------------|
| Barnes & Noble Rental | \$20,000      |

Operating expenditures total \$5,000 or 54 percent as compared to the annual budget of \$10,000. The major operating costs include Wayne College Student Union kitchen grill replacement (69 percent) and property & fire insurance (27 percent). Expenditures will be managed in such a way to ensure expenditures remain below or at budget.

**DEPARTMENTAL SALES AND  
SERVICES FUNDS**

**For the Six Months Ended December 31, 2018**

**The University of Akron**  
**Akron and Wayne Departmental Sales and Services Funds Combined**  
**FY19 Annual Budget with results for the six months ended December 31, 2018**

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**Departmental Sales and Services  
Combined**

|                             | <b>Approved<br/>Budget</b> | <b>Actual</b> | <b>Budget<br/>Variance \$</b> | <b>% of<br/>Budget</b> |
|-----------------------------|----------------------------|---------------|-------------------------------|------------------------|
| Revenues                    | \$39,632,000               | \$18,200,523  | (\$21,431,477)                | 46%                    |
| Payroll                     | 2,535,000                  | 1,294,018     | 1,240,982                     |                        |
| Fringes                     | 898,000                    | 459,413       | 438,587                       |                        |
| Total Compensation          | 3,433,000                  | 1,753,431     | 1,679,569                     | 51%                    |
| Operating                   | 3,142,000                  | 1,868,324     | 1,273,676                     |                        |
| Premiums and Claims         | 31,670,000                 | 12,431,721    | 19,238,279                    |                        |
| Capital                     | 8,000                      | 88,482        | (80,482)                      |                        |
| Total Non Personnel         | 34,820,000                 | 14,388,527    | 20,431,473                    | 41%                    |
| Total Expenditures          | 38,253,000                 | 16,141,958    | 22,111,042                    | 42%                    |
| Net Before Transfers        | 1,379,000                  | 2,058,565     | 679,565                       |                        |
| Transfers-In - Encumbrances | 0                          | 384,113       | 384,113                       |                        |
| Transfers-Out - Other       | 0                          | (2,265,000)   | (2,265,000)                   |                        |
| Net Transfers               | 0                          | (1,880,887)   | (1,880,887)                   |                        |
| Difference                  | \$1,379,000                | \$177,678     | (\$1,201,322)                 |                        |

**The University of Akron**  
**Akron and Wayne Departmental Sales and Services Funds Combined**  
**FY19 Annual Budget with results for the six months ended December 31, 2018**

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**Self-Insurance Health Care**

|                       | <b>Approved<br/>Budget</b> | <b>Actual</b> | <b>Budget<br/>Variance \$</b> | <b>% of<br/>Budget</b> |
|-----------------------|----------------------------|---------------|-------------------------------|------------------------|
| Revenues              | \$32,979,000               | \$14,611,366  | (\$18,367,634)                | 44%                    |
| Payroll               | \$141,000                  | 56,852        | 84,148                        |                        |
| Fringes               | 53,000                     | 21,433        | 31,567                        |                        |
| Total Compensation    | 194,000                    | 78,285        | 115,715                       | 40%                    |
| Operating             | 158,000                    | 122,427       | 35,573                        |                        |
| Premiums and Claims   | 31,670,000                 | 12,431,721    | 19,238,279                    |                        |
| Capital               | 0                          | 0             | 0                             |                        |
| Total Non Personnel   | 31,828,000                 | 12,554,148    | 19,273,852                    | 39%                    |
| Total Expenditures    | 32,022,000                 | 12,632,433    | 19,389,567                    | 39%                    |
| Net Before Transfers  | 957,000                    | 1,978,933     | 1,021,933                     |                        |
| Transfers-Out - Other | 0                          | (2,265,000)   | (2,265,000)                   |                        |
| Net Transfers         | 0                          | (2,265,000)   | (2,265,000)                   |                        |
| Difference            | \$957,000                  | (\$286,067)   | (\$1,243,067)                 |                        |

**The University of Akron**  
**Akron and Wayne Departmental Sales and Services Funds Combined**  
**FY19 Annual Budget with results for the six months ended December 31, 2018**

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**UA Solutions**

|                             | <b>Approved<br/>Budget</b> | <b>Actual</b> | <b>Budget<br/>Variance \$</b> | <b>% of<br/>Budget</b> |
|-----------------------------|----------------------------|---------------|-------------------------------|------------------------|
| Revenues                    | \$750,000                  | \$403,995     | (\$346,005)                   | 54%                    |
| Payroll                     | 211,000                    | 140,811       | 70,189                        |                        |
| Fringes                     | 60,000                     | 47,571        | 12,429                        |                        |
| Total Compensation          | 271,000                    | 188,382       | 82,618                        | 70%                    |
| Operating                   | 377,000                    | 139,785       | 237,215                       |                        |
| Capital                     | 0                          | 0             | 0                             |                        |
| Total Non Personnel         | 377,000                    | 139,785       | 237,215                       | 37%                    |
| Total Expenditures          | 648,000                    | 328,167       | 319,833                       | 51%                    |
| Net Before Transfers        | 102,000                    | 75,827        | (26,173)                      |                        |
| Transfers-In - Encumbrances | 0                          | 19,740        | 19,740                        |                        |
| Net Transfers               | 0                          | 19,740        | 19,740                        |                        |
| Difference                  | \$102,000                  | \$95,567      | (\$6,433)                     |                        |

**The University of Akron**  
**Akron and Wayne Departmental Sales and Services Funds Combined**  
**FY19 Annual Budget with results for the six months ended December 31, 2018**

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**New Student Orientation**

|                     | <b>Approved<br/>Budget</b> | <b>Actual</b> | <b>Budget<br/>Variance \$</b> | <b>% of<br/>Budget</b> |
|---------------------|----------------------------|---------------|-------------------------------|------------------------|
| Revenues            | \$551,000                  | \$122,490     | (\$428,510)                   | 22%                    |
| Payroll             | 171,000                    | 79,368        | 91,632                        |                        |
| Fringes             | 71,000                     | 34,283        | 36,717                        |                        |
| Total Compensation  | 242,000                    | 113,651       | 128,349                       | 47%                    |
| Operating           | 449,000                    | 227,560       | 221,440                       |                        |
| Capital             | 0                          | 0             | 0                             |                        |
| Total Non Personnel | 449,000                    | 227,560       | 221,440                       | 51%                    |
| Total Expenditures  | 691,000                    | 341,211       | 349,789                       | 49%                    |
| Difference          | (\$140,000)                | (\$218,721)   | (\$78,721)                    |                        |

**The University of Akron**  
**Akron and Wayne Departmental Sales and Services Funds Combined**  
**FY19 Annual Budget with results for the six months ended December 31, 2018**

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**English Language Institute**

|                     | <b>Approved<br/>Budget</b> | <b>Actual</b> | <b>Budget<br/>Variance \$</b> | <b>% of<br/>Budget</b> |
|---------------------|----------------------------|---------------|-------------------------------|------------------------|
| Revenues            | \$580,000                  | \$184,923     | (\$395,077)                   | 32%                    |
| Payroll             | 311,000                    | 133,146       | 177,854                       |                        |
| Fringes             | 102,000                    | 40,348        | 61,652                        |                        |
| Total Compensation  | 413,000                    | 173,494       | 239,506                       | 42%                    |
| Operating           | 30,000                     | 3,382         | 26,618                        |                        |
| Capital             | 0                          | 0             | 0                             |                        |
| Total Non Personnel | 30,000                     | 3,382         | 26,618                        | 11%                    |
| Total Expenditures  | 443,000                    | 176,876       | 266,124                       | 40%                    |
| Difference          | \$137,000                  | \$8,047       | (\$128,953)                   |                        |

**The University of Akron**  
**Akron and Wayne Departmental Sales and Services Funds Combined**  
**FY19 Annual Budget with results for the six months ended December 31, 2018**

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**Other**

|                             | <b>Approved<br/>Budget</b> | <b>Actual</b> | <b>Budget<br/>Variance \$</b> | <b>% of<br/>Budget</b> |
|-----------------------------|----------------------------|---------------|-------------------------------|------------------------|
| Revenues                    | \$4,772,000                | \$2,877,749   | (\$1,894,251)                 | 60%                    |
| Payroll                     | 1,701,000                  | 883,841       | 817,159                       |                        |
| Fringes                     | 612,000                    | 315,778       | 296,222                       |                        |
| Total Compensation          | 2,313,000                  | 1,199,619     | 1,113,381                     | 52%                    |
| Operating                   | 2,128,000                  | 1,375,170     | 752,830                       |                        |
| Capital                     | 8,000                      | 88,482        | (80,482)                      |                        |
| Total Non Personnel         | 2,136,000                  | 1,463,652     | 672,348                       | 69%                    |
| Total Expenditures          | 4,449,000                  | 2,663,271     | 1,785,729                     | 60%                    |
| Net Before Transfers        | 323,000                    | 214,478       | (108,522)                     |                        |
| Transfers-In - Encumbrances | 0                          | 364,373       | 364,373                       |                        |
| Net Transfers               | 0                          | 364,373       | 364,373                       |                        |
| Difference                  | \$323,000                  | \$578,851     | \$255,851                     |                        |

**The University of Akron  
Departmental Sales and Services  
FY19 Budget Assumptions**

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**Overall Assumptions**

Payroll: Assumes three percent increase pursuant to collective bargaining agreements and a raise pool equivalent to three percent for non-represented full-time employees.

Fringes: Assumes 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.

**Fund Assumptions**

**Self-Insurance Health Care**

Revenues: Assumes University contributions to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance. Also assumes employee and retiree contributions to benefit program 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: Assumes the amounts expected to be paid for administrative and consulting fees.

Premiums and Claims: Assumes estimated cost for insurance premiums and self-insured claim payments related to employee benefit program. Expenditures include components such as medical, prescription drug, dental, stop loss insurance, and other ancillary benefits.

**UA Solutions**

Revenues: Assumes 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.

Operating: Assumes expenditures such as student assistants, supplies and services, and travel and hospitality. UA Solutions will manage to ensure expenditures are limited to revenues.

**New Student Orientation**

Revenues: Assumes commitment fee revenues to support the activities related to orientation and first-year experience programs.

Operating: Assumes expenditures such as peer mentoring, New Roo Weekend, supplies and services, and travel and hospitality. New Student Orientation will manage to ensure expenditures are limited to revenues.

**The University of Akron**  
**Departmental Sales and Services**  
**FY19 Budget Assumptions**

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**English Language Institute**

Revenues: Assumes 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: Assumes expenditures such as student assistants, supplies and services, and travel and hospitality. English Language Institute will manage to ensure expenditures are limited to revenues.

**Other**

Revenues: Assumes about 140 smaller, revenue-generating activities such as internal Printing Services, Hearing Aid Dispensary, and Akron Polymer Technology Services Testing.

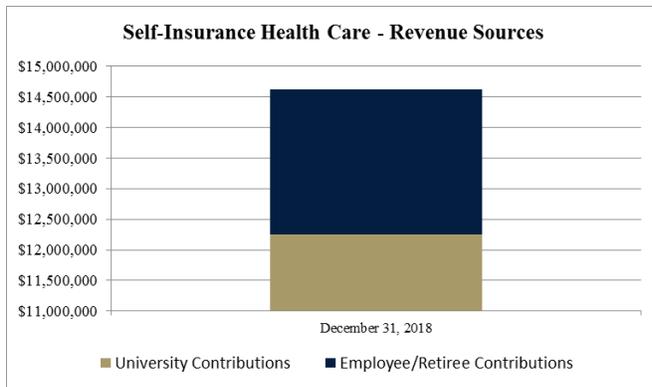
Operating: Assumes expenditures such as student assistants, cost of goods sold (Crystal Room, Computer Store, and Hearing Aid Dispensary), supplies and services, and travel and hospitality. Individual management and the units will manage to ensure expenditures are limited to revenues. In general, the units are anticipated to break even or generate a surplus.

Capital: Assumes equipment purchase related to chemistry testing activities.

**The University of Akron  
Akron and Wayne Departmental Sales and Services Funds Combined  
Narrative of FY19 Annual Budget with results for the six months ended December 31, 2018**

**Self-Insurance Health Care**

Self-Insurance Health Care actual revenues total \$14.6 million as compared to annual budgeted revenues of \$33 million. Major components of revenue include University contributions (84 percent) to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance. Revenues also include employee and retiree contributions (16 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 44 percent of the budget. Current expectations are that actual revenues will be slightly under budget.



Payroll and fringes total \$78,000 compared to the annual budget of \$194,000. The three percent raises for non-bargaining unit employees and bargaining unit faculty have been processed and are reflected within the second quarter. The adjustments are retroactive to the beginning of the fiscal year.

Operating expenditures total \$122,000 for consulting and administrative services compared to the annual budget of \$158,000.

Premiums and Claims expenditures total \$12.4 million as compared to the annual budget of \$31.7 million. Current expectations are that expenditures will remain at or below budget.

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 and is reflected under Transfers-out – Other.

**UA Solutions**

UA Solutions actual revenues from open enrollment and contract training fees total \$404,000 or 54 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 \$188,000 or 70 percent as compared to the annual budget of \$271,000. The three percent raises for non-bargaining unit employees and bargaining unit faculty have been processed and are reflected within the second quarter. The adjustments are retroactive to the beginning of the fiscal year.

**The University of Akron**  
**Akron and Wayne Departmental Sales and Services Funds Combined**  
**Narrative of FY19 Annual Budget with results for the six months ended December 31, 2018**

Operating expenditures total \$140,000 or 37 percent as compared to the annual budget of \$377,000. The principal operating expenditures include supplies and services (88 percent) related to training and instructional support. Current expectations are that expenditures will remain at or below budget.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$20,000 Transfers-in – Encumbrances represents those types of commitments.

### **New Student Orientation**

New Student Orientation actual revenues total \$122,000 or 22 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 will be achieved. 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, 2018.

Payroll and fringes total \$114,000 or 47 percent as compared to the annual budget of \$242,000. The three percent raises for non-bargaining unit employees and bargaining unit faculty have been processed and are reflected within the second quarter. The adjustments are retroactive to the beginning of the fiscal year.

Operating expenditures total \$228,000 or 51 percent as compared to the annual budget of \$449,000. The principal operating expenditures include Peer Mentoring and New Roo Weekend (60 percent), and student assistants (22 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 \$185,000 or 32 percent as compared to the annual budgeted revenues of \$580,000. Historically, revenue is more heavily weighted to the first and third quarters of the fiscal year. Current expectations are that budgeted revenues will be achieved.

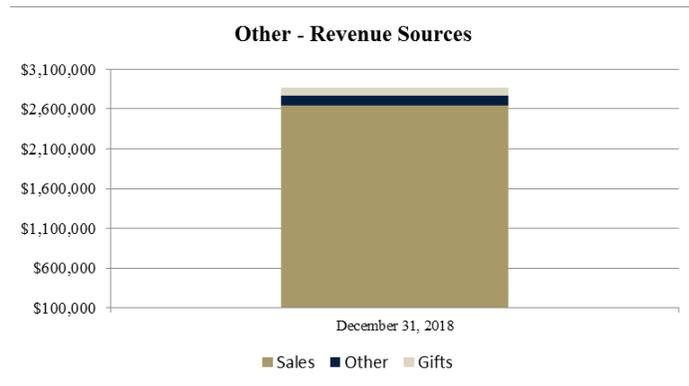
Payroll and fringes total \$174,000 or 42 percent as compared to the annual budget of \$413,000. The three percent raises for non-bargaining unit employees and bargaining unit faculty have been processed and are reflected within the second quarter. The adjustments are retroactive to the beginning of the fiscal year.

**The University of Akron  
Akron and Wayne Departmental Sales and Services Funds Combined  
Narrative of FY19 Annual Budget with results for the six months ended December 31, 2018**

Operating expenditures total \$3,400 or 11 percent as compared to the annual budget of \$30,000. Current expectations are that expenditures will remain at or below budget.

**Other**

The Other departmental sales and services actual revenues total \$2.9 million or 60 percent as compared to the annual budgeted revenues of \$4.8 million. The principal revenues are generated from roughly 81 activities including Printing Services (17 percent) and University Credit Card Program (10 percent). Current expectations are that budgeted revenues will be achieved.



Payroll and fringes total \$1.2 million or 52 percent as compared to the annual budget of \$2.3 million. The three percent raises for non-bargaining unit employees and bargaining unit faculty have been processed and are reflected within the second quarter. The adjustments are retroactive to the beginning of the fiscal year.

Operating expenditures total \$1.4 million or 65 percent as compared to the annual budget of \$2.1 million. The primary operating expenditures are supplies and services (84 percent). Current expectations are that individual units will manage to ensure expenditures are limited to revenues.

Capital expenditures total \$88,000 compared to the annual budget of \$8,000. The primary capital expenditures are related to leasing of tracking hardware and software for Surplus Property, a middle-ear analyzer for the Hearing Aid Dispensary, and also the purchasing 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 \$364,000 Transfers-in – Encumbrances represents those types of commitments.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 2- -19**

Acceptance of the Financial Report for the Six Months Ended December 31, 2018

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on February 13, 2019, accepting the Financial Report for the Six Months Ended December 31, 2018, be approved.

---

M. Celeste Cook, Secretary  
Board of Trustees

**FINANCE & ADMINISTRATION COMMITTEE**

**TAB 4**

**PROCUREMENTS FOR MORE THAN \$500,000**



**DATE:** January 22, 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 February 13, 2019.

**1. Roof Replacements (State Capital Funds)**

The Office of Capital Planning and Facilities Management is proposing an award to Campopiano Roofing in the amount of \$797,600 to repair or replace roofs on Forge Street Substation (replace), Carroll Street Substation (replace), Computer Center (partial replacement), Mary Gladwin Hall (partial replacement), and Guzzetta Hall (replace).

A project request was issued during December 2018, and four bids were received as follows:

| <b>Vendor</b>                  | <b>Bid</b>       |
|--------------------------------|------------------|
| <b>Campopiano Roofing</b>      | <b>\$797,600</b> |
| RGS Contractors                | \$895,219        |
| Cardinal Maintenance & Roofing | \$963,000        |
| Tycor Roofing                  | \$1,410,000      |

An award to Campopiano Roofing 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 Campopiano Roofing in the amount of \$797,600 and request approval of the Board of Trustees at its meeting on February 13, 2019.

**2. Gallucci Residence Hall Abatement, Razing, and Green Space (State Capital Funds)**

The Office of Capital Planning and Facilities Management is proposing an award to Safeco in the amount of \$790,586 to perform the asbestos abatement portion of the project. The Board's approval for razing and green space, which is expected to approximate \$1,400,000 will be sought during the spring 2019 timeframe when those bids are received.

A project request was issued during December 2018, and seven bids were received as follows:

| <b>Vendor</b>                | <b>Bid</b>       |
|------------------------------|------------------|
| <b>Safeco</b>                | <b>\$790,586</b> |
| Dore & Associates            | \$1,091,700      |
| Lepi Enterprises             | \$1,105,482      |
| Precision Environmental      | \$1,119,500      |
| Environmental Demolition     | \$1,220,000      |
| EACI                         | \$1,255,000      |
| Total Environmental Services | \$2,242,300      |

An award to Safeco 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 Safeco in the amount of \$790,586 and request the approval of the Board of Trustees at its meeting on February 13, 2019.

**3. IT Cabling and Network Switches (State Capital Funds)**

The project, which will update cabling and wiring network connectivity throughout numerous buildings, was pursued as a design build and a Request for Qualifications was issued during October 2018.

Two firms responded to the Request for Qualifications and both were short-listed and rated with a maximum rating of 100 using the best value selection process as follows:

Regency Construction Services, Inc. (85), and  
Shook Construction (62.1).

An award to Regency Construction Services, Inc. is recommended by the Office of Capital Planning and Facilities Management and the Department of Purchasing. Should the Board approve the transaction, the vendor award will occur once the Controlling

Board approves it and General Counsel completes its review for legal form and sufficiency.

I recommend that an award and a Guaranteed Maximum Price (GMP) Amendment be awarded to Regency Construction Services, Inc. in the amount up to \$4,500,000 and request approval of the Board of Trustees at its meeting February 13, 2019.

**4. Whitby Hall Roof and Air Handler (State Capital Funds)**

The project, which will replace Whitby Hall's roof and air handler, was pursued as a design build and a Request for Qualifications was issued in December 2018.

Four firms responded to the Request for Qualifications with three firms being short-listed and rated with a maximum rating of 100 using the best value selection process as follows:

ABC Piping Company (92);  
Turner/VAA (83.7), and  
Shook Construction (47.6).

An award to ABC Piping Company 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 ABC Piping Company in the amount up to \$1,200,000 and request approval of the Board of Trustees at its meeting February 13, 2019.

**5. Cloud Based Donor and Award Management Solution (General Fund)**

The Department of Development (and Alumni Relations) is proposing an award to Blackbaud, Inc. (Blackbaud) to utilize that vendor's cloud based donor and award management system and integration tools.

A Request for Proposal (RFP) was issued during August 2018 for a Cloud Based Donor Management Enterprise Application. Two proposals were received, Blackbaud, Inc. and UC Innovation. Only Blackbaud's proposal met the minimum RFP requirements.

The Blackbaud solution will enhance the efficiency of Development and Alumni by providing an integrated solution for database management, reporting, analytics, gift processing, campaign management, prospect research, communications, and scholarship management, as well as integration with the Treasurer's office software. Additionally, Development currently uses Blackbaud, Inc. for other solutions and services.

The total costs for a three year agreement with Blackbaud, Inc. will approximate \$746,000 with the first year estimated to be \$396,000, which includes one-time implementation costs.

This award is acceptable to the Department of Development and the Department of Purchasing. The award has also been reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

I recommend that an award be made to Blackbaud, Inc. in the approximate amount of \$746,000 and request approval of the Board of Trustees at its meeting on February 13, 2019.

**6. Managed Promotional Sourcing Program (General Fund and Auxiliary Funds)**

During fiscal year 2010/11, the University implemented a Managed Promotional Sourcing Program (Program) which has been overseen by the Department of University Communications and Marketing. The Program purchases mainly consist of materials used for student recruitment and retention efforts, public awareness initiatives, and relationship building and maintenance. The University contracted with Consolidus, LLC at that time.

During fiscal year 2016/17, the University conducted a competitive bid process seeking vendor(s) from which University units will procure UA promotional materials and items for the fiscal year ended June 30, 2019. The three chosen vendors, which offer both overlapping and distinctive materials and items, were Consolidus, LLC, Global Promotions & Incentives, and AG Print Promo.

Target and limited spending is anticipated with both Global Promotions & Incentives and AG Print Promo during the fiscal year; however, the expenditure with Consolidus, LLC was nearly \$320,000 through December 31, 2018 and is expected to exceed \$500,000 by June 30.

The vendor contracts were acceptable to the Department of University Communications and Marketing and the Department of Purchasing. The contract was also reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

I recommend that the contract made to Consolidus LLC be approved by the Board of Trustees at its meeting on February 13, 2019 permitting expenditures up to \$800,000 for the fiscal year ended June 30, 2019.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 2- -19**

Acceptance of Purchases for More Than \$500,000

BE IT RESOLVED, that the following recommendations presented by the Finance & Administration Committee on February 13, 2019 be approved:

Award to Campopiano Roofing a contract to replace roofs on Forge Street Substation (replace), Carroll Street Substation (replace), Computer Center (partial replacement), Mary Gladwin Hall (partial replacement), and Guzzetta Hall (replace) in the amount of \$797,600.

Award to Safeco a contract to perform asbestos abatement on Gallucci Residence Hall in the amount of \$790,586.

Award to Regency Construction Services, Inc. a contract to update cabling and wiring network connectivity throughout numerous buildings and a Guaranteed Maximum Price (GMP) Amendment in the amount up to \$4,500,000.

Award to ABC Piping Company a contract to replace Whitby Hall's roof and air handler and a Guaranteed Maximum Price (GMP) Amendment in the amount up to \$1,200,000.

Award to Blackbaud, Inc. a three-year contract to utilize the vendor's cloud based donor and award management system and integration tools in the approximate amount of \$746,000.

Award to Consolidus LLC a one-year contract for University promotional materials in the amount up to \$800,000.

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M. Celeste Cook, Secretary  
Board of Trustees

# **FINANCE & ADMINISTRATION COMMITTEE**

## **TAB 5**

### **GIFTS**



DATE: January 28, 2019

TO: Kimberly M. Cole  
Vice President, Development  
Executive Director, The University of Akron Foundation

FROM: Terrie L. Sampson   
Director, Development Stewardship

SUBJECT: Gift attainment for Fiscal Year 2019 (July 1 – December 31, 2018)

Attached are gift attainment charts for the first half of fiscal year 2019. **Attachment A** details giving through cash, pledges due, bequests received, as well as gifts-in-kind from University of Akron constituents from July 1 to December 31, 2018.

Of note:

- Total attainment of more than \$25.6 million for the first six months of FY 19 is a more than 70 percent increase when compared to the same time period last fiscal year.
- The University received more than \$12.8 million in bequest gifts in FY 19 from July 1 to December 31, 2018, compared to nearly \$2.3 million for the same time period in FY 18.
- From July 1 to December 31, 2018, new donors to the University contributed more than \$511,000, with the majority number of new gifts being designated to Making a Difference Moving Forward scholarships from alumni and friends who attended UA Alumni Association socials and events.

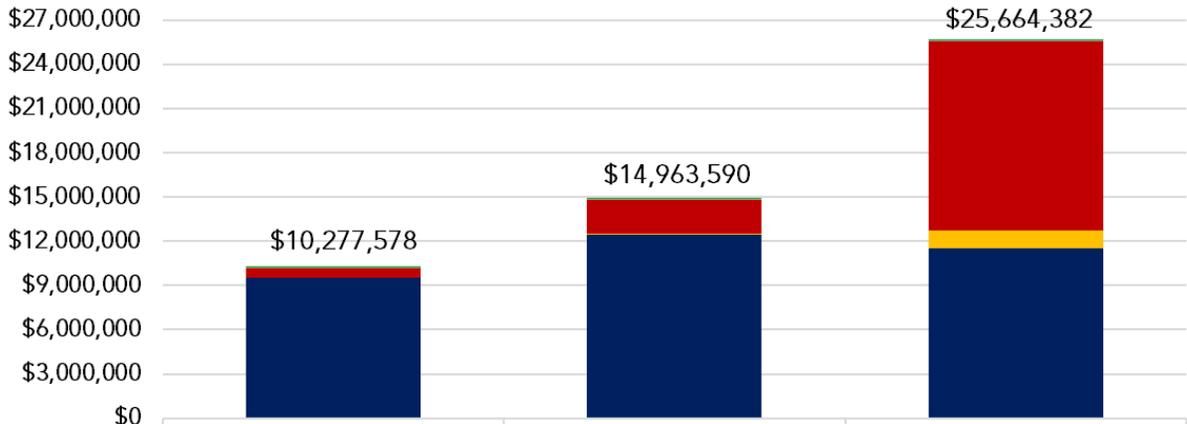
With your approval, I request submission of this report to the Board of Trustees for approval at its February 13, 2019 meeting.

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

**Attachment A**

**DEPARTMENT OF DEVELOPMENT  
FY 2019 Attainment  
July 1, 2018 through December 31, 2018**

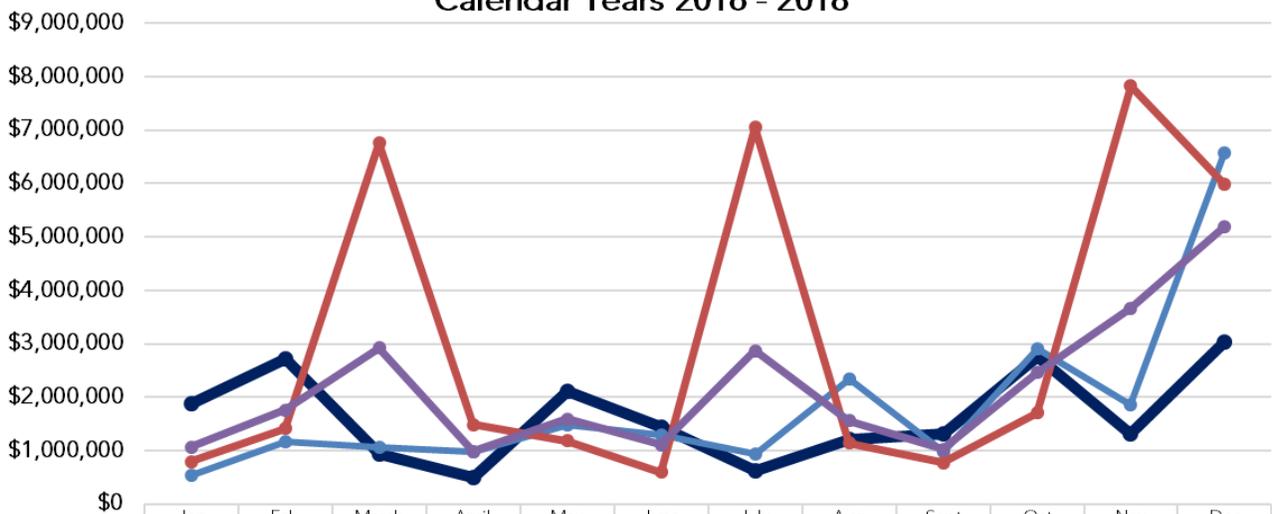
**The University of Akron and The University of Akron Foundation  
Gifts and Pledges  
July 1 - December 31 | FY2017 - FY2019**



|                              | 2016-17     | 2017-18      | 2018-19      |
|------------------------------|-------------|--------------|--------------|
| ■ Gifts-in-Kind - all others | \$9,775     | \$61,934     | \$12,774     |
| ■ Gifts-in-Kind - corporate* | \$70,110    | \$130,169    | \$80,445     |
| ■ Bequests received          | \$651,302   | \$2,286,093  | \$12,841,490 |
| ■ Pledges due                | \$502       | \$60,020     | \$1,181,360  |
| ■ Cash                       | \$9,545,889 | \$12,425,374 | \$11,548,314 |

\*Does not include gifts-in-kind from Siemens, SAP and Synopsys

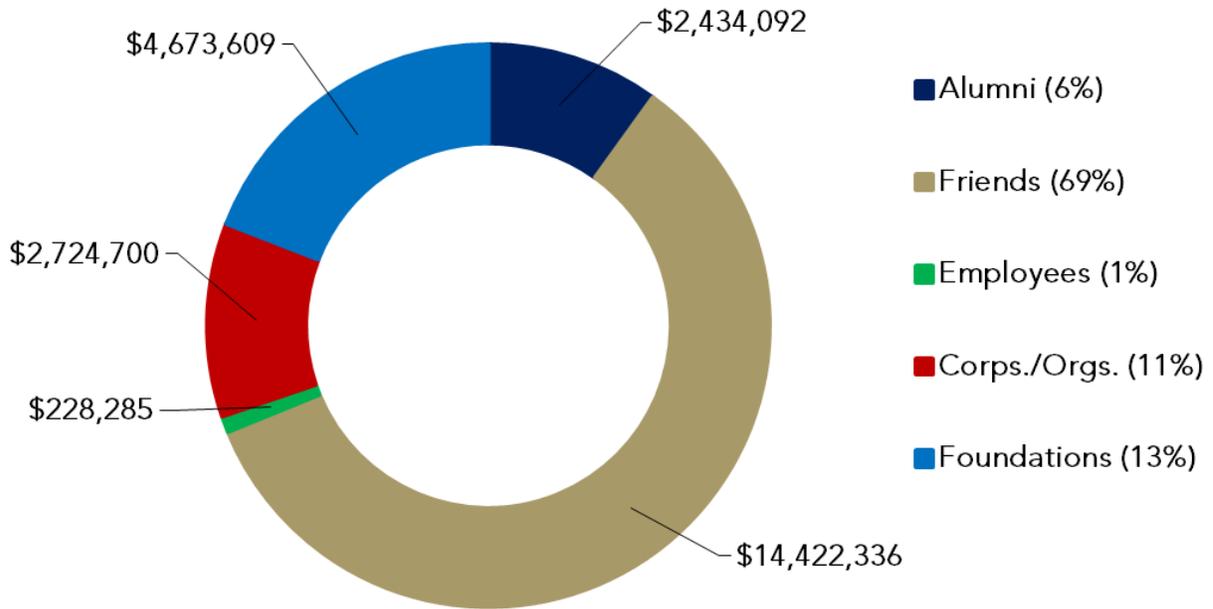
**The University of Akron and The University of Akron Foundation  
Monthly Trend Report - Giving  
Calendar Years 2016 - 2018**



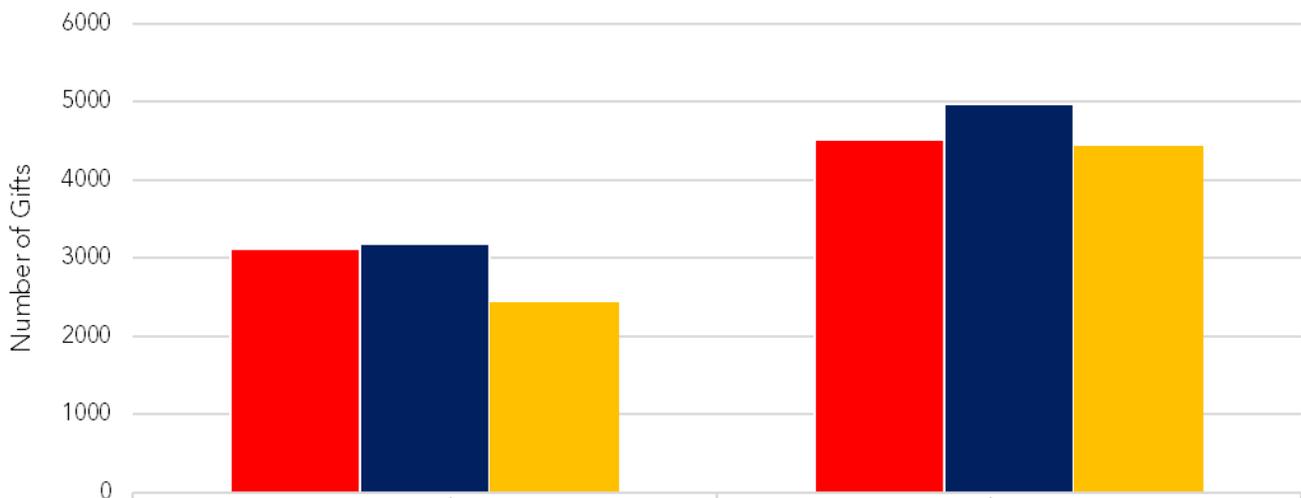
|                     | Jan         | Feb         | March       | April       | May         | June        | July        | Aug         | Sept        | Oct         | Nov         | Dec         |
|---------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| ■ 2016              | \$1,879,221 | \$2,726,603 | \$939,640   | \$501,651   | \$2,118,251 | \$1,441,380 | \$618,318   | \$1,214,271 | \$1,317,769 | \$2,756,433 | \$1,316,963 | \$3,040,663 |
| ■ 2017              | \$529,357   | \$1,157,280 | \$1,059,592 | \$976,173   | \$1,475,529 | \$1,287,702 | \$938,830   | \$2,335,643 | \$972,242   | \$2,917,456 | \$1,850,852 | \$6,566,067 |
| ■ 2018              | \$793,240   | \$1,410,152 | \$6,757,219 | \$1,486,368 | \$1,179,067 | \$599,674   | \$7,053,131 | \$1,140,821 | \$776,141   | \$1,712,019 | \$7,823,257 | \$5,978,081 |
| ■ 2016-2018 Average | \$1,067,273 | \$1,764,678 | \$2,918,817 | \$988,064   | \$1,590,949 | \$1,109,585 | \$2,870,093 | \$1,563,578 | \$1,022,051 | \$2,461,970 | \$3,663,691 | \$5,194,937 |

Attachment A

The University of Akron and The University of Akron Foundation  
Giving by Constituent Type  
July 1 - December 31, 2018 | FY 2019



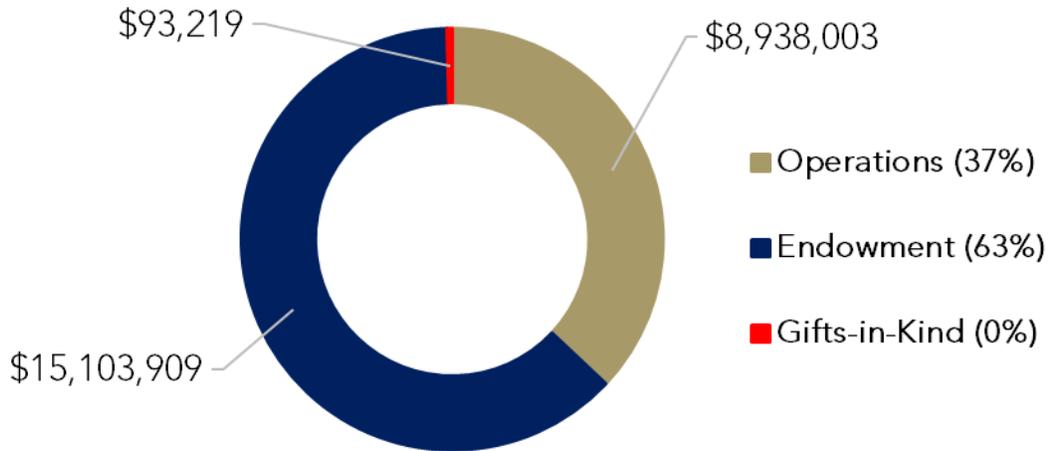
The University of Akron and The University of Akron Foundation  
Number of Gifts by Alumni and Friends  
July 1 - December 31 | FY 17 - FY 19



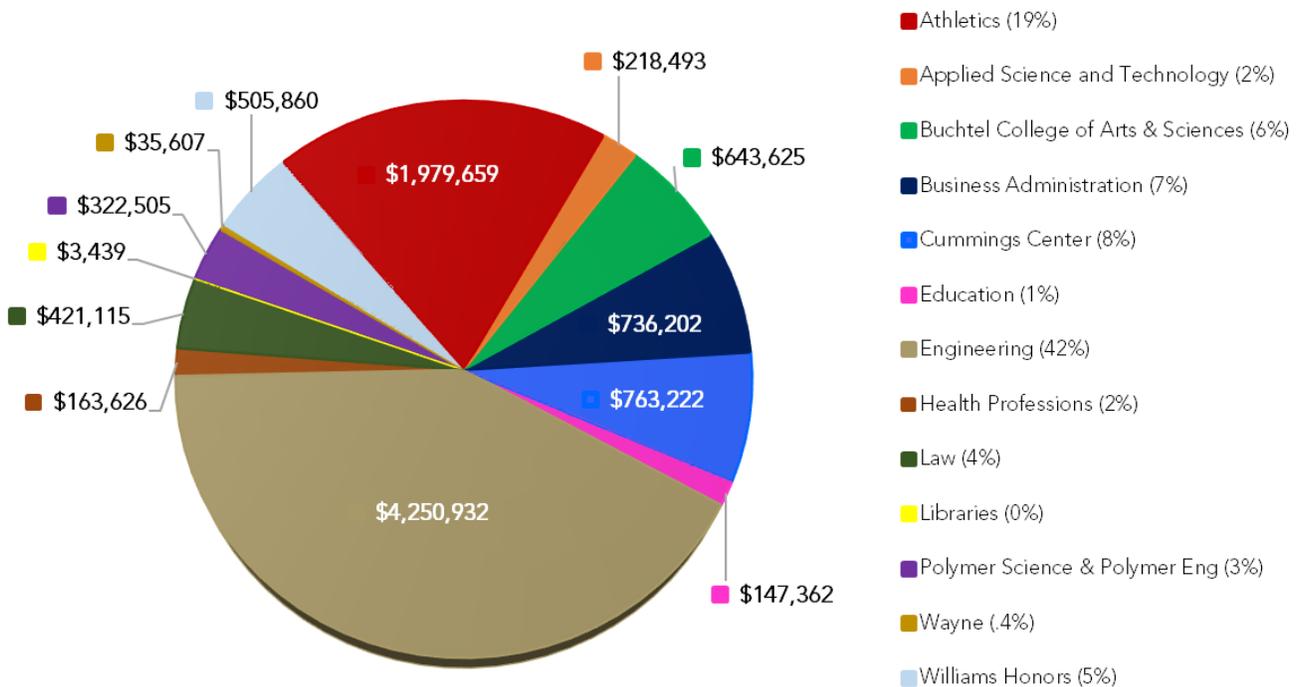
|           | Friends | Alumni |
|-----------|---------|--------|
| ■ 2016-17 | 3118    | 4521   |
| ■ 2017-18 | 3186    | 4975   |
| ■ 2018-19 | 2436    | 4440   |

Attachment A

The University of Akron and The University of Akron Foundation  
 Gifts by Classification Type  
 July 1 - December 31, 2018 | FY 2019

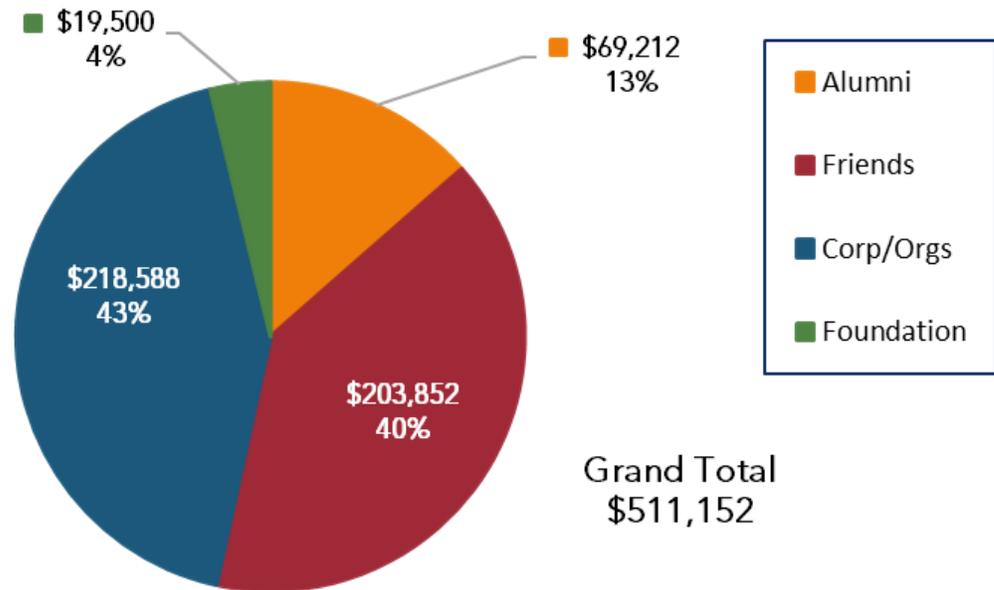


The University of Akron and The University of Akron Foundation  
 Gifts (no pledges) by Academic Area  
 July 1 - December 31, 2018 | FY 2019

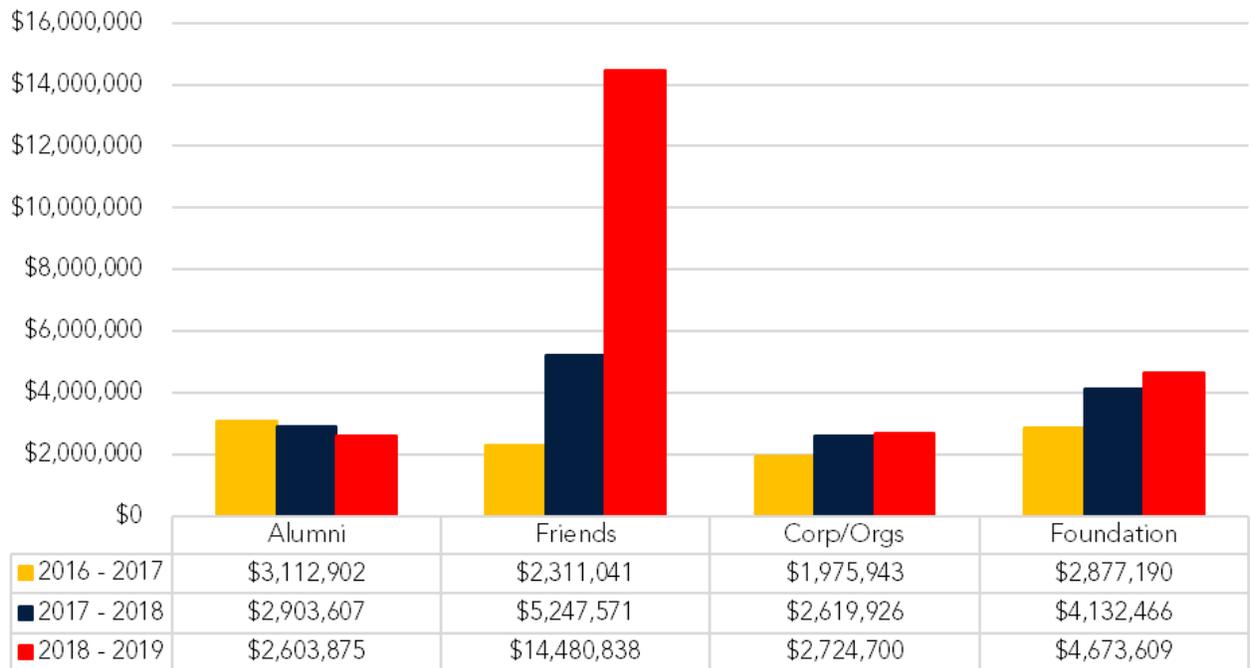


Attachment A

The University of Akron and The University of Akron Foundation  
 Total Giving by New Donors  
 July 1 - December 31, 2018 | FY 2019



The University of Akron and The University of Akron Foundation  
 Gifts by Constituent Type  
 July 1 - December 31 for FY 2017 - FY 2019



FY 19 - \$2.01 million gift from an alumnus is under the Foundation total per the entity name on the check

**THE UNIVERSITY OF AKRON**

**RESOLUTION 2- -19**

Acceptance of Gift Income Report for July through December 2018

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on February 13, 2019, pertaining to acceptance of the Gift Income Report for July through December 2018, be approved.

---

M. Celeste Cook, Secretary  
Board of Trustees

February 13, 2019

# **FINANCE & ADMINISTRATION COMMITTEE**

## **TAB 6**

### **PURCHASES**

- a. \$25,000 TO \$500,000**
- b. MORE THAN \$500,000**



**DATE:** January 22, 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 October, November, and December 2018 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  
October 2018  
Informational Report

| FUND                       | VENDOR NAME                             | P.O. No.<br>or Pcard | AMOUNT              | COMMENTS   |
|----------------------------|---|----------------------|---------------------|--|
| <b>General</b>             | EAB Global Inc.                         | 97091                | \$ 376,707          | 2018-2019 Student Marketing Programs                         |
|                            | Barnes & Noble College Booksellers Inc. | 97269                | 41,254              | Custom Textbooks for "College Success Akron Experience"      |
|                            | Cannon Salt and Supply Inc.             | 97036                | 36,563              | Bulk Road Salt (375 tons)                                    |
|                            | Key Code Media Inc.                     | 97086                | 26,440              | Audio Electronics Equipment for Department of Communications |
|                            | Cardinal Environmental Services Inc.    | B1911627             | \$ 25,001           | Blanket PO for Campus Environmental Waste                    |
|                            | <b>Subtotal</b>                         |                      | <b>\$ 505,965</b>   |  |
| <b>Auxiliary<br/>Grant</b> | Classic Teleproductions Inc.            | 97063                | \$ 140,000          | ESPN3 Video Production Services                              |
|                            | M7 Systems Inc.                         | 97052                | \$ 52,130           | Ultra-Wide View Angle Cameras (50) for ODOT Project          |
|                            | Precise MRM LLC                         | 97054                | 50,100              | Hydraulic Hardware for ODOT GPS Project                      |
|                            | MFlightware Incorporated                | 97056                | \$ 31,952           | Custom Cables for ODOT GPS Project                           |
|                            | <b>Subtotal</b>                         |                      | <b>\$ 134,182</b>   |  |
| <b>Plant</b>               | Power Lift                              | 97151                | \$ 107,095          | Weight Room Equipment in the JAR                             |
|                            | Bob Bennett Construction Inc.           | 97038                | 106,000             | Abate and Raze Vine Street Apartments and Create Green Space |
|                            | Cline Mechanical Inc.                   | 97254                | 102,500             | Chiller Replacement at Akron Engineering Research Center     |
|                            | Vincent Lighting Systems                | 97097                | \$ 33,528           | Theater Stage Lighting for EJ Thomas Hall                    |
|                            |   | <b>Subtotal</b>      |                     | <b>\$ 349,123</b>  |
|                            | <b>Total</b>                            |                      | <b>\$ 1,129,270</b> |  |

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  
November 2018  
Informational Report

| FUND             | VENDOR NAME                             | P.O. No.<br>or Pcard | AMOUNT            | COMMENTS   |
|------------------|---|----------------------|-------------------|--|
| <b>General</b>   | Gartner Inc.                            | 97426                | \$ 75,590         | Information Technology Research & Advisory Services          |
|                  | Geophysical Survey Systems Inc.         | 97447                | 36,367            | UtilityScan Pro 4000 System & Accessories                    |
|                  | Barnes & Noble College Booksellers Inc. | 97362                | 33,386            | Textbooks for Psychology                                     |
|                  | Internet2                               | 97298                | \$ 26,645         | Membership Dues  |
|                  | <b>Subtotal</b>                         |                      | <b>\$ 171,988</b> |  |
| <b>Auxiliary</b> | Bob McCloskey Agency LLC                | 97314                | \$ 180,076        | Basic Athletic Accident Insurance Renewal FY 19              |
|                  | Air Charter Division Inc.               | 97349                | 97,595            | Football Team Air Charter to South Carolina                  |
|                  | Paladin Protective Systems Inc.         | 97302                | \$ 41,765         | Student Union Ballroom Audio System Upgrades                 |
|                  | <b>Subtotal</b>                         |                      | <b>\$ 319,436</b> |  |
| <b>Plant</b>     | DomokurArchitects Inc.                  | 97187                | \$ 147,040        | Architectural and Engineering Services for Elevator Upgrades |
|                  | TC Architects Inc.                      | 96883                | 108,900           | Architectural and Engineering Services for Roof Replacements |
|                  | Quality Masonry Company Inc.            | 97291                | \$ 89,800         | Labor and Material for Ballet Center Wall Stabilization      |
|                  | <b>Subtotal</b>                         |                      | <b>\$ 345,740</b> |  |
| <b>Total</b>     |   |                      | <b>\$ 837,164</b> |  |

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

The University of Akron  
Purchases Between \$25,000 and \$500,000  
December 2018  
Informational Report

| FUND              | VENDOR NAME                             | P.O. No.<br>or Pcard | AMOUNT            | COMMENTS  |
|-------------------|---|----------------------|-------------------|---|
| <b>General</b>    | EBSCO                                   | Direct               | \$ 233,045        | Subscriptions, e-Journals, e-Books for Bierce Library       |
|                   | Sean P Dunn LLC                         | 97483                | 120,000           | Government Relations and Consulting Services                |
|                   | Education Advisory Board Company        | 97502                | 93,172            | GradesFirst Campus Wide License Renewal                     |
|                   | Barnes & Noble College Booksellers Inc. | 97497                | 72,517            | General Education Textbooks for Fall 2018                   |
|                   | Vincent Lighting Systems                | 97615                | 63,175            | Lighting Fixtures and Control Components for Guzzetta Hall  |
|                   | Dell                                    | Pcard                | 35,210            | OptiPlex 7460 AIO (29) for Statistics Lab                   |
|                   | B&H Photo                               | Pcard                | 30,275            | Film Digitization Camera and Photographic Supplies          |
|                   | Montrose Ford North                     | 97623                | 29,496            | 2019 Ford Transit for the College of Engineering            |
|                   | West Academic                           | Direct               | \$ 28,833         | Study Aids Subscription - Student Suite for Law School      |
|                   |   | <b>Subtotal</b>      | <b>\$ 705,723</b> |   |
| <b>Auxiliary</b>  | Cirque Dreams Holdings LLC              | 97556                | \$ 80,000         | Artist Fee for EJ Thomas Hall Event                         |
|                   | Embassy Suites                          | Pcard                | \$ 36,910         | Lodging in South Carolina for Football Team                 |
|                   | <b>Subtotal</b>                         | <b>\$ 116,910</b>    |                   |   |
| <b>Plant</b>      | Feghali Brothers LLC                    | 97573                | <b>\$ 296,000</b> | General Construction for ASEC Advisor Suite Remodel Project |
| <b>Grant</b>      | Precise MRM LLC                         | 97465                | <b>\$ 31,750</b>  | UtilityScan Pro 4000 System and Accessories                 |
| <b>Restricted</b> | Barnes & Noble College Booksellers Inc. | 97533                | <b>\$ 49,100</b>  | Gift Cards for Book Scholarships                            |
|                   | <b>Total</b>                            | <b>\$ 1,199,483</b>  |                   |   |

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



**DATE:** January 22, 2019

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

**FROM:** Luba Cramer *Luba Cramer*  
Director of Purchasing

**SUBJECT: Board Informational Report: Awards Exceeding \$500,000**

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 February 13, 2019.

**1. Bar Exam Preparatory Services (General Fund)**

The following summary is intended to satisfy Board of Trustees Resolution 12-5-18 which you sought during the December 2018 Board meeting as preauthorization to procure bar exam preparatory services.

As you know, the Department of Purchasing and School of Law issued a Request for Proposal (RFP) seeking bids for Bar Exam Preparatory Services.

Three proposals were received; however, only one proposal met all mandatory elements.

- **BarBri Bar Review – Average cost of \$2,100 per participant or approximately \$2,000,000 over 9 years for 120 students each year**
- Kaplan, Inc. – Non-responsive
- Themis Bar Review – Non-responsive

The Department of Purchasing awarded **BarBri Bar Review** a contract that will immediately cover University law students through bar exam year 2026. The contract was reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

**2. Elevator Upgrades (State Capital Funds)**

The following summary is intended to satisfy Board of Trustees Resolution 12-5-18 which you sought during the December 2018 Board meeting as preauthorization to procure elevator upgrades.

As you know, the Department of Purchasing and the Office of Capital Planning and Facilities Management issued a Request for Proposal (RFP) seeking bids for certain elevator upgrades.

Five proposals were received as follows:

- **Krumroy/Cozard - \$1,269,000**
- Lakeland - \$1,324,000
- Feghali Brothers, Inc. - \$1,355,900
- Stitle Construction - \$1,387,000
- RFC Contracting – Non-Responsive

The Department of Purchasing awarded a contract to **Krumroy/Cozad** to upgrade elevators as follows: Bierce Library (2), Auburn Science & Engineering Center (1) and Kolbe Hall (1) in the aggregate amount of \$1,269,000 as its bid was deemed the lowest responsible bid. The contract was reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

**FINANCE & ADMINISTRATION COMMITTEE**

**TAB 7**

**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: January 22, 2019

SUBJECT: Capital Planning and Facilities Management: Informational Report for the Board of Trustees as of December 31, 2018

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

# **SECTION**

## **A**

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

| PROJECT NAME  | PROJECT FUNDING   | IMAGE   | DESCRIPTION   | STATUS  |  |
|---|---|---|---|---|--|
| ASEC Advisor Suite                                    | \$365,000 Donations<br><u>168,000</u> Local<br><u>\$533,000</u> Total   |    | Construct five advisor offices and reception area. Renovate conference room.<br><u>Construction schedule: 12/2018 - 04/2019.</u>  |    | Construction 5% complete.                              |
| ASEC Vivarium Air Handler Replacement                 | \$1,200,000<br>State Capital Funds  |    | Replace vivarium air handler.<br><u>Construction schedule: TBD</u>  |    | Criteria architect package in progress.                |
| Akron Engineering Research Center Chiller Replacement | \$170,000<br>Local Funds  |    | Replace existing process chiller in room 312B.<br><u>Construction schedule: 11/2018 - 02/2019.</u>  |    | Construction 10% complete.                             |
| Baseball Field Renovation                             | \$1,415,000<br>Donations<br>Donations include a firm pledge in the amount of \$300,000 plus \$400,000 that will be secured by Athletics prior to letting construction bids. |   | Sitework including drainage and installation of artificial turf.<br><u>Construction schedule: TBD</u>   |  | Selection of professional design services in progress. |
| Buckingham Building Renovation                        | \$1,600,000<br>State Capital Funds  |  | Upgrade HVAC system and fire alarm. Select interior renovations to include relocation of Academic Achievement Programs from Ayer Hall.<br><u>Construction schedule: TBD</u> |  | Selection of professional design services in progress. |
| Campus Hardscape                                      | \$1,000,000<br>State Capital Funds  |  | Replace/renovate walkways, streets, steps, and ramps.<br><u>Construction schedule: TBD</u>  |  | Phase II closeout complete. Phase III summer 2019.     |
| Carriage House Structural Repairs                     | \$107,000<br>Donations  |  | Repair structural beams, columns, floor joist, concrete slabs, and exterior walls as needed.<br><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 |  |
|---|---|-------|--|--------|--|
| CBA Addition<br>(BOT Approval:<br>04/18/18)   | \$4,300,000 Donations<br>900,000 Local<br><u>\$5,200,000</u> Total<br>Donations include<br>firm pledges in the<br>amount of \$208,000 |       | 12,000 sf addition with classrooms, offices and learning commons and 2,300 sf renovations in existing CBA building.<br><u>Construction schedule: 07/2018 - 05/2019.</u>  |        | Construction 30% complete.                                     |
| Crouse/Ayer Hall Consolidation  | \$22,000,000 State<br>1,000,000 Local<br><u>\$23,000,000</u> Total<br>(\$22M State Capital Funds)                                     |       | Rehabilitate/addition to Crouse Hall. Abate and raze Ayer Hall. Green space portion of existing Ayer Hall footprint.<br><u>Construction schedule: TBD</u>  |        | Selection of professional design services and CMR in progress. |
| Elevator Upgrades<br>(BOT Approval:<br>12/05/18)                                      | \$1,650,000<br>State Capital Funds  |       | Upgrade four elevators in Kolbe Hall, Bierce Library, and Auburn Science and Engineering Center.<br><u>Construction schedule: 05/2019 - 12/2019.</u>   |        | Bids received 12/2018.   |
| Gallucci Residence Hall Abatement, Razing, and Green Space                            | \$2,000,000<br>State Capital Funds  |       | Abate and raze structure. Site restoration to create green space.<br><u>Construction schedule: 03/2019 - 11/2019.</u>  |        | Bids for asbestos abatement due 01/2019.                       |
| General Lab Renovations<br>(BOT Approval:<br>04/13/16 Phase I &<br>02/14/18 Phase II) | \$4,000,000<br>State Capital Funds  |       | Cosmetic repair / upgrades of teaching and laboratory casework and finishes.<br>Phase I: Knight Chemical Laboratory.<br>Phase II: Goodyear Polymer building, Olson Research Center, and Auburn Science and Engineering Center.<br><u>Construction schedule: 09/2018 - 06/2019.</u> |        | Construction 50% complete.                                     |
| Infrastructure Improvements - Electrical  | \$1,280,000<br>State Capital Funds  |       | Campus electrical improvements.<br><u>Construction schedule: TBD</u>   |        | Selection of professional design services in progress.         |
| Institute for Human Science & Culture<br>(BOT Approval:<br>02/14/18)                  | \$5,000,000 Donations<br>200,000 State<br><u>\$5,200,000</u> Total<br>(\$200K State Capital Funds)                                    |       | Renovate third and fourth floors of Roadway building including building boiler replacement.<br><u>Construction schedule: 04/2018 - 02/2019.</u>  |        | Construction 77% 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 |   |
|--|--|-------|---|--------|---|
| IT Cabling and Network Switches<br>(BOT Approval: 06/12/17)    | \$6,564,000<br>State Capital Funds   |       | Phase I: network edge access equipment and two-way radio system from analog to digital.<br>Phase II: Upgrade cabling/wiring network connectivity in numerous buildings.<br><u>Schedule Phase II: 03/2019 - 02/2020.</u> |        | Regency Construction Services selected for design build contract. |
| Medina Lab Renovation 216                                      | \$435,000 State<br>215,000 Local<br><del>\$650,000</del> Total<br>(\$435K State Capital Funds) |       | Renovate existing surgical technology lab to support biology, chemistry, and human anatomy/physiology.<br><u>Construction schedule: TBD</u>   |        | Selection of professional design services in progress.            |
| Polsky Building Industrial Control Systems Test Bed            | \$403,000<br>Donations   |       | Renovate Polsky 466 for the Musson Industrial Control Systems Test Bed program.<br><u>Construction schedule: TBD</u>  |        | Design in progress.   |
| Polsky Exterior Façade Restoration<br>(BOT Approval: 08/16/17) | \$1,425,000<br>State Capital Funds   |       | Restore terra cotta façade, painting and repair of canopy, landscaping, lighting, and signage.  |        | Closeout in progress.   |
| Roadway Building Air Handler Replacement                       | \$200,000<br>Local Funds   |       | Replace (3) air handler units serving the basement and first floor of Roadway Building.<br><u>Construction schedule: TBD</u>  |        | Selection of professional engineering services in progress.       |
| Roof Replacements  | \$1,100,000<br>State Capital Funds   |       | Roof replacements/repairs to Forge/Carroll Street Substations, Computer Center, Mary Gladwin Hall, and Guzzetta Hall.<br><u>Construction schedule: 04/2019 - 10/2019.</u>   |        | Bids due 01/2019.   |
| Schrank Deck Repairs   | \$242,000<br>Local Funds   |       | Replace deteriorated expansion joints and drains in the upper portion of the parking deck over occupied space.  |        | 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 |  |
|---|------------------------------------|-------|--|--------|--|
| Student Union Freshens Refresh                | \$159,000<br>Local Funds           |       | Freshens update including power, plumbing, and back of house service. <u>Construction schedule: 12/2018 - 01/2019.</u> |        | Construction 75% complete.                                   |
| Sumner Street Bridge Replacement.             | \$1,000,000<br>State Capital Funds |       | Replace Sumner Street Bridge. <u>Construction schedule: TBD</u>  |        | Design in progress.  |
| Vine Street Apartments Razing and Green Space | \$200,000<br>Local Funds           |       | Abate and raze building, remove parking lot, and create green space.   |        | Abatement and razing complete. Site restoration spring 2019. |
| West Campus Parking Deck Repairs              | \$1,000,000<br>Local Funds         |       | Emergency repairs to the West Campus Parking Deck. <u>Construction schedule: 06/2019 - 12/2019.</u>                    |        | Contract underway for professional design services.          |
| Whitby Hall Air Handler and Roof Replacement  | \$1,200,000<br>State Capital Funds |       | Replace air handler and roof. <u>Construction schedule: 05/2019 - 12/2019.</u>   |        | ABC Piping Company selected for design build contract.       |

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

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

**SECTION**

**B**

**Change Orders**

**CHANGE ORDERS PROCESSED FROM OCTOBER 1, 2018 THROUGH DECEMBER 31, 2018**CAMPUS HARDSCAPE

|        |                                       |                |
|--------|---------------------------------------|----------------|
| 005-01 | Adjust allowance for concrete testing | <u>(\$144)</u> |
|--------|---------------------------------------|----------------|

INSTITUTE FOR HUMAN SCIENCE & CULTURE

|        |  |                  |
|--------|--|------------------|
| 008-01 | Test/remove lead paint   | \$16,867         |
| 009-01 | Provide necessary reinforcement to deteriorated lintels discovered upon deconstruction | 170,525          |
| 010-01 | Repair roof drain  | 1,512            |
| 011-01 | Replace air compressor with floor mount unit   | 504              |
|        |  | <u>\$189,408</u> |

POLSKY EXTERIOR FAÇADE RENOVATION

|        |                                   |              |
|--------|-----------------------------------|--------------|
| 002-04 | Provide Cat 5E communication line | <u>\$475</u> |
|--------|-----------------------------------|--------------|

SCHRANK DECK WATERPROOFING

|        |  |                 |
|--------|--|-----------------|
| 001-01 | Adjust unit prices to reflect actual quantities used | <u>\$23,267</u> |
|--------|--|-----------------|

|     |                         |
|-----|-------------------------|
| Net | <u><u>\$213,006</u></u> |
|-----|-------------------------|

**SECTION**

**C**

**Photos of Select Projects**

**ASEC Advisor Suite**



**ASEC Vivarium Air Handler Replacement**



**Akron Engineering Research Center Chiller Replacement**



**Campus Hardscape – Sumner Street Bridge Replacement**



Carriage House Structural Repairs



CBA Addition



**CBA Addition**



**Crouse/Ayer Hall Consolidation**



*Crouse Hall*



*Ayer Hall*

**General Lab Renovations – Auburn 81**



**General Lab Renovations- Auburn 212**



**Institute for Human Science & Culture**



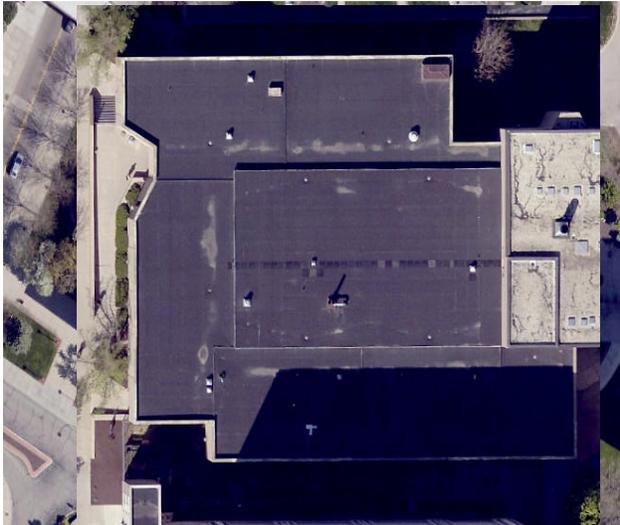
**Institute for Human Science & Culture**



**Roof Replacements**



*Carroll Street Substation*



*Mary Gladwin Hall*



*Computer Center*

**Student Union Freshens Refresh**



**Vine Street Apartments Razing and Green Space**



**Whitby Hall Air Handler and Roof Replacement**



**FINANCE & ADMINISTRATION COMMITTEE**

**TAB 8**

**INFORMATION TECHNOLOGY REPORT**



**DATE:** January 22, 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 February 13, 2019 meeting. The accompanying report includes:

- Update on Projects and Activities
- Completed Projects and Activities
- Planned Projects and Activities
- Tabled Projects and Activities

# Information Technology Services

Informational Report for the Board of Trustees

February 13, 2019

*Prepared effective December 31, 2018*



Information Technology Services

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**UPDATE ON PROJECTS AND ACTIVITIES ..... 1**  
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    Campus Cable Upgrade..... 1  
    Business Intelligence and Analytics Initiatives..... 2  
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**TABLED PROJECTS AND ACTIVITIES ..... 6**  
    None ..... 6

**UPDATE ON PROJECTS AND ACTIVITIES**

*Wired Network Upgrade*

**Start date:** September 2016

**Funding:** \$1,650,000 General Fund; \$1,300,000 State Capital Funds

**Description:** Redesign and replace campus wired network to increase performance, reliability, and support of new technologies.

**Milestones:**

- Phase 1 (Sept 2016 - Dec 2017 updated to Feb 2018) – Install new campus core network alongside existing network. (Completed)
- Phase 2 (Jan 2018 - Dec 2018 updated to Sept 2018) – Install new wired end user access network. (Completed)
- Phase 3 (Jan 2018 updated to Oct 2018 - May 2019) – Migrate, cleanup, and cutover; remove legacy equipment.

**Targeted completion:** May 2019

*Campus Cable Upgrade*

**Start date:** August 2017

**Funding:** \$4,800,000 State Capital Funds

**Description:** Upgrade cabling to modern specifications. Install additional cabling to support campus wireless network.

**Milestones:**

- Phase 1 (Aug 2017 – Sept 2017 updated to Dec 2017) – Selection of Criteria Project Engineer; planning and estimation of upgrade efforts. (Completed)
- Phase 2 (Dec 2017 – Sept 2018) – Criteria Documents Production. (Completed)
- Phase 3 (Oct 2018 – Jan 2019) – Design Builder (DB) Selection. (Completed)
- Phase 4 (Feb 2019 – May 2019) – DB preconstruction services, GMP negotiations.
- Phase 5 (June 2019 – Feb 2020) – Construction.

**Targeted completion:** February 2020

*Business Intelligence and Analytics Initiatives*

**Start date:** August 2017

**Funding:** \$158,000 General Fund

**Description:** Migrate and enhance business intelligence and analytics solutions to facilitate the University's growing analytics needs. New analytics technology is intended to help make informed decisions around enrollment, retention, persistence and graduation. This migration involves three separate and concurrent initiatives. First, to migrate the existing "Zipreports" developed on Hyperion Analytics, which is at end of life, to Oracle Analytics. Second, to migrate dashboards, engineered and hosted by Ernst & Young, to an on-premise University platform also using Oracle Analytics. Third, the establishment of predictive analytics associated with student success as offered by Tower Insights using Oracle technology.

**Milestones:**

- Zipreports Migration (Aug 2017 – June 2019)
  - Setup environment, define scope and timeline.
  - Train core team and deploy.
  - Rewrite core Zipreports.
  - Train department data owners.
  - Shutter Hyperion Analytics.

**Targeted completion (Zipreports):** June 2019

- Dashboard Migration (Jan 2018 – Dec 2018 updated to Feb 2019)
  - Setup environment, define scope and timeline.
  - Rewrite dashboards.
  - Train and provide access to dashboard users.
  - End hosting services.

**Targeted completion (Dashboards):** December 2018 updated to February 2019

- Student Insights Program (Jul 2018 – Dec 2018 updated to Mar 2019)
  - Define objectives and measures.
  - Build student risk and early alert models integrating with UA data sources.
  - Train, implement and provide access to users.

**Targeted completion (Student Insights):** December 2018 updated to March 2019

|   |   |
|---|---|
| <p><i>Curriculum Management and Catalog Implementation</i></p>            | <p><b>Start Date:</b> May 2018</p> <p><b>Funding:</b> \$359,000 General Fund</p> <p><b>Description:</b> Implement a curriculum management and academic catalog system to support innovative program and curriculum design and development to create more responsive learning opportunities for students.</p> <p><b>Milestones:</b></p> <ul style="list-style-type: none"> <li>• Phase 1 - Academic Catalog (May 2018 – Aug 2018) <ul style="list-style-type: none"> <li>– Initial setup of academic catalog for fall 2018. (Completed)</li> </ul> </li> <li>• Phase 2 – Academic Catalog (Aug 2018 – June 2019) <ul style="list-style-type: none"> <li>– Enhanced setup of academic catalog.</li> </ul> </li> <li>• Curriculum Management (Aug 2018 – June 2019) <ul style="list-style-type: none"> <li>– Setup curriculum proposal system.</li> </ul> </li> </ul> <p><b>Targeted completion:</b> June 2019</p> |
| <p><i>IT Business Continuity and Disaster Recovery Implementation</i></p> | <p><b>Anticipated start date:</b> August 2018</p> <p><b>Funding:</b> To be determined</p> <p><b>Description</b> Identify and prioritize key business systems and recovery time objectives. Evaluate options for providing disaster recovery and business continuity.</p> <p><b>Milestones:</b></p> <ul style="list-style-type: none"> <li>• Phase 1 (Aug 2018 – Jan 2019) – Work with campus administration and stakeholders to identify key priorities for disaster recovery and business continuity.</li> <li>• Phase 2 (Aug 2018 – April 2019) – Evaluate and implement required colocation facility and/or cloud infrastructure services.</li> <li>• Phase 3 (May 2019 – Dec 2019) – Conduct ongoing test and refinement of disaster recovery preparedness.</li> </ul> <p><b>Targeted completion:</b> December 2019</p>   |

**COMPLETED PROJECTS AND ACTIVITIES**

|   |  |
|---|--|
| <p><i>Wireless Network Upgrade</i></p>                            | <p><b>Start date:</b> September 2016</p> <p><b>Funding:</b> \$1,700,000 General Fund</p> <p><b>Description:</b> Replace all legacy wireless access points with technology offered by Aruba. This new technology will provide better performance, enhanced security, and be easier and more cost effective to replace.</p> <p><b>Milestones:</b></p> <ul style="list-style-type: none"> <li>• Phase 1 (Sept 2016 – Dec 2017 updated to Feb 2018) – Replace 2,300 legacy access points. (Completed)</li> <li>• Phase 2 (Jan 2018 – Sept 2018 updated to Dec 2018) – Review gaps in wireless coverage and install additional access points to improve and extend coverage.</li> </ul> <p><b>Completed:</b> December 2018</p>            |
| <p><i>Eduroam Implementation</i></p>                              | <p><b>Start date:</b> September 2017</p> <p><b>Funding:</b> None required</p> <p><b>Description:</b> Eduroam is a wireless authentication service that allows members of participating universities to access each other’s wireless networks. Visiting students and researchers can access The University of Akron’s wireless network, and The University of Akron community members may access the wireless network at other visited participating institutions.</p> <p><b>Milestones:</b></p> <ul style="list-style-type: none"> <li>• Phase 1 (Oct 2017 – Mar 2018) – Configure and test. (Completed)</li> <li>• Phase 2 (Mar 2018 – Dec 2018) – Rollout to campus. (Completed)</li> </ul> <p><b>Completed:</b> December 2018</p> |
| <p><i>AdAstra Scheduler and Platinum Analytics Migrations</i></p> | <p><b>Start Date:</b> January 2018</p> <p><b>Funding:</b> \$498,000 General Fund</p> <p><b>Description:</b> Implement a class and event scheduler and analytics system. This will enable the University to schedule courses related to special programs and scheduling patterns and facilitate Five-Star Fridays. It will also provide specialized analytics and algorithms to provide students with better course supply and demand alignment. It will also facilitate event scheduling.</p> <p><b>Completed:</b> December 2018</p>   |

**PLANNED PROJECTS AND ACTIVITIES**

|   |   |
|---|---|
| <p><i>Video Surveillance Infrastructure Upgrade</i></p>                 | <p><b>Anticipated start date:</b> February 2019</p> <p><b>Funding:</b> \$250,000 General Fund</p> <p><b>Description</b> Upgrade of the server and storage hardware used for video surveillance at the University. Replacement of this hardware will provide the foundation to begin a replacement and expansion of video cameras. It also allows the University to extend the retention period of video footage from the current 14-day period up to 30 days.</p> <p><b>Targeted completion:</b> June 2019</p>          |
| <p><i>Ohio Cyber Range Implementation</i></p>                           | <p><b>Anticipated start date:</b> February 2019</p> <p><b>Funding:</b> \$1,180,000 State Funds</p> <p><b>Description</b> Provide standup and integration support to the Ohio Cyber Range at The University of Akron. Assist with procurement and installation of hardware, provide connectivity and configuration support for the new environment.</p> <p><b>Targeted completion:</b> Fall 2019</p>   |
| <p><i>Cloud Enterprise Resource Planning (ERP) System Migration</i></p> | <p><b>Anticipated start date:</b> To be determined</p> <p><b>Funding:</b> To be determined</p> <p><b>Description</b> Migrate 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 and provide an improved user experience for employees, students, faculty, and other users.</p> <p><b>Targeted completion:</b> To be determined</p> |

**TABLED PROJECTS & ACTIVITIES**

*No initiatives tabled this reporting period*

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**FINANCE & ADMINISTRATION COMMITTEE**

**TAB 9**

**ADVANCEMENT REPORT**

DIVISION OF ADVANCEMENT

## DEVELOPMENT

### GIFTS

#### SCHOLARSHIP HONORS MEMORY OF LOUIS J. CIRALDO, SR.

The Louis J. Ciraldo, Sr. Endowed Scholarship in Electrical Engineering was established in honor of Mr. Ciraldo by his son, Dr. Alfred Vitale Ciraldo, '76.

Akron native Louis J. Ciraldo, Sr., earned a UA degree in electrical engineering in 1950, after serving in the U.S. Navy during World War II. He had a very successful, long-standing career in engineering and construction with The Goodyear Tire and Rubber Company, at a time when the company built 21 domestic and 17 foreign plants. After retiring in 1987, Mr. Ciraldo collaborated with his sons on various construction projects. Dr. Ciraldo's goal is to have his father's scholarship continually impact the profession he loved.



Louis Ciraldo, Sr., '50

When Mr. Ciraldo passed away in 2018, family and friends remembered him with gifts to the scholarship, including Summit Construction Company, a construction management and general contracting company founded by Mr. Ciraldo's son, Louis J. Ciraldo, '76.



Summit  
Construction

#### ZIPS RACING TEAM PICKS UP SPEED FROM CHIMA ENDOWMENT



Craig Chima



Derek Chima, '85

The C.P. and Neal Chima Family Endowment for the Zips Racing Design Team was recently established by Craig and C. Derek Chima, with funds from their parents — Drs. Cornelius P. "C.P." and Cornelia S. "Neal" Chima.

The endowment will help engineering students to build the Zips Racing Team's formula combustion style vehicle and with travel expenses to attend national and international competitions.

Craig and Derek have been passionate about restoring and racing vintage race cars for many years. When not in the race car driver's seat, Derek helps lead the family's travel agency, Chima Travel, and Craig owns an Akron-area race prep and restoration shop called CC Motorsports.



## STUDY ABROAD STUDENTS TO BENEFIT FROM SCHOLARSHIP

The William C. Hardgrove and William G. Hoover Endowed Scholarship was established by Michael, '82, and Phyllis, '82, Hardgrove to support students in CBA's study abroad program.

Michael and Phyllis provided a gift to build the endowment, which honors both of their fathers.

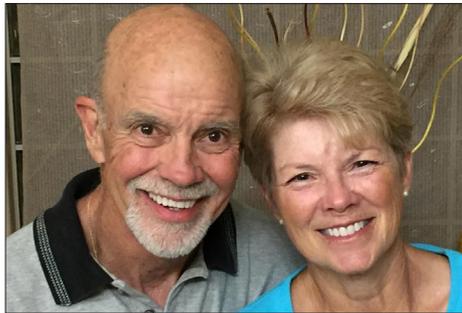


**Michael Hardgrove, '82**

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## McCLISH ENDOWED SCHOLARSHIP FOR MECHANICAL ENGINEERING STUDENTS

Richard and Debra McClish established The Richard R. and Debra McClish Endowed Scholarship to support mechanical engineering students.



Richard earned his UA bachelor's degree in mechanical engineering in 1970. He had a successful career with several companies such as E.I. duPont, General Electric, RR Donnelley & Sons and Union Pacific Railroad.

Richard and Debra live in Arizona.

**Richard, '70,  
and Debra McClish**

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## NIXON SCHOLARSHIP FOR CIVIL ENGINEERING STUDENTS

Gary and Shirley Nixon made a gift to The G. Gary Nixon Scholarship, established in 1998 to support civil engineering students.

Gary earned his bachelor's degree in civil engineering in 1965 and received the College of Engineering's Distinguished Alumni Award in 1994. Shirley earned an associate's degree in Secretarial Science from UA in 1966.

The Nixons live in North Carolina.



**Gary, '65, and Shirley, '66, Nixon**

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## LAMBDA CHI STUDENTS WILL BENEFIT FROM NEW SCHOLARSHIP



Norman H. Green, '53, provided a gift to endow a new scholarship in his name.

The scholarship will support an engineering student who is a member of Lambda Chi fraternity.

**Norman Green, '53**

## PARKER HANNIFIN CORPORATION CONTINUES LEGACY OF GIVING

The Parker Hannifin Corporation facilitated a gift benefiting The Parker Hannifin Motion and Control Lab, The Parker Hannifin Engineering Honors Scholarship and The Fisher Sales Institute.

Parker Hannifin has supported the success of UA students for more than 50 years.



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### TRIAL ADVOCACY FUND IN MEMORY OF BELOVED JUDGE

Mrs. Gwendolyn Mack established The Honorable Monte E. Mack Endowed Trial Advocacy Fund through a blended gift commitment. It is in memory of her husband, The Honorable



Monte E. Mack, who passed away in 2016.

The fund will support Akron Law's trial advocacy programming because Judge Mack "loved good trial lawyers." As a judge, he is remembered for his strict and decisive courtroom demeanor. As a man, he was known for being a warm and kind mentor.

Judge Mack graduated from the UA School of Law in 1957. He spent the first part of his career as a corporate attorney, then had a private practice. In 1983, he became an Akron Municipal Court judge. After retiring in 1997, he was a visiting judge for 10 years.

**The Honorable Monte E. Mack, '57**

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### CARINA DIAMOND AND SPRINGSIDE PARTNERS ENCOURAGE FINANCE STUDENTS WITH SCHOLARSHIP

Carina Diamond, CFP®, AIF®, founder and managing director of Springside Partners, recently provided generous personal support along with additional gifts from her company to the Carina Diamond Endowed Scholarship for Financial Planning.

Carina established the fund to inspire female students to pursue rewarding careers in financial planning.



**Carina Diamond**

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### STOCK GIFT HELPS RENOVATE CBA LAB

Joseph Hete, '76, continues a legacy of supporting student success in the CBA with a generous gift of stock.

His gift will assist in the renovation of CBA's technology lab and enable the purchase of new software.



**Joseph Hete, '76**

## COUPLE CREATES FUND IN APPRECIATION FOR UA EDUCATION

Thanks to a recent commitment from Raj, '91, and Archana Makam, The Raj and Archana Makam Award, established in 2014 and funded with annual gifts, will be permanently endowed and known as The Raj and Archana Makam Endowed Scholarship. It will assist female students pursuing degrees in biomedical engineering.



Mr. Makam came to the United States from India to earn a graduate degree at UA. He values the education he received, as well as the warm welcome from the campus community and the City of Akron upon his arrival. These experiences inspired the Makams to assist students in achieving their academic goals through a scholarship.

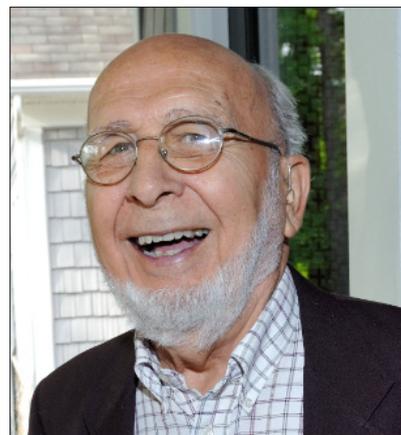
**Raj, '91, and Archana Makam**

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## ARTS AND SCIENCES SCHOLARSHIP

Dr. Loren L. Hoch, retired UA faculty member, established The Dr. Loren and Emma Hoch Scholarship in 2014 to honor the memory of his late wife, Emma. The scholarship assists students in the Buchtel College of Arts and Sciences.

He reaffirmed his family's dedication with a recent gift to the scholarship.



**Dr. Loren Hoch**

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# ALUMNI RELATIONS



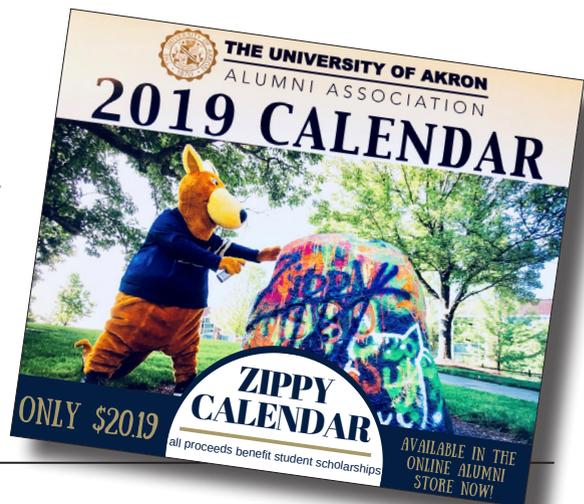
## COLLEGE CUP PRE-GAME CELEBRATION IN SANTA BARBARA

The UA Alumni Association traveled to Santa Barbara, California to cheer for the Zips men's soccer team as they competed in the College Cup championship games. The alumni staff hosted pre-game parties for more than 100 alumni and friends.

## ALUMNI ASSOCIATION RELEASES "ZIPPY CALENDAR"

Zippy has her own calendar for 2019! The Alumni Association released the first edition of a calendar featuring Zippy in her favorite places throughout campus and the community. Calendars can be purchased for \$20.19.

Proceeds benefit student scholarships. To date, more than 300 calendars have been sold.



## "5 UNDER 35" ALUMNI EVENT INSPIRES CURRENT STUDENTS

In conjunction with the University Ambassadors, Gamma Sigma Alpha, Order of Omega and Rho Lambda, the Alumni Association hosted its second annual "5 under 35" event on November 29<sup>th</sup> in the Student Union Coffee House.

The event highlighted five of UA's stand-out young alumni and invited current students, faculty members and staff to hear and learn from their Akron experience, words of wisdom and career success.

This year's panelists were Willie Cook '14, '15; Sarah Cleves '08; Jacqui Flaherty-Ricchiuti '10; Courtney Johnson-Benson '09, '11; and Jordan Pana '13.



## UA LEGACY BREAKFAST

The Alumni Association hosted its final Legacy breakfast of 2018 on December 3<sup>rd</sup>.

Students were treated to donuts and coffee as they headed into finals week!

# U LEGACY



## NEW ALUMNI WELCOMED AT COMMENCEMENT GRADFEST



The Alumni Association welcomed a new class into the UA family following the December 15<sup>th</sup> commencement ceremonies.

After each ceremony, graduates and their families were invited to attend Gradfest in the B.F. Goodrich lobby. There, they enjoyed Zippy cookies, celebrated with family and shopped at the Alumni Store.

## ALUMNI GATHERING IN AUSTIN, TEXAS

The alumni team was in Austin, Texas on December 8<sup>th</sup> to host its 10<sup>th</sup> and final social for 2018.

More than 40 alumni attended, including National Alumni Board members Paul and Nikki Douglas. Approximately \$250 in alumni merchandise was sold, with a portion going to the Making a Difference, Moving Forward scholarship.



**MAKING A DIFFERENCE.  
MOVING FORWARD.**



**FINANCE & ADMINISTRATION COMMITTEE**

**TAB 10**

**UNIVERSITY COMMUNICATIONS AND  
MARKETING REPORT**

## UNIVERSITY COMMUNICATIONS AND MARKETING

### Digital marketing campaign wins recognition

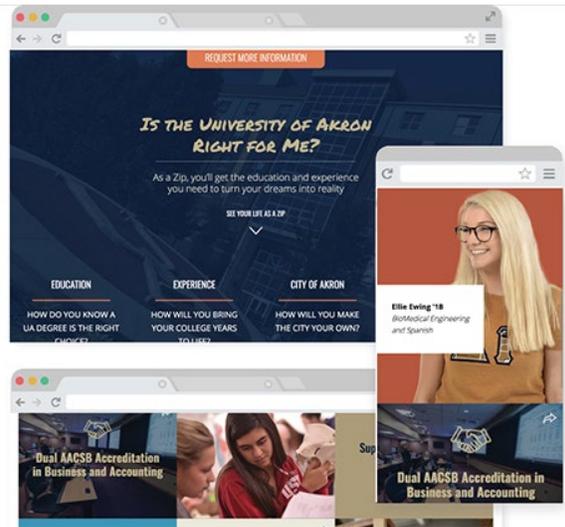
A digital marketing campaign to help recruit students has earned two national awards – one gold and one silver – in a competition sponsored by the Higher Education Report, the leading marketing publication for higher education marketing professionals.

We partnered with Fathom, our digital marketing agency, in creating a comprehensive campaign, tailored to the interests of prospective students and parents. More than 1,000 entries were submitted by colleges, universities and secondary schools during the competition.

The entry, titled “How The University of Akron focused the student journey through interactive content,” received a gold award. The goal of the initiative was to drive qualified in-state and out-of-state prospective college freshmen and their parents to apply and enroll to UA.

By driving prospects to the content hub through social media, paid search and display advertising, UA saw an average time on page of two minutes and five seconds, 14,526 unique page views and a 4.05 percent conversion rate, all well above industry measurement standards. Prospective UA students continue to engage with this content, and the Fathom team has used this success when building even more targeted interactive content pieces for the student and parent journey

A silver award was given for the overall campaign entry, “Increasing enrollment amidst



rising admission standards.”

As a result, in combination with additional admissions initiatives, this work to attract the students most likely to be admitted paid off in 2018 with UA seeing higher admitted student rates than previous years – despite raised admissions standards. The University also saw a confirmation rate among those admitted students that was slightly higher in 2018 than 2017.

“Our marketing and admissions teams have been very gratified by the results that have been realized through our creative partnership with Fathom,” said Wayne Hill, vice president and chief communication and marketing officer said. “We knew we needed to be able to communicate with prospective students in the ways that they wanted to access information, and that goal was achieved. Earning this national recognition for those efforts is a real bonus.”

## The many benefits of engineering at UA



A new outdoor digital billboard tells prospective students about our stellar co-op program in the College of Engineering. After five semesters, engineering students alternate between a semester of classwork and a semester of paid employment in their

area of study. Co-ops can lead to offers of full-time employment.

You may have seen the billboard on major highways around Akron.



## Special scholarship for qualified out-of-state students

The postcard above was sent to prospective out-of-state students to encourage applications to UA. It gave students (and parents) important details about our \$3,000 Akron Advantage Award Scholarship for qualified

nonresidents. It also reminded students about all the great things at UA, like in-demand degree programs, championship-caliber sports and enriching social activities.



# Emerging Leaders

*Leaving a legacy*

Matthew Deibel, a third-year accounting major in the Williams Honors College, is now working as an intern for Ernst & Young, one of the four biggest professional service firms in the world.

And it was the **Honors Emerging Leaders Program**, he says, that helped him get there.

“Every accounting firm interview I had saw the Emerging Leaders on my resume and asked about it,” he says. “I really cannot speak enough about how amazing that organization is...I was pretty shy in high school, and the Emerging Leaders was what springboarded my involvement on campus.”

The University of Akron | THE DRS. GARY B. & PAMELA S. WILLIAMS HONORS COLLEGE



# Searching for the Cause

*Hidden hero*

While the doctor is acclaimed for curing the patient, it is often the researcher, working obscurely in the lab, who discovers the cure.

With the help of the Williams Honors College, Deanna has been working in the laboratory for the last three and a half years, studying protein mutations associated with cancer and blindness.

The research behind the scenes is really the stuff that's laying the pathway for anything else to come," says Deanna Eowman, a senior biochemistry major from Vero Beach, Fla., who discovered her passion for research at The University of Akron.

The University of Akron | THE DRS. GARY B. & PAMELA S. WILLIAMS HONORS COLLEGE

## Grateful for their Honors experience

We profile ambitious Williams Honors College students in a series of posters to be displayed prominently on the walls of the main hallway of the Honors Complex.

The featured students describe the Honors Emerging Leaders Program and opportunities for undergraduate medical research, among other topics.

## UNIVERSITY COMMUNICATIONS AND MARKETING



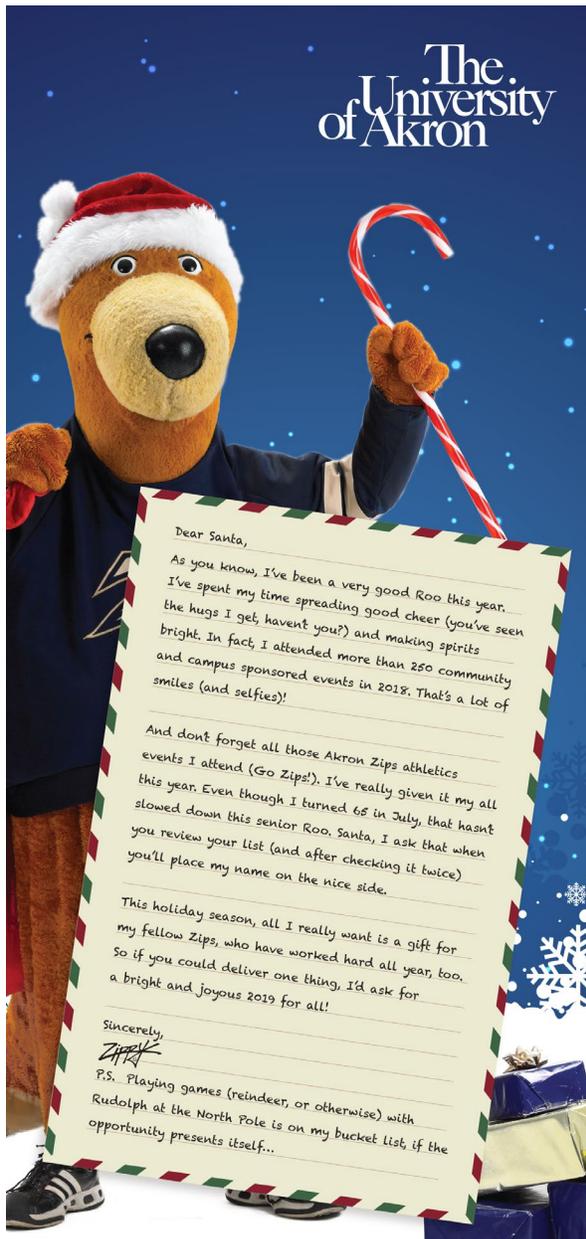
### Fresh round of 'Spotlight on Success' commercials

UA and alumnus Matt Kaulig have teamed up over the last year and a half to produce 38 TV spots that have put a "Spotlight on Success" at UA. The WKYC spots have featured successful students, alumni, faculty and staff (plus a real snake!).

And we're still going strong with this partnership as it will continue throughout 2019 with four new spots recently being recorded on campus.

See all the commercials at [uakron.edu/spotlight](http://uakron.edu/spotlight).

# UNIVERSITY COMMUNICATIONS AND MARKETING



## Ad performs double duty

We placed two full-page ads in the Akron Beacon Journal during the holiday season with UA-inspired wrapping paper on the back. In one ad, we celebrated another successful campaign by our men's soccer

team with a congratulations on the 2018 season. For the second ad (above), our favorite marsupial, Zippy, penned a letter to Santa. Her wish? A happy and healthy 2019 for all!

# UNIVERSITY COMMUNICATIONS AND MARKETING

## Media relations: Telling our story

Here are highlights of our efforts to promote UA locally, nationally, and internationally. We:

Promoted the value of an MBA degree in Cleveland Jewish News. Terry Daugherty, the assistant dean and director of graduate programs in the College of Business Administration, offered insight.

Presented David Cohen as an expert on the midterm elections to a number of outlets, including 1590 WAKR, 89.7 WKSU, U.S. News & World Report and Spectrum News. Three UA undergraduate students also commented on a segment on WKYC-TV about the issues that motivated them to vote. Cohen was also featured in The Washington Post, the Guardian and The Hill about White House staffing changes.

Welcomed PNC as a corporate sponsor for E.J. Thomas Performing Arts Hall in articles in Broadway World and the West Side Leader.

Received coverage from Crain's Cleveland Business on the innovative research conducted by Professor Matthew Becker and Associate Professor Abraham Joy to integrate polymers into other materials for use in preventing opioid addiction, and management of exposure to opioids.

## The Washington Post

**If you think getting into college is hard, you don't know the half of it. See the barriers these students faced — and overcame.**

By Valerie Strauss

Two new documentaries look at the difficulties that many first-generation and poor young people face as they attempt to get a college degree.

"Personal Statement" tells the stories of three remarkable Brooklyn high school seniors who have to find their own way through the college application process and the struggles they face in school and at home. Another documentary film, "Unlike," shows us five nontraditional students in Akron, Ohio; Atlanta; Boston; and Los Angeles as they fight to win a second chance at a college degree.

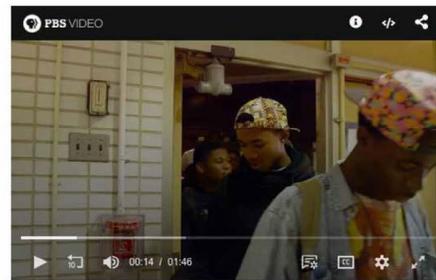
This post about both films and what they tell us about a slice of American life today was written by Liz Willen, a veteran journalist and editor of the Hechinger Report, a nonprofit, independent news organization focused on inequality and innovation in education. This was first published on the Hechinger Report, and she gave me permission to publish it.

By Liz Willen

BROOKLYN, N.Y. — Enoch Jemmott's shot at a college education depends entirely on a football scholarship, along with tracking down the financial aid documents he needs from his homeless mother.

Christine Rodriguez can go to college only if she convinces her reluctant mother that girls deserve the same chance at higher education as boys.

Karoline Jimenez pins her hopes on getting into Smith College, rushing to



finish her application while enduring shouting from her drunken father at home and harassment at school for being openly gay.

The challenging admissions journeys these three public high school seniors from Brooklyn face provide a dramatic story line for "Personal Statement," a stunning new documentary by Juliane Dressner and Eddie Martinez, available at various times on PBS stations and being shown at film festivals throughout the country. (More on how to watch here.)

Their stories starkly illustrate the fragile support system that low-income students in public schools with few resources encounter, every step of the way, as they navigate getting into college and paying for it.

Football star Enoch, activist Christine and immigrant Karoline are captivating;

you can't help rooting for them. Yet as all three tackle family problems, academic demands and their own college dreams, they are simultaneously helping other students try to get into college, as well.

The roadblocks they face are exacerbated by the severe lack of guidance counselors at the public schools where students most need help and support for their higher education quests.

All three seniors featured in the film embark on their fraught and uncertain journeys while volunteering with CARA (College Access: Research & Action), a New York City-based nonprofit that helps give first-generation and low-income college students support toward getting into college — and staying there. They trained for more than 70 hours for the positions.

To coincide with the 100th anniversary of the ROTC program on campus, the West Side Leader and 1590 WAKR included coverage on UA Veteran's Day activities, 89.7 WKSU covered a surprise scholarship a student veteran received from the Cleveland Cavaliers, and the Akron Beacon Journal provided additional coverage on the Military Ball.

The Akron Beacon Journal, WKYC-TV, WEWS-TV, WJW-TV, and the Cleveland Plain Dealer covered news of a Bedford teen

*Continues on next page.*

# UNIVERSITY COMMUNICATIONS AND MARKETING

*Continued from previous page.*

who was shot inside a UA residence hall.

Professor Todd Blackledge, an expert in the biomechanical function of spider silk, discussed his research on 89.7 WKSU and biospace.com.

Publicized UA's involvement in a new documentary, "Unlikely," which featured a UA student. The film premiered Nov. 13 at the Akron Civic Theatre and coverage was included in The Washington Post, The Chronicle of Higher Education and the Akron Beacon Journal.

Coordinated media coverage of the debut of the lighting upgrades on the Polsky Building in the Akron Beacon Journal, which were unveiled at the city's Winterfest activities.

Worked closely with The Chronicle of Higher Education on a story about esports coaches. It featured Michael Fay, director and head coach of the esports program.

Graduate student Lamise ElBetar was

November 12, 2018



## Cavs Surprise University of Akron Student and Military Veteran

By Tia Myers Rucker

A military veteran who's studying at the University of Akron got a surprise from the Cleveland Cavaliers.

Quentin Brown served in the Marines for 8 years and is pursuing an emergency management degree. His mom encouraged him to apply for a scholarship, and he was surprised when a Cavs player interrupted a meeting on campus.

"We're actually having a meeting concerning the upcoming veterans career fair. So I'm like who's this tall dude just walking into our meeting? I like what the heck is going on, you know? I looked at them. I was like, that's George Hill. Why is George Hill at the University of Akron? But you know, once it did click I was pretty excited."

Brown received the Cleveland Cavaliers Veteran scholarship of \$5,000.

Brown says that he is humbled by this experience, and the scholarship money will benefit his family.



Quentin Brown smiles while receiving a \$5,000 scholarship from the Cavs and point guard George Hill.

## AKRON BEACON JOURNAL

### Workshop aims to spark girls' interest in engineering

By Amanda Garrett

The girls each received an egg, a Ziploc bag of doodads and a mission: Build a car that will protect the egg even when it crashes into a wall.

There were no instructions, no design plans, no examples of what would work Saturday at the University of Akron.

But none of the girls, all between grades six and 10, needed them.

They dumped out the straws, Popsicle sticks, skewers, cardboard, tiny cups, cotton balls, rubber bands, zip ties and coin-size discs and began cutting, taping, gluing together whatever their vision of an egg-mobile was.

The creative challenge was one of several at Inquire! Innovate! Invent!, a university workshop aimed at sparking engineering interest among girls.

Heidi Cressman, director of UA's Women in Engineering program, said engineering isn't on some girls' radar.

"You don't see thrilling engineering shows like the medical and legal shows you see all the time on television," Cressman said.

She started the engineering workshop about 10 years ago with only 10 girls and a bunch of recyclable materials.

Now with sponsors, the challenges are better and the daylong event has drawn as many as 200 girls, though Saturday there were fewer than 100 after Cleveland public schools withdrew at the last moment because students had no transportation. The goal of the workshop is to increase the number of women pursuing engineering careers.



University of Akron electric engineering student Adrianna Dunlap (left) assists Destini Neal, 11, of Akron, as she designs her egg-mobile Saturday at the workshop in Akron.

When Cressman graduated from UA in 1988, she estimated there were about 80 women in the engineering program.

In 2007, when she started the workshop, there were 287. And now there are more than 700, she said.

On Saturday, girls built battery-operated, hopping kangaroos, a nod to UA's mascot, Zippy.

They also made tabletop machines that waved flags.

And, in the afternoon, five girls from the same North Hill Girl Scout troop sat at a round table putting together the cars for their eggs.

Two hoped to be pediatricians, one

cosmetologist or an artist, and the fifth had considered engineering, but had changed course and dreamed of owning her own party planning business.

They worked quickly and quietly, taking occasional tips from female engineers or engineering students who volunteered to help with the event.

Think of how cars keep people safe, the mentors nudged.

Elleis Murphy, 12, a sixth-grader at Jennings middle school in Akron, quickly added straw bumpers to her car and rubber band seat belts to her egg.

Her 12-year-old cousin, Cecelia Murphy from the same school and grade, used cotton balls like airbags around the

featured in a series of stories in the Akron Beacon Journal, WJW-TV8 and Spectrum News about her facial difference and the work by faculty and other community volunteers to raise money for her treatment.

Coordinated coverage of the UA/eBay Startup Challenge in Crain's Cleveland Business and the Akron Beacon Journal.

Managed coverage of the presidential search process featured in The Plain Dealer, Crain's Cleveland Business, The Akron Beacon Journal, 89.7 WKSU, 90.2 WCPN, The Devil Strip, and the Buchtelite.

Organized media coverage of the work of UA students to develop a mobile splash pad for Akron neighborhoods. Received coverage on Cleveland.com and 1590 WAKR.

*Continues on next page.*

# UNIVERSITY COMMUNICATIONS AND MARKETING

Continued from previous page.

Arranged for coverage of the press conference on new safety initiatives around the Exchange Street Corridor between the city, county and University, and the unveiling of the “Cleanup/Fixup” app. WOIO-TV, The Akron Beacon Journal, Cleveland.com, akron.com and 89.7 WKSU reported.

Orchestrated media strategy and coverage for Christmas with a Cop, including UA Police. The Akron Beacon Journal and 89.7 WKSU reported.

Toni Bisconti, associate professor of psychology, served as guest host on “The Jason Sokol Show” on 1590 WAKR and interviewed faculty and staff on such topics as ALICE training, ethics and Alzheimer’s treatment.

Vice President Finance and Administration/CFO Nathan Mortimer discussed the University’s plan for stabilization and growth with Insight into Diversity.

## THE CHRONICLE OF HIGHER EDUCATION

### To Stay in the Game, Colleges Recruit Esports Coaches

By Julia Piper

When they escape from the tumultuous world of the video-game industry, some tech specialists are finding a university looks like a good place to land. More colleges are hiring esports coaches lately, with the hope that they will attract gamers and fans to their campuses, and help prepare students to work in the \$138-billion global industry.

“This is a very new field, and there isn’t exactly a rubric on how to do everything correctly,” says Michael Fay Jr., who became head coach and director of esports at the University of Akron this year.

The impetus for adding esports coaches often comes from students, who have long organized clubs and competitions around their favorite games. Esports coaches and program directors provide a formal structure that is expected to take the popular student activity to new levels, including the formation of conferences.

Fay remembers being in the audience for competitions at Robert Morris University Illinois, which he credits as having the first varsity esports program.

In the four years since then, such programs have spread. Four small colleges in Missouri, along with larger public institutions, like the University of California at Irvine, are advertising openings for esports coaches, who may be expected to build programs from the ground up. Fortson University, for instance, wants its esports coach to assist in the design of a new gaming arena.

Some colleges ask for experience with specific games — Savannah College of Art and Design is hiring a League of Legends coach.



Michael Fay Jr.

new governing bodies, such as the two-year-old National Association of College Esports, or NACE, and to arrange competitions with other colleges. Like coaches of other sports, they must also foster students’ academic success.

At Akron, Fay oversees student coaches for each specific game and provides guidance “on more of the interpersonal aspects of competing with a team, things like communication, team-building, the psychological aspect of it, like managing your emotional state, mindfulness training.” His coaching is informed by his M.F.A. in emergent media from Champlain College, which was focused on the management of online video-game and esports communities, and a part job as a website search-optimization specialist, as well as experience as an amateur commentator on YouTube and a live streamer on the game-streaming service Twitch. Student interest is strong. Fay recalls that 1,100 students applied to

Esports tend to be situated outside the athletics department. At Akron, the program is housed within the honors college. Fay has collaborated with academic departments to build interdisciplinary courses around esports, for example, one in esports broadcasting that was held last summer.

Like other college administrators, esports coaches and directors worry about access — for women and minorities, in an activity that has until recently been dominated by white males, and for low-income students.

At Ohio State University, Deborah M. Grzybowski, co-director of game studies and esports-curriculum development, and an associate professor of practice in engineering education, has been a longtime faculty adviser for the university’s esports student organization. She says equity goals need to be built into programs from the beginning, and notes



## University of Akron’s Spiderman Shares His Love of Nature’s Web Spinning Marvels

By Jeff St. Clair

Mention spiders, and many people shiver.

But a local researcher says they are nature’s most adept architects, spinning intricate webs from amazingly elastic material.

In this week’s Exploradio WKSU’s Jeff St. Clair reports on why the eight-legged arachnids deserve our respect.

We’re in the lab of University of Akron researcher Todd Blackledge.

I brought along some spiders in the hope that he can identify them. They don’t pose much of a challenge.

“All right,” says Blackledge. “You have three beautiful little spiders there,” he says with the same warmth as if I had presented a box of kittens. “We’ve got what we sometimes call a daddy-long-leg spider,” added the spindly-legged spider by my family.

There’s also a small, shiny, brownish one, “the common house spider,” says Blackledge, known for its habit of leaving cobwebs in hard to reach places.

“It’s a spider that can be found all over the world because it’s so happy living in houses, barns, and garages...”

And there’s one more, a wolf spider, which unlike the other two was found outside of my house.

Blackledge isn’t at all squeamish as the spindly-legged spider crawls over his hand. It suddenly dives in a spider free-fall.



A spider is silhouetted while hanging from its web. Often feared and reviled in the Western world, spiders in other cultures are seen as wise and industrious. Science is slowly revealing the secrets of their remarkable silk.

“You can see she’s going down on a little drag line as she drops.”

The attempted escape is a chance for Blackledge to talk about his favorite topic, spider silk.

“It’s the ultimate in green chemistry for high-performance fibers,” he says.

“That silk thread she’s sailing to the floor on, that was being produced in milliseconds from a liquid feed stock that’s stored inside her body until it’s spun on demand into a silk thread that once for ounce can be five times stronger than steel.”

And for Blackledge, that’s the real magic of spiders. Their silk.

Beyond the breaking point, Blackledge is justifiably awed by spider silk’s credentials as a super-biomaterial. He demonstrates how phenomenal an ordinary piece of silk can be by using a fancy sounding piece of equipment, “our nanoholics tensile testing system.”



Spider silk is ideally adapted to capture flying insect prey. Scientists are still learning how to replicate its dual properties of strength and stretchiness.

Basically it tells him how strong the silk is. Blackledge clips a neatly invisible section of spider drag line into the machine.

“It’s about 2 microns thick,” he says, “around 100 times thinner than a human hair.”

A graph appears on the computer as the test begins. “We’re pulling on the thread. You can see we’re generating more and more load. We’re up to Millinewtons now.”

The thread holds for a surprisingly long time. “Wait for it,” he says, right before it snaps.

“It takes a tremendous amount of work to break these silk threads,” says Blackledge. “That’s what lets a tiny one or two micron fiber stop a flying insect.”

Spider silk, the thickness of a pencil could theoretically stop a jet plane. Stronger silk, better glue. Blackledge is one of the first to study the silk of a newly discovered spider.

Arranged for Associate Professor of Practice Laura Distelhorst to serve as an expert on Spectrum News about tips to limit a child’s exposure to chemicals when buying or handling toys.

Promoted UA’s inclusion to the Ohio Cyber Range. Coverage was received in the Akron Beacon Journal, The Plain Dealer, 1590-WAKR and WCPO-TV.

The closure of SEBT and the loss of insurance by UA students was covered by The Akron Beacon Journal, Cleveland.com and 89.7-WKSU.

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# UNIVERSITY COMMUNICATIONS AND MARKETING

*Continued from previous page.*

Received coverage about the hiring of a company to help boost bar results in the Akron Beacon Journal and The Plain Dealer.

Arranged for coverage of the Student Emergency Financial Assistance (SEFA) Grant, which provides emergency assistance programs to undergraduate students at UA, by 90.3 WCPN and The Buchtelite.

Promoted a new class called “Polymer Science of Cooking” and received coverage from the Akron Beacon Journal and WEWS-TV.

Arranged coverage for the press conference announcing the Greater Akron Civility Center from The University of Akron’s Ray C. Bliss Institute of Applied Politics. Coverage was received from the Akron Beacon Journal, 90.3 WCPN and The Plain Dealer.

## AKRON BEACON JOURNAL

### Brave face: UA grad student doesn’t let medical condition stop her from living full life

By Betty Lin-Fisher

Lamise ElBetar was eating at Dunkin’ Donuts in Boston’s airport this year on her connection back to Akron after a trip home to Egypt.

She looked up and saw a stranger using a cellphone to take a video of her eating.

The University of Akron graduate student is used to the stares or quick glances, but usually she ignores them unless they make her feel like a “circus act.”

Lamise was born with a condition called a venous malformation, which has continued to grow all her life and causes the lower right side of her face and the majority of her lips to protrude.

“I looked at her and turned away and gave her my back,” said Lamise, 33.

The woman moved in front of Lamise and continued to record.

Lamise responded by pulling out her own cellphone and recording the woman recording her. That got the woman to stop.

Another time, a woman pulled up alongside Lamise as she was walking in Akron and tried to take a photo of her from her car. It was raining, so Lamise took her umbrella and blocked the woman’s vision. The woman “got furious and did a U-turn.”



University of Akron graduate student Lamise ElBetar talks about the challenges of dealing with her facial condition. She was born with a venous malformation on the right side of her face.

November 22, 2018

## AKRON BEACON JOURNAL

### University of Akron to light up Polsky Building

By Katie Byard

The University of Akron’s Polsky Building will help light up downtown Akron for the holidays and beyond.

As part of a fix-up of the building’s art deco exterior, UA has installed color-changing facade lighting, as well as additional lights to illuminate the sidewalk area.

The facade lights, highlighting the terra cotta on the building’s exterior, can be programmed in a variety of colors.

UA will debut the lights at Friday’s Winterfest opening celebration at Lock 3 park, on Main Street downtown. Festivities begin at 6:30 p.m. and will include the lighting of the city’s Christmas tree, a visit from Santa and fireworks. The glow of the new lights on the Polsky Building, also on Main, will be easily visible from the park.

“We’ll have green and red for Christmas and blue and white for Hanukkah,” UA architect Stephen Myers said.

There’s also orange for Halloween, as well as pink for Breast Cancer Awareness Month in October, among other colors.

Whatever the color, “the way it hits the terra cotta shapes, it looks fantastic,” Myers said.

The Polsky Building originally opened in 1930 as Polsky’s department store. The store closed in 1978, a victim of shoppers opting to go to malls outside the city center.



and offices. The building is home to the College of Applied Science and Technology, university archives and special collections and the Taylor Institute for Direct Marketing.

Colored lighting was not in the initial plan to repair crumbling exterior terra cotta blocks, as well as make various improvements. But the budget for the original facade project came in substantially below the estimated \$1.7 million, leaving more than enough available for the programmable lights. The state-funded project, including the lights, cost roughly \$1.5 million.

Myers credited Suzie Graham, president and chief executive officer for the nonprofit Downtown Akron Partnership, for planting the idea to brighten the Polsky Building’s facade.

The cost of the colored LED lighting was not much higher than that of non-colored

The engineer for the project was Barber & Hoffman in Cleveland and the architect was Chambers Murphy and Burge, a studio of Perspectives Architecture in Akron and Cleveland. Electrical engineer was PTA Engineering in Bath.

Akron Children’s Hospital led the way with big colored lighting projects downtown, installing color changing lights on the Exchange Street Parking Deck and on the Kay Jewelers Pavilion in 2015. The lights also are on the hospital’s expanded Cosidine Professional Building, which opened in October.

## UNIVERSITY COMMUNICATIONS AND MARKETING

### Video highlights: Capturing student and faculty achievement

See these videos and more at [www.youtube.com/uakron](http://www.youtube.com/uakron).



What does it take to play esports at the collegiate level? This video profiles team leaders and players.



In a “vlog” or video blog, Lauren, a senior education major, describes her life on campus to prospective students.



We are grateful for the donors who support our scholarship programs. Students express their thanks in this moving video.



In a time-lapse video, the Steel Bridge Team assembles a bridge during a practice session ahead of a national competition.



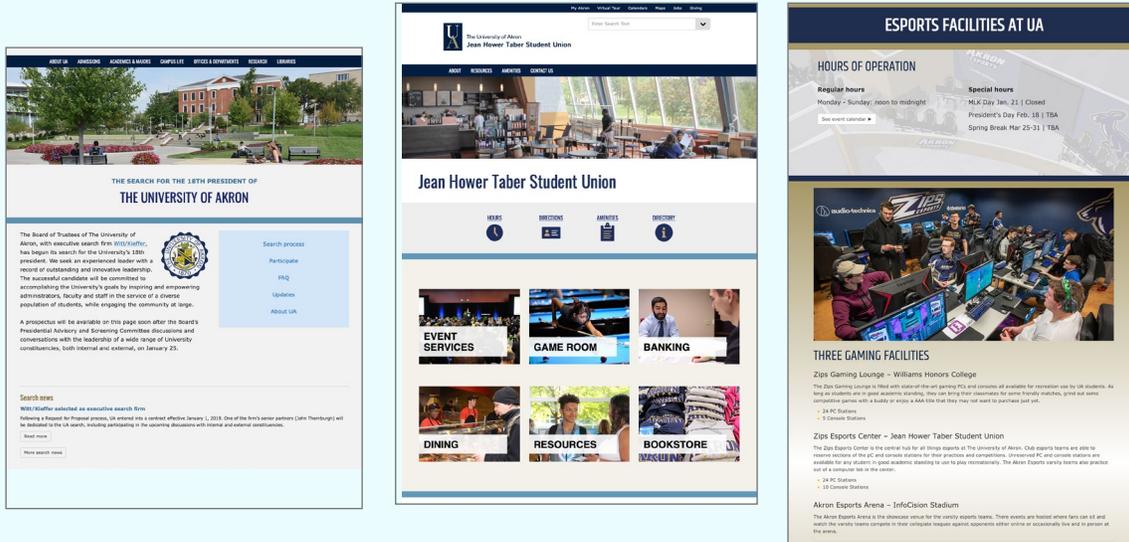
A video describes the ROTC program on campus, marking its 100th anniversary here this year.



Zachary, a business major, describes for prospective students what makes him a Zip.

# UNIVERSITY COMMUNICATIONS AND MARKETING

## Gallery of web projects



We recently published new pages for the presidential search (left), the Jean Hower Taber Student Union (center) and the facilities for our esports program.

## Eight ways we made the world a better place in 2018

In December, we took a look back at some of the many stories we told over the year about faculty and students who are using their knowledge and talents to better lives.

From improving veterans' health to creating art on a giant scale (right), a story titled "Eight ways we made the world a better place in 2018" appeared on the UA home page.



## Ask the experts: Our faculty as prognosticators

What's ahead in 2019?

We asked several faculty members who are experts in their fields to weigh in and highlighted their responses in a story titled "UA experts share predictions for 2019" on the UA home page.

Subjects ranged from the constantly changing political climate to tariffs to what will happen in the new term of the U.S. Supreme Court.

The story gave us an opportunity to show the breadth of expertise that our faculty possess.

► **Prediction: Unfortunately, when it comes to the political forecast for 2019, I predict more stormy weather ahead.**

By **Dr. David Cohen**, professor of political science and assistant director of UA's Ray C. Bliss Institute of Applied Science

As Democrats take control of the U.S. House of Representatives, the **Robert Mueller** investigation continues, and the 2020 presidential race begins to heat up, 2019 will be a year of monumental, history-making events.

Gridlock and partisan infighting will continue and amplify as the Mueller probe likely comes to a conclusion and little of substance will be produced by Congress. As was the case 20 years ago, it's quite possible that impeachment proceedings of the President will occur — a legal, political and media affair that would paralyze Washington and consume the attention of the American public. Should this occur, I am very

confident in my prediction that President **Donald Trump**, against the advice of his legal team, would tweet about the proceedings in real time. This would all happen against the backdrop of the 2020 presidential campaign, which is expected to attract the biggest field of contenders for the Democratic party nomination in American history.

To quote **Bette Davis'** character, **Margo Channing**, in the 1950 movie "All About Eve," "Fasten your seatbelts, it's going to be a bumpy night" — and in this case, year.



Dr. David Cohen

## An enduring strength: Our industry partnerships

In a brochure, we promoted our industry partnerships with Tremco and Schaeffler as examples of our ongoing investment into Northeast Ohio's workforce.

### Industry Partnerships of The University of Akron

The University of Akron is investing in Northeast Ohio's workforce through partnerships with local corporations such as Tremco WTI Roofing & Building and Schaeffler Group USA, providing educational services designed to **meet the region's commercial and industrial needs.**

Partnerships are created in response to industry demand and strengthen the regional economy by:

- Reducing collective student debt through targeted scholarships for undergraduate and graduate tuition
- Educating and developing a more highly qualified workforce
- Fostering innovation through collaboration between academia and industry

#### Tremco WTI Roofing & Building (RISE program)

The University of Akron (UA) has partnered with Weatherproofing Technologies Inc. (WTI), an affiliate of Tremco Roofing & Building Maintenance, to offer online courses through WTI's Apprenticeship Program and the unique Roofing Individuals Succeed Through Education (RISE) program for employees and their dependents.

Through the Apprenticeship program, WTI employees enroll as UA students and earn 14 credit hours toward an associate degree. Those accepted into the RISE program gain valuable full- and part-time work experience with WTI while pursuing two degrees in construction management from UA, funded entirely by WTI:

- Associate of Science (A.S.) Construction Management Cognate (2 years)
- Bachelor of Organizational Supervision (B.O.S.) Construction Management (2 additional years)

These programs are fully online to accommodate the schedules of professionals, and the two-year, A.S. curriculum provides a seamless pathway into the two-year, step-up BOS degree — allowing employees to complete their education as efficiently as possible.

#### Schaeffler Group USA

To meet the demand for more highly qualified workers in the manufacturing industry, The University of Akron partnered with Schaeffler Group USA to provide scholarships and opportunities for its employees and dependents to pursue an associate degree and further professional development at the University.

By aligning its engineering technology degree curriculum to Schaeffler's nationally recognized apprenticeship program, UA enables Schaeffler apprentices to complete their apprenticeship program while concurrently earning college credit. Classes are held at Schaeffler's Wooster location, at UA's Wayne College, and at the College of Applied Science and Technology on UA's main campus.

"Today's manufacturing environment is quite sophisticated, and we must ensure that our employees have the advanced training they need to be successful. Building on our successful apprenticeship partnership, our newly expanded agreement with **The University of Akron** gives our employees access to customized coursework that seamlessly meets the needs of their work at Schaeffler. It also provides them the development tools to take their careers to the next level."

- Matt Frary, vice president of Transmission Applications at Schaeffler Group USA

## Social media: Tool for retaining students

Engagement with current students has grown significantly on Instagram, making it ideal to share information that helps them stay enrolled.

A campaign to inform students about the Student Emergency Financial Assistance Grant was extremely effective (right). Nearly 1,000 students responded to a short quiz with SEFA facts on Instagram Stories.

As a result of the campaign, ZipAssist in Simmons Hall saw an increase in students coming to them for help, motivated by the stories they saw on Instagram.



We continue to see general growth across all platforms, with engagement rates remaining steady. Above, we profile a student in the Myers School of Art on Instagram.

**FINANCE & ADMINISTRATION COMMITTEE**

**TAB 11**

**GOVERNMENT RELATIONS REPORT**

**PUBLIC LIAISON AND GOVERNMENT RELATIONS UPDATE**  
**November 2018-January 2019**

The University of Akron Government Relations Office and Public Liaison have communicated with local, state, and federal elected officials and staff about University news, including the University action plan, University priorities and objectives, and the presidential search. We also monitor and track legislation, regulations, and financial issues and opportunities that could impact higher education and the University in particular. We assisted in other meetings on and off campus with candidates and elected officials with both our administration and our students. During the month of November, we hosted several post-election analysis events both locally and in Columbus, which were well attended by elected officials, alumni, and friends of the University. During the month of December, we traveled to Washington, D.C. to meet with our congressional delegation and to host the Ohio Holiday Reception in the Rayburn House Office Building for our Ohio congressional members, staff, and sponsors. We also announced the creation of a Civility Center within the Ray C. Bliss Institute of Applied Politics, which has generated positive media coverage. In addition, the Public Liaison serves on the government relations committee for the Greater Akron Chamber and serves as a University representative for Elevate Akron, the new economic development plan for the region that is headed by the City of Akron, the County of Summit, the Greater Akron Chamber, and the GAR Foundation. Below is a detailed account of events, state-related issues, and other matters that involve the University.



*Governor Mike DeWine, Interim President John Green, and University of Akron student leaders at the Akron Roundtable*

**133<sup>rd</sup> General Assembly and Administration of Governor Mike DeWine**

Since the resignation of former Speaker of the House Cliff Rosenberger in early 2018, there has been a fierce battle for the Speakership between Representatives Ryan Smith (R-Bidwell), who succeeded Rosenberger as Speaker for the remainder of 2018, and former Speaker Larry

Householder (R-Glenford). In what many considered to be a surprise outcome, Representative Householder was elected Speaker on the first ballot during the opening ceremonies of the 133<sup>rd</sup> General Assembly. The Speaker was elected by a minority of the Republican Caucus and a majority of the Democratic Caucus, becoming the first Speaker in modern times not to receive a majority of the majority, and still become Speaker. As the result was largely unexpected, the House has delayed voting on the rest of the Leadership team and will also need to take extra time to sort out their committee chairs and senior staff. It is not expected that the House will be fully operational until early February.

The Speaker's vote has also caused some unexpected tension in the Democratic caucus as well. Representative Fred Strahorn (D-Dayton) had been elected by his caucus to continue as Minority Leader during the 133<sup>rd</sup> General Assembly. However, after supporting Representative Smith for Speaker, while the majority of his caucus supported Speaker Householder, he made the decision to step down as Minority Leader. In his place, Representative Emilia Sykes (D-Akron) was elected Minority Leader. The rest of the Minority leadership team includes Representatives Kristin Boggs (D-Columbus) as Assistant Minority Leader, Kent Smith (D-Euclid) as Minority Whip, and Paula Hicks-Hudson (D-Toledo) as Assistant Minority Whip.

The elections in the Ohio Senate were far less contentious. Senate President Larry Obhof (R-Medina) was unanimously re-elected as President for the 133<sup>rd</sup> General Assembly, as were President Pro-Tempore Bob Peterson (R-Washington Court House), and Majority Floor Leader Randy Gardner (R-Bowling Green). Joining the Majority leadership team was Senator Matt Huffman (R-Lima) as Majority Whip, who replaced term-limited Senator Gayle Manning (R-North Ridgeville). Senator Gardner's seat on the Leadership team will need to be filled, however, as he has been appointed by Governor DeWine as the Chancellor of the Department of Higher Education (ODHE). On the Democratic side, Senator Kenny Yuko (D-Richmond Heights) was unanimously re-elected as Minority Leader for the 133<sup>rd</sup> General Assembly. Senator Cecil Thomas (D-Cincinnati) remained on the Leadership team as well, becoming the Assistant Minority Leader. Also joining the leadership team are Senators Sean O'Brien (D-Bazetta) as Minority Whip, and Sandra Williams (D-Cleveland) as Assistant Minority Whip.

As mentioned above, Senator Randy Gardner has been appointed by Governor DeWine to serve as the Chancellor of the Department of Higher Education. He replaces outgoing Chancellor John Carey. Senator Gardner brings nearly 30 years of experience from the Ohio Legislature, having served in several capacities and chaired numerous committees during his tenure, including the Higher Education Subcommittee of the Senate Finance Committee. Former Representative Mike Duffy will serve as Senior Vice Chancellor. Duffy also brings a wealth of higher education experience. In the near future, UA Government Relations will reach out to request a meeting with Chancellor Gardner and will certainly have many discussions with the Chancellor and ODHE throughout the biennium.

We have also met with the new members of our local state delegation and have updated them on our priorities.

## **The Civility Center within the Ray C. Bliss Institute of Applied Politics**



*Interim President John Green, Mayor Dan Horrigan, County Executive Ilene Shapiro, Rev. Dr. Wallace and community leaders announce the creation of the Civility Center within the Ray C. Bliss Institute of Applied politics at a press conference.*

The Ray C. Bliss Institute of Applied Politics, with the local community's help and support, has opened a Civility Center. Part of the mission of the Center is to set standards for civility; provide resources to promote civility and prevent incivility; coordinate an annual summit celebrating civility; and, most importantly, create a culture of civility in the Greater Akron community. We have received support from local elected officials and Secretary of State Frank LaRose, as well as many community leaders from diverse backgrounds and professions. The Civility Center has a website, advisory committee, and will soon release a list of activities and events.

### **University of Akron Delegation Meeting and Preparation for the Biennial Budget**

On January 11, 2019, Dr. John Green, Dr. Rex Ramsier, and UA Government Relations hosted a meeting of The University of Akron legislative delegation. The purpose of the meeting was to give the members an overview of the upcoming search for a permanent President of the University and to give an overview of the State of the University Address. In addition, there were discussions about the upcoming biennial budget, which is expected to be introduced on or before March 15, 2019. Dr. Green highlighted that UA Government Relations will be working with the IUC on funding priorities including State Share of Instruction (SSI), Ohio College Opportunity Grant (OCOG), and tuition flexibility. Dr. Ramsier also gave a presentation about the success the University has had with state investments in the Cyber Security Range and the Supersonic Particle Deposition initiative at the AMES facility in Wilmington, OH.

### **The Ohio Holiday Reception in Washington, D.C.**

On December 5, 2018, University of Akron Public Liaison and government relations team visited Ohio congressional offices and updated congressional members and staff about the University's action plan, presidential search process, and other university news. We also met with several University alumni and sponsors for our Washington, D.C. events. On the evening of December 5, we hosted the Ohio Holiday Reception for our Ohio congressional delegation, staff members, and sponsors.

### **Ohio Department of Higher Education Trustee Conference**

On November 15, 2018, Interim President Green presented at the Ohio Department of Higher Education Trustee Conference in Columbus. Dr. Green's presentation was very well received, and, he did an excellent job of presenting the results of the University's Academic Program Review. Dr. Green's presentation outlined the methodology and approach to the Program Review, as well as the expected long-term results of the initiative. Dr. Green answered questions from the trustees in attendance about the reaction from campus groups as well as the challenges of navigating the rollout to those specific groups.

### **Post-election Recap Event**

On November 14, 2018, UA hosted a Post-Election Recap event featuring Interim President Green for legislators, administration officials and staff, and Columbus-area alumni working in and around state government. Dr. Green discussed the results of the elections in Ohio, as well as what we saw from around the country. After the reception, UA hosted a dinner featuring Dr. Green, which was attended by several high-ranking officials. This dinner included continued discussions on the results of the elections, as well as an interesting open discussion on individual reactions of the attendees to the election and what they see for the future. Dinner attendees included Speaker of the House Ryan Smith, Speaker Pro Tempore (now Senator) Kirk Schuring, Minority Leader Fred Strahorn, House Higher Education Chair Mike Duffey, Senator, and now Chancellor, Randy Gardner, as well as several other members of the General Assembly. Also attending on behalf of The University of Akron was Chair Gingo, Lewis Adkins, and Tom Needles from the Board of Trustees, as well the University's two Student Trustees, Joshua Thomas and Andrew Adolph.

### **Regional Deans Day**

Preparations are underway for Regional Campus Legislative Day at the Ohio Statehouse. This year's event will take place on February 27, 2019. Jarrod Tudor, Dean of Wayne College, is once again leading the effort on behalf of Ohio's regional campuses. Regional Campus Legislative Day is an opportunity for deans, faculty, and students from Ohio's regional campuses to interact with administration officials, legislators and staff to educate and inform on the important role our regional campuses play in the academic successes of Ohio's students and institutions.

### **Lame-Duck Legislation**

During the lame-duck session, there were several pieces of legislation that were passed and sent to Governor Kasich for his signature (several of which were vetoed and subsequently overridden by the legislature). Several of these bills had higher education implications. UA Government Relations, in conjunction with the Inter-University Council (IUC), lobbied legislators on each of these bills for a result that would be most beneficial to Ohio's universities.

**HB 66** created the Undergraduate Mission Study Committee to evaluate how each state university contributes to its undergraduate mission, including encouraging face-to-face interactions between students and tenured faculty members. This bill was amended to include language for which IUC had been advocating that would add institutions of higher education to the affirmative defense for data-breaches (created in SB 220), should they implement, keep, and maintain a cybersecurity program for the protection of personal and/or restricted information. This bill was passed and signed by Governor Kasich. The bill will become effective on April 4, 2019.

**HB 228** was a bill that contained several changes to Ohio's concealed carry and firearms laws. At one point, the bill contained a controversial "duty to retreat," also known as "stand your ground" provision. The bill also contained provisions that would have changed the penalty for illegally carrying a concealed weapon on university campuses to a minor misdemeanor, whether the offender possessed a concealed carry license or not. Those two provisions were removed; however, provisions from Senate Bill 208, which allows for off-duty police officers to carry concealed weapons in certain places, including college campuses, was included in the bill. UA Government Relations, as well as IUC, lobbied to ensure those provisions only applied to Ohio police officers, as opposed to more broadly including out-of-state officers. The bill was passed by the legislature and vetoed by Governor Kasich. The Legislature subsequently overrode the Governor's veto. The bill will become effective on March 27, 2019.

### **2021 Operating Budget**

Ohio's budget process will start in earnest in mid-March when Governor DeWine submits his biennial budget proposal to the House of Representatives. The budget must be negotiated, passed, and signed by the Governor by June 30, 2019. In addition to the broad goals of the University community, Dr. Green and UA Government Relations are also working on a list of specific funding requests for The University of Akron.

February 13, 2019  
Board Meeting  
Presiding:  
Olivia P. Demas

|          |   |
|----------|---|
|          | Presentation  |
| <b>1</b> | *Proposed Curricular Changes  |
| <b>2</b> | *Proposed University of Akron Calendar                                      |
| <b>3</b> | *Proposed Changes to Collective Bargaining Agreement, Article 10, Section 6 |
|          | For Information Only:   |
| <b>4</b> | Enrollment Management Report  |
| <b>5</b> | Research Report   |
| <b>6</b> | Student Success Report  |
|          |   |
|          |   |
|          |   |
|          |   |
| <b>*</b> | CONSENT AGENDA:<br>ITEMS 1, 2, 3  |

**ACADEMIC ISSUES & STUDENT SUCCESS  
COMMITTEE**

**TAB 1**

**CURRICULAR CHANGES**

The Academic Issues & Student Success Committee will be asked to consider the following curricular changes at its meeting on February 13, 2019.

**New Programs:**

**Establish a Minor in Nutrition in the College of Health Professions, School of Nutrition and Dietetics, Proposal 18-24592**

This program would benefit students pursuing careers in health sciences, food industry or medical sales.

**Establish a new interdisciplinary undergraduate Certificate in Biomimicry Research, Design and Application in the Biomimicry Research and Innovation Center (BRIC), Proposal 17-22831**

This new interdisciplinary undergraduate certificate would offer unique and marketable skills in the theory and practice of biomimicry and biologically inspired design.

**Delete Program:**

**Delete the Certificate in Paralegal Studies in the College of Applied Science and Technology, Department of Disaster Science and Emergency Services, Proposal 18-24515**

This proposal would eliminate the Certificate in Paralegal Studies due to lack of enrollment.

**Program Name Change:**

**Change the name of the Minor in Consumer Marketing to the Minor in Marketing in the College of Business Administration, Department of Marketing, Proposal 16-19444**

This name change is proposed to better reflect the general curriculum offered.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 2- -19**

Proposed Curricular Changes

BE IT RESOLVED, That the recommendations presented by the Academic Issues & Student Success Committee on February 13, 2019 for the following curricular changes, as recommended by the Faculty Senate, be approved.

- Establish a new Minor in Nutrition in the College of Health Professions, School of Nutrition
- Establish a new Undergraduate Certificate in the Biomimicry Research and Innovation Center (BRIC)
- Delete the Certificate in Paralegal Studies, in the College of Applied Science and Technology, Department of Disaster Science and Emergency Services
- Change the name of the Minor in Consumer Marketing to the Minor in Marketing in the College of Business Administration, Department of Marketing

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M. Celeste Cook, Secretary  
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS  
COMMITTEE**

**TAB 2**

**THE UNIVERSITY OF AKRON CALENDAR**

## University of Akron Calendar

|  | 2018-2019                    | 2019-2020                 | 2020-2021                   |
|--|------------------------------|---------------------------|-----------------------------|
|  | Revised Proposed             | Proposed                  | Proposed                    |
| FALL SEMESTER  | 2018                         | 2019                      | 2020                        |
| University Convocation   | Fri., August 24              | Fri., August 23           | Fri., August 21             |
| Day and Evening Classes Begin  | Mon., August 27              | Mon., August 26           | Mon., August 24             |
| Labor Day *  | Mon., September 3            | Mon., September 2         | Mon., September 7           |
| Veteran's Day Observed * Staff Holiday (classes held)  | Mon., November 12            | Mon., November 11         | Wed., November 11           |
| Thanksgiving Break ** (In lieu of Columbus Day)  | Thurs.-Sun., November 22-25  | Thurs.-Sun., Nov 28-Dec 1 | Thurs.-Sun., November 26-29 |
| Final Instructional Day  | Sun., December 9             | Sun., December 8          | Sun., December 6            |
| Final Examination Period   | Mon.-Sun., December 10-16    | Mon.-Sun., December 9-15  | Mon.-Sun., December 7-13    |
| Commencement   | Fri.-Sat., December 14-15    | TBD                       | TBD                         |
| Fall Semester Grades Due   | Tues., December 18           | Tues., December 17        | Tues., December 15          |
| Christmas Eve * (In lieu of President's Day)   | Mon., December 24            | Tues., December 24        | Thurs., December 24         |
| Christmas Day *  | Tues., December 25           | Wed., December 25         | Fri., December 25           |
| UA Closed  | Dec. 26-31                   | Dec. 23, 26-31            | Dec. 28-31                  |
| SPRING SEMESTER  | 2019                         | 2020                      | 2021                        |
| New Year's Day *   | Tues., January 1             | Wed., January 1           | Fri., January 1             |
| Day and Evening Classes Begin  | Mon., January 14             | Mon., January 13          | Mon., January 11            |
| Martin Luther King Jr. Day*  | Mon., January 21             | Mon., January 20          | Mon., January 18            |
| President's Day Observance * (University open - No classes except Law School classes held. Not a staff holiday.) | Tues., February 19           | Tues., February 18        | Tues., February 16          |
| Spring Recess  | Mon.-Sun., March 25-March 31 | Mon.-Sun., March 23-29    | Mon.-Sun., March 22-28      |
| Final Instructional Day  | Sun., May 5                  | Sun., May 3               | Sun., May 2                 |
| Final Examination Period   | Mon.-Sun., May 6-12          | Mon.-Sun., May 4-10       | Mon.-Sun., May 3-9          |
| Commencement   | Fri.-Sun., May 10-12         | Fri.-Sun., May 8-10       | Fri.-Sun., May 7-9          |
| Summer Hours Begin: 8:00 am - 4:30 pm  | Mon., May 13                 | Mon., May 11              | Mon., May 10                |
| Spring Semester Grades Due   | Tues., May 14                | Tues., May 12             | Tues., May 11               |
| Law School Commencement  | Sun., May 19                 | TBD                       | TBD                         |
| SUMMER SESSION   | 2019                         | 2020                      | 2021                        |
| Classes Begin: Intersession 3-week & 8-week I  | Mon., May 20                 | Mon., May 18              | Mon., May 17                |
| Memorial Day *   | Mon., May 27                 | Mon., May 25              | Mon., May 31                |
| Final Instructional Day: 3-week Intersession   | Sun., June 9                 | Sun., June 7              | Sun., June 6                |
| Classes Begin: 5-week I & 8-week II  | Mon., June 10                | Mon., June 8              | Mon., June 7                |
| Independence Day Observance *  | Thurs., July 4               | Fri., July 3              | Mon., July 5                |
| Final Instructional Day: 5-week I & 8-week I   | Sun., July 14                | Sun., July 12             | Sun., July 11               |
| Day and Evening Classes Begin: 5-week II   | Mon., July 15                | Mon., July 13             | Mon., July 12               |
| Final Instructional Day: 8-week II   | Sun., August 4               | Sun., August 2            | Sun., August 1              |
| Final Instructional Day: 5-week II   | Sun., August 18              | Sun., August 16           | Sun., August 15             |
| Summer Grades Due  | Tues., August 20             | Tues., August 18          | Tues., August 17            |
| End of Summer Hours  | Fri., August 23              | Fri., August 21           | Fri., August 20             |

\* Holiday

\*\*UA closes at 4pm on Wednesday prior to Thanksgiving

**THE UNIVERSITY OF AKRON**

**RESOLUTION 2- -19**

Approval of The University of Akron Calendar through 2020-2021

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on February 13, 2019, to accept The University of Akron Calendar as proposed through 2020-2021, be approved.

---

M. Celeste Cook, Secretary  
Board of Trustees

February 13, 2019

**ACADEMIC ISSUES & STUDENT SUCCESS  
COMMITTEE**

**TAB 3**

**CHANGES TO COLLECTIVE BARGAINING  
AGREEMENT**

**ARTICLE 10**  
**GOVERNANCE**

\*\*\*

**Section 6. Faculty Participation in the Selection of the Senior Vice President and Provost and President**

A. President

In recognition of the legitimate concerns and interests of bargaining unit faculty and their bargaining unit representative, the Akron-AAUP, when the University selects a President, the following shall occur.

1. Prior to the invitation for nominations or applications of candidates, the Akron-AAUP shall have the opportunity to meet with the presidential advisory and screening sub-committee of the Board of Trustees to provide input concerning the proposed criteria, process and scheduling for the search for the president, and to submit suggested criteria and direction to be provided to any third-party search firm.
2. A presidential search committee shall be formed which shall include at least, the Board of Trustees and the President of the Akron-AAUP. If any other non-Board of Trustees non-AAUP university constituency group has more than one representative on the presidential search committee, the AAUP shall have at least equal representation as any other university constituency group. All members of the search committee shall:
  - Participate equally in the search process, including with respect to asking questions of interviewees, discussing the strengths and weaknesses of candidates, and forwarding candidates through rounds of screenings;
  - Have access to all presidential search materials, documents and information;
  - Be included in all presidential search committee discussions held to evaluate the candidates.
3. The search committee shall recommend by consensus those individual(s) to be considered for employment as president by the Board of Trustees.
4. Members of the search committee who are not members of the Board of Trustees shall be required to execute a confidentiality agreement as a condition of participating on the search committee. The confidentiality agreement will relate to what occurs in the process. Participants may disclose their reasons for support or non-support for the chosen candidate so long as the reasons stated don't divulge something that occurred within the process or the reasons stated

are based upon publically available information. Participants may not disclose the names of any other candidates.

5. The final successful candidate shall be approved by a formal vote of the Board of Trustees at a public meeting.

6. The President of the Akron-AAUP shall, upon request, receive one (1) three-credit hour course release per presidential search, the timing of which shall be subject to the approval of the Provost and the appropriate Dean.

B. Senior Vice President and Provost

In recognition of the legitimate concerns and interests of bargaining unit faculty and their bargaining unit representative, the Akron-AAUP, when the University selects ~~either~~ a Provost ~~or President~~, the bargaining unit shall participate in that selection through a subcommittee composed of regular full-time non-administrative faculty, who shall have the opportunity to discuss orally with the full Board in executive session, their collective views with respect to each finalist candidate. This subcommittee shall include three (3) representatives selected by the Akron-AAUP.

# TENTATIVE AGREEMENT

## ARTICLE 10

### GOVERNANCE

\*\*\*

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## TENTATIVE AGREEMENT

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**THE UNIVERSITY OF AKRON**

**RESOLUTION 2- -19**

Proposed Changes to Collective Bargaining Agreement, Article 10, Section 6

BE IT RESOLVED, That the recommendations presented by the Academic Issues & Student Success Committee on February 13, 2019 for changes to the Collective Bargaining Agreement, Article 10, Section 6, as recommended by the AAUP, be approved.

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M. Celeste Cook, Secretary  
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS  
COMMITTEE**

**TAB 4**

**ENROLLMENT MANAGEMENT REPORT**

# The University of Akron – Enrollment Management Board of Trustees Report for February 2019

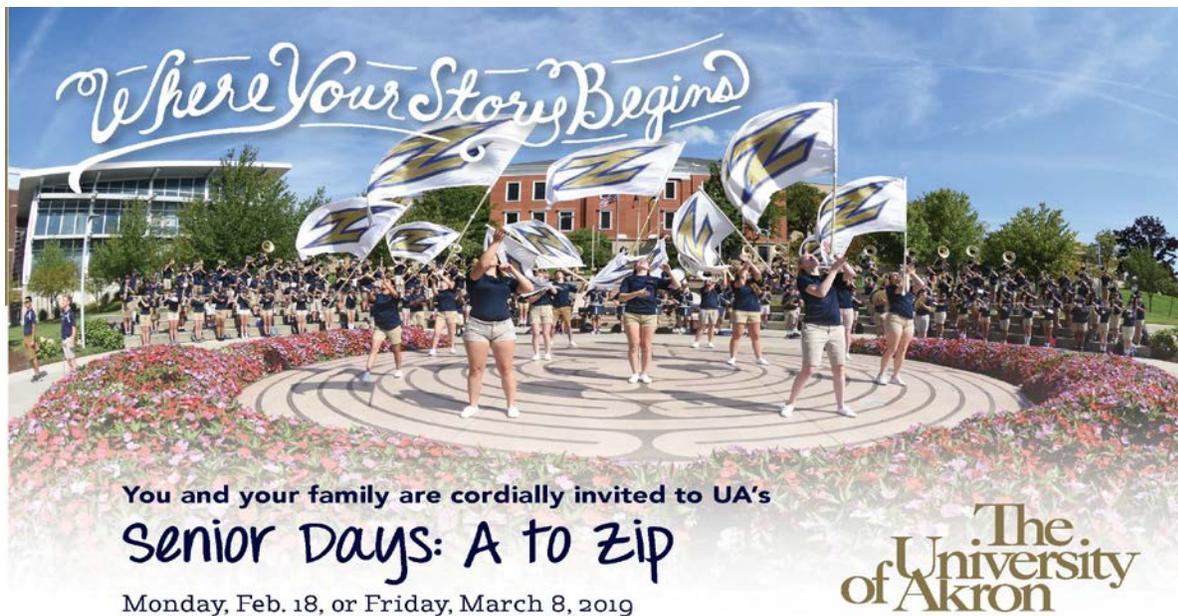
## 2019 High School Class: Focus on Yield

During this time of year, the Office of Admissions is focusing on encouraging admitted students to confirm their enrollment at UA. Yield initiatives are critical to our ability to shape the incoming class. The goal of our yield efforts is to create excitement, increase engagement and further develop the relationship that UA has with the admitted students and their families. The following is an overview of the activities that we have planned for January and February.

### Events

Admissions hosted **UA Scholars Day** on Saturday, Jan. 26. The students invited to attend this program have an honors-level academic profile. The students and parents in attendance had an opportunity to interact with representatives from the Williams Honors College and their academic interest area, talk with several student services areas, tour each residence hall, tour the campus, have lunch in one of our on-campus dining facilities, and more. Students were also able to confirm their enrollment and complete the housing application during the program. Each student in attendance received a UA T-shirt and complimentary Zip Card to use for lunch.

Our **Senior Day: A to Zip** programs will be held on Monday, Feb. 18 and Friday, March 8. We offer the opportunity for any senior that is considering UA to attend this event to learn more and get their questions answered. Representatives from our academic and student services areas are available to interact with the students and their family members. Students also have the opportunity to confirm their enrollment and complete the housing application during the program. Each student in attendance will receive a UA T-shirt and complimentary Zip Card to use for lunch.



We will host **Discovering Diversity Day** on Thursday, Feb. 21. This program is designed for underrepresented students interested in learning about UA and our multicultural excellence and support. Transportation to the event is provided for students from Akron, Canton, Cleveland, Columbus, Lorain, and Painesville, as well as Erie, Pennsylvania. Students have the opportunity to interact with academic and student services areas, talk with current students, tour campus and have lunch. Each student in attendance will receive a UA T-shirt and complimentary Zip Card to use for lunch.



We are hosting a new event this winter—**Cheer on the Zips** on Saturday, Feb. 23. This event is for students that live outside of the local area. Students and their family members will attend a UA presentation, talk with representatives from Student Financial Aid, and Residence Life and Housing, tour the residence halls, tour the campus, have lunch in Rob's Café and attend the Akron Zips men's basketball game.

### **New Student Financial Aid Awards**

Financial aid award letters have been mailed to more than 4,500 new freshmen for Fall 2019. Awards are packaged to maximize need-based gift aid and scholarships first before student loans or other self-help financial aid is awarded. The Office of Student Financial Aid collaborated with colleagues from Admissions and University Marketing and Communications to maximize the effectiveness of the award letter, ensuring that awards and estimated costs are communicated clearly to assist students as they plan to meet their expenses.

New FAFSA application results are imported each morning and award letters are mailed to new students each day.

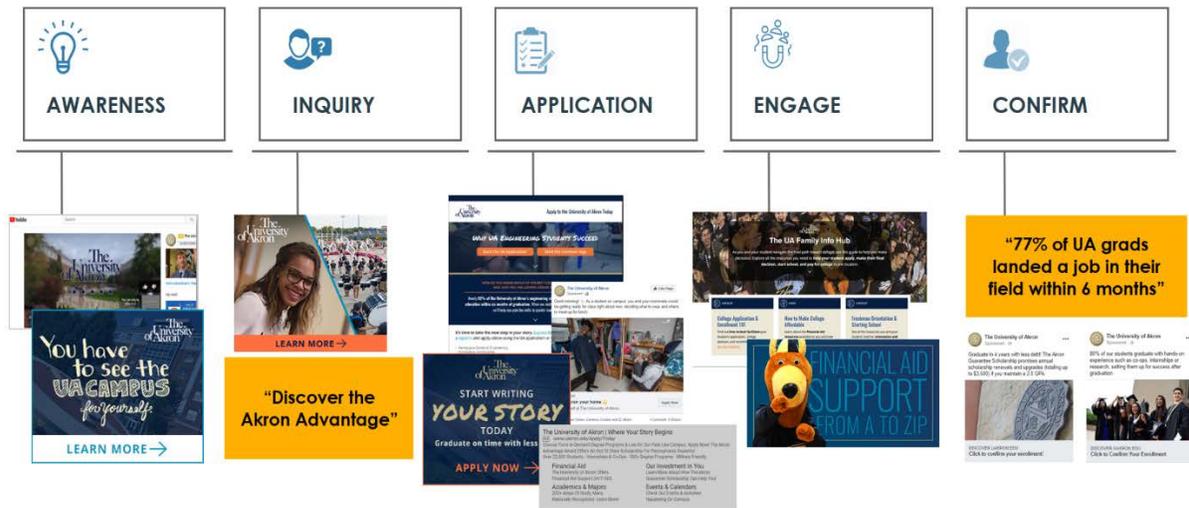
## EAB and Fathom Campaigns

While the focus during this time of year is yield, our campaigns and initiatives to encourage students to apply, as well as submit their additional credentials continue.

The EAB Akron Gold Application Campaign continues to target Ohio high school students. The campaign this time of year includes electronic messages. A conference call with representatives from EAB is conducted on a bi-weekly basis to review the status of the campaign. We have modified and added messages throughout the cycle based on market conditions discussed during the calls.

The digital marketing efforts that transpire via our partnership with Fathom continue to target Ohio and non-Ohio high school students, as well as parents. The focus of the activities at this stage is admit engagement, confirmation and parents. We meet regularly with Fathom and University Communications & Marketing (UC&M) to review the progress within the paid social, paid search, display ads, and search engine optimization campaigns. Adjustments to the campaigns are made as needed.

Please note the examples of images that have been used throughout the various campaigns that Fathom has launched on UA's behalf within the 2019 enrollment strategy.



## Transfer and Adult Students: Focus on Outreach

### Dual Admissions Partnerships

We continue to strengthen our Direct Connect partnership with Stark State. Teams from both University of Akron and Stark meet monthly to implement the dual admission agreement.



The focus of our efforts is to create on-campus engagement opportunities for Direct Connect students as they plan their transfer to UA. Currently, over 250 prospective Stark State students have expressed an interest in the program.

In early December, The University of Akron also finalized a dual admissions agreement with Cuyahoga Community College. The emphasis of this agreement will be the development of “maps” which will establish transfer pathways for Tri-C students to a bachelor’s degree at UA.

### Outreach

- **Visits to community colleges**

The admissions counselors will visit the following community colleges during the spring semester to talk with students and academic advisors: Stark State College, Tri-C, Lakeland Community College, Lorain County Community College, North Central State Community College, Eastern Gateway Community College, Belmont College, Columbus State Community College, Community College of Beaver County, Community College of Allegheny County and Butler County Community College.

- **Individual visits**

The admissions counselors conduct individual visits with prospective transfer and adult students to guide them through the enrollment process.

### Supporting Adult Learners through Corporate Partnerships

As manufacturing jobs require increasingly higher levels of technical skill, US companies often struggle to find workers who possess the necessary educational qualifications to succeed in these careers.



To help address this critical issue, Schaeffler Group USA and The University of Akron have developed a Preferred Corporate Partnership program. Eligible Schaeffler employees and their dependents can receive a scholarship award equivalent to 25 percent of their tuition for undergraduate courses at UA.

Graduate coursework is eligible for a scholarship equal to 10 percent of tuition costs.

To date, this unique partnership with Schaeffler has provided UA more than \$91,000 in net tuition revenue--with the enrollment of 30 undergraduate and 6 graduate students for the 2018-19 academic year.

## **Technology: Focus on Service**

### **Target X CRM Implementation Update**

During the past few months, the following implementation benchmarks have been achieved:

- Data from all applications submitted – including Common App and EAB are now being loaded in the CRM. This integration allows us to communicate via the CRM with all applicants.
- We are now utilizing the CRM for all major events (UA Scholars Day, Discovering Diversity Day, Senior Days, etc.). Electronic invitations are now sent via the CRM. Also, students can now register to attend the program, as well as receive all of the confirmation information regarding the event via the CRM.
- We are loading Common App Prospects and Suspects in order to send targeted email campaigns to this group and encouraging the students to apply.
- We are migrating the Daily Information Sessions & Campus Tours into the CRM.
- We also are currently working on the development of our annual Confirm Enrollment Campaign within the CRM. This project will be completed by mid-February.

## **Personnel: Focus on Professional Development**

Several Office of Admissions staff members are active with the Ohio Association for College Admission Counseling (OACAC):

- Courtney Johnson-Benson – Executive Board member; Inclusion, Access & Success Committee Chair
- Jake Kos – Executive Board member; Summer Institute Committee Chair
- Kailee Aston – Annual Conference Planning Committee Member and Summer Institute Evaluation Committee Member
- Mallory Kennedy – Summer Institute Mentor Chair, and Inclusion, Assess & Success Committee Member
- Bre Koch - Assess & Success Committee Member and Annual Conference Planning Committee Member
- Greg Landis – Summer Institute Mentor

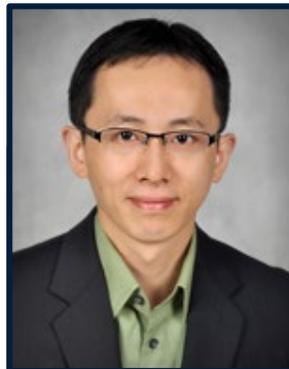
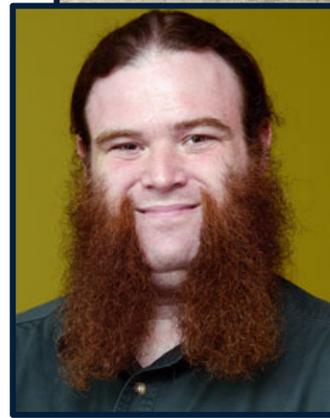
**ACADEMIC ISSUES & STUDENT SUCCESS  
COMMITTEE**

**TAB 5**

**RESEARCH REPORT**

# RESEARCH & SCHOLARLY ACTIVITIES

Office of the Sr. Vice President and Provost



## Research and Scholarly Activities Highlights

### Department of Defense Central Command (USCENTCOM) learns about UA's cutting-edge research

The University welcomed Brett T. Scharringhausen, chief discovery and integration officer for USCENTCOM in January and provided a behind-the-scenes tour of our research labs and capabilities. Scharringhausen regularly visits universities and technology suppliers in search of technologies in the areas of chemical, biological, radiological, nuclear, and enhanced conventional weapons.

The purpose of Scharringhausen's visit was to understand research at UA and how some of these technologies can potentially support the mission of USCENTCOM, which is to "direct and enable military operations and activities with allies and partners to increase regional security and stability in support of enduring U.S. interests."



L-R: Brett T. Scharringhausen, Dr. Shivakumar Sastry, Zippy, and Bryan L. Kinnamon

"Mr. Scharringhausen's visit to the University gave high-level visibility to our accomplished researchers," said **Dr. Shivakumar Sastry**, professor of electrical and computer engineering, who coordinated the visit. "We made compelling demonstrations and told our stories of how UA has positively impacted not just Northeast Ohio, but the entire world," added Sastry. "We will be following up to explore new opportunities for our researchers. We're thankful Mr. Scharringhausen chose to visit UA. This is a testament to the caliber of the fine education and research at UA."

Scharringhausen's interactions with researchers and their projects included:

**Dr. Henry Astley**, assistant professor of biology and faculty member of UA's Biomimicry Research and Innovation Center – development of a snake robot with a camera that can form to go into settings such as building collapses and navigate through debris.

**Dr. Matthew Becker**, the W. Gerald Austen Endowed Chair of Polymer Science and Polymer Engineering – degradable polymer shells that will facilitate limb salvage in soldiers following dramatic gunshot wounds and explosions from improvised explosive devices.

**Dr. Todd Blackledge**, professor of biology and a principal investigator in UA's Biomimicry Research and Innovation Center – use of spider silks as a model system to explore how evolutionary processes interact across the biological hierarchy.

**Dr. Gregory Morscher**, professor of mechanical engineering – research on high temperature materials and composites.

**Dr. Shivakumar Sastry**, professor of electrical and computer engineering – development of a helmet-based, augmented reality visual display system for astronauts to help them better complete tasks outside of their spacecraft, such as repairing equipment and exploring the lunar surface.

**Dr. Yu Zhu**, associate professor of polymer science – research on energy storage materials and devices, such as batteries.

Scharringhausen also visited the National Polymer Innovation Center and received information on the UA Research Foundation, as well as speaking with **Dr. John Nicholas**, professor of computer information systems, program director of cybersecurity and digital forensics tracks (CAST's cybersecurity program).

*Cover photos illustrate the breadth and depth of UA's research and scholarly activities as highlighted within this report. On the cover, clockwise from top left: (1) Matt Becker developing limb-saving material for injured soldiers; (2 and 3) Henry Astley and robotic snake (photo by cleveland19.com); (4) John Nicholas, cybersecurity; (5 and 6) Yu Zhu and solid polymer electrolyte film; (7) Todd Blackledge and spider silk; (8) Greg Morscher; and (9) Shivakumar Sastry.*

## Technology Transfer Highlights

### Bounce Innovation Hub highlights strong relationship with UA research spinout companies

A recent *Crain's Cleveland Business* article highlighted the strong relationship between Akron's new Bounce Innovation Hub, The University of Akron, and its UA Research Foundation. In the past few years, Bounce has become home to six spinout companies based on UA technologies in addition to many companies founded by current UA students and alumni. It also hosts UARF's I-Corps Site program, which trains UA faculty and students in how to commercialize their inventions. "We couldn't be happier with the relationship that we have with the [UA] research foundation or these professors who drive ideas through Bounce," Bounce CEO Doug Weibtraub told *Crain's*.



UA spinout Akron Ascent Innovations' lab in Bounce

### UA enters technology transfer agreements to commercialize polymer recycling patent



Distinguished Professor  
of Polymer Engineering  
Avraam Isayev

The UA Office of Technology Transfer entered into technology transfer agreements with two companies for potential commercialization of Professor **Avraam Isayev's** patented technology for ultrasonic decrosslinking of polymers, US 9,714,333, which allows for recycling or repurposing of polymers. The companies are actively conducting strategic and collaborative research and development activities with UA. The first partner is a large multinational polyolefin manufacturer, which is investigating the technology for polymer compatibilization and recycling. The second party is a supplier of crosslinked polyethylene articles, which has now secured a license option from UA to support polymer reclaim operations. Both opportunities have strong possibilities for successful scale-up and commercialization, leading to a revenue stream for UA.

### UA helmet liner could reduce the risk of concussions

Former Biomimicry Fellows Dr. Emily Kennedy and Dr. Bor-Kai (Bill) Hsiung successfully completed the prototyping and testing of a hedgehog-inspired impact protection technology, using funding provided by the University of Akron Research Foundation's Spark Fund. Kennedy and Hsiung also collaborated with **Dr. K.T. Tan**, assistant professor of mechanical engineering; Nathan Swift, recent Case Western Reserve University graduate; and Douglas Paige, an industrial design professor at the Cleveland Institute of Art to develop and optimize the technology, which was implemented in football helmets because of its unique ability to damp both linear and angular acceleration to reduce risk of concussions. This marks the successful completion of the second of six prototyping projects funded by the Spark Fund.



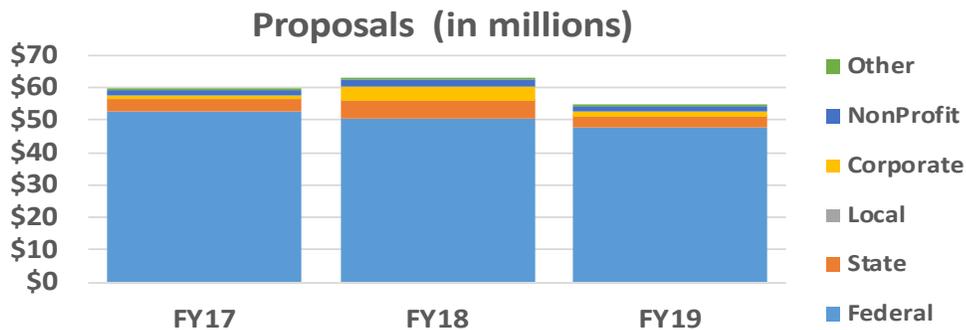
UA's hedgehog-mimicking impact protection technology lines a prototype football helmet

**PROPOSALS (New and Continuing)**

| <b>FY17</b>  | <b>Count</b> | <b>Total \$</b>      | <b>Anticipated IDC \$</b> | <b>Anticipated UA and Non-UA Cost Share</b> |
|--------------|--------------|----------------------|---------------------------|---|
| Federal      | 168          | \$ 52,638,539        | \$ 15,948,030             | \$ 269,896                                  |
| State        | 8            | \$ 3,617,304         | \$ 40,427                 | \$ 2,934,229                                |
| Local        | 8            | \$ 171,122           | \$ 1,740                  | \$ -  |
| Corporate    | 65           | \$ 1,388,365         | \$ 171,591                | \$ -  |
| NonProfit    | 39           | \$ 1,592,674         | \$ 62,527                 | \$ 107,509                                  |
| Other*       | 3            | \$ 107,334           | \$ 27,051                 | \$ 39,112                                   |
| <b>Total</b> | <b>291</b>   | <b>\$ 59,515,339</b> | <b>\$ 16,251,366</b>      | <b>\$ 3,350,746</b>                         |

| <b>FY18</b>  | <b>Count</b> | <b>Total \$</b>   | <b>Anticipated IDC \$</b> | <b>Anticipated UA and Non-UA Cost Share</b> |
|--------------|--------------|-------------------|---------------------------|---|
| Federal      | 137          | 50,233,391        | 15,380,301                | 229,527                                     |
| State        | 14           | 5,809,148         | 236,049                   | 3,391,514                                   |
| Local        | 4            | 96,907            | 5,697                     | -   |
| Corporate    | 37           | 4,198,073         | 1,017,384                 | -   |
| NonProfit    | 28           | 2,383,779         | 112,793                   | 17,637                                      |
| Other*       | 2            | 547,447           | 176,116                   | 32,994                                      |
| <b>Total</b> | <b>222</b>   | <b>63,268,745</b> | <b>16,928,340</b>         | <b>3,671,672</b>                            |

| <b>FY19</b>  | <b>Count</b> | <b>Total \$</b>      | <b>Anticipated IDC \$</b> | <b>Anticipated UA and Non-UA Cost Share</b> |
|--------------|--------------|----------------------|---------------------------|---|
| Federal      | 128          | \$ 47,656,633        | \$ 14,404,324             | \$ 853,311                                  |
| State        | 8            | \$ 3,138,104         | \$ 125,687                | \$ 55,872                                   |
| Local        | 2            | \$ 62,455            | \$ 5,152                  | \$ -  |
| Corporate    | 26           | \$ 1,694,454         | \$ 424,159                | \$ -  |
| NonProfit    | 25           | \$ 1,960,865         | \$ 161,487                | \$ 31,594                                   |
| Other*       | 7            | \$ 324,910           | \$ 80,784                 | \$ 40,243                                   |
| <b>Total</b> | <b>196</b>   | <b>\$ 54,837,421</b> | <b>\$ 15,201,593</b>      | <b>\$ 981,020</b>                           |



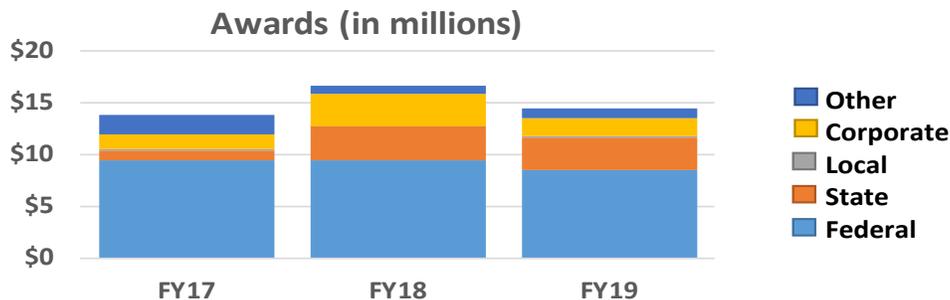
\*Other is comprised of sponsor types: individual, non-U.S. government, and other universities.  
 This report may co-report with UA's Development Office.

**A W A R D S**

| <b>FY17</b>  | <b>Count</b> | <b>Total \$</b>      | <b>Anticipated IDC \$</b> | <b>Anticipated UA and Non-UA Cost Share \$</b> |
|--------------|--------------|----------------------|---------------------------|--|
| Federal      | 76           | \$ 9,428,757         | \$ 2,459,150              | \$ 656,217                                     |
| State        | 8            | \$ 945,483           | \$ 28,229                 | \$ 108,604                                     |
| Local        | 13           | \$ 190,407           | \$ -                      | \$ -   |
| Corporate    | 70           | \$ 1,304,896         | \$ 167,688                | \$ -   |
| Other*       | 47           | \$ 1,859,825         | \$ 161,218                | \$ 374,202                                     |
| <b>Total</b> | <b>214</b>   | <b>\$ 13,729,368</b> | <b>\$ 2,816,284</b>       | <b>\$ 1,139,023</b>                            |

| <b>FY18</b>  | <b>Count</b> | <b>Total \$</b>      | <b>Anticipated IDC \$</b> | <b>Anticipated UA and Non-UA Cost Share \$</b> |
|--------------|--------------|----------------------|---------------------------|--|
| Federal      | 66           | \$ 9,369,486         | \$ 2,367,177              | \$ 367,069                                     |
| State        | 11           | \$ 3,272,052         | \$ 132,474                | \$ 1,197,394                                   |
| Local        | 6            | \$ 86,323            | \$ 3,513                  | \$ -   |
| Corporate    | 37           | \$ 3,073,020         | \$ 653,752                | \$ 75,000                                      |
| Other*       | 23           | \$ 801,826           | \$ 64,878                 | \$ 94,463                                      |
| <b>Total</b> | <b>143</b>   | <b>\$ 16,602,707</b> | <b>\$ 3,221,793</b>       | <b>\$ 1,733,926</b>                            |

| <b>FY19</b>  | <b>Count</b> | <b>Total \$</b>      | <b>Anticipated IDC \$</b> | <b>Anticipated UA and Non-UA Cost Share \$</b> |
|--------------|--------------|----------------------|---------------------------|--|
| Federal      | 66           | \$ 8,406,003         | \$ 2,121,628              | \$ 124,492                                     |
| State        | 8            | \$ 3,216,185         | \$ 126,667                | \$ 78,945                                      |
| Local        | 3            | \$ 96,021            | \$ 5,152                  | \$ -   |
| Corporate    | 28           | \$ 1,706,409         | \$ 431,101                | \$ -   |
| Other*       | 18           | \$ 940,662           | \$ 41,285                 | \$ 94,347                                      |
| <b>Total</b> | <b>123</b>   | <b>\$ 14,365,280</b> | <b>\$ 2,725,833</b>       | <b>\$ 297,784</b>                              |



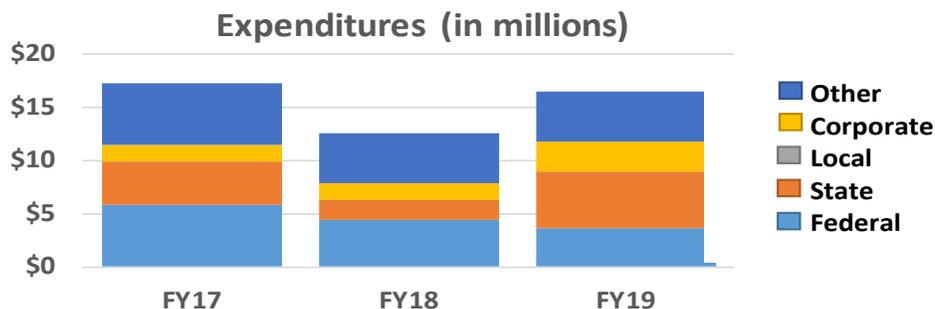
\*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. This report does not include testing agreements. Also, this report may co-report with UA's Development Office.

**RESEARCH EXPENDITURES**

| <b>FY17</b>  | <b>Total \$</b>      | <b>Actual IDC \$</b> | <b>Actual Cost Share \$</b> |
|--------------|----------------------|----------------------|-----------------------------|
| Federal      | \$ 5,751,634         | \$ 1,335,317         | \$ 513,681                  |
| State        | \$ 4,087,671         | \$ 200,188           | \$ 2,253,188                |
| Local        | \$ 215               | \$ -                 |                             |
| Corporate    | \$ 1,552,967         | \$ 362,998           | \$ 22,701                   |
| Other*       | \$ 5,762,988         | \$ 280,946           | \$ 684,613                  |
| <b>Total</b> | <b>\$ 17,155,475</b> | <b>\$ 2,179,449</b>  | <b>\$ 3,474,184</b>         |

| <b>FY18</b>  | <b>Total \$</b>      | <b>Actual IDC \$</b> | <b>Actual Cost Share \$</b> |
|--------------|----------------------|----------------------|-----------------------------|
| Federal      | \$ 4,343,354         | \$ 1,271,159         | \$ 133,153                  |
| State        | \$ 1,975,984         | \$ 154,071           | \$ 766,161                  |
| Local        | \$ 1,806             | \$ -                 |                             |
| Corporate    | \$ 1,534,420         | \$ 352,361           | \$ 46,976                   |
| Other*       | \$ 4,728,912         | \$ 310,066           | \$ 548,912                  |
| <b>Total</b> | <b>\$ 12,584,476</b> | <b>\$ 2,087,657</b>  | <b>\$ 1,495,202</b>         |

| <b>FY19</b>  | <b>Total \$</b>      | <b>Actual IDC \$</b> | <b>Actual Cost Share \$</b> |
|--------------|----------------------|----------------------|-----------------------------|
| Federal      | \$ 3,686,116         | \$ 1,073,553         | \$ 73,300                   |
| State        | \$ 5,226,122         | \$ 144,627           | \$ 1,671,582                |
| Local        | \$ 38,474            | \$ -                 | \$ 19,397                   |
| Corporate    | \$ 2,796,067         | \$ 750,147           | \$ 58,962                   |
| Other*       | \$ 4,753,478         | \$ 247,866           | \$ 263,524                  |
| <b>Total</b> | <b>\$ 16,500,257</b> | <b>\$ 2,216,193</b>  | <b>\$ 2,086,764</b>         |



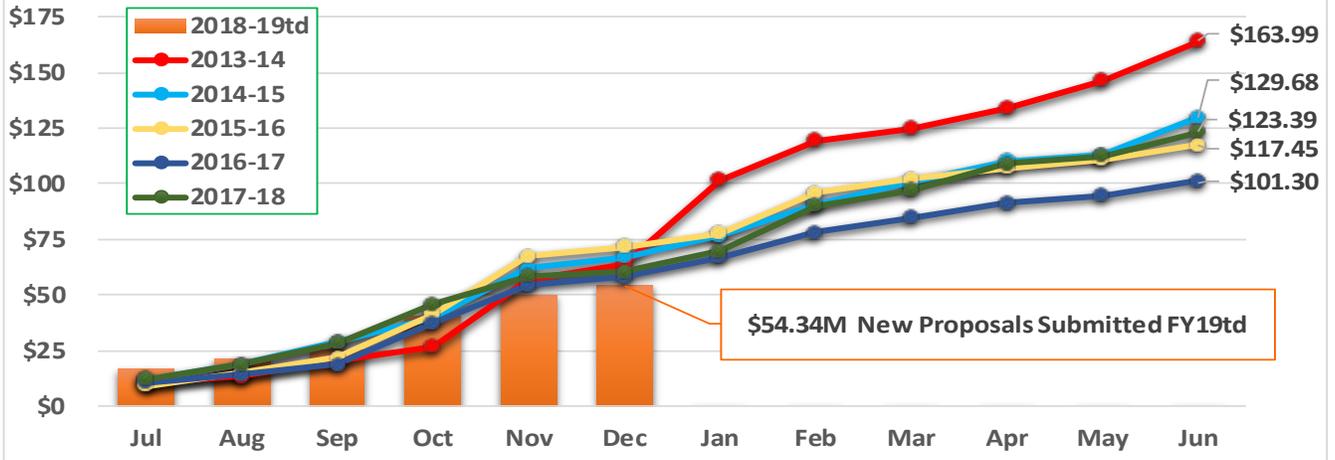
\*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. Regarding expenditures, Other also includes institutional funding (such as startup accounts).

This report may co-report with UA's Development Office.

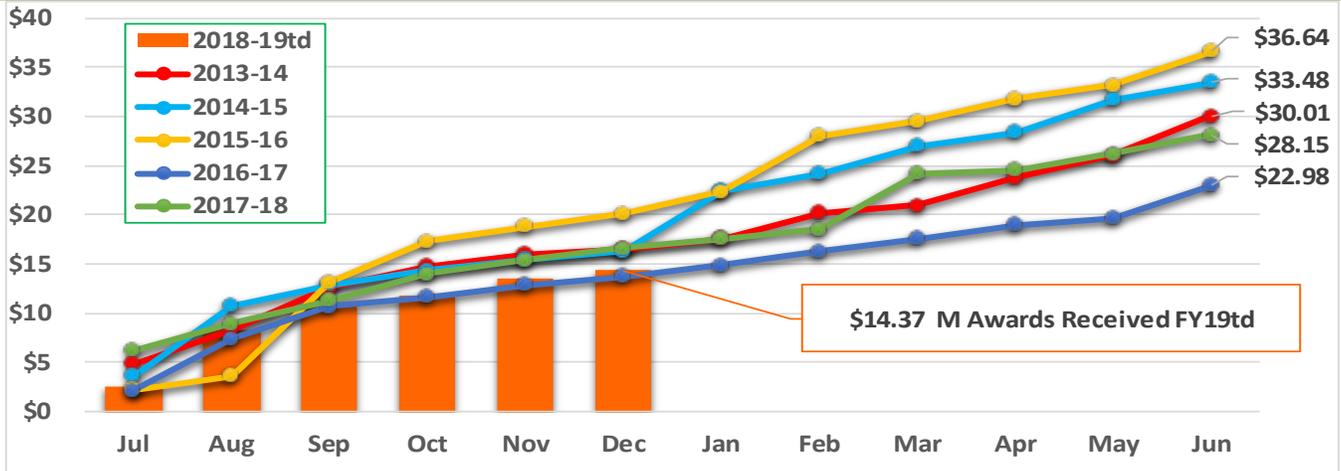
This page includes all research activity through the Office of Research Administration, as well as research-related accounts, such as start-up funding.

Fiscal Years 2014 through 2019-to-date  
(dollars in millions)

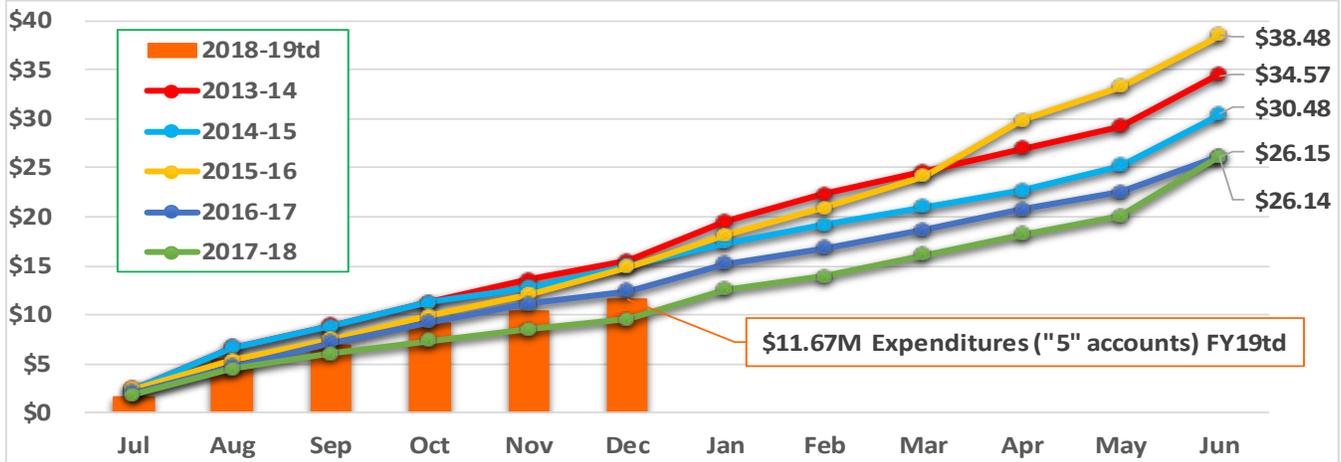
Cumulative New Proposal Dollars Sought



Cumulative New Dollars Awarded

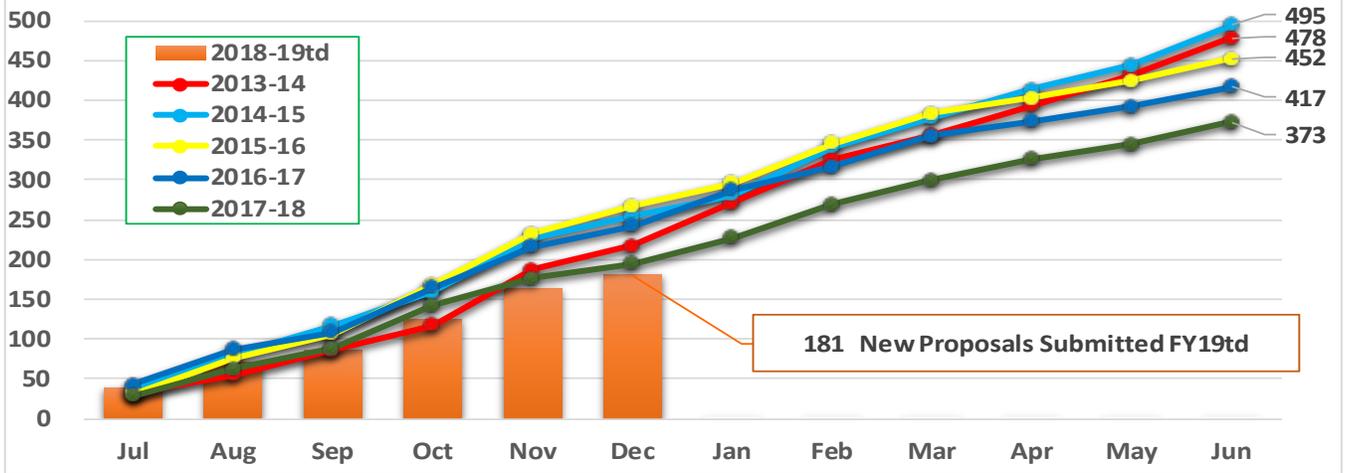


Cumulative Expenditure Dollars on Externally-Funded Research and Other Awards ("5" accounts)

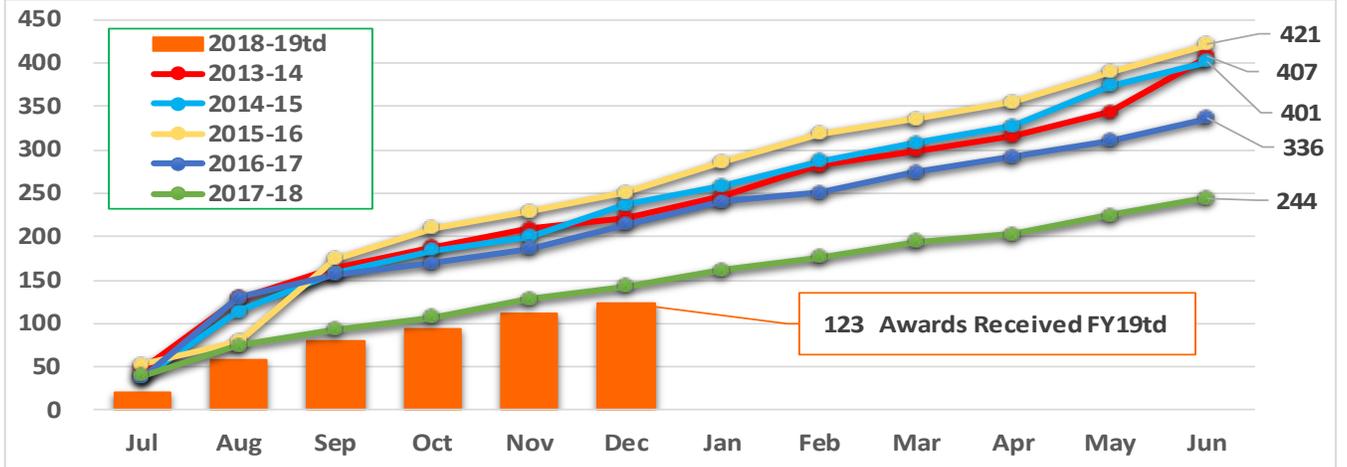


Fiscal Years 2014 through 2019-to-date

Cumulative Count of New Proposals Submitted

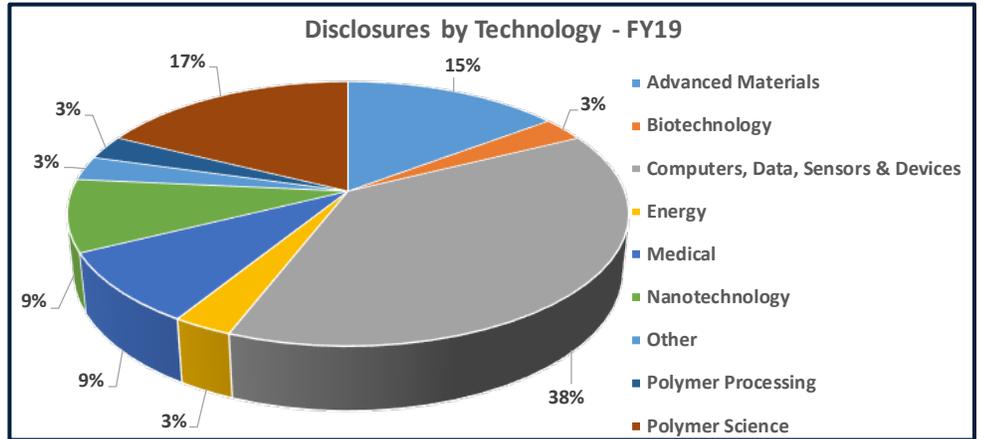


Cumulative Count of New Award Funding Received



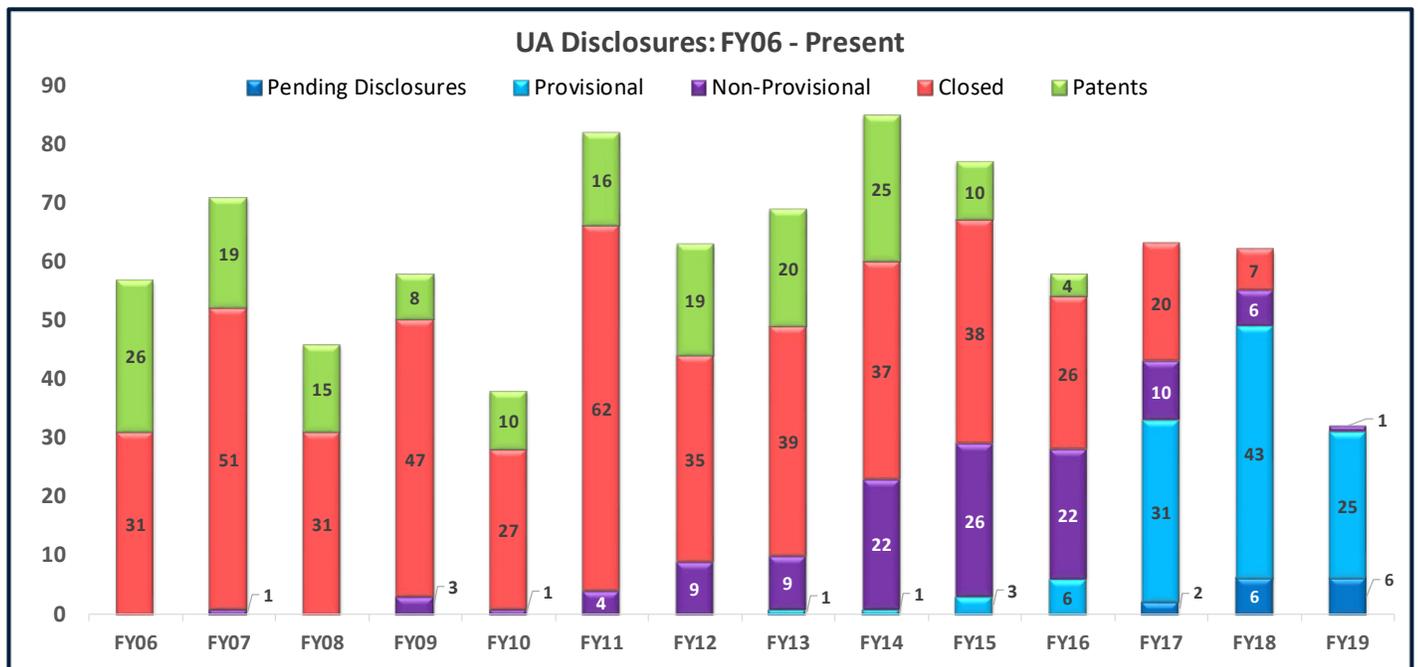
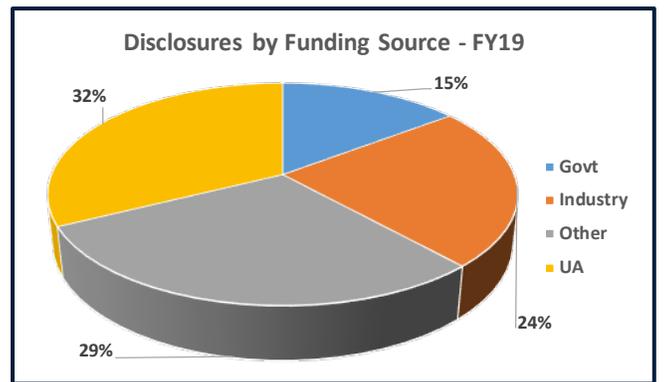
## Technology Transfer: Invention Disclosures and Patent Activity FY06 to present

Disclosures submitted in FY19 to date continue in a variety of fields, with 55% being in computers/data/sensors/devices and polymer science. 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, 2018 to December 31, 2018**  
**(Sorted by Funding Source & Technology)**

| U.S. Patent | Issue Date | Patent Title   | Inventors   | College | Technology                         | Funding  |
|-------------|------------|--|---|---------|------------------------------------|----------|
| 10,038,156  | 07/31/2018 | Photodetector Utilizing Quantum Dots and Perovskite Hybrids As Light Harvesters          | Xiong Gong and Chang Liu  | CPSPE   | Advanced Materials                 | Govt     |
| 10,081,891  | 09/25/2018 | Electrospun Aligned Nanofiber Adhesives with Mechanical Interlocks                       | Shing-Chung (Josh) Wang   | COE     | Advanced Materials                 | Govt     |
| 10,100,014  | 10/16/2018 | Metallotriangle-Based Nanomolecules and Methods of Making the Same                       | George R. Newkome and Charles N. Moorefield                                   | CPSPE   | Advanced Materials                 | Govt     |
| 10,099,437  | 10/16/2018 | Fabrication of Directionally Oriented Block Copolymer Films                              | Alamgir Karim and Gurpreet D. Singh   | CPSPE   | Advanced Materials                 | Govt     |
| 10,058,620  | 08/28/2018 | Dextran-Peptide Hybrid for Efficient Gene Delivery                                       | Gang Cheng, Qiong Tang and Bin Cao  | COE     | Medical                            | Govt     |
| 10,023,689  | 7/17/2018  | Functional Biodegradable Polymers  | Coleen Pugh, Abhishek Banerjee, William K. Storms and Colin Wright            | CPSPE   | Polymer Science                    | Govt     |
| 10,035,903  | 07/31/2018 | Modified Soybean Oil-Extended SBR Compounds and Vulcanizates Filled with Carbon Black    | Avraam I. Isayev and Mark D. Soucek   | CPSPE   | Polymer Science                    | Govt     |
| 10,059,790  | 08/28/2018 | Synthesis of Cross-Linked Plant Oil-Based Polymers Using Bismaleimides as Crosslinkers   | Coleen Pugh, Paula Watt and Brinda Mehta                                      | CPSPE   | Polymer Science                    | Govt     |
| 10,125,260  | 11/13/2018 | Low Aromatic Content Bio-Mass Fillers for Free Radical and Ionic Cure Thermoset Polymers | Coleen Pugh, Paula Watt and Brinda Mehta                                      | CPSPE   | Polymer Science                    | Govt     |
| 10,042,014  | 08/07/2018 | Apparatus and Method for Analyzing Samples with NMR                                      | Michael C. Davis, Toshikazu Miyoshi and Jiahuan Hu                            | CPSPE   | Computers, Data, Sensors & Devices | Industry |
| 10,092,349  | 10/09/2018 | Variable-Frequency Stimulator for Electrosurgery   | Erik D. Engeberg and Eric Espinal   | COE     | Medical                            | Industry |
| 10,013,015  | 7/3/2018   | Fast Auto-Balancing AC Bridge  | Natan Ida and Amir Mhedhi Pasdar  | COE     | Computers, Data, Sensors & Devices | Other    |
| 10,156,487  | 12/18/2018 | Flexible Tactile Sensors and Method of Making  | Jae-Won Choi, Erik D. Engeberg, Morteza Vatani, Ho-Chan Kim and Thomas Swiger | COE     | Computers, Data, Sensors & Devices | Other    |
| 10,143,430  | 12/04/2018 | Systems and Methods that Use Multi-Modal Imaging for Enhanced Resolution Images          | Yang Liu and Frank Papay  | COE     | Medical                            | Other    |
| 10,106,514  | 10/23/2018 | Thermoresponsive Polyesters  | Abraham Joy and John Swanson  | CPSPE   | Polymer Science                    | Other    |

**ACADEMIC ISSUES & STUDENT SUCCESS  
COMMITTEE**

**TAB 6**

**STUDENT SUCCESS REPORT**

# REPORT TO THE BOARD OF TRUSTEES | February 2019

## DIVISION OF STUDENT AFFAIRS

### ACCESSIBILITY

#### FACULTY ACCESSIBILITY COMMITTEE

Accessibility is working with the Faculty Accessibility Committee to effectively disseminate information to faculty beyond the Letter of Accommodation. Each college was asked to designate one person to act as a liaison to this committee, with monthly virtual meetings being scheduled. The committee is developing a website to communicate with the liaisons as well as store information. The goal is to provide support to colleges and students in meeting accommodations and to provide support.

#### DISABILITIES AWARENESS WEEK

Disabilities Awareness Week took place from October 29 through November 2, 2018. The purpose of this annual event is to raise awareness while creating and fostering an inclusive environment on campus and to honor and support students, staff and faculty with disabilities, as well as their advocates. The week is also used as an opportunity to increase understanding and knowledge surrounding disabilities and advocacy among the university community. Over 1,350 individuals participated in the various events throughout the week making this one of the most successful Disabilities Awareness Week ever.

Events included:

- Comedian Samuel J. Comroe
- *Let's Talk About Disabilities ... There's Nothing Spooky About It*
- *Grow Acceptance*
- WagTime Therapy Dogs from Summa Hospital



*WagTime Therapy Dogs helping students destress during Disabilities Week.*

### CAREER SERVICES (CS)

#### Student Connections for November/December 2018:

|       |  |
|-------|--|
| 514   | Students exploring careers with CS online assessment tool (Focus2)         |
| 709   | Student appointments (178 were walk-ins without pre-scheduled appointment) |
| 47    | Mock interviews  |
| 1,735 | Students using Handshake (job board)                                       |

#### Employer Connections for November/December 2018:

|        |   |
|--------|---|
| 14,908 | Employers using Handshake (job board)                               |
| 5,627  | New job postings on Handshake (full- and part-time)                 |
| 1,624  | New internship/co-op job postings on Handshake                      |
| 7,251  | Total full/part-time and internship/co-op job postings on Handshake |

- **Information Security Summit:** At the Information Security Summit at the I-X Center in October, Career Services participated in a Cybersecurity Round Table discussion and provided a presentation on “Starting an Impactful IT Internship/Co-Op Program: Step-by-Step Process for Employers.”
- **Best Practices Event for Education Majors:** In conjunction with The LeBron James Family Foundation College of Education, teachers from over 20 schools met with UA students to conduct mock interviews. A panel of local educators shared best practices in hiring. There were 50 student participants.



*Best Practices event for Education majors.*

- **Etiquette Lunch:** Career Services annual Etiquette Lunch was held in November as a Five-Star Friday lunch event rather than the usual evening dinner. There were 12 companies who attended ... some of which were Cintas, Rocket Mortgage by Quicken Loans, and Pepperl-Fuchs ... with 159 students/staff/faculty and employers attending.



*Career Services Annual Etiquette Lunch held in November.*

- **Part-Time Seasonal Job Fair:** The **third** job fair of the season was held in the Student Union in November to connect students with part-time jobs that do not require a degree. There were over 70 employers who participated in the three events ... L’Oreal, FedEx, Akron Zoo, Sherwin-Williams, AT&T to mention a few.
- **Get Ready for Graduation Fair:** The Get Ready for Graduation Fair was held in November in College of Arts and Sciences (CAS) which was a joint Five-Star Friday event between CS and CAS Advising teams. There were 129 graduating seniors who participated to review their graduation status with an academic advisor and CS offered assistance with their job search.

- **Ohio Department of Higher Education** invited Career Services to provide a High-Impact Practice Poster Presentation in Columbus entitled “Connecting UA Majors to In-Demand Jobs in Ohio.” The presentation was shared with other four-year state institutions.

## COUNSELING AND TESTING CENTER (CTC)

- The National College Testing Association (NCTA) recertified CTC Testing Services in December, 2018. The certification process consisted of completing an extensive and detailed application, a site visit, and a final review by the NCTA Test Center Certification Committee. CTC Testing Services was granted a full five-year recertification.
- CTC implemented a well-received walk-in counseling intake system (initial first appointment) in spring 2018 which has successfully allowed students to access psychological services. During fall 2018, as many as 10 students per day and 40-44 students per week took advantage of the walk-in system.

## EXPLORATORY ADVISING AND ACADEMIC SUPPORT (EAAS)

Exploratory Advising and Academic Support partnered with ZipAssist and Residence Life and Housing for the #ResHallBlitz program in November where staff promoted registration and made outreach to unregistered students in the residence halls going door to door with advising information. Advisors and Retention Coordinators spent two days contacting every unregistered student in the residence halls, provided students with resources for registration, and answered registration-related questions. Thirty percent of the students contacted in the residence halls enrolled for spring 2019 courses within two weeks of the outreach initiative.

## NEW STUDENT ORIENTATION

- **Transfer Online Orientation:** NSO has met with Design and Development Services to discuss building an online orientation platform to streamline the transfer orientation process. Preliminary planning meetings have begun with Transfer & Adult Enrollment Center and will continue on a regular basis with the design team. Target rollout for transfer student online orientation is tentatively set for spring 2020 students. The online platform will need to be ready for use in early October when transfer students typically begin the spring orientation process.
- **Future Zips Confirmation Fee Award and Workshop:** For the start of spring 2019, students have been awarded the Future Zips Confirmation Fee Award based upon financial need. The expansion of the Future Zips Financial Workshop will have nine available workshops to begin late February and run through August. Workshops set in February, March and April will be paired with admission recruitment events to target attendees already planning to come to campus. While these workshops are available for accepted students, the workshops will target students who meet certain financial need predictors. Furthermore, these workshops will continue to serve those students who are awarded the Future Zips Confirmation Fee Award and are required to attend.

## OFFICE OF THE REGISTRAR

### AD ASTRA SCHEDULE AND PLATINUM ANALYTICS

- **Scheduling:**
  - The Office of the University Registrar is nearing its one-year mark for the implementation of Astra Schedule and Platinum Analytics (AdAstra). Astra Schedule is now fully functional for the scheduling of classrooms and academic space.
  - After minor delays with event scheduling, the December 31, 2018 deadline for the campus-wide discontinuation of CollegeNET's 25Live was met with the migration of the Student Union event and space scheduling operation to Astra Schedule being successful.
  - In concert with the Student Union going live with Astra Schedule, the Registrar's office provided multiple demonstrations of Astra Schedule functionality to interested campus partners. As a result, they are working with LJFF College of Education, Residence Life and Housing, and Wayne College to get them on board with the new system.
- **Platinum Analytics**
  - The UA Strategic Scheduling Team, in conjunction with AdAstra's Platinum Analytics solutions consultants, continue to provide academic units with dynamic course demand data expected to define and refine the schedule of classes.
  - In preparation for the 2019-2020 academic year registration, we will have the opportunity to leverage additional course demand data provided by student-specific degree planner (curriculum guide) analysis. Degree planner analysis will enlighten academic units to such details as course availability that could hinder timely degree progress, unnecessary enrollment conditions (i.e., prerequisites or class standing), excessive elective course options, and scheduling satisfaction.

## RESIDENCE LIFE AND HOUSING

### CO-CURRICULAR PROGRAMS AND ACTIVITIES

Residence Hall Program Board, Residence Hall Council, Sigma Lambda and National Residence Hall Honorary hosted a combined total of 96 programs with a combined attendance of over 16,000 attending. Highlights from the fall semester include:

- A cappella group The Filharmonic at the 9:09 in EJ Thomas with 510 attendees;
- Hypnotist Michael C. Anthony at the 9:09 in EJ Thomas with 970 attendees;
- Singer Will Champlin at the first 7:17 Coffeehouse of the year with 255 attendees;
- Bingo in Schrank Hall South with 335 attendees;
- Comedian Samuel J. Comroe at EJ Thomas which was part of Disabilities Awareness Week, whose humor revolved around his living with Tourette's syndrome with 505 in attendance.
- Residence Hall Council (RHC), National Residence Hall Honorary (NRHH), Residence Hall Program Board (RHPB) and Sigma Lambda sponsored the annual SAMS (Students Against Multiple Sclerosis) Rock Alik. The very first SAMS was in the spring of 1987. This year, there were 149 attendees with the student groups raising \$1,200.

## STUDENT LIFE

### CAMPUS PROGRAMS

- **SENIOR WEEK:** Campus Programs hosted Senior Week which featured several opportunities for seniors graduating in December 2018 to prepare for graduation. There were 130 seniors who participated in the events being offered, including graduation cap decorating, distributing class pins, and the Senior Café. A majority of those seniors took advantage of the resume-building, mock interviews, online profile photos, and other opportunities Career Services provided throughout the week.
- **WINTER DEPARTMENT RETREAT:** The Department of Student Life held its annual Winter Retreat which serves as a source of continued training and development for their student employees. Some of the topics covered include: information on policy changes, ALiCE training, how to apply skills honed in a student assistant position towards students' intended careers, and teambuilding. The department also committed to one of its missions ("Serve") by dedicating the morning to volunteering at the Akron/Canton Regional Foodbank where 22,705 pounds of food (representing 18,921 meals) was processed.

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### FRATERNITY AND SORORITY LIFE (FSL)

The Fraternity and Sorority Community Report for fall 2018 indicated a successful fall semester:

- The FSL Community's membership ended the semester with 858 members.
- The community performed 9,039 hours of community service, an average of 10.5 hours per member, and raised over \$19,950 for charity.

### JANUARY LEADERSHIP RETREATS

- Student facilitators for the Greek Leadership Program participated in a half-day retreat where they learned about their roles, facilitation best practices, and began to revise each session's lesson plan.
- Student leaders serving in the roles of chapter presidents, scholarship chairs, risk management officer, and council leaders joined the office retreat to discuss leadership development and team cohesion, risk management policies and crisis response, scholarship, and bystander intervention. The students critically examined the future of FSL nationally and committed to making positive changes in our community. All 24 chapters were in attendance.

### FOOD BANK PHILANTHROPY

- In an effort to give back to their local community and set a positive example for other members, 14 council leaders from IFC, PHC and NPHC dedicated time towards volunteering at the Akron/Canton Regional Foodbank. Food was processed to provide 1,350 meals.



*Student Leaders working together for a team-building activity at the January Leadership Retreat.*



*IFC, PHC and NPHC council leaders volunteering at the Akron/Canton Regional Food Bank.*

## serveAKRON

- Over winter break, students traveled to Pittsburgh for serveAkron's Winter Immersion Trip. UA volunteers worked with The Pittsburgh Project, a non-profit serving vulnerable elderly residents, to improve their living conditions with hands-on service which included construction and home repairs in the Penn Hills area. Students and staff spent evenings engaging in reflection activities and exploring downtown Pittsburgh.



Students Paige Garner, Trayce Harris and Alyssa Grismer working together to renovate a living space for The Pittsburgh Project.

## STUDENT RECREATION & WELLNESS SERVICES (SRWS)

### OUTDOOR ADVENTURE (OA)

The Outdoor Adventure program provides experiential education and quality adventure-based recreational programs that enhance the academic and recreational experience for the University community to help individuals and teams learn and grow. Some highlights of the semester thus far:

- OA held an 18-hour Wilderness First Aid class which supported trip leader training. Student Bethany Truax, climbing wall manager, assisted with instruction and scenarios. The class covered various ways to respond to emergency first aid situations in delayed help environments.
- OA partnered with Rock Mill to host Reel Rock 13 in the Student Union Theater selling over 300 tickets. This event brought some of the best climbing films of the year to Akron and connects The University of Akron climbing community with other climbers in the region.
- OA drafted a grant request of \$30,000 with the Ohio Division of Watercraft to provide needed kayaks and stand-up paddleboards to support continuing efforts to run high-quality paddling programs.
- There were over 230 participants in Open Kayaking fall semester, which more than doubled from fall 2017.
- Rock Climbing Mile High Challenge had 45 participants, with 25 successfully completing the challenge.
- The Rock Climbing Wall had 2,780 participants throughout the fall semester, not including classes and clinics.
- The Knight Foundation supported the continuation and expansion of the existing UA Bike Share program for 2019 with a grant totaling \$17,500. This funding will be used to grow the program and support maintenance and additional campus locations.



Zippy and Kyle Kutuchief of the Knight Foundation

### PROGRAMS/EVENTS

- **Pink Gloves Boxing Certification:** Angie Gowan led this 18-hour course to student instructors where they learned intermediate and advanced boxing skills to prepare to teach classes in the spring. Instructors are constantly learning how to be empowering leaders, give constructive feedback, and offer a safe inviting environment for all UA students.

- **American Council on Exercise (ACE) Personal Training Course:** Led by a student wellness technician, participants learned how to do eight different fitness tests. Not only does this give the student wellness technician an opportunity to teach their skills, it also allows the class participants a chance to experience hands-on learning through the blended course.
- **American Red Cross (ARC) Lifeguarding Certification:** Student ARC instructor instructed students for lifeguard certification.
- **Ohio Recreational Sport Association (ORSA) Conference:** SRWS hosted this annual event which was supported by the Student Union staff and facility. This is a state conference which SRWS previously hosted in 2007. There were 200 participants from 15 Ohio schools who came to discuss current issues, trends, upcoming goals, student development, and facility management.
- **Aquatic events:** From November through January 14, Aquatics hosted 12 swim meets over 14 days with over 3,000 athletes and an estimated 6,300 spectators.



*Aquatics hosted 12 swim meets over 14 days with over 6,300 spectators in attendance.*



*American Red Cross lifeguard certification*



*Wilderness First Aid Class*

## STUDENT ACADEMIC SUCCESS – TUTORING SERVICES

### STUDENT USE OF TUTORIAL SERVICES

- During fall semester, Tutorial Services employed 71 peer tutors, 19 faculty tutors, 18 clerical assistants, and eight learning assistants. There were a total of 29 students who completed Tutor Training I, 27 Tutor Training II, and 31 Tutor Training III.
- During fall semester, 608 students sought assistance at Tutorial Services. These students accounted for 1,970 student visits.
- Approximately 55.3 percent of the visits were generated by students in math classes (College Algebra through Ordinary Differential Equations).
- Students enrolled in science courses generated approximately 28 percent of the contact hours for Tutorial Services (Biology, Chemistry, and Physics are included in this total).
- More students sought assistance with courses in Modern Languages, especially American Sign Language, Arabic, Spanish and French.
- The remaining contact hours were generated in social science courses, especially Psychology, Accounting and Economics.

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### MATH LAB

The Math Lab served 363 students with 2,359 visits during fall semester, with staff assisting in more than 38 different courses.

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### POLSKY TUTORING

|                    | Attendance* | Log-ins** |
|--------------------|-------------|-----------|
| Polsky CRSS^ Lab   | 176         | 118       |
| Polsky Math Lab    | 6025        | 2963      |
| Polsky Writing Lab | 2152        | 1117      |

^College Reading & Study Skills Lab

\***Attendance** is the total number of students present during all times the labs are open and reflects students with tutoring sessions lasting longer than the standard 30 minutes.

\*\***Log-ins** represent each individual student visiting the labs and do not reflect tutoring sessions lasting longer than the standard 30 minutes.

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### BIERCE WRITING COMMONS

A total of 474 students visited Bierce Writing Commons during fall 2018, which includes both undergraduate and graduate students. A total of 1,031 visits was recorded for fall. Students from writing courses in Composition I and II accounted for 394 visits; Basic Writing students were responsible for an additional 116 appointments.

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### e-Tutoring

- eTutoring is coordinated through the Office of Student Academic Success and became available to the general student population in fall 2010. eTutoring is provided through the Ohio eTutoring Collaborative, which is under the umbrella of OH-TECH. With the support of the Chancellor, the eTutoring service continues to be provided without charge to participating schools this semester. The collaborative has grown to approximately 40 colleges and universities across Ohio. UA provided two eWriting tutors and one Math tutor in the fall.
- There were 255 students who used a total of 591 eTutoring sessions for fall semester (51 eQuestions, 79 synchronous eChat sessions, and 461 submissions to the eWriting Lab). eTutoring sessions were utilized by students from Distance Learning sections, MCUC, Wayne campus, main campus, or on-line courses.

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## LEARNING ASSISTANT PROGRAM

- Learning Assistants served 10 sections of various courses with 510 students attending during fall semester with some Learning Assistants making their study sessions available to various sections of the same course.
- Study sessions conducted by the Learning Assistants resulted in 3,329 contact hours. Principles of Chemistry, Calculus II, and Organic Chemistry generated the most contact hours.

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## SATISFACTION SURVEYS

Satisfaction surveys were distributed to students for approximately one month with 362 surveys being collected. The survey targeted specific issues related to student perceptions of the effectiveness of their tutoring sessions. The aggregate responses to key questions are as follows:

|   |                  |
|---|------------------|
| My tutoring session was positive  | 4.61/5.0 (92.2%) |
| My tutor was knowledgeable  | 4.52/5.0 (90.4%) |
| I plan on using at least some of the information suggested by my tutor. | 4.7/5.0 (94%)    |
| I believe I will return to tutoring again                               | 4.73/5.0 (94.6%) |

## ZIPASSIST

### FINANCIAL WELLNESS

ZipAssist successfully launched a financial wellness series of programming engaged 1,314 students during the fall semester. Through intentional partnerships on campus and within the community, ZipAssist provides workshops, webinars, a monthly newsletter, and weekly challenges to keep students engaged and educated about financial wellbeing, specifically related to budgeting, debt reduction, and credit scores.

- In addition, ZipAssist has partnered with United Way of Summit County to provide free one-on-one financial coaching to students.
- For students in emergency need, ZipAssist will continue to provide external referral to The Salvation Army of Summit County which includes a formal textbook assistance program, vision assistance, food pantry access, childcare discounts, and a variety of social services.
- For those students who wish to apply for government assistance, ZipAssist will continue to provide one-on-one assistance.

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## STUDENT EMERGENCY FINANCIAL ASSISTANCE [SEFA] PROGRAM

The Student Emergency Financial Assistance [SEFA] program, supported by the Great Lakes Higher Education Corporation & Affiliates – Dash Emergency Grant, provided over \$250,000 to over 310 students since its launch in August 2017.

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## US PASSPORT ACCEPTANCE FACILITY

ZipAssist serves as an approved U.S. Passport Acceptance Facility by the Department of State. Students and community members are able to process passport applications and/or receive official passport photos in the ZipAssist suite. Since the beginning of the semester, ZipAssist has processed over 300 applications on behalf of our community.



**Consent Agenda  
The University of Akron Board of Trustees  
Meeting of February 13, 2019**

| <b>Item</b> | <b>Description</b>   | <b>Committee</b>                  | <b>Tab</b>        |
|-------------|--|-----------------------------------|-------------------|
| 1           | Minutes for December 5, 2018   | None                              | Board of Trustees |
| 2           | Investment Report for the Six Months Ended December 31, 2018                 | Finance & Admin.                  | 2                 |
| 3           | Financial Report for the Six Months Ended December 31, 2018                  | Finance & Admin.                  | 3                 |
| 4           | Procurements for More Than \$500,000   | Finance & Admin.                  | 4                 |
| 5           | Cumulative Gift and Grant Income Report for July 1 through December 31, 2018 | Finance & Admin.                  | 5                 |
| 6           | Proposed Curricular Changes  | Academic Issues & Student Success | 1                 |
| 7           | Proposed University of Akron Calendar  | Academic Issues & Student Success | 2                 |
| 8           | Proposed Changes to Collective Bargaining Agreement, Article 10, Section 6   | Academic Issues & Student Success | 3                 |

Presiding:  
Chair  
Joseph M. Gingo  
  
February 13, 2019

|           |   |
|-----------|---|
| <b>1</b>  | David W. James Advisory Trustee Appointment   |
| <b>2</b>  | Selection of a University Endowment Search Firm and Endowment Manager                               |
| <b>3</b>  | Naming of The Honorable Monte E. Mack Case Study Classroom  |
| <b>4</b>  | Naming of Rooms and Areas in the College of Business Administration Professional Development Center |
| <b>5</b>  | 2019-2020 Board of Trustees Regular Meeting Schedule and Submission of Materials                    |
| <b>6</b>  |   |
| <b>7</b>  |   |
| <b>8</b>  |   |
| <b>9</b>  |   |
| <b>10</b> |   |
| <b>11</b> |   |
| <b>12</b> |   |

**THE UNIVERSITY OF AKRON**

**RESOLUTION 2- -19**

David W. James Advisory Trustee Appointment

WHEREAS, The University of Akron's Board of Trustees adopted Rule 3359-1-10 on October 26, 2011, thereby creating the position of Advisory Trustee "to take advantage of the talents, resources and experiences of individuals who may or may not be residents of the state of Ohio" by bringing into the boardroom the additional expertise, knowledge, talent, perspectives and wisdom of individuals who meet the following selection criteria: "success in a chosen field or business; state or national prominence; ability to serve as an advocate for higher education; ability and willingness to offer counsel to the board and president; and demonstrated support of The University of Akron"; and

WHEREAS, David W. James, who earned his Bachelor of Arts degree in economics and his master's degree in public administration from Cleveland State University, has served as the Superintendent of the Akron Public Schools since August, 2008; and

WHEREAS, In his role as Superintendent, Mr. James has demonstrated leadership and innovation, including: overseeing the largest facility renovation and consolidation project in the history of the Akron Public Schools; working with Ford Next Generation Learning to have the Akron Public Schools designated as a Ford Next Generation Learning Community; and promoting educational programs that encourage student success and that provide students with opportunities to achieve college credit while still in high school, such as through the Early College High School Program at The University of Akron; and

WHEREAS, Through his professional endeavors, civic and education leadership, and commitment to Akron, Mr. James exemplifies the traits desired in an Advisory Trustee; Now Therefore,

BE IT RESOLVED, That David W. James is appointed to a three-year term as an Advisory Trustee from February 2019 through February 2022.

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M. Celeste Cook, Secretary  
Board of Trustees

## **THE UNIVERSITY OF AKRON**

### **RESOLUTION 2- -19**

Pertaining to the Selection of a University Endowment Search Firm and Endowment Manager

WHEREAS, The University of Akron (the “University”) Board of Trustees (the “Board of Trustees”), pursuant to University Rule 3359-1-01, has the authority to formulate rules and regulations to govern the activities of the University; and,

WHEREAS, The University of Akron Foundation Investment Committee (the “Foundation Investment Committee”) has initiated a competitive process to select a search firm to facilitate and assist in a competitive process that may result in a change to its endowment manager; and,

WHEREAS, The Foundation’s Investment Committee has subject knowledge expertise to identify, evaluate, and select a search firm; to evaluate endowment manager proposals; and to select an endowment manager; and,

WHEREAS, The University desires to leverage this expertise and join and follow the process of the Foundation Investment Committee for purposes of evaluating and potentially changing the University endowment manager; and,

WHEREAS, University Rule 3359-3-01 provides that a competitive bid process and/or a negotiation process, approved by the Director of Purchasing and the Office of General Counsel, shall be utilized for the purchase of services in excess of fifty thousand dollars; and,

WHEREAS, The Board retains the authority to waive the requirements of University Rule 3359-3-01, and desires to waive these requirements, to leverage the Foundation Investment Committee expertise to select a search firm that will assist the University in conducting a competitive selection process to select a search firm and an endowment manager; Now, Therefore,

BE IT RESOLVED, That the University waives the requirements of University Rule 3359-3-01 and designates the Vice President for Finance and Administration/CFO and a member of The University of Akron Board of Trustees to represent the University as ex-officio and ad hoc members, respectively, of the Foundation Investment Committee as it conducts a competitive search process for an endowment manager; and,

BE IT FURTHER RESOLVED, If the process identifies a search firm and an endowment manager who provides a best overall value to the University that is acceptable to the Vice President for Finance and Administration/CFO and a member of The University of Akron Board of Trustees, that the Director of Purchasing may enter into a contract with that endowment manager, subject to the review and approval of the Office of General Counsel; and,

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO shall report back to the Board of Trustees of the outcome of the endowment search firm and endowment manager selection process.

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M. Celeste Cook, Secretary  
Board of Trustees

**THE UNIVERSITY OF AKRON**

**RESOLUTION 2- -19**

Pertaining to the Naming of  
The Honorable Monte E. Mack Case Study Classroom

WHEREAS, The late Monte E. Mack received his law degree from The University of Akron in 1957 and was a past president of the UA Law Alumni Association from 1987 to 1988; and

WHEREAS, Monte E. Mack was a U.S. Army veteran who served in the Korean Conflict and was a member of several civic associations, including the Akron, the Ohio, and the American Bar Associations; the American Judge Association; the Akron Club; and the University Club; and

WHEREAS, Monte E. Mack worked as a corporate attorney before entering private practice and ultimately becoming an Akron Municipal Court judge; and

WHEREAS, Judge Mack served on the bench from 1983 to 1997 before retiring and serving an additional 10 years as a visiting judge, and during his time on the bench was known for his strict and decisive courtroom demeanor and for being a warm and kind mentor to his colleagues; and

WHEREAS, Gwendolyn R. Mack, Judge Mack's wife, created The Honorable Monte E. Mack Endowed Trial Advocacy Fund with a significant commitment to The University of Akron School of Law in December 2018; and

WHEREAS, The Honorable Monte E. Mack Endowed Trial Advocacy Fund will provide unrestricted support for Akron Law's Trial Advocacy programming; and

WHEREAS, Judge Monte E. Mack passed away in November 2016; Now, Therefore,

BE IT RESOLVED, That The Honorable Monte E. Mack Case Study Classroom, located in Room 280 on the second floor of the C. Blake McDowell Law Center, be so named in Judge Mack's honor.

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M. Celeste Cook, Secretary  
Board of Trustees

# THE UNIVERSITY OF AKRON

## RESOLUTION 2- -19

Pertaining to the Naming of Rooms and Areas in the  
College of Business Administration  
Professional Development Center

WHEREAS, The University of Akron has undertaken a capital campaign to provide an addition to the College of Business Administration building so as to provide additional space and an enhanced learning, teaching and professional development environment for students and faculty of the College of Business Administration; and

WHEREAS, Many individuals, corporations and foundations have demonstrated their ongoing commitment to the College of Business Administration through generous gifts to this capital campaign; and

WHEREAS, The University of Akron and its College of Business Administration desire to honor and recognize the generous contributions of these donors by naming rooms and areas in the Professional Development Center and the existing College of Business Administration building in their honor; Now, Therefore,

BE IT RESOLVED, That the following rooms and areas within the College of Business Administration building and the Professional Development Center will bear the following names:

- **The John P. and Joanne M. Rohrer Learning Common:** Made possible through the generosity of Joanne and John Rohrer, the large common area, numbered 287 on the second level of the Center, will be named The John P. and Joanne M. Rohrer Learning Common.
- **The Ohio CAT Common:** Made possible through the generosity of Ohio CAT and Kenneth T. Taylor, President, the common area two-story lobby, numbered 182 in the Professional Development Center, will be named the Ohio CAT Common.
- **The Roger and Scott Read Board Room:** Room 285 in the Professional Development Center is a 16-seat conference room located on the second level of the Center. Made possible through the generosity of Roger Read and his late wife Judy, along with their son Scott, the board room will be named The Roger and Scott Read Board Room.
- **The Goodyear Tire & Rubber Company Classroom:** Room 286 on the second level of the Professional Development Center can seat 70 students and will be used for instruction and learning. Made possible through the generosity of The Goodyear Tire & Rubber Company, the classroom will be named The Goodyear Tire & Rubber Company Classroom.

- **The Mary S. and David C. Corbin Foundation Conference Room:** Made possible through the generosity of the Corbin Foundation, Conference Room 170 in the administrative suite on the first level in the Professional Development Center will be named The Mary S. and David C. Corbin Foundation Conference Room.
- **The George E. and Alice L. Strickler III Experiential Communication Lab:** Made possible through the generosity of George and Alice Strickler, the lab, Room 179 in the existing College of Business Administration building near the interior entrance to the new addition, will be renovated. The room will be named The George E. and Alice L. Strickler III Experiential Communication Lab.
- **The John H. and Janet E. Costello, III Lobby:** Made possible through the generosity of John H., III and Janet E. Costello, the large, open-seating area numbered 284 in the Professional Development Center will be named The John H. and Janet E. Costello, III Lobby.
- **Mark T. and Catherine L. Clark Office:** Room 167 will house the office for the College's professional development coordinator. Made possible through the generosity of Mark and Catherine Clark, the office will be named the Mark T. and Catherine L. Clark Office.
- **The Hete Family Office:** Made possible through the generosity of Joseph Hete and additional Hete family members in honor of Charles J. and Joyce L. Hete, Room 164 in the administrative suite area of the Professional Development Center will house the office of the College's executive director of corporate outreach and professional development. The office will be named The Hete Family Office.
- **David M. and Dena Grubb Office:** Room 162 will house the office for the director of the College's Institute for Leadership Advancement. Made possible through the generosity of David and Dena Grubb, the office will be named the David M. and Dena Grubb Office.
- **Raymond and Sylvia Lee Office:** Room 172 on the first floor of the Professional Development Center will house the office for the coordinator of the College's internship program. Made possible through the generosity of Raymond and Sylvia Lee, the office will be named the Raymond and Sylvia Lee Office.
- **Thomas E. and Anita W. Gedelian Office:** Room 169 in the College's Professional Development Center will house the office for the College's communication practitioner. Made possible through the generosity of Thomas and Anita Gedelian, the office will be named the Thomas E. and Anita W. Gedelian Office.
- **Frank C. and Karen S. Steininger Office:** Room 166 in the Professional Development Center will house the office for the College's executive-in-residence. Made possible through the generosity of Frank and Karen Steininger, the room will be named the Frank C. and Karen S. Steininger Office.

- **Lehner Family Foundation Reception Lobby:** Areas 161A and 161B in the new addition will function as a reception and waiting area for visitors to the Professional Development Center. Made possible through the generosity the Lehner Family Foundation, those two areas will be named The Lehner Family Foundation Reception Lobby.
- **Brad J. and Yelena S. Dickerson Office:** Room 163 in the Professional Development Center will be used by staff of the College's Institute for Leadership Advancement. Made possible through the generosity of Brad and Yelena Dickerson, the office will be named the Brad J. and Yelena S. Dickerson Office.
- **Velma C. and Robert G. Slayman Office:** Room 173 in the Professional Development Center will house the office of the College's internship fair specialist. Made possible through the generosity of Everett and Becky Slayman-Gallagher, as well as other family members, the office will be named the Velma C. and Robert G. Slayman Office.
- **The Andy and Linda Platt Office:** Room 168 in the Professional Development Center will house the office for the College's mentoring program. Made possible through the generosity of Andy and Linda Platt, the room will be named The Andy and Linda Platt Office.
- **Mark and Pam Goldfarb Office:** Room 174 in the Professional Development Center will be used to connect students with potential employers, and provide career guidance and resume assistance. Made possible through the generosity of Mark and Pam Goldfarb, the room will be named The Mark and Pam Goldfarb Office.

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M. Celeste Cook, Secretary  
Board of Trustees

**THE UNIVERSITY OF AKRON**

**RESOLUTION 2- -19**

2019-2020 Board of Trustees Regular Meeting Schedule and Submission of Materials

BE IT RESOLVED, That the 2019-2020 regular meeting schedule for the Board of Trustees and its standing committees be approved as follows, with the understanding that additional Board and/or committee meetings may be scheduled throughout the period, as well as special or emergency meetings pursuant to Rules of the Board of Trustees:

| <b>COMMITTEE MEETINGS</b>                                 | <b>BOARD OF TRUSTEES MEETING</b>    |
|---|-------------------------------------|
| Friday, August 9, 2019                                    | <b>Wednesday, August 14, 2019</b>   |
| Friday, October 4, 2019                                   | <b>Wednesday, October 9, 2019</b>   |
| Thursday, December 5 (Audit);<br>Friday, December 6, 2019 | <b>Wednesday, December 11, 2019</b> |
| Friday, February 7, 2020                                  | <b>Wednesday, February 12, 2020</b> |
| Wednesday, April 8, 2020                                  | <b>Wednesday, April 15, 2020</b>    |
| Thursday, June 4 (Audit);<br>Friday, June 5, 2020         | <b>Wednesday, June 10, 2020</b>     |

BE IT FURTHER RESOLVED, That the Secretary and Assistant Secretary of the Board shall prepare and implement for each regular Board meeting a schedule with deadlines for the submission of materials and information for Board meetings to the Board office so that each Trustee shall be able to receive such materials in a timely manner prior to each regular Board meeting, and they shall enforce such deadlines unless directed otherwise by the Board Chair.

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M. Celeste Cook, Secretary  
Board of Trustees