

Presiding:
Chair
Joseph M. Gingo
December 9, 2020

1	Call to Order
2	Report of the Chair
3	Report of the President
4	Report of the Student Trustees
5	Approval of Meeting Minutes
6	Consideration of Recommendations of the Finance & Administration Committee
7	Consideration of Recommendations of the Academic Issues & Student Success Committee
8	Consideration of Recommendations of the Audit & Compliance Committee
9	Consideration of New Business
10	Next Regular Meeting: February 10, 2021 Student Union, Room 339
11	Adjournment

Board of Trustees

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Meeting Minutes
Wednesday, October 14, 2020
Student Union, Room 339

Board Members Present:

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

*Via teleconference

Student Trustees Present:

Taylor A. Bennington *	McKenzie K. Gerzanics*
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*Via teleconference

Advisory Trustees Present:

Anthony J. Alexander*	Dr. David W. James*
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*Via teleconference

Staff Officers of the Board Present:

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

Administrative Officers Present:

Dr. Gary L. Miller, President
Dr. John M. Wiencek, Executive Vice President and Provost***
Kimberly M. Cole, Vice President, Advancement*
Tammy Ewin, Vice President/Chief Communication and Marketing Officer*
Wayne R. Hill, Vice President and Chief of Staff***
Dr. John A. Messina, Vice President, Student Affairs*
Nathan J. Mortimer, Vice President, Operations***
Dr. Rex D. Ramsier, Executive Vice Provost and Director of Academic Administrative Services*
Dr. Stephen R. Storck, Interim Chief Financial Officer*
Dr. Joseph R. Urgo, Interim Senior Vice Provost, Acting Dean, Buchtel College of Arts and Sciences*

*Via teleconference

***Adjacent support

Others Present: (See Appendix A.)

REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Gingo called the meeting to order at 8:32 a.m., and the Board adjourned into executive session on an 8-0 vote for the stated purposes of—considering employment and compensation of public employees pursuant to O.R.C. 121.22(G)(1); considering real estate matters pursuant to O.R.C. 121.22(G)(2); meeting with legal counsel concerning litigation involving the University pursuant to

O.R.C. 121.22(G)(3); and reviewing for collective bargaining sessions pursuant to O.R.C. 121.22(G)(4). The meeting returned to public session at 10:30 a.m. on an 8-0 vote.

REPORT OF THE CHAIR

Dr. Miller's First Year as President

Mr. Gingo reflected that it had been only one year and two weeks since Dr. Miller had joined the University as President. "No one ever could have predicted the challenges of the past 12 months and the changes to the University, which would be caused or accelerated by the coronavirus pandemic," he said.

Mr. Gingo then acknowledged some of Dr. Miller's accomplishments, noting that, "during his first year as President, he has:

- Navigated the University through the pandemic, including the transfer by faculty of all academic courses to remote delivery in just two weeks' time, in what truly was an amazing, collective effort;
- Developed and implemented steps to reduce the University's operating budget by almost \$44 million in a single year, helping to preserve the University's limited financial reserves;
- Overseen the consolidation of colleges from 11 to 5, to develop a greater level of integration among our academic programs;
- Overseen the implementation of the strategic planning process, which temporarily was paused due to the pandemic, but is soon to restart under the leadership of the Provost; and
- Rounded out his leadership team, including the hiring of Dr. John Wiencek as Executive Vice President and Provost, Mr. Dallas Grundy as Senior Vice President and Chief Financial Officer, and Ms. Tammy Ewin as Vice President, Chief Communication and Marketing Officer."

150th Anniversary Celebration of The University of Akron

Mr. Gingo reported that on the evening of Saturday, October 10, Dr. and Mrs. Miller had led a toast to the 150th anniversary of The University of Akron, along with alumni and friends at more than 500 separate celebrations worldwide. The event had "served as a wonderful moment to acknowledge the history, accomplishments, and future of this University," Mr. Gingo said.

Conclusion

Mr. Gingo made the following statement:

"On a personal note, I have been a member of this Board for four years. Over that time, I have seen various proposals for how this University should move forward as an institution. I would like to say that the efforts that Dr. Miller has initiated in his first year as President, to better align the University with enrollment trends and to build on our strengths through strategic investment, make me more confident that I ever have been about the financial stability of the University and its positioning to succeed in the future.

Thank you, again, Dr. Miller, and I look forward to the next year, which likely will have its own set of challenges, but I am confident in our abilities to rise to the occasion."

Finally, Mr. Gingo acknowledged Student Trustee McKenzie Gerzanics on her recent commissioning to Second Lieutenant in the Army National Guard. "Good luck as a member of the officer ranks and thank you for your continuing service to our country," he said.

REPORT OF THE PRESIDENT (See Appendix D.)

REPORT OF THE STUDENT TRUSTEES

Mr. Bennington reported that, despite the complexities associated with the COVID-19 pandemic, "it has been great to be back on campus this fall." For the past eight weeks, students had been safely learning both in physical and virtual classrooms, residing in the residence halls, and enjoying the beautiful campus. He and Ms. Gerzanics applauded students' adherence to the A.K.R.O.N. pledge protocols of hand washing, social distancing, wearing masks and monitoring health. Mr. Bennington expressed thanks to President Miller, Provost Wiencek, Vice President of Student Affairs John Messina, and the faculty, staff and students who had worked to ensure a safe return to campus for everyone. He noted the following campus updates:

- Earlier that week, The University of Akron's esports team hosted one of the largest esports competitions in the United States. Participants had included the University of California Los Angeles, the University of Mississippi, and the University of Utah.
- Beginning with the December regular Board of Trustees meeting, an exceptional Zip again will be featured during the Student Trustees' report. Featured students will present safely in compliance with COVID-19 pandemic restrictions.

Mr. Bennington then expressed best wishes and pride for student-athletes who were preparing to return to competition soon, and for LGBTQ+ members of the Zips family who had spoken their truth on National Coming Out Day, Sunday, October 11.

Ms. Gerzanics reported that she and Mr. Bennington had joined students and alumni to celebrate the University's 150th birthday in over 550 celebrations around the world held on Saturday, October 10. She thanked The University of Akron Alumni Association, led by Willy Kollman, and the many others who had made that evening so special. She noted that those historic celebrations, with 2,500 participants worldwide, were evidence of the depth of University of Akron pride in the hearts of the University community and alumni around the world.

Ms. Gerzanic concluded by stating, "this spirit brings hope for all of us on campus as we look to the future and work together through a semester unlike any other."

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 the action and informational items in the Board materials had been discussed in detail during committee meetings held on Friday, October 9.

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

By consensus, the proposed action to approve the minutes of the Board of Trustees meeting of August 12, 2020 and of the External Affairs Committee and the Safety & Facilities Special Committee meetings of September 16, 2020 was placed on the consent agenda.

RESOLUTION 10-1-20 (See Appendix B.)

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

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

RESOLUTION 10-2-20 (See Appendix B.)

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

- Financial Report for the Fiscal Year Ended June 30, 2020 (Tab 2)

This budget-to-actual report focused on revenue and expenditures during the fiscal year ended June 30, 2020 for the University's General Fund, Auxiliary Enterprises, and Departmental Sales and Services, and provided year-to-date comparisons to Fiscal Year 2019.

The University's audited financial statements, expected to be available in January 2021, will convey the complete results of operations for Fiscal Year 2020.

General Fund - Akron and Wayne	FY19	FY20			
	YTD June 30	Approved Budget	YTD June 30	Actual to Budget	
				\$	%
Tuition & General Service Fees	\$186,251,268	\$178,742,000	\$175,612,417	(\$3,129,583)	
Other Fees	21,732,648	21,495,000	20,352,098	(1,142,902)	
Scholarships	(52,787,389)	(61,764,000)	(52,693,281)	9,070,719	
Net Tuition and Fees	155,196,527	138,473,000	143,271,234	4,798,234	103%
State Share of Instruction	101,851,513	99,139,000	95,193,364	(3,945,636)	
Indirect Cost Recovery	5,188,151	5,247,000	4,702,402	(544,598)	
Investment Income	1,087,866	1,410,000	735,189	(674,811)	

General Fund - Akron and Wayne	FY19	FY20			
	YTD June 30	Approved Budget	YTD June 30	Actual to Budget	
				\$	%
Miscellaneous Revenue	1,959,430	2,571,000	2,707,107	136,107	
Total Revenue	265,283,487	246,840,000	246,609,296	(230,704)	100%
Compensation (Payroll & Fringe Benefits)	190,926,882	183,572,000	179,910,481	3,661,519	98%
Non-Personnel (Utilities & Operating)	44,538,828	46,773,000	37,315,173	9,457,827	80%
Total Expenditures	235,465,710	230,345,000	217,225,654	13,119,346	94%
Net Before Transfers	29,817,777	16,495,000	29,383,642	12,888,642	
Transfers-In (Draw on Operating Reserves)	3,795,965	11,584,000	2,364,353	(9,219,647)	
Transfers-In Plant Fund and Other	2,569,633	1,000,000	1,131,571	131,571	
Advance-In	596,972	140,000	143,028	3,028	
Transfers-In Encumbrance	3,832,133	2,600,000	3,234,688	634,688	
Transfers-Out Plant Fund	(2,822,400)	(1,000,000)	(1,405,252)	(405,252)	
Transfers-Out Other	(34,369,392)	(30,819,000)	(32,313,545)	(1,494,545)	
Advance-Out	(77,000)	0	(120,000)	(120,000)	
Transfers-Out Encumbrance	(3,343,688)	0	(2,418,485)	(2,418,485)	
Net Transfers	(29,817,776)	(16,495,000)	(29,383,642)	(12,888,642)	
Difference	\$0	\$0	\$0	\$0	

Tuition and fee revenues, state share of instruction, indirect cost recovery, and investment income fell short of budget. Scholarship awards were significantly less; thus, total revenues were approximately \$231,000 less than budget. Total expenditures were \$13.1 million less than budget, while transfers-out other were \$1.5 million greater than budget.

The draw on the General Fund operating reserves was \$2.4 million as of June 30, 2020. The reduction in the amount of Transfers-in from General Fund operating reserves was largely attributable to expenditure reductions as a result of the University operating in a remote mode of instruction beginning in mid-March and continuing through the end of Fiscal Year 2020. Due to the absence of students, faculty, and staff on campus, expenditures for utilities, compensation, and faculty research start-ups were less than budget.

In addition, as a result of the reduction in revenue due to the COVID-19 pandemic, management had carefully monitored and limited expenditures, including travel, to those deemed essential. As a result, other operating expenditures were \$6.2 million less than budget. CARES Act funding had reimbursed the University for \$6.1 million in revenue that had been refunded to students for room, board and fees due to the closure of residence halls in mid-March.

Auxiliaries Combined - Akron and Wayne	FY19	FY20			
	YTD June 30	Approved Budget	YTD June 30	Actual to Budget	
				\$	%
Revenue	\$43,233,817	\$42,450,000	\$36,627,478	(\$5,822,522)	86%
Compensation (Payroll & Fringe Benefits)	14,641,404	14,654,000	14,633,978	20,022	100%
Non-Personnel (Operating, Scholarships)	36,500,726	35,135,000	30,493,586	4,641,414	87%
Total Expenditures	51,142,130	49,789,000	45,127,564	4,661,436	91%
Net Before Transfers	(7,908,313)	(7,339,000)	(8,500,086)	(1,161,086)	
Transfers-In Facilities Fee	9,306,997	8,179,000	7,600,464	(578,536)	
Transfers-In General Service Fee	12,066,760	11,858,000	11,631,000	(227,000)	
Transfers-In Other-Debt Service	0	1,361,000	1,939,795	578,795	
Transfers-In Other	16,231,440	11,365,000	13,098,257	1,733,257	
Transfers-In Fund Balance	0	1,066,000	1,403,284	337,284	
Transfers-In Plant Fund	50,601	0	0	0	
Transfers-In Encumbrances	271,152	0	137,044	137,044	
Transfers-Out Plant Fund	(2,116,897)	0	(143,559)	(143,559)	
Transfers-Out Encumbrances	(137,044)	0	(88,353)	(88,353)	
Transfers-Out Other	0	0	(119,331)	(119,331)	
Transfers-Out Debt Service	(25,798,462)	(25,780,000)	(25,780,171)	(171)	
Net Transfers	9,874,547	8,049,000	9,678,430	1,629,430	
Difference	\$1,966,234	\$710,000	\$1,178,345	\$468,345	

Departmental Sales and Services Combined – Akron and Wayne	FY19	FY20			
	YTD June 30	Approved Budget	YTD June 30	Actual to Budget	
				\$	%
Revenue	\$37,539,741	\$32,784,000	\$27,372,310	(\$5,411,690)	83%
Compensation (Payroll & Fringe Benefits)	3,688,638	3,091,000	3,619,595	(528,595)	117%
Non-Personnel (Operating, Premiums & Claims, Capital)	29,832,541	31,168,000	28,164,243	3,003,757	90%
Total Expenditures	33,521,179	34,259,000	31,783,838	2,475,162	93%
Net Before Transfers	4,018,562	(1,475,000)	(4,411,528)	(2,936,528)	
Transfers-In Other	400,000	0	0	0	
Transfers-In Encumbrances	384,113	0	293,453	293,453	

Departmental Sales and Services Combined – Akron and Wayne	FY19		FY20		
	YTD June 30	Approved Budget	YTD June 30	Actual to Budget	
				\$	%
Transfers-In Fund Balance	77,632	0	4,332,689	4,332,689	
Transfers-Out Other	(2,368,534)	0	0	0	
Transfers-Out Encumbrances	(293,453)	0	(176,323)	176,323	
Net Transfers	(1,800,242)	0	4,449,819	4,802,465	
Difference	\$2,218,320	(\$1,475,000)	\$38,291	\$1,865,937	

RESOLUTION 10-3-20 (See Appendix B.)

- Financial Report for Two Months Ended August 31, 2020 and Affirmation of the Fiscal Year 2020-2021 General Fund, Auxiliary Funds, and Sales Funds Budgets (Tab 3)

This two-month budget-to-actual report focused on Fiscal Year 2021 revenue and expenditures as of August 31 and annual budget allocations for the University's General Fund, Auxiliary Enterprises, and Departmental Sales and Services. The report included year-over-year comparisons to Fiscal Year 2020.

General Fund - Akron and Wayne	FY20		FY21			
	Final June 30	YTD August 31	Approved Budget	YTD August 31	Actual to Budget	
					\$	%
Tuition & General Service Fees	\$175,612,417	\$9,319,203	\$149,694,000	\$7,624,535	(\$142,069,465)	
Other Fees	20,352,098	949,186	16,717,000	728,007	(15,988,993)	
Scholarships	(52,693,281)	(21,706,216)	(48,259,000)	(21,817,037)	26,441,963	
Net Tuition and Fees	143,271,234	(11,437,827)	118,152,000	(13,464,495)	(131,616,495)	(11%)
State Share of Instruction	95,193,364	16,692,781	90,445,000	15,074,088	(75,370,912)	17%
Indirect Cost Recovery	4,702,402	1,092,550	4,000,000	720,811	(3,279,189)	
Investment Income	735,189	120,510	500,000	5,105	(494,895)	
Miscellaneous Revenue	2,610,741	55,275	4,121,000	124,577	(3,996,423)	
Total Revenue	246,512,930	6,523,289	217,218,000	2,460,087	(214,757,913)	1%
Compensation (Payroll & Fringe Benefits)	179,032,244	17,761,815	148,551,000	18,986,860	129,564,140	13%
Non-Personnel (Utilities & Operating)	37,099,259	10,941,978	37,622,000	8,939,696	28,682,304	24%
Total Expenditures	216,131,502	28,703,793	186,173,000	27,926,556	158,246,444	15%

General Fund - Akron and Wayne	FY20		FY21			
	Final June 30	YTD August 31	Approved Budget	YTD August 31	Actual to Budget	
					\$	%
Net Before Transfers	30,381,428	(22,180,505)	31,045,000	(25,466,469)	(56,511,469)	
Transfers-In (Draw on Operating Reserves)	1,366,567	0	7,833,000	0	(7,833,000)	
Transfers-In Plant Fund and Other	1,131,571	0	0	0	0	
Advance-In	143,028	0	0	0	0	
Transfers-In Encumbrance	3,234,688	3,234,688	3,030,000	2,418,485	(611,515)	
Transfers-Out Plant Fund	(1,405,252)	64,804	(1,000,000)	0	1,000,000	
Transfers-Out Facilities Fee	(5,688,464)	(1,034,577)	(4,856,000)	(809,333)	4,046,667	
Transfers-Out General Service Fee	(11,631,000)	(1,976,333)	(9,328,000)	(1,554,667)	7,773,333	
Transfers-Out Other-Debt Service	(1,939,795)	(226,799)	(4,681,000)	(780,167)	3,900,833	
Transfers-Out Other	(13,054,286)	(1,898,917)	(22,043,000)	(3,673,833)	18,369,167	
Advance-Out	(120,000)	(170,000)	0	0	0	
Transfers-Out Encumbrance	(2,418,485)	0	0	0	0	
Net Transfers	(30,381,428)	(2,007,135)	(31,045,000)	(4,399,515)	26,645,485	
Difference	\$0	(\$24,187,639)	\$0	(\$29,865,984)	(\$29,865,984)	

Auxiliaries Combined - Akron and Wayne	FY20		FY21			
	YTD June 30	YTD August 31	Approved Budget	YTD June 30	Actual to Budget	
					\$	%
Revenue	\$36,627,478	\$1,840,136	\$19,166,000	(\$57,906)	(\$19,223,906)	(0%)
Compensation (Payroll & Fringe Benefits)	14,633,978	2,239,631	12,071,000	1,868,098	10,202,902	15%
Non-Personnel (Operating, Scholarships)	30,493,586	9,260,827	26,700,000	5,685,840	21,014,160	21%
Total Expenditures	45,127,564	11,500,458	38,771,000	7,553,938	31,217,062	19%
Net Before Transfers	(8,500,086)	(9,660,322)	(19,605,000)	(7,611,844)	11,993,156	
Transfers-In Facilities Fee	7,600,464	1,363,244	4,856,000	809,334	(4,046,666)	

Auxiliaries Combined - Akron and Wayne	FY20		FY21			
	YTD June 30	YTD August 31	Approved Budget	YTD June 30	Actual to Budget	
					\$	%
Transfers-In General Service Fee	11,631,000	1,976,333	9,328,000	1,554,667	(7,773,333)	
Transfers-In Other-Debt Service	1,939,795	226,799	4,681,000	780,167	(3,900,833)	
Transfers-In Other	13,098,257	1,906,168	22,043,000	3,673,834	(18,369,166)	
Transfers-In Fund Balance	1,403,284	0	4,528,000	382,250	(4,145,750)	
Transfers-In Plant Fund	0	0	0	0	0	
Transfers-In Encumbrances	137,044	137,044	0	88,353	88,353	
Transfers-Out Plant Fund	(143,559)	(175,000)	0	0	0	
Transfers-Out Encumbrances	(88,353)	0	0	0	0	
Transfers-Out Other	(119,331)	(12,000)	0	0	0	
Transfers-Out Debt Service	(25,780,171)	(4,296,697)	(25,780,000)	(4,296,621)	21,483,379	
Net Transfers	9,678,431	1,125,891	19,656,000	2,991,984	(16,664,016)	
Difference	\$1,178,345	(\$8,534,431)	\$51,000	(\$4,619,860)	(\$4,670,860)	

Departmental Sales and Services Combined	FY20		FY21			
	YTD June 30	YTD August 31	Approved Budget	YTD June 30	Actual to Budget	
					\$	%
Revenue	\$27,372,310	\$3,016,441	\$25,773,000	\$2,677,882	(\$23,095,118)	10%
Compensation (Payroll & Fringe Benefits)	3,611,287	523,194	3,354,000	451,944	2,902,056	13%
Non-Personnel (Operating, Premiums & Claims, Capital)	28,164,243	5,540,018	27,931,000	4,601,332	23,329,668	16%
Total Expenditures	31,775,530	6,063,212	31,285,000	5,053,276	26,231,724	16%
Net Before Transfers	(4,403,220)	(3,046,771)	(5,512,000)	(2,375,394)	3,136,606	
Transfers-In Encumbrances	293,453	293,453	0	176,323	176,323	
Transfers-In Fund Balance	495,173	0	5,528,000	0	(5,528,000)	
Transfers-Out Encumbrances	(176,323)	0	0	0	0	
Net Transfers	612,303	293,453	5,528,000	176,323	(5,351,677)	

Departmental Sales and Services Combined	FY20		FY21			
	YTD June 30	YTD August 31	Approved Budget	YTD June 30	Actual to Budget	
					\$	%
Difference	(\$3,790,917)	(\$2,753,318)	\$16,000	(\$2,199,071)	(\$2,215,071)	

RESOLUTION 10-4-20 (See Appendix B.)

- Bond Refunding (Tab 4)

The proposed bond refunding resolution would:

- Maintain the scope of the prior refunding resolution to include general and non-general receipts obligations, including the two series of bonds issued by the Ohio Air Quality Development Authority (OAQDA);
- Narrow the financial vehicles available to the University to only fixed-rate options;
- Maintain the minimum net present value savings requirement (3%) of any issue;
- Preserve the ability to pursue refunding that seeks debt payment deferrals to achieve cash flow and budgetary relief; and
- Be effective through December 31, 2025.

Approval of the terms for refunding by the President, Board Chair and Finance Committee Chair would continue to be required before a bond refunding may be executed.

RESOLUTION 10-5-20 (See Appendix B.)

- Fiscal Year 2020-2021 Course Fees (Tab 5)

The proposed resolution would approve fees for two new lab courses in the College of Health Professions, School of Applied Health, effective spring 2021. Implementation would be contingent upon review and approval by the Ohio Department of Higher Education.

RESOLUTION 10-6-20 (See Appendix B.)

- Cumulative Gift and Grant Income Report for July 1, 2019 through August 31, 2020 (Tab 6)

From July 1 through August 31, 2020, The University of Akron recorded gifts of cash, bequests, gifts-in-kind and pledges totaling \$2,948,275.

RESOLUTION 10-7-20 (See Appendix B.)

- Purchases \$25,000 to \$500,000 (Tab 7) INFORMATION ONLY
- Capital Projects Report (Tab 8) INFORMATION ONLY
- Information Technology Report (Tab 9) INFORMATION ONLY

- Advancement Report (Tab 10) INFORMATION ONLY
- University Communications and Marketing Report (Tab 11) INFORMATION ONLY
- Public Liaison and Government Relations Report (TAB 12) INFORMATION ONLY

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Chair Demas

- 2020 Efficiency Report to the Ohio Department of Higher Education (Tab 1)

The University's 2020 Efficiency Report to the Ohio Department of Higher Education, which quantifies institutional progress toward implementing the recommendations of the Ohio Task Force on Affordability and Efficiency in Higher Education, was submitted for Board approval.

RESOLUTION 10-8-20 (See Appendix B.)

- Fall 2020 Enrollment Summary (Tab 2) INFORMATION ONLY
- Research Report (Tab 3) INFORMATION ONLY
- Student Success Report (Tab 4) INFORMATION ONLY
- Inclusion and Equity Report (Tab 5) INFORMATION ONLY

REPORT OF THE RULES COMMITTEE

presented by Committee Chair Ciraldo

- Revisions to University Rule 3359-11-13, Sexual harassment policy;
New Rule 3359-11-13, Anti-discrimination and harassment policy (Tab 1)

Proposed revisions would update the University's sexual harassment policy to prohibit all forms of discrimination and rename the rule accordingly. Revisions reflect new federal Title IX regulations that had become effective in August 2020 as well as the Governor of Ohio's Executive Order 2019-05D and the University's own affirmative action policy.

RESOLUTION 10-9-20 (See Appendix B.)

- Revisions to University Rule 3359-20-04.3, Faculty privileges and benefits (Tab 2)

Proposed revisions would remove language providing retiree dependent health insurance for eligible dependents of non-bargaining unit faculty, staff and contract professionals. Resolution 5-7-20, adopted by the Board of Trustees on May 29, 2020, had eliminated that benefit effective December 31, 2020.

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

CONSENT AGENDA VOTE

Mr. Gingo said that each of the items on the consent agenda had been thoroughly discussed at committee meetings held on Friday, October 9 and had been recommended for approval by the appropriate committee, which also had approved the addition of the items to the consent agenda.

ACTION: Adkins motion, Ciraldo second for approval of Resolutions 10-1-20, and 10-3-20 through 10-10-20, passed 8-0

NEW BUSINESS

Mr. Gingo said that the Board would consider one item of new business. He then invited President Miller to present the proposed action.

- Appointment of Dallas A. Grundy as Senior Vice President and Chief Financial Officer of The University of Akron (Tab 1)

President Miller began by expressing thanks to Dr. Steve Storck for his service to the University as Interim Chief Financial Officer and praising his professionalism, integrity and great sense of humor. He noted that Dr. Storck would continue his interim work until January.

President Miller then made the following statement:

"Mr. Chairman, and members of the Board, it is my great honor and joy to enthusiastically recommend to you Mr. Dallas Grundy to become Senior Vice President for Finance & Administration and Chief Financial Officer at The University of Akron. Dallas and his wife, Latifah, are here with us today; I think most of you had a chance to meet them earlier.

Dallas brings a unique set of experiences and skills to the University that are particularly important as we move beyond our pandemic and into a period of strategic growth. He holds a bachelor's degree in Civil Engineering from the School of Engineering at Rutgers University and an MBA in Management Information Systems and Marketing from Rutgers Business School.

Dallas is an entrepreneur. While an undergraduate at Rutgers, he and three friends co-founded BCT Partners, a management and policy consulting firm serving non-profit, corporate and government organizations. That company continues to be included on the Black Enterprise Magazine listing of 100 largest black-owned companies in the U.S.

Dallas has served most recently as the vice dean and chief financial officer of the University of Pennsylvania Law School, where he oversaw all the strategic operations and management of the school's \$400+ million endowment budgets and more than 30 departments, offices and institutes. Prior to that, he served as associate dean of finance and administration at Rutgers University Graduate School of Education, where he was responsible for accounting, finance, human resources, administration, facilities management, and information technologies. He also served as director of business at Somerset Christian College in Somerset, New Jersey.

Mr. Chairman, besides Dallas's broad experience, we were attracted to a number of areas we believe are of particular importance to The University of Akron and the Akron community. He brings considerable experience in strategic use of technology in finance and administration. While at Penn Law, he led a campus-wide effort to bring together finance and technology to create better management tools. He has direct experience providing expertise to large businesses. The educational consulting firm he co-founded provides strategy leadership and organizational design to clients such as General Motors, Lucent Technologies and Merck & Co. He has demonstrated a deep commitment to community service. He serves on numerous non-profit boards, including the Renaissance Economic Development Corporation. And, we have the bonus that Latifah will come with him. She brings to this community her extraordinary experience in education and community engagement, and I have no doubt that the two of them will quickly become key assets to this community.

Mr. Chairman, I recommend the approval of the appointment of Mr. Dallas Grundy as Senior Vice President for Finance and Administration and Chief Financial Officer.”

RESOLUTION 10-11-20 (See Appendix B.)
ACTION: Adkins motion, Ciraldo second, passed 8-0

Following passage of the resolution, Mr. Gingo invited Mr. Grundy to comment.

Mr. Grundy thanked President Miller and the Board of Trustees for the "significant responsibility and opportunity for his family" to join The University of Akron in this position. He expressed appreciation for the welcome that he and Latifah had received from the campus community during their brief visit, noting that "we are falling in love with Akron and The University of Akron. We thank you for reciprocating that love to us. We know that there is plenty of work to do. We are looking forward to rolling our sleeves up and getting started, but we just want to take a minute and say thank you from the bottom of our hearts. We are ready to come and join the community and be a positive addition to the community. Thank you so much."

Mr. Gingo thanked Mr. Grundy and said that "we look forward to having you join us at The University of Akron."

Mr. Gingo then announced that the next regular meeting of the Board of Trustees would take place on Wednesday, December 9, 2020 at 7:30 or 8:00 a.m. Committee meetings of the Board would take place on Friday, December 4.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 11:05 a.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

December 9, 2020

**APPENDIX A: OTHERS PRESENT FOR ADJACENT SUPPORT
OR VIA LIVE STREAM AS A CAMPUS REPRESENTATIVE**

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

Kathryn R. Evans, Staff Employee Advisory Committee*

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

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

Tonia Ferrell, Chair, University Council*

Alan D. Parker, Contract Professional Advisory Committee*

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

Mark G. Stasitis, Assistant General Counsel

Nathaniel L. Yost, Staff Employee Advisory Committee*

*Via live stream

APPENDIX B: RESOLUTIONS

RESOLUTION 10-1-20: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of August 12, 2020 and of the External Affairs Committee and the Safety & Facilities Special Committee meetings of September 16, 2020 be approved.

RESOLUTION 10-2-20: Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by President Gary L. Miller, dated October 14, 2020, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

RESOLUTION 10-3-20: Acceptance of the Financial Report for the Fiscal Year Ended June 30, 2020

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on October 14, 2020, accepting the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds Financial Report for the Fiscal Year Ended June 30, 2020 be approved.

RESOLUTION 10-4-20: Acceptance of the Financial Report for the Two Months Ended August 31, 2020 and Affirmation of the Fiscal Year 2020-2021 General Fund, Auxiliary Funds, and Sales Funds Budgets

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on October 14, 2020, accepting the Financial Report for the Two Months Ended August 31, 2020, and Affirmation of the Fiscal Year 2020-2021 General Fund, Auxiliary Funds, and Sales Funds Budgets, be approved.

RESOLUTION 10-5-20: Authorizing the issuance and sale, from time to time, of The University of Akron General Receipts Refunding Bonds for the purposes of refunding all or a portion of the University's Outstanding Debt

WHEREAS, Pursuant to its Indenture, the University has issued its Outstanding General Receipts Obligations; and

WHEREAS, The University has additional outstanding debt, including the OAQDA Bonds, capital leases, and other long-term obligations issued to pay for capital improvements; and

WHEREAS, At any time and from time to time, it may be in the University's best interest to refund or refinance the Outstanding Debt to (a) generate savings for the University on a net present value basis, or (b) achieve any other goal that is otherwise in the best interests of the University and is in compliance with the University's debt management policy; and

WHEREAS, This Board has previously approved the pledge of General Receipts to the payment of bonds issued to finance and refinance projects and real property acquisitions initially financed by the University's Outstanding General Receipts Obligations; Now, Therefore,

APPENDIX B: RESOLUTIONS, Page 2

BE IT RESOLVED By the Board of Trustees of The University of Akron, that:

Section 1. Findings and Determinations. This Board makes the following findings and determinations:

- (a) It is necessary, from time to time, to issue bonds of the University for the purpose of refunding all or any portion of (i) the University’s Outstanding General Receipts Obligations, (ii) the outstanding OAQDA Bonds and making loan payments to the OAQDA in accordance with the OAQDA Loan Agreement to cause the refunding of the OAQDA Bonds, and (iii) any other Outstanding Debt.
- (b) Those refunding bonds may be issued in one or more series and at any time, and from time to time, on or before December 31, 2025.
- (c) All formal actions of this Board relating to the enactment of this Resolution were taken in an open meeting of this Board. All deliberations of this Board and of any of its committees that resulted in those formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22, Revised Code.
- (d) Before entering into a written Purchase Agreement in connection with the sale of any Refunding Bonds, the President of the University, the Chair of the Board of Trustees, and the Chair of the Board’s Finance & Administration Committee must approve the determinations and approvals of the Chief Financial Officer authorized by this Resolution, including without limitation, those in Sections 2, 3, 4, 5, 6 and 7. The approval of the President and the Chair of the Board’s Finance & Administration Committee may be approved in writing or by facsimile, email, or other similar means of communication, including a telephonic communication confirmed in writing.
- (e) Terms that are capitalized in this Resolution and not otherwise defined are used with the meanings given to them in Section 10 or, if not there, in the Indenture.

Section 2. Purpose and Terms.

- (a) ***Purpose and Authorization.*** The Refunding Bonds will be issued for the purpose of refunding any Outstanding Debt if the Chief Financial Officer determines that there will be cost savings for the University as a result of the refunding at least equal to the Minimum Savings Threshold, or determines that the refinancing is otherwise in the best interests of the University and is in compliance with the University’s debt management policy. The proceeds of any Refunding Bonds may also be used to pay expenses and costs relating to the issuance of the Refunding Bonds, and any other items included in the definition “costs of facilities” in Section 3345.12, Revised Code, including, without limitation, any items authorized by Section 3345.12(K)(2), Revised Code. This Board authorizes and directs the Chief Financial Officer to determine any or all of the following and to take the following actions with respect to each issue or series of Refunding Bonds:

APPENDIX B: RESOLUTIONS, Page 3

- (1) The amount of savings or other benefit to the University resulting from each issue or series of Refunding Bonds.
 - (2) Which maturities or portions of maturities of the Outstanding Debt will be refunded. This Board authorizes and directs the Chief Financial Officer to call the refunded Outstanding Debt of those maturities for redemption, and to cause the OAQDA to call the OAQDA Bonds of those maturities for redemption. The actions under this Section 2(a)(2) are intended to be actions of the University and this Board sufficient for all purposes of the Indenture and the OAQDA Loan Agreement.
 - (3) The amounts of refunding costs authorized by Section 3345.12(K)(2), Revised Code, to be paid from the proceeds of the Refunding Bonds.
 - (4) Whether the Refunding Bonds should be issued in one or more series, and the appropriate changes to the series designations of those series, if necessary or advisable.
 - (5) Whether bond anticipation notes, in anticipation of the issuance of the Refunding Bonds, should be issued.
- (b) ***Refunding Bond Terms.*** The Refunding Bonds may be issued in any principal amount determined by the Chief Financial Officer. The Refunding Bonds will bear fixed interest at the rates approved by the Chief Financial Officer, provided that the maximum interest rate may not exceed 8% per annum. Refunding Bonds of the same maturity need not bear the same interest rate. Subject to those limits, this Board authorizes the Chief Financial Officer to determine the following terms and provisions of each issue or series of Refunding Bonds:
- (1) the principal amount of the Refunding Bonds;
 - (2) the interest rates to be borne by the Refunding Bonds;
 - (3) the date of the Refunding Bonds;
 - (4) the interest payment dates for the Refunding Bonds;
 - (5) the maturity amounts and dates of maturities of the Refunding Bonds, including any mandatory sinking fund redemption dates and amounts; and
 - (6) the optional redemption provisions, if any, for the Refunding Bonds, including any period during which the Refunding Bonds will not be subject to optional redemption and any premium due upon optional redemption, which may not exceed 10% in any year in which the Refunding Bonds are subject to optional redemption.

The Chief Financial Officer must deliver a Certificate of Award setting forth the terms of any Refunding Bonds determined under this Section 2(b). The Refunding Bonds may have

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such other terms as are provided in the Indenture and approved by the Chief Financial Officer with the advice of General Counsel to the University, Bond Counsel, and the Financial Advisor.

Section 3. Security and Source of Payments.

- (a) ***Refunding Bonds General Receipts Pledge.*** The Refunding Bonds will be payable from the General Receipts of the University and will be secured by a pledge of and lien on those General Receipts and by the covenants made in this Section 3. The pledge of and lien on the General Receipts will be on a parity with the pledge of and lien on the General Receipts securing all Parity Obligations and will be prior to all other expenses, claims, or payments to be made from the General Receipts. The Refunding Bonds also will be secured by a pledge of and a lien on the Special Funds. The pledge of and lien on the General Receipts and Special Funds is created in the Indenture.
- (b) ***Security for Other Obligations.*** This Board further authorizes the pledge of General Receipts, either on a parity basis with Parity Obligations or on a subordinate basis to Parity Obligations, and a pledge of Available Securities to secure the University's obligations under investment agreements, bond insurance, and other credit enhancement, as provided in Section 7, if the Chief Financial Officer determines that pledge to be necessary or useful.
- (c) ***University Security Covenants.*** This Board covenants, and confirms its covenant in the Indenture, that in each fiscal year it will make, fix, adjust, collect, and apply such charges, rates, fees, rentals, and other items included in General Receipts, to the extent permitted by law so that Available Receipts will be sufficient to pay the operation and maintenance expenses of the University and to pay principal, interest, and any premium requirements on the Outstanding Debt, any reserve requirements for the Outstanding Debt, and any other requirements provided for in the Bond Proceedings.

This Board further covenants to include in its budget for each fiscal year the amounts from the several sources of General Receipts to be applied to make the payments to the Debt Service Fund, and payments under investment agreements, bond insurance policies, and other credit enhancement, so that the amounts from those sources, in the aggregate, will at all times be sufficient in amount and time of collection to meet those payments.

- (d) ***Authorization of Officers.*** The Board authorizes and directs any one of the President, the Chair of the Board, and the Chief Financial Officer to seek the approval of the Ohio Department of Higher Education to the pledge of General Receipts to the repayment of principal, interest, and any premium on any Refunding Bonds, if the President, the Chair of the Board, or the Chief Financial Officer determine that such approval is required.
- (e) ***Limited Obligation.*** Notwithstanding the foregoing, the holders and owners of any Refunding Bonds or any related agreement, shall not be given the right and shall have no right to have excises or taxes levied by the General Assembly of Ohio for the payment of principal, interest, and any premium on any Refunding Bonds, and each Refunding Bond

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shall bear on its face a statement to that effect and to the effect that the right to such payment is limited to the General Receipts and the Special Funds pledged to that purpose under the Bond Proceedings.

Section 4. Sale. Each issue or series of Refunding Bonds will be sold at private sale at a purchase price determined by the Chief Financial Officer in the Certificate of Award. The Chief Financial Officer may sell any Refunding Bonds to an investment banker, acting as underwriter, or to a financial institution or other entity or person, in a private placement. The Chief Financial Officer may enter into a Purchase Agreement with the Original Purchaser in that private sale, or may sell Refunding Bonds without a Purchase Agreement. This Board authorizes the Chief Financial Officer to sell Refunding Bonds at such times, on such terms, and at such prices as they shall determine are in the best interest of the University.

Section 5. Federal Tax Matters.

- (a) If any Refunding Bonds are to be issued on a tax-exempt basis, the University covenants that it will take or cause to be taken those actions required for the interest on those tax-exempt Refunding Bonds to maintain its Federal Tax Status. The University covenants that it will not take or permit to be taken any action that would adversely affect the Federal Tax Status. In accordance with these covenants, the Board authorizes and directs the Chief Financial Officer or any other officer having responsibility for issuing any Refunding Bonds, to do the following:
- (1) Sign and deliver a certificate of the University, for inclusion in the transcript of proceedings for those tax-exempt Refunding Bonds, setting forth the reasonable expectations of the University regarding the amount and use of the proceeds of those tax-exempt Refunding Bonds and of the projects and real property acquisitions financed and refinanced with those tax-exempt series of Refunding Bonds.
 - (2) Limit the yield on any “investment property” (as defined in Code Section 148(b)(2)) acquired with the proceeds of those tax-exempt Refunding Bonds.
 - (3) Maintain such books and records and make such calculations and reports as are required to comply with the arbitrage rebate requirements of the Code.
 - (4) Retain accountants or other consultants to assist in the calculation of any rebate amounts required to be paid, if retaining such accountants or consultants is necessary in the judgment of the Chief Financial Officer. The fees of those accountants or consultants may be paid from the proceeds of those tax-exempt Refunding Bonds, or from other sources lawfully available and appropriated for that purpose.
 - (5) Sign and file Form 8038-G with the Internal Revenue Service and any other federal tax form required by the Internal Revenue Service.

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- (b) This Board authorizes and directs the Chief Financial Officer to take any action with respect to Outstanding Debt to maintain the Federal Tax Status of those Outstanding Debt, including, without limitation, taking remedial actions under the applicable Treasury Regulations to correct any violation of the private business test or private loan financing test.

Section 6. Original Purchaser.

- (a) ***Selection of Original Purchaser.*** This Board authorizes and directs the Chief Financial Officer to (i) issue, at any time and from time to time, requests for proposals, requests for qualifications, or requests for bids or similar requests to investment banks, financial institutions or other persons or entities in connection with the issuance and sale of the Refunding Bonds, and (ii) select one or more investment banks, financial institutions or other persons or entities as an Original Purchaser of the Refunding Bonds, whether as an underwriter as part of a selling group or acting alone, a placement agent in a private placement of the Refunding Bonds, or as a purchaser in a private placement of the Refunding Bonds.
- (b) ***Sale to Original Purchaser.*** This Board authorizes and directs the Chief Financial Officer to sell each issue or series of Refunding Bonds in accordance with Section 4 and Section 6(a). If the sale is to an investment banker, acting as an underwriter, the Original Purchaser will be compensated for its services in accordance with the Purchase Agreement. If the sale is a private placement involving a placement agent, the placement agent will be paid for its services in accordance with any agreement entered into between that placement agent and the University for those services.

Section 7. Authorization of University Officers. This Board authorizes and directs the Chief Financial Officer or, in the Chief Financial Officer's absence, the University's Associate Vice President and Controller, to do any or all of the following if, in the Chief Financial Officer's judgment, with the advice of the Original Purchaser, Bond Counsel, General Counsel, and the Financial Advisor, they are necessary, appropriate, or useful and in the best interests of the University:

- (a) Prepare, or cause to be prepared, and negotiate the terms of any or all of the following in connection with each issue or series of Refunding Bonds:
 - (1) a Refunding Supplemental Indenture;
 - (2) a Tax Regulatory Agreement;
 - (3) a Purchase Agreement;
 - (4) a Continuing Disclosure Agreement;
 - (5) one or more escrow agreements to provide for the discharge of any refunded bonds;

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- (6) a continuing covenant agreement or similar agreement if the sale of the Refunding Bonds is to an Original Purchaser in a private placement; and
 - (7) such other documents, agreements, instruments, and certificates, including the form of Refunding Bonds, required in connection with each issue or series of Refunding Bonds.
- (b) Apply for a rating on any issue or series of Refunding Bonds from one or more nationally recognized statistical rating organizations.
- (c) Prepare or cause to be prepared on behalf of the University a preliminary and final official statement or similar disclosure document (together, the “Official Statement”) and any necessary supplements, and
- (1) use and distribute or authorize the use and distribution of the Official Statement and any supplements in connection with the original issuance of any issue or series of Refunding Bonds;
 - (2) sign, on behalf of the University, the Official Statement and any supplements;
 - (3) advise the Original Purchaser in writing regarding limitations on the use of the Official Statement and any supplements for purposes of marketing any issue or series of Refunding Bonds;
 - (4) sign and deliver, on behalf of the University, certificates in connection with the accuracy of the Official Statement and any supplements;
 - (5) determine when the Official Statement is to be deemed “final” for purposes of Securities and Exchange Commission Rule 15c2-12 and certify as to that status; and
 - (6) contract with the Original Purchaser to provide such numbers of the Official Statement as necessary to enable the Original Purchaser to comply with the requirements of Securities and Exchange Commission Rule 15c2-12.
- (d) Take actions to comply with the University’s obligations under any Continuing Disclosure Agreement, including preparing and filing annual information, annual financial statements, and event notices. The costs of that compliance may be paid from the proceeds of any Refunding Bonds, or from the General Receipts.
- (e) Enter into investment agreements to provide for investment of bond proceeds in any escrow funds.
- (f) Apply for a policy or policies insuring the obligation to make payments of principal and interest on all or a portion of any Refunding Bonds, from one or more bond insurance companies, accept a commitment for such policy of insurance, and provide each such bond insurance company with information about the University.

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- (g) Obtain other credit enhancement for or in connection with any Refunding Bonds.
- (h) Provide for pledging General Receipts, either on a parity basis with Parity Obligations or on a subordinate basis to Parity Obligations, and pledging Available Securities, to secure the University's obligations under any investment agreements, bond insurance, and other credit enhancement.
- (i) Sign and deliver, on behalf of the University, any Refunding Bonds, any Refunding Supplemental Indenture, any Purchase Agreement, any Tax Regulatory Agreement, any Continuing Disclosure Agreement, documents in connection with any bond insurance, investment agreements, and other credit enhancement, and such documents, instruments, agreements and certificates as required by those documents.
- (j) Do all other acts (including signing and delivering documents, instruments, and certificates and retaining the services of attorneys, accountants, printers, broker-dealers, registrars, paying agents, authenticating agents, escrow agents, verification agents, and consultants) necessary or appropriate to consummate the bond transaction, that are not inconsistent with this Resolution.
- (k) In connection with the Refunding Bonds or any Outstanding Debt, whether or not those Outstanding Debt are to be refunded, take any of the following actions that, in the judgment of the Chief Financial Officer, with the advice of Bond Counsel, General Counsel, and the Financial Advisor, are necessary or useful and in the best interest of the University, including, without limitation:
 - (1) removing any existing service providers (such as investment bankers, financial advisors, bond trustees, paying agents, and authenticating agents);
 - (2) appointing successors to those service providers or appointing or engaging additional service providers;
 - (3) making tender offers for and purchasing any of the Outstanding Debt or securities issued and outstanding in connection with those Outstanding Debt;
 - (4) calling for early redemption any Outstanding Debt, or causing the OAQDA to call for early redemption the OAQDA Bonds, being refinanced or refunded with any Refunding Bonds; and
 - (5) seeking and obtaining any amendment or supplement to the documents for any Outstanding Debt.

Section 8. Authorized University Representatives. This Board authorizes and directs the President of the University to designate an Authorized University Representative and one or more alternates under the Indenture. The Authorized University Representative or alternates must take all action required of the University under the Bond Proceedings that is not otherwise specifically

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delegated under this Resolution. The Authorized University Representative may be changed and additional alternates may be added by action of the President or this Board. The alternates may act in the absence or at the direction of the Authorized University Representative.

Section 9. Prior General Receipts Refunding Resolution. This Board adopted Resolution 4-5-16 and Resolution 4-7-17 (together, the “Prior Refunding Resolutions”) on April 16, 2016 and on April 19, 2017, respectively, which authorized the issuance of bonds to refund outstanding obligations of the University. The Prior Refunding Resolutions remain in full force and effect with respect to any Refunding Bonds issued pursuant to those Prior Refunding Resolutions, but no additional Refunding Bonds may be issued under the Prior Refunding Resolutions. Any Refunding Bonds issued after the date of this Resolution must be issued under this Resolution.

Section 10. Definitions. In addition to terms elsewhere defined in this Resolution or in the Indenture, the following terms are defined terms:

“Authorized University Representative” means a person at the time designated to act on behalf of the University by a written certificate furnished to the Trustee, containing the specimen signature of that person and signed on behalf of the University by the President. The certificate may designate an alternate or alternates.

“Available Receipts” means, for a particular fiscal year, the General Receipts received in that fiscal year, plus unencumbered cash from General Receipts received in previous fiscal years and held as part of the fund balance of the University as of the end of the immediately preceding fiscal year.

“Available Securities” means securities owned by the University, to the extent those securities were acquired either (a) with General Receipts, or (b) with money other than items specifically excluded from General Receipts by clauses (a) through (d) of the definition of General Receipts.

“Bond Counsel” means special counsel appointed by the Attorney General, or such other nationally recognized bond counsel firm appointed as special counsel by the Attorney General.

“Bond Proceedings” means with respect to any issue or series of Refunding Bonds, this Resolution, the Certificate of Award, the Indenture, the Tax Regulatory Agreement, the Continuing Disclosure Agreement, the Purchase Agreement, any continuing covenants agreement, the Refunding Bonds certificates, the other agreements and credit enhancement authorizing, awarding, or providing for the terms, conditions, or security of the Refunding Bonds and amendments and supplements to those documents, and such other documents, instruments, or certificates as authorized in accordance with Section 7(a) of this Resolution.

“Certificate of Award” means a certificate of the Chief Financial Officer described in Section 2, determining certain terms of each issue or series of Refunding Bonds.

“Chief Financial Officer” means the University’s Senior Vice President for Finance and Administration/CFO (or any interim Chief Financial Officer) or, in the event that such officer is absent or unavailable, the University’s Associate Vice President and Controller.

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“Code” means the Internal Revenue Code of 1986, as amended.

“Continuing Disclosure Agreement” means one or more Continuing Disclosure Agreements between the University and the Trustee, under which the University agrees to provide information on an annual basis, and notices of material events as they occur, to the Municipal Securities Rulemaking Board, for the benefit of the holders of any Refunding Bonds expressly made subject to those Continuing Disclosure Agreements.

“Debt Service Fund” means any Debt Service Fund for the payment of principal, interest, and premium on any Refunding Bonds created under the Indenture, as supplemented by any Refunding Supplemental Indenture.

“Federal Tax Status” means the status of the interest on the obligations as excludable from gross income for federal income tax purposes and not treated as an item of tax preference for purposes of the alternative minimum tax.

“Financial Advisor” means the registered financial advisor or financial advisory firm designated by the Chief Financial Officer as the University’s financial advisory firm.

“General Receipts” means all money received by the University, except (a) moneys raised by taxation; (b) state appropriations; (c) any special fee, and receipts from that special fee, charged under Section 154.21(D), Revised Code; and (d) any grant, gift, donation or pledge that is restricted by the donor to purposes inconsistent with the payment of principal, interest, and any premium on any Refunding Bonds. Notwithstanding the foregoing, moneys raised by taxation will be included in General Receipts, if those taxes are specifically allocated to secure University obligations by the General Assembly of Ohio. Without limiting the foregoing, “General Receipts” includes the following (i) income, revenues, and receipts from the operation, ownership, or control of facilities owned and operated by the University; (ii) grants, gifts, donations, and pledges and receipts from those grants, gifts, donations, and pledges; and (iii) receipts from fees and charges.

“Indenture” means the Trust Indenture dated as of June 1, 1997, between the University and the Trustee, as supplemented by several supplemental indentures, upon its signing and delivery, any Refunding Supplemental Indenture.

“Minimum Savings Threshold” means 3% of debt service on the refunded obligations, determined on a net present value basis.

“OAQDA” means the Ohio Air Quality Development Authority.

“OAQDA Bonds” means the (a) \$44,571,171 State of Ohio Air Quality Development Authority Tax Exempt Revenue Bond (The University of Akron Campus-Wide Energy Efficiency and Conservation Project), 2013 Series A, and (b) \$15,000,000 State of Ohio Air Quality Development Authority Tax Credit Revenue Bond (The University of Akron Campus-Wide Energy Efficiency and Conservation Project), 2013 Series B (Qualified Energy Conservation Bonds—Direct Payment).

“OAQDA Loan Agreement” means the Loan Agreement between the OAQDA and the University dated as of September 30, 2013, entered into in connection with the issuance of the OAQDA Bonds.

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“Original Purchaser” means the entity or entities selected by the Chief Financial Officer under Section 6 as the purchaser of any Refunding Bonds.

“Outstanding Debt” means (a) Outstanding General Receipts Obligations, (b) the OAQDA Bonds, and (c) any other debt, capital leases, or other long-term obligations of the University.

“Outstanding General Receipts Obligations” means any Obligations, as defined in the Indenture, issued by the University under its Indenture that are secured by a pledge of the General Receipts.

“Parity Obligations” as defined in the Indenture, means Obligations of the University secured by General Receipts on a parity basis with all senior University Obligations under the Indenture, and any Refunding Bonds.

“Purchase Agreement” means any Bond Purchase Agreement, Bond Owner Agreement, or similar agreement, between the University and the Original Purchaser, providing for the sale of any Refunding Bonds.

“Refunding Bonds” means one or more series of bonds authorized in Section 2, which are issued at any time, and from time to time, after the adoption of this Resolution and on or before December 31, 2025.

“Refunding Supplemental Indenture” means any Supplemental Trust Indenture between the University and the Trustee executed and delivered in connection with the issuance of any Refunding Bonds.

“Special Funds” means the Special Funds, as defined in the Indenture, and includes, without limitation, the Debt Service Fund and the Project Funds.

“Tax Regulatory Agreement” means, collectively, the Tax Regulatory Agreements between the University and the Trustee, under which the University agrees to take the necessary actions to maintain the tax-exempt status of the interest on any Refunding Bonds expressly made subject to that Tax Regulatory Agreement.

“Trustee” means U.S. Bank National Association, as successor Trustee to Star Bank, N.A.

RESOLUTION 10-6-20: New Spring 2021 Course Fees

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on October 14, 2020, to effectuate the following fees associated with new courses in the College of Health Professions beginning with spring 2021, contingent upon approval by the Ohio Department of Higher Education, be approved.

School of Applied Health:

- 2780:210 Applied Human Anatomy and Physiology Lab I
 - New course fee of \$335

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- 2780:211 Applied Human Anatomy and Physiology Lab II
 - New course fee of \$320

RESOLUTION 10-7-20: Acceptance of Gift Income Report for July through August 2020

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on October 14, 2020, pertaining to acceptance of the Gift Income Report for July through August 2020, be approved.

RESOLUTION 10-8-20: Acceptance of The University of Akron's Report to the Ohio Task Force on Affordability and Efficiency in Higher Education

BE IT RESOLVED, That The University of Akron's 2020 Efficiency Report to the Ohio Department of Higher Education, in accordance with the guidelines of the Governor's Ohio Task Force on Affordability and Efficiency, be approved.

RESOLUTION 10-9-20: Revisions to University Rule 3359-11-13, Rescind Sexual Harassment Policy; New Rule Anti-Discrimination and Harassment Policy

BE IT RESOLVED, That the recommendation presented by the Rules Committee on October 14, 2020, to rescind Rule 3359-11-13, Sexual Harassment Policy and establish a new Rule 3359-11-13, Anti-Discrimination and Harassment Policy, be approved.

RESOLUTION 10-10-20: Revisions to University Rule 3359-20-04.3, Faculty Privileges and Benefits

BE IT RESOLVED, That the recommendation presented by the Rules Committee on October 14, 2020, to revise Rule 3359-20-04.3 to eliminate the Retiree Dependent Health Insurance for eligible dependents of non-bargaining unit faculty, staff and contract professionals effective December 31, 2020, be approved.

RESOLUTION 10-11-20: Appointment of Dallas A. Grundy as Senior Vice President and Chief Financial Officer of The University of Akron

WHEREAS, The University of Akron has concluded its extensive and thorough national search for the position of Senior Vice President and Chief Financial Officer of the University, to succeed Interim Chief Financial Officer Dr. Stephen R. Storck; and

WHEREAS, The Board of Trustees concurs with the recommendation of the President, Dr. Gary L. Miller, that Dallas A. Grundy, CPA, is well suited to assume the position of Senior Vice President and Chief Financial Officer of The University of Akron; and

WHEREAS, Mr. Grundy earned a Bachelor of Science in Civil Engineering as well as a Master of Business Administration from Rutgers, The State University of New Jersey, and is pursuing a Doctor of Education in Educational Leadership from Rowan University; and

APPENDIX B: RESOLUTIONS, Page 13

WHEREAS, Mr. Grundy has an outstanding record as an effective higher education financial administrator, including previously having served as the vice dean and chief financial officer of the University of Pennsylvania Law School and associate dean of finance and administration at Rutgers University’s Graduate School of Education; and

WHEREAS, Mr. Grundy’s senior higher education leadership is further informed by his experience as a prominent business consultant and a board member to several not-for-profit boards; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees appoints Dallas A. Grundy as the Senior Vice President and Chief Financial Officer of The University of Akron, commencing on November 30, 2020, with the terms of employment outlined in the offer letter, attached as Exhibit A.¹

¹ Exhibit A of Resolution 10-11-20 is included in these minutes as Appendix C.



October 1, 2020

Mr. Dallas A. Grundy
VIA EMAIL SERVICE

Dear Mr. Grundy:

On behalf of The University of Akron and subject to approval by the Board of Trustees, it is my pleasure to extend you an offer of employment as Sr. Vice President and Chief Financial Officer, a senior leader and cabinet member position, reporting directly to the President. You will hold this administrative contract professional position at the discretion of the President. The initial term of this administrative appointment is one (1) year, commencing on November 30, 2020. Thereafter, subsequent annual appointments will be based upon evaluations and discussions between you and the President.

Your duties and responsibilities as Sr. Vice President and Chief Financial Officer will include the overall supervision and responsibility for the administrative, operational and financial affairs of the University in accordance with the rules established by the Board, and to perform duties as assigned by the President.

The rate of compensation for this position is \$320,000 annually, payable on a monthly basis. Your salary will be subject to mandatory deductions of federal, state, and city taxes as well as a Federal Medicare tax. As a University employee, you will have options to participate in the Ohio Public Employees Retirement System (OPERS) or a State approved Alternative Retirement Program (ARP).

In addition, the University shall reimburse you for reasonable moving and relocation expenses up to an amount of \$15,000, such reimbursement to be consistent with the University's policies concerning moving expenses. Moving and relocation expenses are eligible for reimbursement if incurred within twelve (12) months of your acceptance date.

You are entitled to enroll in the University's Group Insurance Program. Your benefit coverage will be effective on the first day of the month following your appointment date. If you have any questions regarding benefits information, contact Benefits Administration at (330) 972-7090. Additional information relating to employee privileges and benefits is available for viewing at: <http://www.uakron.edu/ogc/UniversityRules>.

You are entitled to 22 regularly scheduled days of paid vacation, on a pro-rated basis, in accord with established policy governing twelve-month appointments for administrators and contract professionals. Attendance at business and professional meetings and conferences shall not be considered vacation time. You shall be provided with 15 regularly-scheduled work days of sick

leave per year, on a pro-rated basis, which may be accumulated without limit in accord with Board policy applicable to twelve-month, full-time administrators.

All University of Akron employees whose duties include some involvement with The University of Akron's intercollegiate athletics program are required to comply with all relevant NCAA Bylaws in performing their work.

The Immigration Reform and Control Act of 1986 and policies instituted by the Ohio Department of Homeland Security require all employers to verify the employment eligibility and identity of all new employees. Completion of I-9 is required. Instructions for I-9 completion can be obtained at: <http://www.uscis.gov/files/form/i-9.pdf>.

The Social Security Protection Act of 2004 requires State Government employers to provide a statement (Form SSA-1945) to employees explaining how a pension from your new position could affect future Social Security benefits. SSA-1945 can be accessed at: <http://www.uakron.edu/hr/forms-directory>.

All new employees are required to attend the mandatory Sexual Harassment and Other Forms of Discrimination Prevention Training. Please contact Equal Employment Opportunity (EEO) at eeocompliance@uakron.edu.

This appointment is subject to and incorporates by reference all applicable state and federal laws and all rules of The University of Akron as adopted and from time to time hereafter amended by the Board of Trustees, including but not limited to those rules set forth in Section 3359 of the Ohio Administrative Code and the Bylaws, Rules, Regulations, and Resolutions of the Board of Trustees, or adopted pursuant to rule-making authority delegated by the Board of Trustees. Those rules which are filed with the Secretary of State may be located at <http://www.uakron.edu/ogc>.

All University of Akron employees are required to comply with applicable provisions of Ohio's ethics laws affecting public employees. Current copies of these laws may be obtained from the Office of General Counsel. Additionally, University employees are required to complete and submit annual conflict of interest and conflict of commitment disclosure forms as well as comply with specific disclosure requirements for certain outside activities involving compensation to the employee from an external source. Violations of ethics laws or failure to comply with policies or annual and specific reporting requirements addressing conflict of interest and conflict of commitment issues may subject an employee to disciplinary action up to and including termination, as well as expose the employee to criminal violations under Ohio law. Employees should refer to Rule 3359-11-17 to receive full information concerning reporting and disclosure requirements and policies regarding conflicts of interest and conflicts of commitment.

From time to time during the term of appointment, the University may, upon recommendation of the President and approval of the Board of Trustees or authorized designee, authorize assignments, reassignments or other changes in an individual's duties or responsibilities, including but not limited to teaching or administrative assignments which shall be in addition to the individual's primary responsibilities to the University; and, in such instances, the individual may receive additional stipends or salary in connection with the performance of such additional responsibilities.

The President, at any time during the term of this agreement or any subsequent renewals of this agreement, may reassign you. Reasons for reassignment include, but are not limited to, failure to perform your duties in a satisfactory manner within the discretion of the President, violation of University rules, regulations or policies and/or directives of the President or Board of Trustees, violation of professional ethics, or commission of an illegal act.

Please indicate your acceptance of this position, subject to approval by the Board of Trustees or by the President or President's designee, as applicable, by signing and returning this letter today, October 1, 2020.

Please contact us if you have any questions.

Congratulations on your new position and welcome to The University of Akron.

Sincerely,



Gary L. Miller
President

My signature below indicates that I accept this position as noted above. I understand that this offer of employment is contingent upon the verification of my credentials, my production of appropriate evidence of work authorization for the entire period of intended employment, and the satisfactory completion of a criminal background check. I understand that services are to be rendered in accordance with the policies established by The University's Board of Trustees.



Mr. Dallas A. Grundy

10/1/20
Date

APPENDIX D: REPORT OF THE PRESIDENT

President Miller thanked Chairman Gingo for his kind words. He said that it was about this time, on October 9, 2019 exactly, that he had first joined the Board in a meeting as President of The University of Akron. "And what a year it has been!" he said, pointing out that "since that first meeting, we have met together as a full Board or in subcommittees in publicly noticed meetings 20 times. So, it is fair to say that we have gotten to know each other pretty well."

President Miller shared two observations:

"First, as I have said to this Board before, in my over 30 years in higher education, I have never worked with a group of citizen-leaders who have had more commitment, experience, and common sense than this group, and for this, I am deeply grateful.

Secondly, I can think of no other place I would rather be right now—and this is true of Georgia as well. We are in a moment in the history of American higher education, and I am glad to be here with you and with this University of our students and faculty to move through that moment. However, if is O.K. with you folks, a normal year would be appreciated."

Dr. Miller assured everyone that the entire past year had not been spent only dealing with the effects of COVID-19. His report would focus on accomplishments of the University's excellent faculty and staff as well as other campus activities that have nothing to do with the pandemic.

External Recognition and Awards

- The National Science Foundation recently designated a new dynamic mechanical analysis system developed here at The University of Akron as a breakthrough technology that could benefit motorists by improving the safety of their tires. This achievement was led by Dr. Siamak Farhad, associate professor of Mechanical Engineering, and his research team.
- Cuyahoga County health officials are now using a forecasting tool designed by The University of Akron and Case Western Reserve faculty to accurately gauge the spread of COVID-19 in our region. Dr. Alexander Hoover, assistant professor in the Department of Mathematics, is one of the major contributors to that project.
- Professor of English David Giffels' new book titled *Barnstorming Ohio: To Understand America*, recently received *AudioFile Magazine's* "Earphone Award."
- Dr. Hazel Barton, professor of Biology and director of the Integrated Bioscience Ph.D. program, was named the 2020 recipient of the National Speleological Society Science Award.
- Dr. K. T. Tan, associate professor of Mechanical Engineering, and his Ph.D. student, Isaiah Kaiser, were recognized by the American Society for Composites. Out of 178 submissions from around the world, their research paper on predicting connection strength of materials used in aircraft received top honors.

APPENDIX D: REPORT OF THE PRESIDENT, Page 2

- Recently, Laura Conley, director of Adult Focus, and Ali Doehring, director of ZipAssist, received individual Compass Awards from Ohio Treasurer Robert Sprague. Conley was awarded for the great work of the Adult Focus office, and Doehring for the wraparound financial literacy program provided to our students, which is one of a kind in the state.
- Dr. Andrew S. Rancer, professor emeritus of Communication, received the 2020 Distinguished Scholar Award from the Ohio Communication Association.

Grants

- Dr. Michael L. Collard, associate professor of Computer Science, received \$254,636 from the National Science Foundation for a project titled "CCRI: ENS: Collaborative Research: Enabling Automated Language Support for the srcML Infrastructure."
- Dr. Joseph Fox, associate professor of practice in the Department of Management, received \$120,000 from the Burton D. Morgan Foundation via The University of Akron Foundation for a project titled "Creating Entrepreneurial Classrooms Initiative 2020-21 and 2021-22."
- Dr. John M. Senko, associate professor of geosciences, received \$119,937 from the Ohio Environmental Protection Agency through The Ohio State University for a project titled "State of Ohio Wastewater SARS-CoV-2 Surveillance."
- Dr. Li Jia, professor of polymer science, received \$68,580 from the U.S. Air Force Office of Scientific Research via the University of Nebraska for a project titled "Ultratough Lightweight High-temperature Nanofibers for Aerospace Composites."
- Dr. Gary L. Doll, director of our Timken Engineering Surface Laboratory, received \$48,637 grant from the National Lubricating Grease Institute for a project titled "Strategies for Optimizing Greases to Mitigate Fretting Wear."
- Brant T. Lee, professor of law, received \$19,750 from the Law School Admissions Council for the LSAC Prelaw Undergraduate Scholars Program Online ("PLUS Online").
- Dr. Jodi L. Karns, Margaret Clark Morgan Executive Director of the Cummings Center for the History of Psychology, received \$500 from the Smithsonian Institution for a project titled "American Women's History Initiative."

Appointments, Elections and Publications

- Dr. Amber L. Ferris, associate professor in the School of Communication, was named president of the Ohio Communication Association earlier in October.
- Dr. Dimitria Gatzia, professor of philosophy, recently had an article published in *The Royal Society Journal of the History of Science*.

APPENDIX D: REPORT OF THE PRESIDENT, Page 3

- Dr. David Cohen, professor of political science and interim director of the Ray C. Bliss Institute of Applied Politics, has been quoted numerous times in regional and national media about the presidential election. He was most recently featured in a *New York Times* article two weeks ago.

Newly Elected Officers of the University Council

Dr. Miller congratulated the following slate of officers of the University Council for 2020-2021:

- Tonia P. Ferrell, director of prospect development and campaigns in the Department of Development, was appointed chair.
- Jeanette Carson, director of Audio-Visual and Distance Learning Services, was elected as vice chair.
- Dr. Kristine Kraft, associate professor and interim director of the School of Allied Health, was elected secretary.

Recent and Upcoming Events

Sesquicentennial Celebration

President Miller reflected on the virtual, worldwide celebration of the University's sesquicentennial anniversary that was held on the evening of Saturday, October 10. The event had been a monumental effort under extraordinary conditions involving alumni and friends from across the country and throughout the world. Over 2,550 people participated in 564 registered parties held in 29 states and in Canada, Egypt and India. Dr. and Mrs. Miller virtually visited six of the parties, accompanied by members of the 2020 Homecoming Court. Dr. Miller noted that, although the University did not hold a traditional Homecoming this year, a court had been elected, and those members would be crowned later that week.

Alumni Drs. Mark and Sandy Auburn and Drs. Karla and Dale Mugler hosted a virtual gathering of 23 former deans of the University, linked from eight states. While that party was underway, a gathering at Lock 3 listened to alumnus Theron Brown and his band play until the 8:00 p.m. show. At about that time, the live portion of the event began with a very familiar piece of music from The University of Akron Marching Band:

<https://f.io/WUqBYNHj>

Dr. Miller explained that the band members had performed safely thanks to click track technology, which enables students to perform individually yet play in unison when synchronized. He congratulated Dr. Marc Reed, director of the School of Music, Dr. Galen Karriker, director of Bands, and Dr. Andy Feyes, assistant director of Bands.

APPENDIX D: REPORT OF THE PRESIDENT, Page 4

The program included online congratulatory videos from Senator Rob Portman, Governor Mike DeWine, and Ohio Department of Higher Education Chancellor Randy Gardner. At 8:30 p.m., Dr. and Mrs. Miller led a toast to The University of Akron on the steps of Buchtel Hall, which was shared simultaneously with all 564 parties.

Dr. Miller said that the program had concluded with a hauntingly beautiful rendition of the Alma Mater by the UA Concert Choir using the same click track technology. Dr. Miller thanked Dr. Maria Bucoy-Calavan, director of Choral Studies, her talented students, and the students from the band for their anniversary gift to the University community.

Dr. Miller again acknowledged the efforts that had made the celebration possible. He expressed special thanks to Willy Kollman, assistant vice president for Alumni Relations; Kristi Reese, director of Executive Engagement; and Chris Franz, senior administrative assistant, as well as their colleagues across campus, for an outstanding event.

Upcoming Events

Dr. Miller reported that later in the afternoon, on Wednesday, October 14, The University of Akron would be designated a Regional Programming Center for the Ohio Cyber Range Institute at the second-annual Cybersecurity Education Symposium in Columbus. UA was the only university—private or public—in northern Ohio to receive this designation.

Celebrations of the University would continue with virtual events for Homecoming and Family Weekend, which had begun on Monday, October 12 and would run through Saturday, October 17. Dr. Miller encouraged everyone to look at the Homecoming webpage to view the creative approaches keeping these events current during this unusual year.

Finally, President Miller recognized colleagues in the schools of Music and Communication for collaborating to present the annual "Collage" concert. That event, featuring student and faculty musicians, would be presented virtually to the public on Wednesday, October 28 at 7:30 p.m.

Conclusion

President Miller made the following statement:

"Mr. Chairman, we are in our eighth week of classes, a little over halfway through the semester. So far, so good. I am incredibly proud of our faculty and staff, and especially these students, who have made it their cause to stay in this University this semester and get their work done. As we move into the second half, I thank all the members of the University community for their work."

Dr. Miller then asked those present to stand and listen to the UA Concert Choir's performance of the Alma Mater, which had been broadcast around the world at the conclusion of the University's sesquicentennial celebration program.

Virtual Choir: <https://f.io/MVAGbqAz>

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

Pertaining to Approval of Board Meeting Minutes

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

M. Celeste Cook, Secretary
Board of Trustees

December 9, 2020
 Board Meeting
 Presiding:
 William A. Scala

1	Personnel Actions
2	*Financial Report for the Three Months Ended September 30, 2020
3	*Procurement for More Than \$500,000
4	*Workshop Tuition Increase Effective Spring 2021
5	*Multi-Jurisdiction Operational Assistance Mutual Aid Agreement
6	*Authorization to Sell IP Addresses
7	*Termination of The University of Akron Chief Executive Retirement Plan
8	Elimination of Certain Insurance Benefits for Retirees a) *Life Insurance b) *Dependent Health Ins. (Bargaining Unit)
9	*Additional Paid Leave December 28-31, 2020
10	*Cumulative Gift and Grant Income Report for July 1 through October 31, 2020
	For Information Only:
11	Purchases: a) \$25,000 to \$500,000 Report b) Over \$500,000 Report
12	Capital Projects Report
13	Information Technology Report
14	Advancement Report
15	University Communications and Marketing Report
16	Government Relations Report
*	CONSENT AGENDA: ITEMS 2, 3, 4, 5, 6, 7, 8a, 8b, 9, 10

FINANCE & ADMINISTRATION COMMITTEE

TAB 1

PERSONNEL

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

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

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

December 9, 2020

Human Resources

Summary Report of Personnel Actions for Board of Trustees

December 9, 2020

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

Separations – 3 Total

Resignations 2 Total - 1 Faculty, 1 Contract Professional

Deceased 1 Total - 1 Faculty

Emeritus Status

There are five (5) recommendations for emeritus status in accordance with Article 21 of the Akron Chapter of the American Association of University Professors (AAUP) collective bargaining agreement.

Significant Personnel Actions to Note

There is one personnel action for a continuing full-time position that provides an ongoing adjustment to the salary of an existing employee for a bona fide offer:

- Li Jia; Professor, Polymer Science; Salary change from \$141,326 to \$155,000

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

Office of Academic Affairs

Appointment/Reappointment

Kandray, Daniel E.	Lecturer/Workforce Training Solutions/Faculty (BUF)	11/29/20 02/21/21	\$5,625.00 for the period	Payment for teaching Die Design courses at Schaeffler USA, Inc. as customized training for an apprentice program
Schulte, Sheri B.	Associate Professor of Practice, Management/Office of Academic Affairs/Faculty (BUF)	09/28/20	\$500.00 one time payment	Payment for teaching 2 online Ethical Lens seminars for the Institute for Leadership Advancement

Division of Student Affairs

Appointment/Reappointment

Strong, Michael A.	Dean of Students; Interim Title IX Coordinator/Office of Student Affairs/Contract Professional	11/01/20 06/30/21	\$4,000.00 for the period	Temporary title and administrative stipend for Interim Title IX Coordinator assignment; base salary is \$85,729.00/12 mo
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Vice President for Finance & Administration/CFO

Appointment/Reappointment

Hinkle, Mary Ellen E.	Director, Accounting, University of Akron Research Foundation/Office of the Vice President for Finance & Administration/CFO/Contract Professional	10/05/20 02/28/21	\$82,782.00 12 mo	Temporary appointment
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Change

Clutter, Denny C.	Director, Treasury Services/Treasurer/Contract Professional	10/01/20	\$82,649.00 12 mo	Transfer; title change from Director, Accounting, University of Akron Research Foundation; department change from VP, Finance & Administration/CFO; grade change from 124 to 123; salary reflective of temporary salary reduction
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Vice President for Inclusion & Equity/CDO				
<u>Appointment/Reappointment</u>				
Wrice, Sheldon B.	Interim Chief Diversity Officer/Vice President for Inclusion & Equity; Associate Dean, Multidisciplinary Studies & Diversity; Professor, Technical Writing & Composition/Inclusion & Equity/Chief Diversity Office/Faculty	11/01/20 06/30/21	\$125,014.00 12 mo	Temporary appointment for Interim Chief Diversity Officer/Vice President for Inclusion & Equity; salary change from \$118,014.00/12 mo; department change from Buchtel College of Arts & Sciences, Office of the Dean; salary reflective of temporary salary reduction
Office of Information Technology Services				
<u>Change</u>				
Matyasovsky, Matthew	Lead Institutional Research Information Officer/Institutional Research & Strategic Analysis/Contract Professional	10/01/20	\$76,877.00 12 mo	Transfer; location change from Office of Academic Affairs to Office of Information Technology Services; salary reflective of temporary salary reduction
Buchtel College of Arts & Sciences				
<u>Appointment/Reappointment</u>				
Akers, Matthew P.	Senior Lecturer/Department of Political Science/Faculty	01/11/21 05/16/21	\$2,472.00 spring semester	Additional pay for part-time teaching assignment
Gelleny, Ronald D.	Associate Professor, Political Science; Fellow, Ray C. Bliss Institute of Applied Politics/Department of Political Science/Faculty (BUF)	08/24/20 05/16/21	\$84,578.00 9 mo	Extension of temporary additional title for Fellow assignment
Kaltenthaler, Karl C.	Professor, Political Science; Fellow, Ray C. Bliss Institute of Applied Politics/Department of Political Science/Faculty (BUF)	08/24/20 05/16/21	\$105,121.00 9 mo	Temporary additional title for Fellow assignment
Liang, Xin	Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	07/13/20 08/16/20	\$14,400.00 summer session	Payment for assessment and accreditation for Lebron James Family Foundation School of Education
Makki, Nidaa	Associate Professor - Summer/LeBron James Family Foundation School of Education/Faculty (BUF)	07/13/20 08/16/20	\$1,730.76 9 mo (stipend)	Extension of temporary administrative stipend for Urban STEM duties

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
McHugh, James T.	Professor, Political Science; Fellow, Ray C. Bliss Institute of Applied Politics; Associate Director of Academic Planning, Ray C. Bliss Institute of Applied Politics/Department of Political Science/Faculty (BUF)	08/24/20 05/16/21	\$99,926.00 9 mo	Extension of temporary additional titles for Fellow and Associate Director assignments
Stanley, Jennifer T.	Associate Professor, Psychology; Senior Fellow, Institute for Life-Span Development & Gerontology; Associate Director, Institute for Life-Span Development & Gerontology/Psychology/ Faculty (BUF)	10/01/20 05/16/21	\$88,082.00 9 mo	Temporary additional title for Associate Director assignment
<u>Change</u>				
Coffey, Daniel J.	Associate Professor, Political Science/Department of Political Science/Faculty (BUF)	07/01/20	\$81,049.00 9 mo	Relinquish temporary additional title for Fellow, Ray C. Bliss Institute assignment
McCarthy, Daniel W.	Professor Emeritus, Music/School of Music/Faculty (BUF)	08/04/20		Title change; award of emeritus status
Turner, Dudley B.	Professor Emeritus, Communication/School of Communication/Faculty (BUF)	07/31/20		Title change; award of emeritus status
Wheland, Ethel R.	Associate Professor Emeritus, Mathematics/Department of Mathematics/Faculty (BUF)	08/21/20		Title change; award of emeritus status
College of Business Administration				
<u>Appointment/Reappointment</u>				
Beuk, Frederik W.	Associate Professor, Marketing/College of Business Administration, Office of the Dean/Faculty (BUF)	10/13/20	\$1,500.00 one time payment	Payment for teaching executive series in Enhancing Sales Negotiations
Gradisher, Suzanne M.	Associate Professor, Business Law/Department of Finance/Faculty (BUF)	06/01/20	\$2,000.00 one time payment	Payment for course development
Hinchliffe, Sarah A.	Assistant Professor, Accounting/George W. Daverio School of Accountancy/Faculty (BUF)	09/21/20	\$2,500.00 one time payment	Payment for teaching executive series in Strategic Financial Decision-Making for Manager

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
College of Engineering				
<u>Appointment/Reappointment</u>				
Farhad, Siamak	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	08/10/20 08/16/20	\$2,000.00 for the period	Payment for summer research
Loth, Francis	Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	08/16/20 08/23/20	\$5,646.00 for the period	Payment for grant-funded summer research
Mather, Janice L.	Senior Research Engineer/Department of Mechanical Engineering/Staff	10/01/20 09/30/21	\$3,618.08 biweekly	Temporary reappointment
<u>Change</u>				
Haritos, George K.	Professor Emeritus, Mechanical Engineering/Department of Mechanical Engineering/Faculty (BUF)	07/31/20		Title change; award of emeritus status
Ida, Nathan	Distinguished Professor Emeritus, Electrical & Computer Engineering/Department of Electrical & Computer Engineering/Faculty (BUF)	12/31/2020		Title change; award of emeritus status
Jia, Li	Professor, Polymer Science; Professor, Chemistry/School of Polymer Science & Polymer Engineering/Faculty (BUF)	06/01/20	\$155,000.00 9 mo	Salary adjustment for bonafide offer; salary change from \$141,326.00/9 mo
Nourhani, Amir	Assistant Professor, Mechanical Engineering; Assistant Professor, Biology/Department of Mechanical Engineering/Faculty (BUF)	05/12/20 05/14/23	\$90,000.00 9 mo	Change from joint appointment to joint title agreement
College of Health Professions				
<u>Change</u>				
Katafiasz, Heather	Assistant Professor - Summer/School of Counseling/Faculty (BUF)	05/18/20 08/22/20	\$4,092.94 for the period	Amend action approved on August 25, 2020 weekly report; salary change from \$1,523.55/for the period; salary was originally \$5,484.00/for the period and should have been reduced by \$1,391.06 to correct overage on credit hour cap for Summer 2020

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
University Libraries				
<u>Change</u>				
Prochazka, David	Associate Professor, Bibliography/University Libraries, Electronic Services/Faculty (BUF)	01/10/22 05/15/22	\$80,752.00 12 mo	Amend action approved at February 12, 2020 meeting of the Board of Trustees; 100% leave with compensation; Professional Development Leave deferred to spring 2022
Wayne Campus				
<u>Appointment/Reappointment</u>				
Herold, Kelly M.	Director, Educational Outreach/Wayne Campus Administration/Contract Professional	07/01/20 09/01/20	\$2,500.00 for the period (stipend)	Extension of temporary administrative stipend for Director assignment; base salary is \$107,626.00/12 mo
Howley, Heather A.	Acting Director, Branch Campuses; Associate Professor, Communication/Communication - Wayne/Faculty	11/01/20 05/31/21	\$36,000.00 9 mo (stipend)	Temporary title and administrative stipend for Acting Director assignment; stipend change from \$18,000.00/9 mo; base salary is \$68,685.00/9 mo
<u>Change</u>				
Hartssock, Angela	Associate Professor, Biology; Associate Director, Branch Campuses/Biology - Wayne/Faculty (BUF)	11/01/20 05/16/21	\$66,863.00 9 mo	Title change from Associate Director, Regional Campuses
Herold, Kelly M.	Director, Educational Outreach/Wayne Campus Administration/Contract Professional	07/01/20	\$107,626.00 12 mo	Title change from Assistant Dean, College of Applied Science & Technology; salary reflective of temporary salary reduction
<u>Separation</u>				
Tudor, Jarrod	Director, Regional Campuses; Professor, Business Management Technology/Wayne Campus Administration/Faculty	10/31/20	\$184,380.00 12 mo	Resignation

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

Division of Student Affairs

Appointment/Reappointment

Witsaman, Brenda	Nurse Practitioner/Health Services/Contract Professional	12/14/20 12/14/21	\$86,944.00 12 mo	Temporary appointment
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Vice President, Inclusion & Equity/CDO

Separation

Lane, Jolene A.	Chief Diversity Officer/Vice President for Inclusion and Equity; Title IX Coordinator/Inclusion & Equity/Chief Diversity Office/Contract Professional	10/31/20	\$132,376.00 12 mo	Resignation
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Buchtel College of Arts & Sciences

Separation

Takyi, Baffour K.	Professor, Sociology/Department of Sociology/Faculty (BUF)	11/19/20	\$96,662.00 9 mo	Deceased
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
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**PERSONNEL ACTIONS RECOMMENDED
IN EXECUTIVE SESSION FOR APPROVAL IN PUBLIC SESSION WITH THE
PERSONNEL ACTIONS, AS AMENDED**

Buchtel College of Arts and Sciences

Change

Ramsier, Rex	Professor, Physics/Buchtel College of Arts and Sciences, Office of the Dean/Faculty	08/23/21	\$317,882.00 12 mo	Relinquish Vice Provost and Director of Academic Administrative Services assignment; Department change from Office of Academic Affairs
	Professor, Physics/Physics/Faculty (BUF)	08/22/22	\$260,085.00 9 mo	Salary adjustment from \$317,882.00/12 mo; basis change from 12 to 9 mo; Department change from Buchtel College of Arts and Sciences, Office of the Dean

Leave

Ramsier, Rex	Professor, Physics/Buchtel College of Arts and Sciences, Office of the Dean/Faculty	08/23/21 08/22/22	\$317,882.00 12 mo	100% paid sabbatical leave
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THE UNIVERSITY OF AKRON

In accordance with rule 3359-25-07, the following recommendations for Unclassified Staff Classification changes are noted as follows:

Grade	Job Code	Title	FLSA	Remove	Effective Date
120	26308	Envir & Occup Health Spec	Exempt		11/6/2020
124	27136	Dir Educational Outreach	Exempt		7/1/2020
118	27138	Captioning & Service Coord	Non-exempt		10/22/2020
120	28133	Asst to Dir Educ Outreach	Exempt		7/1/2020
999	29102	Sr VP & CFO	Exempt		10/7/2020
999	29286	Asst Athl Coord Academics-SAAS	Exempt		9/30/2020
999	29810	Principal Investigator	Non-exempt		10/12/2020
221	T23515	CSS Computer System Adm	Exempt		9/21/2020
219	T23516	HPC Systems Administrator	Exempt		10/16/2020

THE UNIVERSITY OF AKRON

In accordance with rule 3359-25-06, the following recommendations for Classified Staff Classification changes are noted as follows:

Grade	Job Code	Title	FLSA	Remove	Effective Date
217	T43424	IT Help Desk Analyst	Non-exempt		10/22/2020

Guide to Terminology Used in Personnel Reports

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

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

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

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

Pertaining to Personnel Actions

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

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 2

**FINANCIAL REPORT FOR THE
THREE MONTHS ENDED SEPTEMBER 30, 2020**



DATE: November 16, 2020

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

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

Stephen R. Storck, Ph.D. 
Interim Chief Financial Officer

**SUBJECT: General Fund, Auxiliary Funds, and Departmental Sales and Services Funds:
Budget to Actual Results for the Three Months Ended September 30, 2020**

As requested, the Office of Resource Analysis & Budgeting provides the accompanying Financial Report for the three months ended September 30, 2020 for the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds (Akron and Wayne combined) together with accompanying FY21 budget assumptions and narratives. This Financial Report should be presented for consideration and approval at the December 9, 2020 Board of Trustees meeting.

The University's two primary revenue sources continue to be tuition and fees and State Share of Instruction. For tuition and fees, the FY21 budget was developed assuming a 15 percent enrollment decline from FY20 whereas, as of September 30, 2020, a 7.5 percent enrollment decline was expected for the fiscal year ended June 30, 2021. The smaller enrollment decline equates to a net revenue loss as compared to FY20 but is nonetheless, \$10.3 million more favorable than FY21 budget. The \$10.3 million will be favorably or unfavorably impacted should spring 2021 vary much from the budgeted blended enrollment of 175,000 credit hours and budgeted scholarships.

With the enrollment currently expected to be higher than budgeted, scholarship awards are also expected to exceed budget by \$1.8 million for the fiscal year. This scholarship increase is partially attributable to the increase in the number of high school students which as of Fall 2020 Census comprised nearly 17 percent of the undergraduate enrollment, up from approximately 15 percent for fall 2020.

For State Share of Instruction, it is currently expected to remain at the previously announced \$90.4 million. This funding level is subject to change later in the fiscal year depending upon State of Ohio tax revenue collections and other financial indicators.

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

The General Fund expenditures are being closely monitored and a projection of General Fund expenditures, revenues, and transfers is underway. The factors likely to favorably impact expenditures are the full or partially remote form of operations for the fiscal year as well as the CARES Act funding the University has received to date. That is, utilities are likely to be lower than expected due to having fewer students, faculty and staff on campus. Additionally, the CARES Act funding may, in some instances, serve to offset budgeted General Fund or other expenditures.

Auxiliary Enterprises Funds remain fluid and are difficult to accurately predict at September 30, 2020 due to the uncertainty of the impact of the pandemic later this fall and into spring 2021. Nonetheless, a projection of the revenues, expenditures, and transfers of those funds including residence life and housing, dining, and athletics are underway and are being developed based upon the current readily available information. For instance, while students are expected to remain in residence halls for the entirety of the fall semester, the spring 2021 semester is presently difficult to anticipate. The Auxiliary Enterprises Funds budgets were built, in part, assuming that enrollment would decline by 15 percent and that the occupancy of the residence halls would be 1,822 students versus the current capacity of 2,550 and the residence halls would remain occupied for 50 percent of each semester. On the first day of class, the residence halls occupancy was 1,781 which declined to 1,719 by week's end. As of November 16, the number of residence hall students was 1,655 versus 2,271 at the same time last year. The decline in the number of students living in the residence halls has also impacted dining services as those revenues will be diminished and fall below the minimum contract requirements.

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

CARES Act Grant	Source	Award	Expended	Available Balance	Allowability	Actual Usage	Period of Availability
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$7,075,909	\$7,075,909	\$0	Emergency Aid for Students (Pass-through funding)	Emergency Aid for Students	Fully utilized in FY2020
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$7,075,908	\$6,069,814	\$1,006,094	Institutional Use-Student Refunds and Indirect Costs	Institutional Use-Student Refunds and Indirect Costs	5/5/20-5/4/21
Coronavirus Relief Fund Federal Agency: Department of Treasury	Governor/Ohio Dept. of Higher Education	\$9,533,149	\$1,102,460	\$8,430,689	Student Refunds, additional expenditures	Student Refunds, additional expenditures	3/1/20-12/30/20
Coronavirus Relief Fund Federal Agency: Department of Treasury	Governor/Ohio Dept. of Higher Education	\$4,797,086	\$0	\$4,797,086	Student Refunds, additional expenditures	Student Refunds, additional expenditures	3/1/20-12/30/20
Coronavirus Relief Fund Federal Agency: Department of Treasury	Governor/Ohio Dept. of Higher Education	\$217,974	\$0	\$217,974	Mental Health Counselling for students	Mental Health Counselling for students	3/1/20-12/30/20
Governor's Emergency Education Relief Fund Federal Agency: Department of Treasury	Governor of Ohio	\$370,556	\$0	\$370,556	Mental Health Counselling for students	Mental Health Counselling for students	Spring semester
Coronavirus Relief Fund Federal Agency: Department of Treasury	Summit County	\$2,000,000	\$0	\$2,000,000	Public Safety and Public Health	Public Safety and Public Health	3/1/20-12/30/20
Total		\$31,070,582	\$14,248,183	\$16,822,399			

Notes: The \$7,075,909 of grant funds received for emergency aid to students was awarded to students to help them pay for living expenses and additional expenses incurred due to the pandemic wherein some individuals were unable to work. The University acted as a fiduciary in administering all emergency aid to the students. The University must submit eligible expenditures to government officials in support of claiming any of the grant funds. The eligibility requirements vary by grant and amounts claimed are subject to audit by the University's external auditors as well as federal and state auditors.

The University of Akron
General Fund, Auxiliary Funds, and Departmental Sales and Services Funds
Budget to Actual Results
For the Three Months Ended September 30, 2020

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GENERAL FUND

For the Three Months Ended September 30, 2020

The University of Akron
Akron and Wayne General Fund Combined
FY 2021 Budget and Actual Results for three months ended September 30, 2020 with FY 2020 Comparisons

	FY20		FY21			
	YTD	YTD	Approved Budget	YTD Sept. 30	Actual to Budget	
	June 30	Sept. 30			\$	%
Tuition & General Service Fees	\$175,612,417	\$92,214,414	\$149,694,000	\$83,997,246	(\$65,696,754)	
Other Fees	20,352,098	10,876,024	16,717,000	9,610,914	(7,106,086)	
Scholarships	(52,693,281)	(24,907,325)	(48,259,000)	(23,680,483)	24,578,517	
Net Tuition and Fees	143,271,234	78,183,113	118,152,000	69,927,677	(48,224,323)	59%
State Share of Instruction	95,193,364	25,035,868	90,445,000	22,611,133	(67,833,867)	25%
Indirect Cost Recovery	4,702,402	1,346,520	4,000,000	1,102,096	(2,897,904)	
Investment Income	735,189	247,445	500,000	9,364	(490,636)	
Miscellaneous Revenues	2,610,741	1,140,205	4,121,000	377,599	(3,743,401)	
Total Revenues	246,512,930	105,953,151	217,218,000	94,027,869	(123,190,131)	43%
Payroll	138,668,320	26,002,898	111,722,000	22,926,530	88,795,470	
Fringes	40,363,924	9,715,443	36,829,000	10,549,404	26,279,596	
Total Compensation	179,032,244	35,718,341	148,551,000	33,475,933	115,075,067	23%
Utilities	7,520,445	1,051,337	8,970,000	701,687	8,268,313	
Operating	29,578,814	13,626,688	28,652,000	10,918,297	17,733,703	
Total Non Personnel	37,099,259	14,678,025	37,622,000	11,619,984	26,002,016	31%
Total Expenditures	216,131,502	50,396,367	186,173,000	45,095,917	141,077,083	24%
Net Before Transfers	30,381,428	55,556,784	31,045,000	48,931,952	17,886,952	
Transfers-In (Draw on Operating Reserves)	1,366,567	0	7,833,000	0	(7,833,000)	
Transfers-In Plant Fund and Other	1,131,571	112,481	0	0	0	
Advance-In	143,028	93,028	0	0	0	
Transfers-In Encumbrance	3,234,688	3,234,688	3,030,000	2,418,485	(611,515)	
Transfers-Out Plant Fund	(1,405,252)	64,804	(1,000,000)	(200,000)	800,000	
Transfers-Out Facilities Fee	(5,688,464)	(1,546,873)	(4,856,000)	(1,214,000)	3,642,000	
Transfers-Out General Service Fee	(11,631,000)	(2,964,500)	(9,328,000)	(2,332,000)	6,996,000	
Transfers-Out Other-Debt Service	(1,939,795)	(340,199)	(4,681,000)	(1,170,250)	3,510,750	
Transfers-Out Other	(13,054,286)	(2,853,253)	(22,043,000)	(5,510,750)	16,532,250	
Advance-Out	(120,000)	(170,000)	0	0	0	
Transfers-Out - Encumbrance	(2,418,485)	0	0	0	0	
Net Transfers	(30,381,428)	(4,369,824)	(31,045,000)	(8,008,515)	23,036,485	
Difference	\$0	\$51,186,960	\$0	\$40,923,437	\$40,923,437	

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

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

- The University will provide face-to-face instruction in the fall while complying with appropriate physical distancing; and
- The budget reflects potential instructional disruption as indicated by switching to remote instruction from the middle of the fall term through the middle of the spring term. This would result in partial refunds of room and board and certain other fees, as well as lost revenues from event cancellations causing net shortfalls in auxiliaries and reflected in additional transfers-out of \$8.3 million to support the impacted auxiliaries.

Revenues

Tuition & General Service Fees

- Overall blended enrollment reduction of 15 percent;
- Initiation of Tuition Guarantee for regional campuses; and
- Tuition and certain fee increase of 2.1 percent for the fall 2020 Tuition Guarantee Cohort.

Other Fees

- Overall blended enrollment reduction of 15 percent.

Scholarships

- Undergraduate, \$37.1 million including College Credit Plus and Early College;
- Graduate assistant fee remissions, \$7.9 million; and
- Law School, \$3.3 million.

State Share of Instruction

- State Share of Instruction (SSI) reduction of \$4.7 million from FY 2019-20 actual revenue; and
- Ohio Department of Higher Education (ODHE) indicated potential further reductions later in the fiscal year are possible depending on tax revenues collections.

Indirect Cost Recovery

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

Investment Income

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

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

Miscellaneous Revenues

- Major revenues include \$2.3 million from the University of Akron Research Foundation (UARF); \$0.5 million from Federal energy tax credit; \$250,000 from phase out of Perkins Loan program; and rental income from leased space.

Expenditures

Payroll and Vacancies

- No raise pool is contemplated;
- Abolishment of 178 positions;
- \$1 million of salary and vacancy savings related to the amount of time funded positions remain vacant;
- \$625,000 in reallocation of General Fund compensation to grants, leaves without pay, and professional development leaves; and
- \$2.4 million in one-time tiered salary reductions. Salary reductions of \$2 million for AAUP and FOP bargaining units are not included.

Fringes

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

Utilities

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

Operating

- The designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to follow the 15 percent enrollment decline;
- The designated fees and start-ups assume that only current-year revenues and/or allocations are expended; however, a certain level of carry over exists within these fees and start-ups, which may be expended by the units and therefore cause expenditures to exceed the initial allocations;

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

- The non-personnel allocations reflect \$3.4 million in departmental operating reductions submitted by each unit in response to recommended target reductions;
- In the absence of departmental and college level IDC distributions, the Center continues to assume certain research related costs in the amount of \$450,000;
- State minimum wage adjustment; and
- Assumes \$1.5 million underspending of awarded spending authority.

Other

Transfers-In (Draw on Operating Reserves)

- Draw on reserves of \$7.8 million; however, this may change if ODHE announces a second round of reductions in SSI, or if enrollment is negatively impacted by the announcement of a reduction in force or other factors.

Transfers-Out Plant Fund

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

Transfers-Out Other

- Transfers to Auxiliaries of General Service Fee, \$9.3 million; Other, \$26.7 million including \$4.4 million to Residence Life and Housing; and Facilities Fee of \$4.9 million.

	General Service Fees	Facilities Fees	Other Debt Service	Other	Total
Athletics	\$ 9,328,000	\$2,527,000	\$ 2,435,000	\$ 5,522,000	\$19,812,000
Residence Life & Housing	-	-	-	8,101,000	8,101,000
E.J. Thomas PAH	-	-	-	630,000	630,000
Dining (Aramark)	-	-	-	2,914,000	2,914,000
Recreation & Wellness Services	-	856,000	826,000	1,470,000	3,152,000
Jean Hower Taber Student Union	-	1,473,000	1,420,000	1,222,000	4,115,000
Parking & Transportation Services	-	-	-	2,184,000	2,184,000
Total	\$ 9,328,000	\$4,856,000	\$ 4,681,000	\$22,043,000	\$40,908,000

Debt Service

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

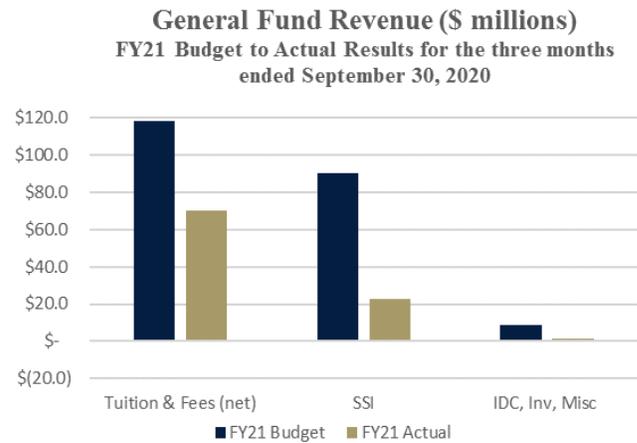
**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Budget and Actual Results for the three months ended September 30, 2020**

Revenues

Tuition & General Service Fees: Tuition & General Service Fees revenues total \$84 million or approximately 56 percent as compared to the annual budget of \$149.7 million. This amount reflects the summer and fall revenue.

The summer credit hours exceeded the prior year by four percent in undergraduate production but lagged prior year activity by eight percent in graduate and about one percent in law. Fall numbers exceed expectations as the expected 15 percent decline in enrollment is closer to a decline of about 7.5 percent.

Tuition and Fee revenues are expected to exceed the budgeted amount by approximately \$10.3 million by year end barring any drastic reduction in spring enrollment. However, the increase in enrollment has resulted in an increase in projected scholarship awards of approximately \$1.8 million resulting in an increase in net Tuition and Fees revenues of \$9.7 million.



Other Fees: Other Fees revenues total \$9.6 million or approximately 57 percent as compared to the annual budget of \$16.7 million. Since enrollment is better than expected, the fees are projected to exceed budget by \$1.3 million by year-end assuming spring enrollment tracks with the recent historical attrition rate of 9 percent.

Other Fees include various student fees such as technology fees (28 percent), facilities fees (23 percent), and unit and course/content, administrative, career advantage and other fees (49 percent). The electronic content fees are charged to a student’s account, the proceeds of which accrue to Barnes & Noble.

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

Scholarships: Scholarships total \$23.7 million or approximately 49 percent of the \$48.3 million annual budget. Year-to-date Scholarships include undergraduate (\$18.2 million), graduate tuition remissions (\$3.5 million), and law (\$1.9 million). While most undergraduate and law scholarships for fall are reflected. The discounts associated with the College Credit Plus and Early College programs have not yet been processed but those are estimated to be about \$7 million for the fiscal year.

State Share of Instruction: State Share of Instruction (SSI) revenues total \$22.6 million or 25 percent as compared to the annual budget of \$90.4 million. As it currently stands, the current year SSI will be in line with the budget, but there is a possibility that the Ohio Department of Higher Education (ODHE) will announce a further reduction if State revenues come in significantly less than anticipated.

Indirect Cost Recovery: IDC revenues total \$1.1 million or approximately 28 percent as compared to the annual budget of \$4 million.

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Budget and Actual Results for the three months ended September 30, 2020

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

Investment Income: Investment Income revenues total \$9,400, or two percent as compared to the annual budget of \$0.5 million. A portion of the investment activity is reported on a quarterly basis, thus not yet reflected. A decline in the cash balances as well as lower interest rates are factors in this unfavorable return. Investment Income is based upon the size of the operating funds investment portfolio and conditions that impact the return.

Miscellaneous Revenues: First quarter revenues of \$378,000, or nine percent of the budgeted \$4.1 million, do not reflect the \$2.3 million anticipated one-time support from the University of Akron Research Foundation (UARF).

Expenditures

Compensation: Payroll expenditures total \$22.9 million or approximately 21 percent of the annual budget of \$111.7 million. Fringes of \$10.5 million are 29 percent of the budgeted \$36.8 million.

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

Utilities: The Utilities charges approximated \$0.7 million of the annual \$9 million budget. Usage is down from prior years as activity on campus is significantly reduced.

Operating: Operating expenditures total \$10.9 million or approximately 38 percent of the \$28.7 million budget. These expenditures trend higher in the first half of the year as annual contracts and blanket purchase orders are encumbered. The three-month results include \$5.8 million in encumbered funds.

Employee Type	Actual YTD
Faculty	\$10,131,000
Staff	5,608,000
Contract Professionals	6,209,000
Graduate Assistants	979,000
Total Payroll	<u>\$22,927,000</u>
<i>Note 1: Includes all General Fund payroll-related activities (e.g. full time, part time, overload, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	

Functional Category	Actual YTD
Instruction and Departmental Research	\$ 15,776,000
Separately Budgeted Research	1,355,000
Public Service	36,000
Academic Support	5,895,000
Student Services	2,874,000
Institutional Support	15,448,000
Operation and Maintenance of Plant	3,307,000
Scholarships and Fellowships	24,085,000
Total Expenditures	<u>\$ 68,776,000</u>

Note: The expenditures are summarized by functional classification.

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.

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2021 Budget and Actual Results for the three months ended September 30, 2020

Transfers, Advances, and Loan

Transfers-In (Draw on Operating Reserves): The annual budget assumes the draw on operating reserves will total \$7.8 million. The funds will be transferred in as needed later in the fiscal year.

Transfers-Out Plant Fund: Transfers to plant funds area made as projects are identified. To date, the following transfers have been made:

- \$120,000 E.J. Thomas Performing Arts Hall concrete repair;
- \$50,000 Kolbe Hall roof chiller; and
- \$30,000 Polsky building waterproofing.

Transfers-Out Facilities Fee: The annual anticipated Facilities Fee revenues are transferred evenly throughout the fiscal year in support of debt service on the Stadium, Fieldhouse, Student Union and Student Recreation and Wellness Center. At 25 percent of budget, these transfers are in line with the budget; however, to the extent revenues differ from the budget, this transfer will be adjusted, and the offset will be made to Transfers-Out Other – Debt Service.

Transfers-Out General Service Fee: The majority of the General Service Fee revenues, 94 percent, is transferred to Intercollegiate Athletics in support of operations. The annual budget amount is transferred evenly throughout the fiscal year and will be adjusted as needed to reflect actual revenues. To date, \$2.3 million has been transferred which represents 25 percent of the annual budget.

Transfers-Out Other – Debt Service: The Facility Fee was intended to support the debt service for the Stadium, Fieldhouse, Student Union and Student Recreation and Wellness Center. To the extent that it falls short, the difference is reflected as a Transfer-Out Other – Debt Service. Of the budgeted \$4.7 million, \$1.2 million, or 25 percent has been transferred.

Transfers-Out – Other: As highlighted in the assumptions, \$22 million is budgeted to provided supplemental support to various auxiliaries. This amount is transferred evenly each month and to date, \$5.5 million, or 25 percent has been transferred. This number will be revisited as a significant portion assumed lost revenues due to mid-fall shift to remote learning requiring significant room and board refunds. Fortunately, this has not come to fruition and it is hoped we will continue utilizing hybrid instruction throughout the rest of fall and all of spring.

Advances:

	Balance July 1, 2020	Loans Advances-Out	Repayments Advances-In	Balance Sept. 30, 2020
Musson Industrial Control System Test Bed	\$ 70,000	\$ -	\$ -	\$ 70,000
Cummings Center	10,000	-	-	10,000
Total	<u>\$ 80,000</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 80,000</u>

Loan: During FY20 the University of Akron Foundation provided a loan to the University in the form of a line of credit of up to \$1 million to help fund the baseball field project until donations materialize. The outstanding balance on July 1, 2020 was \$300,000. As of September 30, additional draws totaling \$540,000 and gifts of \$400,000 leave an outstanding balance of \$440,000. The loan may be further accessed for remaining project phases as other pledge commitments are secured.

AUXILIARY FUNDS

For the Three Months Ended September 30, 2020

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the three months ended September 30, 2020 with FY 2020 Comparisons

Auxiliary Funds Combined	FY20		FY21			
	YTD June 30	YTD September 30	Approved Budget	YTD September 30	\$ Budget Variance	% of Budget
Revenues	\$36,627,478	\$14,221,054	\$19,166,000	\$9,316,974	(\$9,849,026)	49%
Payroll	10,891,539	2,577,562	9,096,000	2,200,816	6,895,184	
Fringes	3,742,439	937,811	2,975,000	675,185	2,299,815	
Total Compensation	14,633,978	3,515,373	12,071,000	2,876,001	9,194,999	24%
Operating	24,227,608	9,858,115	20,790,000	5,256,847	15,533,153	
Scholarships	6,265,978	2,546,824	5,910,000	2,215,093	3,694,907	
Total Non Personnel	30,493,586	12,404,939	26,700,000	7,471,940	19,228,060	28%
Total Expenditures	45,127,564	15,920,312	38,771,000	10,347,941	28,423,059	27%
Net Before Transfers	(8,500,086)	(1,699,258)	(19,605,000)	(1,030,967)	18,574,033	
Transfers-In - Facilities Fee	7,600,464	2,044,866	4,856,000	1,214,000	(3,642,000)	
Transfers-In - General Service Fee	11,631,000	2,964,500	9,328,000	2,332,000	(6,996,000)	
Transfers-In - Other-Debt Service	1,939,795	340,199	4,681,000	1,170,250	(3,510,750)	
Transfers-In - Other	13,098,257	2,853,253	22,043,000	5,510,750	(16,532,250)	
Transfers-In - Fund Balance	1,403,284	0	4,528,000	1,132,000	(3,396,000)	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	137,044	137,044	0	88,353	88,353	
Transfers-Out - Plant Fund	(143,559)	(175,000)	0	18,819	18,819	
Transfers-Out - Encumbrances	(88,353)	0	0	0	0	
Transfers-Out - Other	(119,331)	(119,331)	0	0	0	
Transfers-Out - Debt Service	(25,780,171)	(6,445,044)	(25,780,000)	(6,444,933)	19,335,067	
Net Transfers	9,678,431	1,600,487	19,656,000	5,021,239	(14,634,761)	
Difference	\$1,178,345	(\$98,771)	\$51,000	\$3,990,272	\$3,939,272	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the three months ended September 30, 2020 with FY 2020 Comparisons

Athletics	FY20		FY21			
	YTD June 30	YTD September 30	Approved Budget	YTD September 30	\$ Budget Variance	% of Budget
Revenues	\$7,253,018	\$446,635	\$8,315,000	\$86,451	(\$8,228,549)	1%
Payroll	8,360,131	1,989,280	6,936,000	1,676,272	5,259,728	
Fringes	2,583,387	662,891	2,186,000	499,003	1,686,997	
Total Compensation	10,943,518	2,652,171	9,122,000	2,175,275	6,946,725	24%
Operating	10,073,914	4,817,926	8,136,000	2,182,806	5,953,194	
Scholarships	6,265,978	2,546,824	5,910,000	2,215,093	3,694,907	
Total Non Personnel	16,339,892	7,364,750	14,046,000	4,397,899	9,648,101	31%
Total Expenditures	27,283,410	10,016,921	23,168,000	6,573,174	16,594,826	28%
Net Before Transfers	(20,030,392)	(9,570,286)	(14,853,000)	(6,486,723)	8,366,277	
Transfers-In - Facilities Fee	3,952,630	1,063,407	2,527,000	631,750	(1,895,250)	
Transfers-In - General Service Fee	11,631,000	2,964,500	9,328,000	2,332,000	(6,996,000)	
Transfers-In - Other-Debt Service	1,009,044	177,011	2,435,000	608,750	(1,826,250)	
Transfers-In - Other	8,689,713	1,742,117	5,522,000	1,380,500	(4,141,500)	
Transfers-In - Fund Balance	0	0	0	0	0	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	12,817	12,817	0	10,823	10,823	
Transfers-Out - Plant Fund	0	0	0	0	0	
Transfers-Out - Encumbrances	(10,823)	0	0	0	0	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Debt Service	(4,961,674)	(1,240,418)	(4,959,000)	(1,239,670)	3,719,330	
Net Transfers	20,322,707	4,719,434	14,853,000	3,724,153	(11,128,847)	
Difference	\$292,315	(\$4,850,852)	\$0	(\$2,762,570)	(\$2,762,570)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the three months ended September 30, 2020 with FY 2020 Comparisons

Residence Life & Housing	FY20		FY21			
	YTD June 30	YTD September 30	Approved Budget	YTD September 30	\$ Budget Variance	% of Budget
Revenues	\$17,440,272	\$9,013,437	\$7,224,000	\$6,165,211	(\$1,058,789)	85%
Payroll	816,738	192,439	681,000	179,292	501,708	
Fringes	301,270	76,859	195,000	62,868	132,132	
Total Compensation	1,118,008	269,298	876,000	242,160	633,840	28%
Operating	6,492,869	1,970,308	5,006,000	1,452,555	3,553,445	
Scholarships	0	0	0	0	0	
Total Non Personnel	6,492,869	1,970,308	5,006,000	1,452,555	3,553,445	29%
Total Expenditures	7,610,877	2,239,606	5,882,000	1,694,715	4,187,285	29%
Net Before Transfers	9,829,395	6,773,831	1,342,000	4,470,496	3,128,496	
Transfers-In - Facilities Fee	0	0	0	0	0	
Transfers-In - General Service Fee	0	0	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	0	0	
Transfers-In - Other	0	0	8,101,000	2,025,250	(6,075,750)	
Transfers-In - Fund Balance	784,346	0	1,199,000	299,750	(899,250)	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	37,458	37,458	0	8,192	8,192	
Transfers-Out - Plant Fund	0	0	0	0	0	
Transfers-Out - Encumbrances	(8,192)	0	0	0	0	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Debt Service	(10,643,007)	(2,660,752)	(10,642,000)	(2,660,474)	7,981,526	
Net Transfers	(9,829,395)	(2,623,294)	(1,342,000)	(327,282)	1,014,718	
Difference	\$0	\$4,150,537	\$0	\$4,143,214	\$4,143,214	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the three months ended September 30, 2020 with FY 2020 Comparisons

EJ Thomas Performing Arts Hall	FY20		FY21			
	YTD June 30	YTD September 30	Approved Budget	YTD September 30	\$ Budget Variance	% of Budget
Revenues	\$1,994,086	\$470,308	\$2,668,000	\$60,056	(\$2,607,944)	2%
Payroll	285,479	55,790	321,000	59,070	261,930	
Fringes	86,388	17,126	92,000	17,235	74,765	
Total Compensation	371,867	72,916	413,000	76,305	336,695	18%
Operating	1,954,106	385,455	2,559,000	113,766	2,445,234	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,954,106	385,455	2,559,000	113,766	2,445,234	4%
Total Expenditures	2,325,973	458,371	2,972,000	190,071	2,781,929	6%
Net Before Transfers	(331,887)	11,937	(304,000)	(130,015)	173,985	
Transfers-In - Facilities Fee	0	0	0	0	0	
Transfers-In - General Service Fee	0	0	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	0	0	
Transfers-In - Other	871,381	217,845	630,000	157,500	(472,500)	
Transfers-In - Fund Balance	0	0	0	0	0	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	0	0	0	38,009	38,009	
Transfers-Out - Plant Fund	33,483	0	0	0	0	
Transfers-Out - Encumbrances	(38,009)	0	0	0	0	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Debt Service	(326,631)	(81,658)	(326,000)	(81,501)	244,499	
Net Transfers	540,225	136,187	304,000	114,008	(189,992)	
Difference	\$208,338	\$148,124	\$0	(\$16,007)	(\$16,007)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the three months ended September 30, 2020 with FY 2020 Comparisons

Dining (Aramark)	FY20		FY21			
	YTD June 30	YTD September 30	Approved Budget	YTD September 30	\$ Budget Variance	% of Budget
Revenues	\$2,434,450	\$1,003,495	(\$3,384,000)	\$983,964	\$4,367,964	(29%)
Payroll	96,843	7,410	55,000	19,112	35,888	
Fringes	279,904	55,715	150,000	5,481	144,519	
Total Compensation	376,747	63,125	205,000	24,593	180,407	12%
Operating	1,006,119	686,395	1,247,000	241,756	1,005,244	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,006,119	686,395	1,247,000	241,756	1,005,244	19%
Total Expenditures	1,382,866	749,520	1,452,000	266,349	1,185,651	18%
Net Before Transfers	1,051,584	253,975	(4,836,000)	717,615	5,553,615	
Transfers-In - Facilities Fee	0	0	0	0	0	
Transfers-In - General Service Fee	0	0	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	0	0	
Transfers-In - Other	0	0	2,914,000	728,500	(2,185,500)	
Transfers-In - Fund Balance	0	0	2,700,000	675,000	(2,025,000)	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	46,397	46,397	0	24,017	24,017	
Transfers-Out - Plant Fund	(175,064)	(175,000)	0	18,819	18,819	
Transfers-Out - Encumbrances	(24,017)	0	0	0	0	
Transfers-Out - Other	(12,000)	(12,000)	0	0	0	
Transfers-Out - Debt Service	(777,390)	(194,348)	(778,000)	(194,485)	583,515	
Net Transfers	(942,074)	(334,951)	4,836,000	1,251,851	(3,584,149)	
Difference	\$109,510	(\$80,976)	\$0	\$1,969,466	\$1,969,466	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the three months ended September 30, 2020 with FY 2020 Comparisons

Recreation & Wellness Services	FY20		FY21			
	YTD June 30	YTD September 30	Approved Budget	YTD September 30	\$ Budget Variance	% of Budget
Revenues	\$507,555	\$161,836	\$87,000	\$10,005	(\$76,995)	12%
Payroll	541,913	133,640	448,000	113,127	334,873	
Fringes	198,076	50,000	148,000	34,018	113,982	
Total Compensation	739,989	183,640	596,000	147,145	448,855	25%
Operating	1,423,776	364,992	1,020,000	202,045	817,955	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,423,776	364,992	1,020,000	202,045	817,955	20%
Total Expenditures	2,163,765	548,632	1,616,000	349,190	1,266,810	22%
Net Before Transfers	(1,656,210)	(386,796)	(1,529,000)	(339,185)	1,189,815	
Transfers-In - Facilities Fee	1,341,427	360,857	856,000	214,000	(642,000)	
Transfers-In - General Service Fee	0	0	0	0	0	
Transfers-In - Other-Debt Service	341,819	59,955	826,000	206,500	(619,500)	
Transfers-In - Other	1,896,581	474,145	1,470,000	367,500	(1,102,500)	
Transfers-In - Fund Balance	0	0	59,000	14,750	(44,250)	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	12,152	12,152	0	1,112	1,112	
Transfers-Out - Plant Fund	0	0	0	0	0	
Transfers-Out - Encumbrances	(1,112)	0	0	0	0	
Transfers-Out - Other	(107,331)	(107,331)	0	0	0	
Transfers-Out - Debt Service	(1,683,246)	(420,812)	(1,682,000)	(420,516)	1,261,484	
Net Transfers	1,800,290	378,966	1,529,000	383,346	(1,145,654)	
Difference	\$144,080	(\$7,830)	\$0	\$44,161	\$44,161	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the three months ended September 30, 2020 with FY 2020 Comparisons

Jean Hower Taber Student Union	FY20		FY21			
	YTD June 30	YTD September 30	Approved Budget	YTD September 30	\$ Budget Variance	% of Budget
Revenues	\$938,377	\$81,606	\$657,000	(\$1,815)	(\$658,815)	0%
Payroll	557,385	148,099	474,000	108,804	365,196	
Fringes	213,148	57,389	151,000	43,553	107,447	
Total Compensation	770,533	205,488	625,000	152,357	472,643	24%
Operating	1,447,351	335,416	1,245,000	241,596	1,003,404	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,447,351	335,416	1,245,000	241,596	1,003,404	19%
Total Expenditures	2,217,884	540,904	1,870,000	393,953	1,476,047	21%
Net Before Transfers	(1,279,507)	(459,298)	(1,213,000)	(395,768)	817,232	
Transfers-In - Facilities Fee	2,306,407	620,602	1,473,000	368,250	(1,104,750)	
Transfers-In - General Service Fee	0	0	0	0	0	
Transfers-In - Other-Debt Service	588,932	103,233	1,420,000	355,000	(1,065,000)	
Transfers-In - Other	1,640,582	419,146	1,222,000	305,500	(916,500)	
Transfers-In - Fund Balance	0	0	0	0	0	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	12,236	12,236	0	0	0	
Transfers-Out - Plant Fund	0	0	0	0	0	
Transfers-Out - Encumbrances	0	0	0	0	0	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Debt Service	(2,895,339)	(723,835)	(2,893,000)	(723,230)	2,169,770	
Net Transfers	1,652,818	431,382	1,222,000	305,520	(916,480)	
Difference	\$373,311	(\$27,916)	\$9,000	(\$90,248)	(\$99,248)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the three months ended September 30, 2020 with FY 2020 Comparisons

Parking & Transportation Services	FY20		FY21			
	YTD June 30	YTD September 30	Approved Budget	YTD September 30	\$ Budget Variance	% of Budget
Revenues	\$6,007,216	\$3,042,306	\$3,551,000	\$2,013,102	(\$1,537,898)	57%
Payroll	233,050	50,904	181,000	45,139	135,861	
Fringes	80,266	17,831	53,000	13,027	39,973	
Total Compensation	313,316	68,735	234,000	58,166	175,834	25%
Operating	1,827,760	1,295,910	1,571,000	820,093	750,907	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,827,760	1,295,910	1,571,000	820,093	750,907	52%
Total Expenditures	2,141,076	1,364,645	1,805,000	878,259	926,741	49%
Net Before Transfers	3,866,140	1,677,661	1,746,000	1,134,843	(611,157)	
Transfers-In - Facilities Fee	0	0	0	0	0	
Transfers-In - General Service Fee	0	0	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	0	0	
Transfers-In - Other	0	0	2,184,000	546,000	(1,638,000)	
Transfers-In - Fund Balance	618,938	0	570,000	142,500	(427,500)	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	15,984	15,984	0	6,200	6,200	
Transfers-Out - Plant Fund	(1,978)	0	0	0	0	
Transfers-Out - Encumbrances	(6,200)	0	0	0	0	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Debt Service	(4,492,884)	(1,123,221)	(4,500,000)	(1,125,057)	3,374,943	
Net Transfers	(3,866,140)	(1,107,237)	(1,746,000)	(430,357)	1,315,643	
Difference	\$0	\$570,424	\$0	\$704,486	\$704,486	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2021 Budget and Actual Results for the three months ended September 30, 2020 with FY 2020 Comparisons

Wayne Student Union	FY20		FY21			
	YTD June 30	YTD September 30	Approved Budget	YTD September 30	\$ Budget Variance	% of Budget
Revenues	\$52,504	\$1,431	\$48,000	\$0	(\$48,000)	0%
Payroll	0	0	0	0	0	
Fringes	0	0	0	0	0	
Total Compensation	0	0	0	0	0	0%
Operating	1,713	1,713	6,000	2,230	3,770	
Scholarships	0	0	0	0	0	
Total Non Personnel	1,713	1,713	6,000	2,230	3,770	37%
Total Expenditures	1,713	1,713	6,000	2,230	3,770	37%
Net Before Transfers	50,791	(282)	42,000	(2,230)	(44,230)	
Transfers-In - Facilities Fee	0	0	0	0	0	
Transfers-In - General Service Fee	0	0	0	0	0	
Transfers-In - Other-Debt Service	0	0	0	0	0	
Transfers-In - Other	0	0	0	0	0	
Transfers-In - Fund Balance	0	0	0	0	0	
Transfers-In - Plant Fund	0	0	0	0	0	
Transfers-In - Encumbrances	0	0	0	0	0	
Transfers-Out - Plant Fund	0	0	0	0	0	
Transfers-Out - Encumbrances	0	0	0	0	0	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Debt Service	0	0	0	0	0	
Net Transfers	0	0	0	0	0	
Difference	\$50,791	(\$282)	\$42,000	(\$2,230)	(\$44,230)	

The University of Akron
Auxiliaries
FY 2021 Budget Assumptions

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

Revenues

- Fifteen percent enrollment decline;
- The University will provide face to face instruction in the fall, practicing physical distancing, and online options for at-risk and/or medical exceptions; and
- Potential instructional disruption as indicated by switching to remote instruction from the middle of the fall term through the middle of the spring term. This would result in partial refunds of room and board and certain other fees, as well as lost revenues from event cancellations causing net shortfalls in auxiliaries of about \$8.3 million.

Payroll

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

Fringes

- Benefits such as 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee parking permits.
- Fringe Benefits rates include 29 percent for full-time, 15.45 percent for part-time, and 5 percent for graduate and student assistants.

Transfers-In

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

	General Service Fees	Facilities Fees	Other Debt Service	Other	Total	Annual Debt Service
Athletics	\$ 9,328,000	\$2,527,000	\$ 2,435,000	\$ 5,522,000	\$19,812,000	\$ 4,959,000
Residence Life & Housing	-	-	-	8,101,000	8,101,000	10,642,000
E.J. Thomas PAH	-	-	-	630,000	630,000	326,000
Dining (Aramark)	-	-	-	2,914,000	2,914,000	778,000
Recreation & Wellness Services	-	856,000	826,000	1,470,000	3,152,000	1,682,000
Jean Hower Taber Student Union	-	1,473,000	1,420,000	1,222,000	4,115,000	2,893,000
Parking & Transportation Services	-	-	-	2,184,000	2,184,000	4,500,000
Total	\$ 9,328,000	\$4,856,000	\$ 4,681,000	\$22,043,000	\$40,908,000	\$ 25,780,000

Transfers-Out – Debt Service

- Debt service for Auxiliary facilities.

The University of Akron
Auxiliaries
FY 2021 Budget Assumptions

Unit Assumptions

Athletics

Payroll

- Various coaching salary reductions.

Operating

- Elimination of Men's Golf, Men's Cross Country, and Women's Tennis; and
- Possibility of furloughs if the budget requires an adjustment.

Scholarships

- \$5.9 million in scholarships.

Transfers-In

- Includes \$716,000 to cover the net impact of no fall sports;
- \$4.4 million reduction of General Fund support;
- Facilities Fees totaling \$2.5 million through the General Fund;
- General Service Fees totaling \$9.3 million from the General Fund; and
- Other support totaling nearly \$8 million from the General Fund.

Residence Life & Housing

Revenues

- Fall revenue estimate based on room assignments as of June 12, 2020 (include \$450 discount per person for students remaining in double occupancy rooms for fall);
- Quaker will not be used, and 100% occupancy of rooms in private bed configuration;
- Spring revenues estimate assumes a 13% decline in revenue;
- Closure at 8-week mark of the fall semester and re-opening at the 8-week mark of the spring 2021 term; and
- No summer housing or summer conference revenue for Summer 2020 but resumes the AA conference for Summer 2021.

Payroll

- Business Systems Administration position as well as the Quaker Square Residence Life Coordinator position will remain unfilled;
- Residence Life Coordinators will be on an 11-month contracts for FY21 (not working the month of June). This will transition to 10-month contracts for FY22 (not working July and June). Two, 2-month temporary positions to be created to complete essential summer work;

The University of Akron
Auxiliaries
FY 2021 Budget Assumptions

- Three UAPD Officers and half of the Student Conduct Coordinators will remain on Residence Life and Housing budget for FY21 with the goal of moving the positions off the budget in FY22; and
- Residence halls closure in October will generate a three-month furlough of all staff except the Director and the Housing Services Staff.

Operating

- Expenditures include maintenance, resident assistant meals, student employment, resident student events, and utilities;
- Cancellation of Exchange Street Living Room Furniture project (savings \$400,000);
- Delay migration to Mercury Cloud (savings \$5,000);
- Quaker Square off-line for FY21 unless needed to quarantine individuals or overflow housing; therefore, the maintenance and the custodial budget includes half of the budget estimated by PFOC; and
- 43 percent reduction in utilities charges and 40 percent reduction in maintenance cost.

Transfers-In

- Other totaling \$8.1 million from the General Fund; and
- \$1.2 million from the Residence Life and Housing Fund Balance.

E. J. Thomas Performing Arts Hall

Revenues

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

Operating

- Expenditures include artist fees, advertising, maintenance, stage & wardrobe, student employment, and utilities.

Transfers-In

- Transfers-In Other of \$630,000 from the General Fund.

The University of Akron
Auxiliaries
FY 2021 Budget Assumptions

Dining (Aramark)

Revenues

- Assumes contractually provided revenues such as utilities, maintenance, and equipment repair;
- Per the Aramark contract, the University is expected to receive rents of \$3.3 million based on a contractual guarantee of 2,376 mandatory meal plans sold. Because of the anticipated meal plans, the University expects to owe Aramark \$3.6 million after factoring in the contractual guarantee resulting in a \$3.4 million deficit; and
- Meal plan increase of four percent for the fall 2020 Tuition Guarantee Cohort.

Compensation

- The CWA employees remain University employees, with the University responsible for the difference between FICA and SERS;
- Reallocate a portion of Dining Services employees' salaries to Aramark (cost \$17,491); and
- All other employees are the fiscal responsibility of Aramark.

Operating

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

Transfers-In

- Other totaling \$2.9 million from the General Fund; and
- \$2.7 million from Dining Services (Aramark) Fund Balance.

Student Recreation & Wellness Services

Revenues

- Externally generated revenues from various sources such as memberships, pool rental, and locker and facility rentals; and
- Reduction of \$535,000 in revenue will reflect actuals for months closed as well as projected business loss due to COVID-19 social distancing and group size.

Payroll

- Workforce reductions of \$150,772 based on IUC Campus Operations Resumption Plan with social distancing and group size restrictions. If restrictions are lifted or reduced additional revenue (especially with long standing contracts) will be sought and workforce will need to be increased to manage groups, programs, events, and additional members;

The University of Akron
Auxiliaries
FY 2021 Budget Assumptions

- Two full-time vacant positions to remain unfilled (savings \$96,028);
- No furloughs for staff members with salaries below \$40,000;
- Abolish the Coordinator Membership and Personnel position (savings \$40,462);
- Salary reduction for Director, Student Recreation & Wellness Services and the Assistant Director, Programs (savings \$5,038);
- Changing 12-month contracts to 10-months due to low summer program participation (June/July). Contract change effective August 1st (savings \$9,244) as follows:
 - Manager, Intramurals
 - Manager, Club Sports
 - Manager, Outdoor Adventure
- An additional \$6,650 in student employment fringe benefit savings during October 2020 to mid-February 2021.

Operating

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

Transfers-In

- Facilities Fees totaling \$856,000 through the General Fund;
- Other totaling \$2.3 million from the General Fund; and
- \$69,000 from Student Recreation and Wellness Services Fund Balance.

The University of Akron
Auxiliaries
FY 2021 Budget Assumptions

Jean Hower Taber Student Union

Revenues

- Externally generated revenues from various sources such as bookstore commission, bank commission, and room rentals;
- A 75 percent reduction in room and AV rental income based on campus needs for use of space as classrooms and physical distancing/group size guidelines; and
- A 35 percent reduction in Bookstore revenue.

Payroll

- Five full-time vacancies remain unfilled (savings \$224,990).

Operating

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

Transfers-In

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

The University of Akron
Auxiliaries
FY 2021 Budget Assumptions

Parking & Transportation Services

Revenues

- Parking permits and transportation fee revenues decrease consistent with an overall blended enrollment reduction of fifteen percent;
- Majority of Special Events Parking \$10 and \$20 maximum for additional preferred lots;
- Increase Parking Fine collections rate through expanded iParq capabilities, change to courtesy policies/grace periods, more target of meters, handicapped spaces, and fire lanes; and
- Campus closes in October 2020 and reopens in mid-February 2021 with 50 percent of fall transportation fee revenue refunded and 25 percent of spring transportation fee revenue refunded.

Payroll

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

Operating

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

Transfers-In

- Other totaling \$2.2 million from the General Fund; and
- \$570,000 from the Parking and Transportation Services Fund Balance.

The University of Akron
Auxiliaries
FY 2021 Budget Assumptions

Wayne Student Union

Revenues

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

Operating

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

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the three months ended September 30, 2020**

Athletics

Athletics actual revenues total \$86,000 as compared to annual budgeted revenues of \$8.3 million. The actual amount received for the IMG payment is \$33,000 less than the amount booked as an account receivable. Unearned revenue for season and single tickets is realized in the fiscal year when the game is held. Currently, \$115,000 is unearned.

Description	Actual YTD
Gifts	\$65,000
Ticket Sales	54,000
IMG	<u>(33,000)</u>
Total Revenue	<u>\$86,000</u>

The projection indicates a \$1.3 million loss of game guarantee revenue through the cancellation of Clemson University football and Ohio State basketball game. Current COVID-19 game restrictions limit audience attendance for football to family members only, while anticipating limited fan attendance for men’s and women’s basketball games. Overall, this reduces the projected ticket and concessions revenue by \$713,000. Season ticket holders are being strongly urged to use their payment for donation or apply it to their next fiscal year payment. Other income represents a reduction in gifts, licensing, and sponsorship revenue. Game cancellations, truncated seasons, and prioritizing game schedules to reduce some need for overnight accommodation will provide an expenditure savings of \$1.2 million. Current expectations indicate that revenues will total nearly \$2.3 million below the \$8.3 million revenue budget, with expenditure projections showing expenditures will be \$1.2 million below the \$8.1 million expenditure budget. A big push in fundraising will reduce the year-end \$1.1 million deficit projection.

Year-End Projection	
Description	Amount
<u>Revenue Decline</u>	
Game Guarantees	(\$1,295,000)
Ticket Sales & Concessions	(713,000)
Other	(250,000)
<u>Expenditure Savings</u>	
Supplies & Services	926,000
Travel & Hospitality	<u>230,000</u>
Total Projected Year-End Deficit	<u>(\$1,102,000)</u>

Employee Type	Actual YTD
Contract Professionals	\$1,586,000
Staff	81,000
Graduate Assistant	8,000
Faculty	<u>1,000</u>
Total Payroll	<u>\$1,676,000</u>

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

Payroll and fringes total \$2.2 million or 24 percent of the annual budget of \$9.1 million. The fiscal year 2021 temporary salary reductions are reflected.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the three months ended September 30, 2020**

Athletics (continued)

Operating expenditures total nearly \$2.2 million or 27 percent of the annual budget of \$8.1 million. The principal operating expenditures include supplies & services (75 percent) and travel & hospitality (18 percent). The majority of supplies & services include athletic supplies (31 percent) and maintenance (12 percent). The bulk for expenditures for athletic supplies is team equipment purchases. Equipment purchases mainly take place during the first few months of the fiscal year when new equipment for the season is being received and generally slows drastically as the year continues. The majority of operating expenditures in travel & hospitality are team travel and recruiting (68 percent). Majority of the travel & hospitality expense is for charter flights purchased for football prior to the Fall season being cancelled. Although the funds are nonrefundable, most of these funds can be used towards future travel through December 2021.

Description	Actual YTD
Supplies & Services	\$1,644,000
Travel & Hospitality	383,000
Utilities	91,000
Other	40,000
Student Assistants	25,000
Total Operating	<u>\$2,183,000</u>

Scholarships, or Athletics financial aid, totaled \$2.2 million or 37 percent of the annual budget of \$5.9 million.

The other sources of funding include transfers-in of Facilities Fee, General Service Fee, and Other budgeted at \$2.5 million, \$9.3 million, and \$8 million, respectively. The actual Facilities Fee totaling \$632,000 services a portion of the Stadium and Fieldhouse debt while the Athletics actual general services fee, and other transfers-in combined total \$4.3 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 \$11,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service is \$5 million. To date, \$1.2 million or 25 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. The debt service pays the bonded debt related to InfoCision Stadium (94 percent) and the Athletic Fieldhouse.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the three months ended September 30, 2020

Residence Life & Housing

Residence Life & Housing actual revenues total \$6.2 million as compared to the annual budgeted revenues of \$7.2 million. The principal revenues include residence hall occupancy (annual average of 74 percent) and are predominately earned during the academic year.

Description	Actual YTD
Room Rentals	\$6,017,000
Other	<u>148,000</u>
Total Revenue	<u>\$6,165,000</u>

Actual revenues equal to 85 percent of the \$7.2 million annual budget, with 1,712 contracts for the fall instead of 1,822 as budgeted. The budget assumed closing the dorms mid-fall term till mid-spring. Current expectations indicate remaining open even as instruction after Thanksgiving will be remote, and there will be no refunds.

Employee Type	Actual YTD
Contract Professionals	\$127,000
Staff	<u>52,000</u>
Total Payroll	<u>\$179,000</u>

Note 1: Includes all Residence Life & Housing payroll-related activities (e.g. full-time, part-time, overtime, etc.).
Note 2: Excludes fringe benefits.

Payroll and fringes total \$242,000 or 28 percent of the annual budget of \$876,000. The fiscal year 2021 temporary salary reductions are reflected.

Operating expenditures total \$1.5 million or 29 percent of the annual budget of \$5 million. The principal operating expenditures include supplies & services (64 percent), utilities (14 percent), and travel & hospitality (11 percent). The major spending components in supplies & services include maintenance (75 percent). The majority of expenditures in utilities are electricity (56 percent) and water (29 percent). The majority of operating expenditures in travel & hospitality are Resident Assistant Meals (92 percent).

Description	Actual YTD
Supplies & Services	\$927,000
Utilities	210,000
Travel & Hospitality	163,000
Other	112,000
Student Assistants	<u>41,000</u>
Total Operating	<u>\$1,453,000</u>

Transfers-In - Other represents General Fund support for operations and is budgeted at \$8.1 million. To date, \$2 million has been transferred with the expectation the full amount will adjusted to reflect the actual shortfall after utilizing the remaining fund balance at the end of the fiscal year.

Transfers-In - Fund Balance budget includes \$1.2 million to support the budgeted fiscal year-end shortfall. The actual transferred amount may vary pending the fiscal year-end outcome.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the three months ended September 30, 2020**

Residence Life & Housing (continued)

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been provided by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$8,000 Transfers-In - Encumbrances represent those types of commitments.

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

EJ Thomas Performing Arts Hall

EJ Thomas Performing Arts Hall actual revenues total \$60,000 as compared to the annual budgeted revenues of \$2.7 million. The principal revenues include hall rental (98 percent). Ticket revenue is considered unearned until the show is held. Currently, EJ Thomas has \$62,000 in unearned revenue for the Broadway in Akron Series FY21 presale event.

Description	Actual YTD
Hall Rental	\$59,000
Ticket Sales	<u>1,000</u>
Total Revenue	<u>\$60,000</u>

In keeping with the advice and recommendations from health officials regarding COVID-19, to avoid the assemblage of large numbers of people within proximity to one another, large events scheduled for Fall 2020 are canceled. Events will resume in Spring 2021 if current COVID-19 large gathering restrictions are lifted. The budget assumed Spring 2021 shows only, so the fall COVID-19 mass gathering restrictions will not affect the budget.

Employee Type	Actual YTD
Contract Professionals	\$41,000
Staff	<u>18,000</u>
Total Payroll	<u>\$59,000</u>
<i>Note 1: Includes all EJ Thomas Performing Arts Hall payroll-related activities (e.g. full-time, part-time, overtime, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	

Payroll and fringes total \$76,000 or 18 percent of the annual budget of \$413,000. The fiscal year 2021 temporary salary reductions are reflected.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the three months ended September 30, 2020**

EJ Thomas Performing Arts Hall (continued)

Operating expenditures total nearly \$114,000 or four percent of the annual budget of \$2.6 million. The principal operating expenditures include supplies & services (82 percent) and utilities (16 percent). The major spending components in supplies & services include the new lighting system (45 percent) and maintenance (41 percent). The majority of expenditures in utilities are electricity (65 percent), chilled water (19 percent), and steam (12 percent).

Description	Actual YTD
Supplies & Services	\$93,000
Utilities	18,000
Other	<u>3,000</u>
Total Operating	<u>\$114,000</u>

Transfers-In - Other represents general-fund support for operations and debt service support is budgeted for \$630,000. To date, \$158,000 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 provided by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$38,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service totals \$326,000. To date, \$82,000 or 25 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to improvements and equipment from approximately 18 years ago. The debt will be retired during the fiscal year ended June 30, 2029.

Dining Services (Aramark)

Aramark's actual revenues total nearly \$984,000 as compared to the negative annual budgeted revenues of \$3.4 million. The primary revenues include the utilities support (36 percent), facilities support (31 percent), point-of-sale/card access support (18 percent), and Aramark grant (14 percent). The annual budgeted revenue of negative \$3.4 million assumed face-to-face instruction in fall 2020, followed by potential mid-term COVID-19 related enrollment disruption, would close the campus in September 2020 and remain online in Spring 2021, creating refunds. Given the current reality it is expected that Aramark revenue will approach a negative \$1.5 to \$2 million.

Description	Actual YTD
Utilities Support	\$352,000
Facilities Support	306,000
POS/Card Access Support	181,000
Aramark Grant	137,000
Other	<u>8,000</u>
Total Revenue	<u>\$984,000</u>

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the three months ended September 30, 2020

Dining Services (Aramark) (continued)

Employee Type	Actual YTD
Staff	\$19,000
<i>Note 1: Includes all Dining Services (Aramark) payroll-related activities (e.g. full-time, part-time, overtime, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	

Payroll and fringes total \$25,000 or roughly 12 percent of the annual budget of \$205,000. The \$150,000 budgeted fringe benefits also include the difference between SERS and FICA for CWA employees who remained with the University as well as certain Aramark employees performing work at the University. The fiscal year 2021 temporary salary reductions are reflected.

Operating expenditures total \$242,000 or 19 percent of the annual budget of \$1.2 million. The principal operating expenditures include supplies & services (75 percent) and utilities (20 percent). The major spending components in supplies & services include furniture & equipment repair (48 percent) and maintenance (38 percent). The majority of expenditures in utilities are electricity (46 percent), water (40 percent), and chilled water (11 percent).

Description	Actual YTD
Supplies & Services	\$181,000
Utilities	47,000
Other	<u>14,000</u>
Total Operating	<u>\$242,000</u>

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been provided by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$24,000 Transfers-In - Encumbrances represent those types of commitments.

Transfers-In - Other represents General Fund support for operations and is budgeted at \$2.9 million. To date, \$729,000 has been transferred with the expectation the full amount will be adjusted as needed by the end of the fiscal year.

Transfers-In - Fund Balance budget includes \$2.7 million to support the budgeted fiscal year-end shortfall. The actual fund balance transferred amount may vary pending the fiscal year-end outcome.

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

The budgeted Transfers-Out - Debt Service totals \$778,000. To date, \$194,000 or 25 percent has been transferred out to pay the upcoming debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to various buildouts of space and renovations including the dining hall and retail sites located throughout the campus over the course of the last 14 to 21 years. The debt will be retired during the fiscal year ended June 30, 2038.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the three months ended September 30, 2020**

Recreation & Wellness Services

Student Recreation & Wellness Services (SRWS) actual revenues total nearly \$10,000 as compared to the annual budgeted revenues of \$87,000. The principal revenues include swimming meets/lessons (47 percent) and memberships (38 percent). While swim meets and lessons are not being held due to the pandemic, revenue represents past season payments.

Description	Actual YTD
Swimming Meets & Lessons	\$5,000
Memberships	4,000
Other	1,000
Total Revenue	<u>\$10,000</u>

Due to the COVID-19 restrictions, membership is available to current students and University employees only. The regulations prohibit external memberships, including University alumni. The budget assumed closing the campus mid-fall term till mid-spring. In anticipation of mass gathering restrictions, and the loss of memberships, the total revenue budget of \$87,000 is \$421,000 lower than the actual income received in FY20.

Employee Type	Actual YTD
Contract Professionals	\$93,000
Staff	<u>20,000</u>
Total Payroll	<u>\$113,000</u>

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

Payroll and fringes total \$147,000 or 25 percent of the annual budget of \$596,000. The fiscal year 2021 temporary salary reductions are reflected.

Operating expenditures total \$202,000 or 20 percent as compared to the annual budget of \$1 million. The principal operating expenditures include supplies & services (78 percent) and student assistants (12 percent). The majority of supplies & services spending includes maintenance (82 percent).

Description	Actual YTD
Supplies & Services	\$157,000
Student Assistants	24,000
Utilities	18,000
Other	<u>3,000</u>
Total Operating	<u>\$202,000</u>

The other sources of funding include a Transfers-In Facilities Fee and Transfers-In - Other budgeted at \$856,000 and \$2.3 million, respectively. Actual total Transfers-In of \$788,000 represents facilities fee and General Fund support to service the building's debt and operations.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the three months ended September 30, 2020**

Recreation & Wellness Services (continued)

Transfers-In - Fund Balance budget includes \$59,000 to support the budgeted fiscal year-end shortfall. The actual fund balance transferred amount may vary pending the fiscal year-end outcome.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$1,000 Transfers-In - Encumbrances represent those types of commitments.

The budgeted Transfers-Out - Debt Service totals \$1.7 million. To date, \$421,000 or 25 percent has been transferred out for the debt service requirements associated with the facility and its retail space. The outstanding debt will be retired in the fiscal year ended June 30, 2033.

Jean Hower Taber Student Union

Due to COVID-19, the face to face restrictions prohibit the Student Union from hosting external client room rentals and mass gatherings that exceed 10 people. The negative \$2,000 originates from prepaid room rental refunds. The annual revenue budget totals to \$657,000.

Description	Actual YTD
Room Rental	(\$2,000)

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

Employee Type	Actual YTD
Contract Professionals	\$90,000
Staff	19,000
Total Payroll	<u>\$109,000</u>
<i>Note 1: Includes all Jean Hower Taber Student Union payroll-related activities (e.g. full-time, part-time, overtime, etc.).</i>	
<i>Note 2: Excludes fringe benefits.</i>	

Payroll and fringes total \$152,000 or 24 percent of the annual budget of \$625,000. The fiscal year 2021 temporary salary reductions are reflected.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the three months ended September 30, 2020**

Jean Hower Taber Student Union (continued)

Operating expenditures total nearly \$242,000 or 19 percent of the annual budget of \$1.2 million. The principal operating expenditures include supplies & services (47 percent) and utilities (37 percent). The majority of supplies & services spending include maintenance (86 percent). The majority of expenditures in utilities are chilled water (41 percent), electricity (33 percent), and water (18 percent).

Description	Actual YTD
Supplies & Services	\$113,000
Utilities	89,000
Student Assistants	30,000
Other	5,000
Travel & Hospitality	5,000
Total Operating	<u>\$242,000</u>

The other sources of funding include Transfers-In - Facilities Fee and Transfers-In - Other budgeted at \$1.5 million and \$2.6 million, respectively. To date, \$1 million has been transferred with the expectation the remaining amount will be transferred throughout the rest of the fiscal year.

The budgeted Transfers-Out - Debt Service totals \$2.9 million. To date, \$723,000 or 25 percent has been transferred out for the upcoming debt service requirements associated with the facility and its retail space. The outstanding debt will be retired in the fiscal year ended June 30, 2033.

Parking & Transportation Services

Parking actual revenues total \$2 million as compared to the annual budgeted revenues of \$3.6 million. The primary sources of revenues are the student transportation fee and parking permits (97 percent). Unearned revenue generated from parking permits purchased before the semester begins is recognized when the revenue recognition criteria is met. The lower total revenue budget of \$3.6 million is on target with enrollment expectations.

Description	Actual YTD
Permits	\$1,959,000
Lot Rentals	48,000
Fines & Meters	6,000
Total Revenue	<u>\$2,013,000</u>

Employee Type	Actual YTD
Staff	\$28,000
Contract Professionals	<u>17,000</u>
Total Payroll	<u>\$45,000</u>

Note 1: Includes all Parking & Transportation Services payroll-related activities (e.g. full-time, part-time, overtime, etc.).

Note 2: Excludes fringe benefits.

Payroll and fringes total \$58,000 or 25 percent of the annual budget of \$234,000. The fiscal year 2021 temporary salary reductions are reflected.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the three months ended September 30, 2020

Parking & Transportation Services (continued)

Operating expenditures total \$820,000 or 52 percent as compared to the annual budget of \$1.6 million. The principal operating expenditures include supplies & services (94 percent). The major spending components in supplies & services include transportation-related activities, including busing, parking lot, and deck maintenance (82 percent). The total operating expenditures include \$525,000 for the entire fiscal year Roo Shuttle operation. During the development of the budget, the elimination of busing was considered. However, it was determined to be a valuable service that should continue to be supported.

Description	Actual YTD
Supplies & Services	\$773,000
Utilities	35,000
Student Assistants	9,000
Other	<u>3,000</u>
Total Operating	<u>\$820,000</u>

Transfers-In - Other represents General Fund support for operations and is budgeted at \$2.2 million. To date, \$546,000 million has been transferred with the expectation the full amount will be adjusted as needed at the end of the fiscal year.

Transfers-In - Fund Balance budget includes \$570,000 to support the budgeted fiscal year-end shortfall. The actual transferred amount may vary pending the fiscal year-end outcome.

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

The budgeted transfers-out for debt service total \$4.5 million. Transfers-out of \$1.1 million or 25 percent represents the debt service that pays the bonded debt related to the renovation and construction of six parking decks. The outstanding debt for deferred maintenance Bond 1997A will be retired in the fiscal year ended June 30, 2022, and June 30, 2029 for the West Deck deferred maintenance. The outstanding debt for the Schrank Deck, North Campus Deck, Polsky Deck, and E.J. Thomas Deck will be retired in the fiscal year ended June 30, 2032. The South Campus Deck outstanding debt will be retired in the fiscal year ended June 30, 2038.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2021 Budget and Actual Results for the three months ended September 30, 2020**

Wayne Student Union

Wayne Student Union annual budgeted revenues is \$48,000. Currently, revenue activity for the three-month period is zero.

Description	Actual YTD
Commission Income	\$0

Description	Actual YTD
Supplies & Services	\$2,000

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

**DEPARTMENTAL SALES AND
SERVICES FUNDS**

For the Three Months Ended September 30, 2020

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Annual Budget and Actual Results for the three months ended September 30, 2020 with FY 2020 Comparisons

Departmental Sales and Services Combined	FY20		FY21			
	YTD	YTD	Approved Budget	YTD September 30	Actual to Budget	
	June 30	September 30			\$	%
Revenues	\$27,372,310	\$5,915,834	\$25,773,000	\$5,048,638	(\$20,724,362)	20%
Payroll	2,785,718	646,985	2,667,000	588,042	2,078,958	
Fringes	825,569	213,477	687,000	189,856	497,144	
Total Compensation	3,611,287	860,462	3,354,000	777,898	2,576,102	23%
Operating	3,434,228	1,460,197	2,790,000	909,625	1,880,375	
Premiums and Claims	24,704,489	6,012,345	25,141,000	5,063,182	20,077,818	
Capital	25,526	42,052	0	32,186	(32,186)	
Total Non Personnel	28,164,243	7,514,594	27,931,000	6,004,993	21,926,007	21%
Total Expenditures	31,775,530	8,375,056	31,285,000	6,782,891	24,502,109	22%
Net Before Transfers	(4,403,220)	(2,459,222)	(5,512,000)	(1,734,253)	3,777,747	
Transfers-In - Other	0	0	0	0	0	
Transfers-In - Encumbrances	293,453	293,453	0	176,323	176,323	
Transfers-In - Fund Balance	4,324,381	0	5,528,000	0	(5,528,000)	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Encumbrances	(176,323)	0	0	0	0	
Net Transfers	4,441,511	293,453	5,528,000	176,323	(5,351,677)	
Difference	\$38,291	(\$2,165,769)	\$16,000	(\$1,557,930)	(\$1,573,930)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Annual Budget and Actual Results for the three months ended September 30, 2020 with FY 2020 Comparisons

Self-Insurance Health Care	FY20		FY21			
	YTD	YTD	Approved Budget	YTD September 30	Actual to Budget	
	June 30	September 30			\$	%
Revenues	\$21,299,743	\$4,038,428	\$20,126,000	\$3,791,902	(\$16,334,098)	19%
Payroll	157,970	37,518	181,000	50,665	130,335	
Fringes	49,780	12,006	52,000	18,493	33,507	
Total Compensation	207,750	49,524	233,000	69,158	163,842	30%
Operating	216,712	25,538	194,000	46,393	147,607	
Premiums and Claims	24,704,489	6,012,345	25,141,000	5,063,182	20,077,818	
Capital	0	0	0	0	0	
Total Non Personnel	24,921,201	6,037,883	25,335,000	5,109,575	20,225,425	20%
Total Expenditures	25,128,951	6,087,407	25,568,000	5,178,733	20,389,267	20%
Net Before Transfers	(3,829,208)	(2,048,979)	(5,442,000)	(1,386,831)	4,055,169	
Transfers-In - Other	0	0	0	0	0	
Transfers-In - Encumbrances	0	0	0	0	0	
Transfers-In - Fund Balance	3,829,208	0	5,442,000	0	(5,442,000)	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Encumbrances	0	0	0	0	0	
Net Transfers	3,829,208	0	5,442,000	0	(5,442,000)	
Difference	\$0	(\$2,048,979)	\$0	(\$1,386,831)	(\$1,386,831)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Annual Budget and Actual Results for the three months ended September 30, 2020 with FY 2020 Comparisons

Workforce Training Solutions	FY20		FY21			
	YTD	YTD	Approved Budget	YTD September 30	Actual to Budget	
	June 30	September 30			\$	%
Revenues	\$597,807	\$167,214	\$730,000	\$48,545	(\$681,455)	7%
Payroll	284,815	100,633	298,000	42,557	255,443	
Fringes	79,954	29,354	74,000	13,988	(13,988)	
Total Compensation	364,769	129,987	372,000	56,545	241,455	15%
Operating	228,940	113,437	342,000	25,224	316,776	
Premiums and Claims	0	0	0	0	0	
Capital	0	0	0	0	0	
Total Non Personnel	228,940	113,437	342,000	25,224	316,776	7%
Total Expenditures	593,709	243,424	714,000	81,769	558,231	11%
Net Before Transfers	4,098	(76,210)	16,000	(33,224)	(49,224)	
Transfers-In - Other	0	0	0	0	0	
Transfers-In - Encumbrances	34,193	34,193	0	0	0	
Transfers-In - Fund Balance	0	0	0	0	0	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Encumbrances	0	0	0	0	0	
Net Transfers	34,193	34,193	0	0	0	
Difference	\$38,291	(\$42,017)	\$16,000	(\$33,224)	(\$49,224)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Annual Budget and Actual Results for the three months ended September 30, 2020 with FY 2020 Comparisons

New Student Orientation	FY20		FY21			
	YTD	YTD	Approved Budget	YTD September 30	Actual to Budget	
	June 30	September 30			\$	%
Revenues	\$422,245	\$34,030	\$481,000	\$33,670	(\$447,330)	7%
Payroll	153,335	34,652	145,000	33,748	111,252	
Fringes	50,414	12,842	51,000	10,489	40,511	
Total Compensation	203,749	47,494	196,000	44,237	151,763	23%
Operating	219,626	119,524	371,000	56,746	314,254	
Premiums and Claims	0	0	0	0	0	
Capital	0	0	0	0	0	
Total Non Personnel	219,626	119,524	371,000	56,746	314,254	15%
Total Expenditures	423,375	167,018	567,000	100,983	466,017	18%
Net Before Transfers	(1,130)	(132,988)	(86,000)	(67,313)	18,687	
Transfers-In - Other	0	0	0	0	0	
Transfers-In - Encumbrances	0	0	0	0	0	
Transfers-In - Fund Balance	1,130	0	86,000	0	(86,000)	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Encumbrances	0	0	0	0	0	
Net Transfers	1,130	0	86,000	0	(86,000)	
Difference	\$0	(\$132,988)	\$0	(\$67,313)	(\$67,313)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2021 Annual Budget and Actual Results for the three months ended September 30, 2020 with FY 2020 Comparisons

Other	FY20		FY21			
	YTD	YTD	Approved Budget	YTD September 30	Actual to Budget	
	June 30	September 30			\$	%
Revenues	\$5,052,515	\$1,676,162	\$4,436,000	\$1,174,521	(\$3,261,479)	26%
Payroll	2,189,598	474,182	2,043,000	461,072	1,581,928	
Fringes	645,421	159,275	510,000	146,886	363,114	
Total Compensation	2,835,019	633,457	2,553,000	607,958	1,945,042	24%
Operating	2,768,950	1,201,698	1,883,000	781,262	1,101,738	
Premiums and Claims	0	0	0	0	0	
Capital	25,526	42,052	0	32,186	(32,186)	
Total Non Personnel	2,794,476	1,243,750	1,883,000	813,448	1,069,552	43%
Total Expenditures	5,629,495	1,877,207	4,436,000	1,421,406	3,014,594	32%
Net Before Transfers	(576,980)	(201,045)	-	(246,885)	(246,885)	
Transfers-In - Other	0	0	0	0	0	
Transfers-In - Encumbrances	259,260	259,260	0	176,323	176,323	
Transfers-In - Fund Balance	494,043	0	0	0	0	
Transfers-Out - Other	0	0	0	0	0	
Transfers-Out - Encumbrances	(176,323)	0	0	0	0	
Net Transfers	576,980	259,260	0	176,323	176,323	
Difference	\$0	\$58,215	\$0	(\$70,562)	(\$70,562)	

Overall Assumptions

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

Payroll and Fringes

- No increase for bargaining unit employees;
- No raise pool equivalent for qualifying non-represented employees;
- Temporary tiered salary reductions as approved by the Board of Trustees;
- Application of the pooled rate for benefits such as 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee permits; and
- Fringe rate reduction.

Fund Assumptions

Self-Insurance Health Care

Revenues

- University contributions to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance with fringe rate reduction. Effective January 1, 2021, University contributions for non-bargaining unit employees who earn between \$50,000 and \$66,999 will decrease from 81% to 70%; for employees who earn between \$67,000 and \$91,999, University contributions will decrease from 80% to 69%; for employees who earn between \$92,000 and \$124,999, University contributions will decrease from 79% to 68%; and for employees who earn \$125,000 and above, University contributions will decrease from 77% to 66%; and
- Employee and retiree contributions for coverage that requires an employee cost share or is voluntary (100 percent employee paid) such as medical, prescription drug, short-term and long-term disability, life insurance, vision, and flexible spending accounts.

Operating

- Amounts expected to be paid for administrative and consulting fees; and
- Effective January 1, 2021, the Retiree Dependent Health Insurance Program (RDHIP) for the eligible dependents of non-bargaining retirees and active employees will cease. The RDHIP continues for eligible dependents of active bargaining unit faculty. The budgeted \$25.1 million expenditure budgeted for FY21 is funded by the Self Insurance Health Care reserve.

Premiums and Claims

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

**The University of Akron
Departmental Sales and Services
FY 2021 Budget Assumptions**

Workforce Training Solutions

Revenues

- Open enrollment and contract training fees revenues to support the coordination of noncredit professional development classes open to the public and to provide customized training for local businesses.

Operating

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

New Student Orientation

Revenues

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

Operating

- Peer mentoring, New Roo Weekend, supplies and services, and travel and hospitality; and
- New Student Orientation will monitor expenditures; however, the budgeted \$86,000 deficit will be offset by the New Student Orientation carryover from fiscal year ended June 30, 2020. Fund balance will approximate \$379,000 at June 30, 2021.

Other

Revenues

- Includes about 115 smaller, revenue-generating activities such as internal Printing Services, Hearing Aid Dispensary, and Akron Polymer Technology Services.

Operating

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

Capital

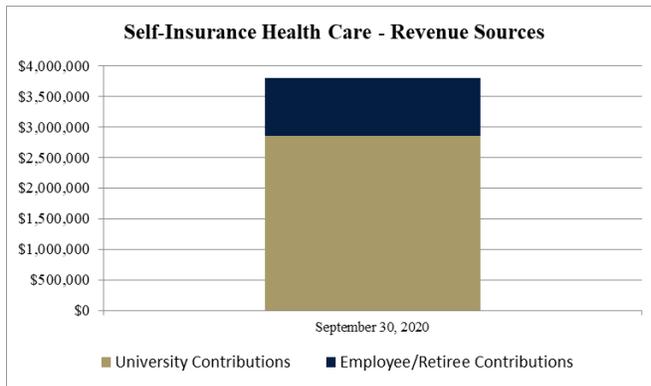
- Equipment replacements not anticipated barring unforeseen equipment failures.

**The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
Narrative of FY 2021 Budget and Actual Results for the three months ended September 30, 2020**

Self-Insurance Health Care

Self-Insurance Health Care actual revenues total \$3.8 million or 19 percent as compared to annual budgeted revenues of \$20.1 million.

The revenues are derived from the University (75 percent) and employee/retiree contributions (25 percent). Some benefits are funded solely by the University and some by the University and employee while some benefits are funded by the University, employee, and retiree as follows: medical (University, employee, and retiree), prescription drug (University, employee, and retiree), dental (University and employee), short-term disability (employee), long-term disability (University and employee), life insurance (University and employee), vision (employee), and flexible spending accounts (University and employee).



Payroll and fringes total \$69,000 or 30 percent as compared to the annual budget of \$233,000.

Operating expenditures total \$46,000 or 24 percent for consulting and administrative services as compared to the annual budget of \$194,000.

Premiums and Claims expenditures total \$5.1 million or 20 percent as compared to the annual budget of \$25.1 million.

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

Workforce Training Solutions

Workforce Training Solutions actual revenues from open enrollment and contract training fees total \$49,000 or seven percent as compared to the annual budgeted revenues of \$730,000. Current projections are revenues will total \$395,000, or \$335,000 less than budget due to cancelation or postponement of classes.

Payroll and fringes total \$57,000 or 15 percent as compared to the annual budget of \$372,000. Generally, payroll costs related to contract training are incurred prior to the associated revenue being collected.

Operating expenditures total \$25,000 or seven percent as compared to the annual budget of \$342,000. The principal operating expenditures include supplies and services related to training and instructional support.

**The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
Narrative of FY 2021 Budget and Actual Results for the three months ended September 30, 2020**

New Student Orientation

New Student Orientation actual revenues total \$34,000 or seven percent as compared to the annual budgeted revenues of \$481,000.

Payroll and fringes total \$44,000 or 23 percent as compared to the annual budget of \$196,000.

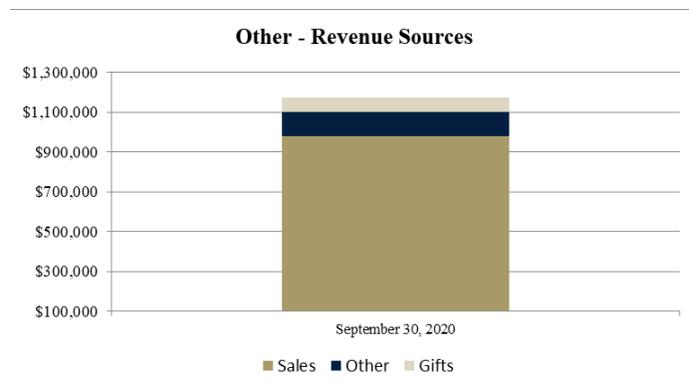
Operating expenditures total \$57,000 or 15 percent as compared to the annual budget of \$371,000. The principal operating expenditures include New Roo Weekend (71 percent) and student assistants (25 percent).

Other

The Other departmental sales and services actual revenues total \$1.2 million or 26 percent as compared to the annual budgeted revenues of \$4.4 million. The principal revenues are generated from roughly 53 activities including University Credit Card Program (24 percent), Law Enforcement Training Center (14 percent), Corrosion Engineering (seven percent) and Installment Payment Plan (seven percent).

Payroll and fringes total \$608,000 or 24 percent as compared to the annual budget of \$2.6 million.

Operating expenditures total \$781,000 or 41 percent as compared to the annual budget of \$1.9 million. The primary operating expenditures are supplies and services (93 percent).



Capital expenditures total \$32,000. The capital expenditures are associated with the purchase of Polymer testing equipment initiated last fiscal year and the purchase of tribometer kits for corrosion engineering.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$176,000 Transfers-In – Encumbrances represents those types of commitments.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

Acceptance of the Financial Report for the Three Months Ended September 30, 2020

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

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 3

PROCUREMENT FOR MORE THAN \$500,000



DATE: November 16, 2020

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

FROM: Luba Cramer *Luba Cramer*
Director of Purchasing

SUBJECT: Stop Loss Contract (Self-Insurance Health Care Fund)

The Department of Human Resources requested and received a proposal from Anthem Blue Cross and Blue Shield (Anthem), the University’s incumbent provider. The request and proposal are for Stop Loss insurance regarding the University’s self-insurance medical and prescription drug plans for calendar year 2021.

Anthem’s proposed Per Employee Per Month (PEPM) rate will increase approximately 15 percent with a \$325,000 per member deductible. The deductible is unchanged from CY 2020. The CY 2021 estimated cost is simply an estimate based on current insured subscriber headcount and will deviate based upon actual insured subscriber head count and stop loss activity.

	Actual CY 2019		Projected CY 2020		Proposed / Estimated CY 2021	
Rate and Cost	\$49.28	\$1,074,107	\$57.69	\$1,175,000	\$66.34	\$1,194,000
Change			\$8.41	\$101,000	\$8.65	\$19,400

The Department of Human Resources, in consultation with Willis Towers Watson, the University’s benefits consultant, evaluated the quote. Those two units recommend acceptance of Anthem’s \$66.34 (PEPM) proposal which is deemed legally acceptable by the Office of General Counsel.

I recommend that an award be made to Anthem Blue Cross and Blue Shield in the rate amount of \$66.34 with an estimated expenditure of \$1,194,000 and request your approval and that of the Board of Trustees at its meeting on December 9, 2020.

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

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

Acceptance of Procurement for More Than \$500,000

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

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

M. Celeste Cook, Secretary
Board of Trustees

December 9, 2020

FINANCE & ADMINISTRATION COMMITTEE

TAB 4

WORKSHOP TUITION INCREASE



DATE: November 16, 2020

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

Amy Gilliland

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

SUBJECT: Recommended Workshop Tuition

The University's LeBron James Family Foundation School of Education has requested discounted rates for its workshops/graduate credit effective spring 2021. The proposed tuition reduction, as confirmed via consultation with the Ohio Department of Higher Education, will ensure that the University remains competitive with surrounding colleges and universities.

I ask that you present the attached recommendation to the Board of Trustees for approval at its December 9, 2020 meeting.

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

**THE UNIVERSITY OF AKRON
FY2020-2021 WORKSHOP RATE**

Workshop/Graduate Credit:

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

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

Pertaining to Workshop Rates Effective Spring 2021

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

LeBron James Family Foundation School of Education:

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

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 5

MUTUAL AID AGREEMENT



DATE: November 16, 2020

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

FROM: Dale E. Gooding, Jr.
Chief of Police and Campus Safety

SUBJECT: Multi-Jurisdiction Operational Assistance Mutual Aid Agreement

The University and the City of Akron have a long-standing mutual aid policing agreement. That agreement permits officers of either department to individually or jointly conduct, investigate, and resolve police matters on University or City properties. Additionally, the University has mutual aid agreements with the City of Orrville for coverage of the Wayne Campus, County of Summit as it pertains to the county drug enforcement unit, and with the other state universities within Ohio.

In recent months, numerous other County of Summit communities began pursuing a very specifically purposed mutual aid agreement (MAA). That MAA will provide participating law enforcement agencies the ability to seek and provide assistance exclusive to the planned or spontaneous large group gatherings, protests, or civil disorders within their community in order to help maintain the safety of the community and attendees and to assist with traffic flow.

The MAA participants will collectively form a Mobile Field Force (MFF) the purpose of which is to provide training specific to crowd management and to act as members of a MFF team to assist other agencies during events presenting or with potential to experience civil unrest. There are no participant fees nor is remuneration to be received or paid by the responders or recipients, respectively. Additionally, each agency is responsible for the conduct, laudatory or otherwise, of their officers and each bears the full cost and responsibility to investigate complaints against their officers.

Presently, Bath Township has signed onto the MAA, and the others are pursuing legislative action to sign-on. The communities follow:

Communities	
Township of Bath Police Department	City of Barberton Police Department
City of Fairlawn Police Department	City of Stow Police Department
City of Cuyahoga Falls Police Department	City of Tallmadge Police Department
Township of Copley Police Department	Summit County Sheriff's Department
Village of Richfield Police Department	City of Akron Police Department
City of Hudson Police Department	City of Munroe Falls Police Department

The University of Akron Police Department
Akron, OH 44325-0402
330-972-5908 Office

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

**Pertaining to the Approval of the Mobile Field Force
Multi-Jurisdiction Operational Assistance and Mutual Aid Agreement**

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

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

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

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

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

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 6

AUTHORIZATION TO SELL IP ADDRESSES



Memorandum

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

From: Stephen R. Storck, Ph.D.
Interim Chief Financial Officer

Date: November 25, 2020

Re: Sale of Surplus IP Addresses

The University purchased more than 65,000 Internet Protocol version 4 addresses in 1988. The University currently uses only a small number of those IP addresses as it has completed a comprehensive upgrading of its network and is in the process of migrating to using IP version 6 addresses at no additional cost.

Through the efforts of its Chief Information Officer, John Corby, the University has been exploring options including contacting cloud service providers whom need the IP addresses for some of their clients. John is also in the process of discussing options with Gartner, Inc., the University's premier IT consulting firm. As such, the administration is recommending approval of a resolution which will permit the sale of the excess IP version 4 addresses for the most lucrative price subject to the approval of the President and the Senior Vice President and Chief Financial Officer, subject to the review of the Office of General Counsel.

Interim Chief Financial Officer

Akron, OH 44325-4715

330-972-5533 · 330-972-5948 Fax

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

Pertaining to the Sale of Unneeded Internet Protocol Addresses

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

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

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

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

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

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

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 7

**TERMINATION OF
THE UNIVERSITY OF AKRON
CHIEF EXECUTIVE RETIREMENT PLAN**



Human Resources

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MEMORANDUM

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

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

DATE: November 13, 2020

RE: Termination of The University of Akron Chief Executive Retirement Plan

In connection with Dr. Proenza's retirement from The University of Akron, Dr. Proenza has asked the University to terminate The University of Akron Chief Executive Retirement Plan Qualified Governmental Excess Benefit Management Trust, which was established for his benefit. This requires an act by the Board of Trustees, which established the Plan. The attached resolution authorizes the University to take this action, and has been approved by the Plan custodian, Huntington National Bank."

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

Pertaining to the Termination of
The University of Akron Chief Executive Retirement Plan
Qualified Governmental Excess Benefit Management Trust

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

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

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

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

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

M. Celeste Cook, Secretary
Board of Trustees

EXHIBIT A

**TERMINATION AMENDMENT NUMBER 2020-1
TO**

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

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

WHEREAS, the Employer previously adopted the Plan; and

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

WHEREAS, the Employer now desires to terminate the Plan;

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

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

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

THE UNIVERSITY OF AKRON

By: _____

Title: _____

FINANCE & ADMINISTRATION COMMITTEE

TAB 8

**ELIMINATION OF CERTAIN INSURANCE
BENEFITS FOR RETIREES**



Human Resources

Akron, OH 44325-4733
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MEMORANDUM

DATE: December 2, 2020

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

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

RE: Elimination of Certain Insurance Benefits for Retirees

The University of Akron currently provides a term life insurance policy (“Retiree Life Insurance” or the “Program”) for certain former employees, who also are eligible recipients of Ohio retirement system benefits. The death benefit of the Retiree Life Insurance policy for those former employees depends upon the date the retiree was hired.

Those retirees who were hired as staff before April 20, 1977, or faculty before September 13, 1977, receive a term life insurance policy with a death benefit of a multiple of 1.5 or 2 times their applicable salary, but subject to age reduction over time. Those retirees who were hired after 1977 and who retired before December 31, 2010, receive a term life insurance policy with a death benefit of \$1,000 for service less than 10 years, or \$4,000 for service of 10 years or more. Although the Program is subject to a collective bargaining agreement for retirees who are former members of the bargaining unit, the same is not true for non-bargaining retirees.

The Ohio Revised Code does not mandate this coverage. The University of Akron and NEOMED (whose Office of Human Resources previously was administered by The University of Akron) are the only public universities in the state to offer this benefit.

As of November 1, 2020, 840 retirees were receiving a life insurance policy under this program. The cost to the University to fund the Program is approximately \$60,000 per calendar year. In addition, the Program requires the University to record a liability on its audited annual financial statements of approximately \$10 million. Our estimate of the potential benefit of removing the annual funding cost and \$10 million of liability from the University’s annual financial statements indicate that if the University were to implement the removal of the Program as of December 31 for all employees, the CFI score would improve by approximately .5 for FY21.

According to the University's previous life insurance vendor, providing Retiree Life Insurance coverage also increases the University's overall life insurance rates by up to 40% for active employees. If the University were to eliminate the Retiree Life Insurance, it is estimated that the annual cost for employee life insurance would be reduced by approximately \$350,000, savings that would be shared by active employees and the University.

Because of the impact to the University's overall cost of providing life insurance to active employees, the significant liability on the University's balance sheet, and the impact to the University's CFI score, and following consultation with senior University administration, the Office of Human Resources recommends that the Retiree Life Insurance Program be terminated for eligible non-bargaining unit retirees, and be permitted to expire for bargaining unit retirees, consistent with the terms of the applicable collective bargaining agreements, effective December 31, 2020. This date is critical for the University to achieve maximum savings and decrease our liability on the FY21 financial statements.

Should you accept this recommendation to eliminate the Program effective December 31, 2020, I further recommend that the Board of Trustees include as part of any resolution, authorization for the University administration to take any and all administrative steps necessary to implement this change, including modifying University Rule 3359-20-04.3 to remove all language related to this benefit in section (C)(2).

In addition, the University continues to fund Retiree Dependent Health insurance (RDHC) for approximately 95 dependents of AAUP bargaining unit retirees, at an annual cost of approximately \$500,000. The University's obligation to provide this benefit under the AAUP Collective Bargaining Agreement will expire on December 31, 2020. Consistent with the University's earlier decision to terminate RDHC for the eligible dependents of non-bargaining unit retirees, the Office of Human Resources, following consultation with senior University administration, recommends allowing RDHC for the dependents of AAUP bargaining unit retirees to expire, effective December 31, 2020, consistent with the terms of the AAUP Collective Bargaining Agreement. However, to assist with the transition to new health care coverage for these individuals, the Office of Human Resources also recommends that the University continue to fund RDHC for the dependents of AAUP bargaining unit retirees through January 31, 2021.

The proposed discontinuation of the Retiree Life Insurance Program is included in the Resolution under Tab (8)(a) and the expiration of the Retiree Dependent Health Insurance Program for AAUP bargaining unit retirees is included in the Resolution under Tab (8)(b).

FINANCE & ADMINISTRATION COMMITTEE

TAB 8

**ELIMINATION OF CERTAIN INSURANCE
BENEFITS FOR RETIREES**

a) LIFE INSURANCE

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

Approval to Eliminate Retiree Life Insurance Benefits

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

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

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

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

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

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

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

BE IT RESOLVED, That the Retiree Life Insurance Program for eligible former non-bargaining unit employees will be terminated, effective December 31, 2020 and that the Retiree Life Insurance Program for former bargaining unit employees will expire, consistent with the terms of the AAUP Collective Bargaining Agreement and the relevant “me too” clauses in the collective bargaining agreements for the other University bargaining units, effective December 31, 2020; and

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

M. Celeste Cook, Secretary
Board of Trustees

December 9, 2020

Exhibit A

3359-20-04.3 Faculty privileges and benefits.

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

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

(8) Identification card.

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

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

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

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

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

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

(a) Credit courses.

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

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

(b) Non-credit courses.

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

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

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

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

Any part-time faculty member or contract professional appointed to teach three or more credit hours or at least twenty-five percent of a full-time

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

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

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

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

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

(b) General provisions.

- (i) No reductions of residence hall room and board fees shall be granted to any person except members of the resident advisory staff.

- (ii) The requirements of residence in Ohio for one year before the first day of any term or semester to be exempt from nonresident tuition charges shall be waived for employees who are entitled to the fee reduction.
 - (iii) Eligibility for fee reductions for employees or relatives is determined by employment status on the first day of the course.
 - (iv) An individual may receive fee reductions under only one eligibility category (e.g., full-time university faculty, part-time faculty, full-time staff, spouse, or dependent) during any one academic period.
 - (v) Eligibility for other authorized fee credits is determined independently from the individual's status as a university of Akron employee or dependent. Thus, other authorized fee credits from other entities may be received in the same semester as the university's fee reduction.
 - (vi) Full-time employees with nine-month appointments are eligible for fee reductions during the summer if reappointed for the following academic year.
- (c) Fee reductions for relatives of university faculty and administrative officers.
- (i) The instructional fees, or an amount equivalent to the graduate level credit fees for Ohio residents, or an amount equivalent to the school of law credit hour fees for Ohio residents shall be deducted from total fee charges for the following groups (general fees, course fees, and other special fees not being affected):
 - (a) Dependents as defined by current rules and dependency tests of the internal revenue service of all full-time university faculty while the parent is in the service of the university of Akron.
 - (b) Spouses of all full-time university faculty while one or both are in the service of the university of Akron. Spouses of full-time university faculty who are also employees may elect to receive fee reductions as an employee, spouse.
 - (c) Spouses and dependents of deceased full-time university faculty who were serving the university of Akron at the time of death.
 - (d) Spouses and dependents of all retired full-time university faculty.
 - (e) Spouses and dependents of part-time faculty members under the following conditions:
 - (i) The part-time faculty member is appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member during the fall or spring semester and thus qualifies for a fee reduction for one credit course or three credit hours, whichever is greater;

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

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

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

The university of Akron has created, as an exclusive benefit for its employees, this educational assistance program. It is the intent of the university to seek to provide this educational assistance program, the benefit of which shall be to seek to exclude all assistance provided hereunder from an employee's income to the extent allowable under section 127 of the Internal Revenue Code. This fee reduction educational assistance program shall only extend to university employees taking courses at the university of Akron. Eligibility accrues from employment as of the first day of the semester. It is the intent of the university that the provisions of this program shall

not apply to graduate assistants who may otherwise qualify for tax exemption of fee reduction pursuant to a separate university program.

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

(i) Credit courses.

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

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

(ii) Non-credit courses.

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

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

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

(b) Part-time faculty.

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

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

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

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

(c) "ROTC" officer personnel.

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

(d) General provisions.

- (i) No reductions of residence hall room and board fees shall be granted to any person except members of the resident advisory staff.
- (ii) The requirements of residence in Ohio for one year before the first day of any term or semester to be exempt from nonresident tuition charges shall be waived for employees who are entitled to the fee reduction.
- (iii) Eligibility for fee reductions for employees or relatives is determined by employment status on the first day of the course.

- (iv) An individual may receive fee reductions under only one eligibility category (e.g., full-time university faculty, part-time faculty, full-time staff, spouse or dependent) during any one academic period.
- (v) Eligibility for other authorized fee credits is determined independently from the individual's status as a university of Akron employee or dependent. Thus, other authorized fee credits from other entities may be received in the same semester as the university's fee reduction.
- (vi) Full-time employees with nine-month appointments are eligible for fee reductions during the summer if reappointed for the following academic year.

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

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

- (1) No fee parking in any university lot except in metered and handicapped spaces. However, all retired faculty, emeritus faculty, and staff that continue as, or are rehired into any position as a full-time or part-time employee at the university are subject to the same parking permit fee assessments as described in rule 3359-46-02 of the Administrative Code.
- ~~(2) Term life insurance for those hired prior to April 20, 1977 (staff) or September 13, 1977 (faculty) and continuously employed full-time since April 20, 1977 (staff) or September 13, 1977.~~
- ~~(3)~~ (2) Identification card.
- ~~(4)~~ (3) Fee reductions for the retiree and dependent children and spouses (see paragraph (B)(7) of rule 3359-20-04.3 of the Administrative Code).
- ~~(5)~~ (4) Athletic and cultural events. Retired faculty members are granted half-price admission to all university athletic events and special rates for certain cultural events.
- ~~(6)~~ (5) Recreational facilities including the natatorium, gymnasium and playing fields are open to retired faculty at the same time as to other faculty.
- ~~(7)~~ (6) Credit union. All retired faculty members are eligible for membership in the Towpath credit union.
- ~~(8)~~ (7) The bookstore at the university of Akron. Retired faculty members may purchase books and other supplies through the bookstore, ordinarily at a discount.
- ~~(9)~~ (8) Notary public. Notary service is available in the offices of human resources and general counsel at no cost to retired faculty members.
- ~~(10)~~ (9) Retired faculty retain full faculty privileges for the use of the libraries and may

use the emeritus study room in Bierce library.

~~(11)~~(10) Part-time teaching assignments as needed.

~~(12)~~(11) Office or laboratory space, supplies and secretarial assistance, and computer services may be provided by special arrangement with the appropriate department.

~~(13)~~(12) Retired faculty may submit externally funded grant/contract proposals through the university. Retired faculty are not eligible for university- funded research grants or summer fellowships.

~~(14)~~(13) If funding is available, there may be partial or full payment of travel and subsistence expenses incurred at educational and professional meetings.

~~(15)~~(14) Access to computer center and information services privileges.

Effective:

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under:

111.15

Statutory Authority:

3359

Rule Amplifies:

3359

Prior Effective Dates:

11/27/89, 07/20/90, 05/22/91, 07/17/91, 09/04/91,
05/22/92, 07/31/92, 01/27/93, 09/16/96, 11/22/97,
12/05/97, 11/06/99, 01/20/00, 09/27/01, 11/24/01,
05/27/02, 06/25/07, 12/26/13, 06/27/14, 02/01/15,
12/22/2016, 10/25/2020

FINANCE & ADMINISTRATION COMMITTEE

TAB 8

**ELIMINATION OF CERTAIN INSURANCE
BENEFITS FOR RETIREES**

**b) DEPENDENT HEALTH INSURANCE
(BARGAINING UNIT)**

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

**Approval to Eliminate Retiree Dependent Health Insurance
Benefits For Bargaining Unit Employees**

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

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

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

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

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

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

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

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

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

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

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 9

ADDITIONAL PAID LEAVE



Human Resources

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

uakron.edu/hr

MEMORANDUM

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

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

DATE: November 5, 2020

RE: Additional Days of Paid Leave

The University of Akron has, for the past fifteen years, provided additional days of paid leave for staff, contract professionals, and administrative faculty between the Christmas and New Year's holidays, in recognition of the significant and collective efforts of those employees in their supporting roles. Please find attached, a resolution for the Board of Trustees to consider approval of these additional days of paid leave in 2020.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

Approval of the Closing of the University on December 28 through 31, 2020 and Granting Paid Leave to Staff, Contract Professionals, and Administrative Faculty

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

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

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

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

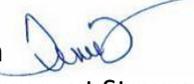
TAB 10

GIFTS



DATE: November 16, 2020

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

FROM: Terrie L. Sampson 
Director of Development Stewardship

SUBJECT: Gift attainment for Fiscal Year 2021 (July 1 – October 31, 2020)

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

Of note:

- Total attainment from July 1, 2020 to October 31, is \$4,526,378.
- New donors to The University of Akron provided \$198,222 in gifts this fiscal year from July 1 to October 31.
- During the first four months of fiscal year 2021, a total of \$1,437,969 has been received in support for scholarships for University of Akron students, including \$540,481 for immediate use.

With your approval, I request submission of this report to the Board of Trustees for approval at its December 9, 2020 meeting.

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

Attachment A

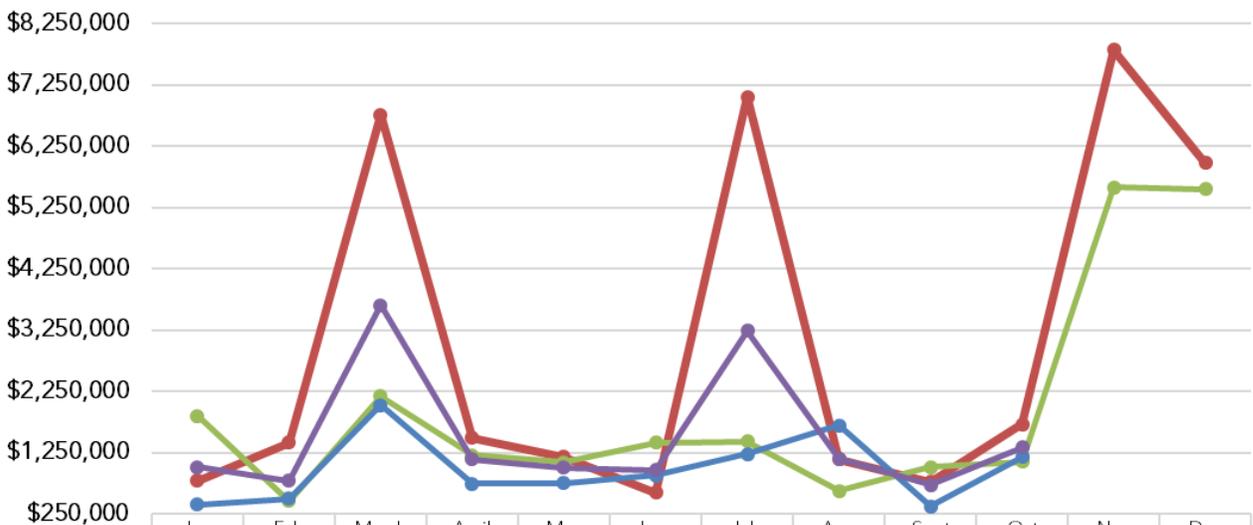
**DEPARTMENT OF DEVELOPMENT
FY 2021 Attainment
July 1, 2020 through October 31, 2020**

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



	2018-19	2019-20	2020-21
■ Gifts-in-Kind - all others	\$2,214	\$1,859	\$79,692
■ Gifts-in-Kind - corporate*	\$19,569	\$23,501	\$84,757
■ Requests received	\$6,720,173	\$713,385	\$962,917
■ Pledges due	\$0	\$0	\$47,047
■ Cash	\$3,946,798	\$3,441,968	\$3,351,965

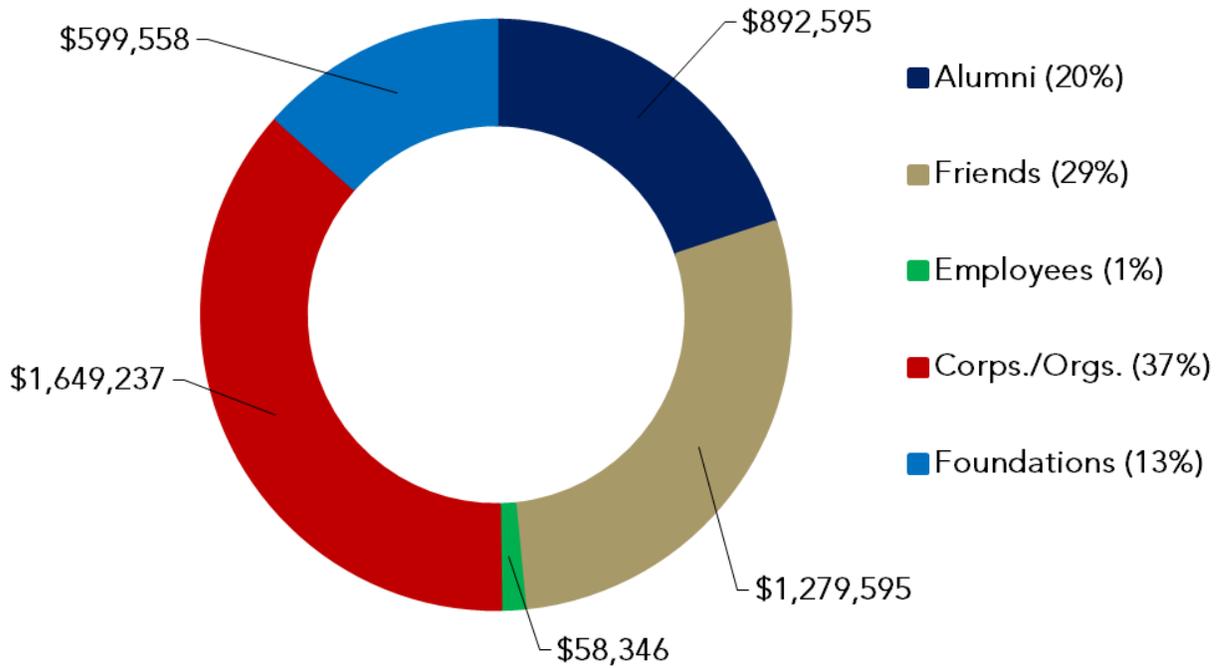
**The University of Akron and The University of Akron Foundation
Monthly Trend Report - Giving
Calendar Years 2018 - 2020**



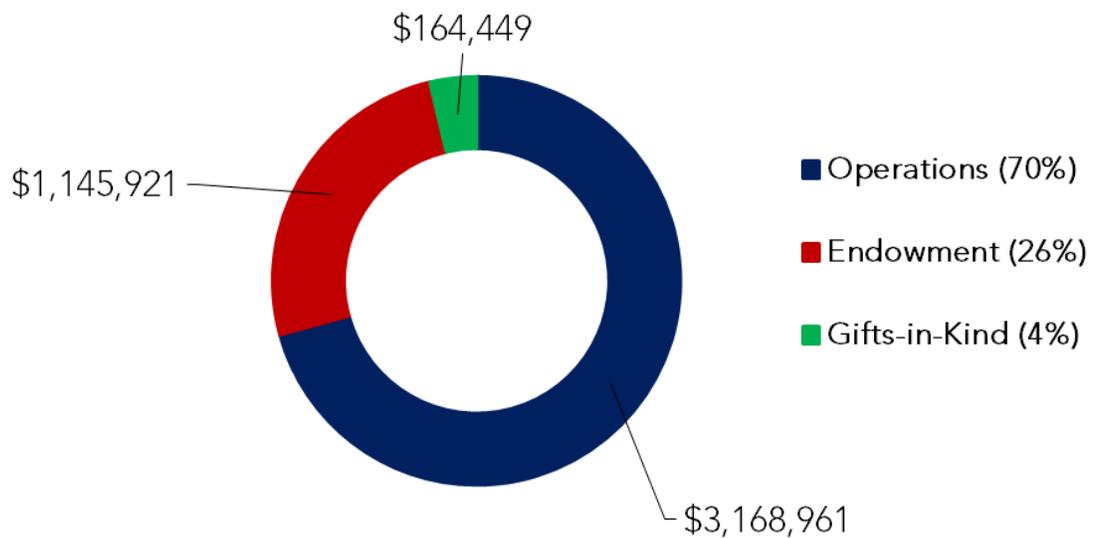
	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
— 2018	\$793,240	\$1,410,152	\$6,757,219	\$1,486,368	\$1,179,067	\$599,674	\$7,053,131	\$1,140,821	\$776,141	\$1,712,019	\$7,823,257	\$5,978,081
— 2019	\$1,847,616	\$462,353	\$2,171,995	\$1,205,525	\$1,088,361	\$1,409,964	\$1,437,118	\$622,500	\$1,014,860	\$1,099,905	\$5,579,666	\$5,546,093
— 2020	\$399,791	\$498,798	\$2,024,510	\$740,291	\$753,893	\$882,533	\$1,232,942	\$1,694,239	\$371,577	\$1,181,409		
— 2018-2020 Average	\$1,013,549	\$790,434	\$3,651,241	\$1,144,061	\$1,007,107	\$964,057	\$3,241,064	\$1,152,520	\$720,859	\$1,331,111		

Attachment A

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

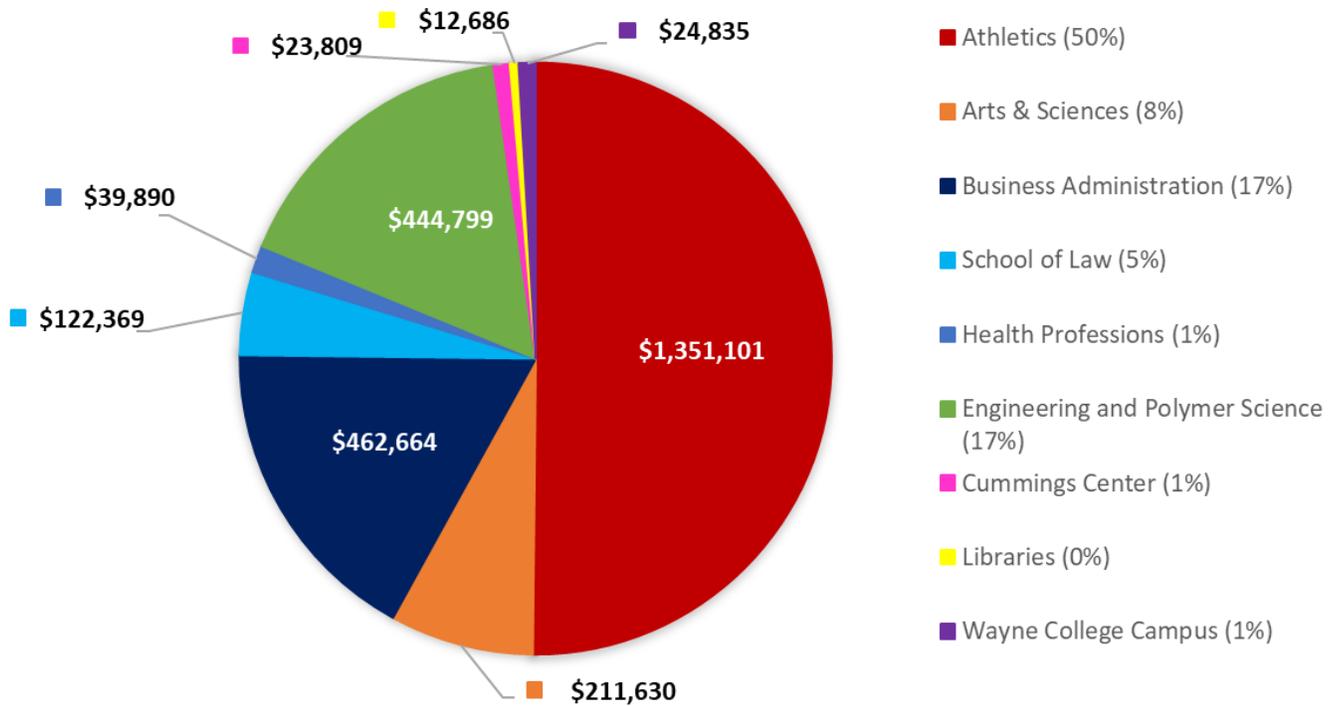


The University of Akron and The University of Akron Foundation
Gifts by Classification Type
July 1, 2020 - October 31, 2020 | FY 2021

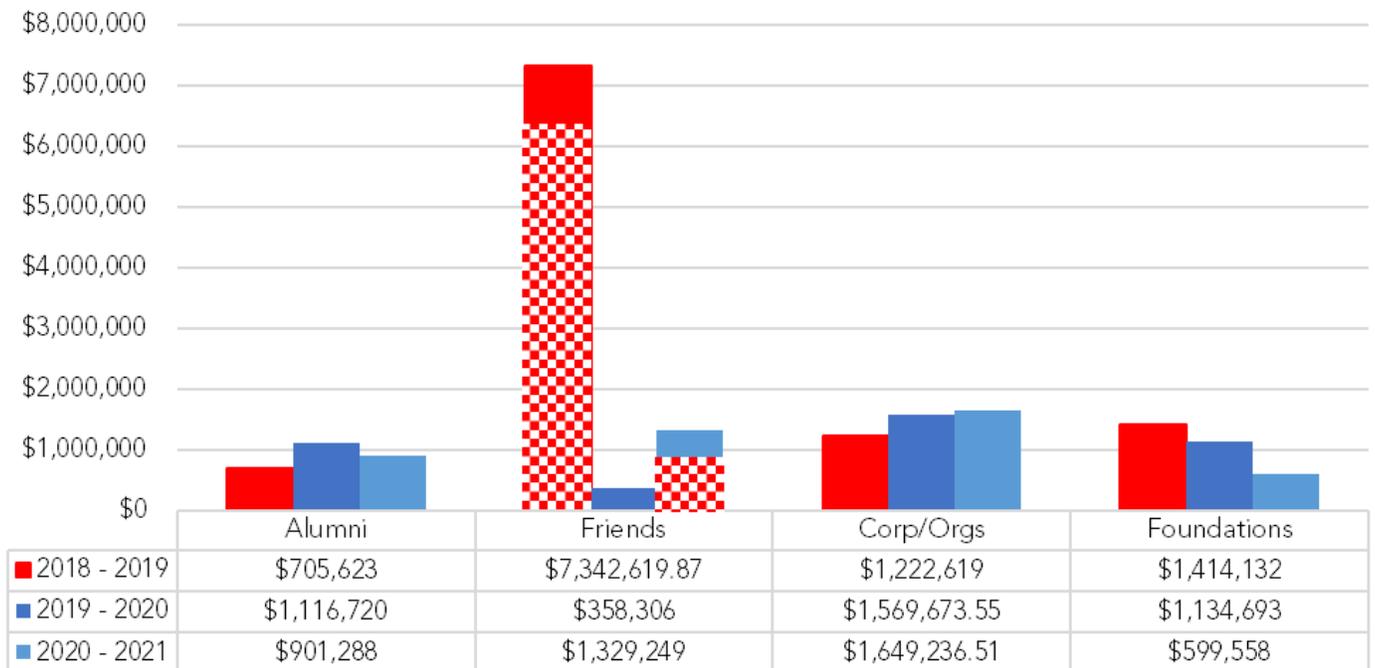


Attachment A

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



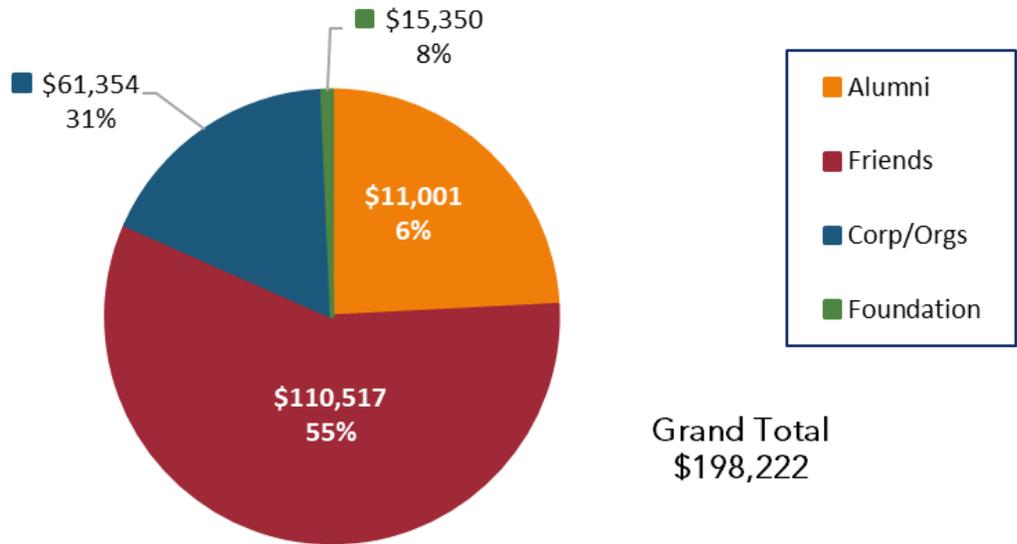
The University of Akron and The University of Akron Foundation
Gifts by Constituent Type
July 1 - October 31 | FY 2019 - FY 2021



☒ Distributions from Jean Hower Taber estate

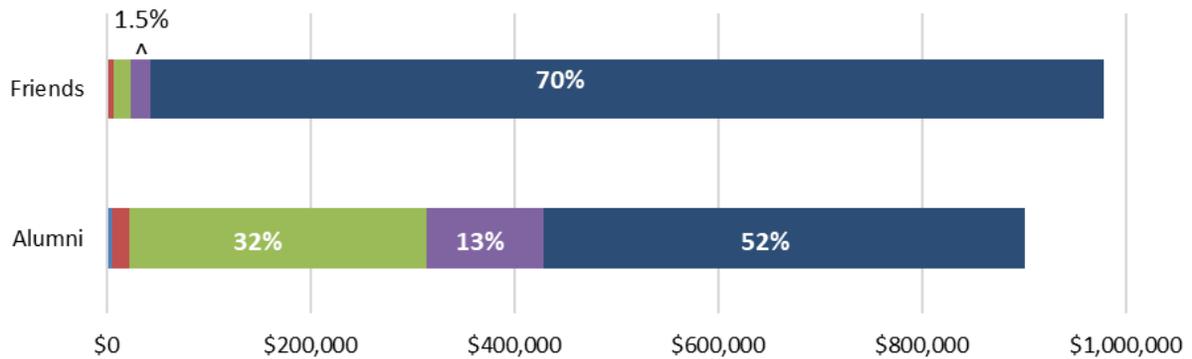
Attachment A

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



Includes gifts-in-kind

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



	Alumni	Friends
18-24	\$600	\$6
25-34	\$5,120	\$1,005
35-44	\$16,539	\$6,061
45-54	\$291,443	\$16,002
55-64	\$115,458	\$19,705
>64	\$471,927	\$934,659

Attachment A

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

Fund Name	Fund Type	No. of Donors
Zips on the Rise Scholarship	Scholarship	488
LeBron James Family Foundation School of Education	General	67
University of Akron Student Financial Emergency Fund	Aid	56
E.J. Thomas Performing Arts Hall – Flying Balcony Club	General	54
Moving Forward Scholarship	Scholarship	54

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

Fund Name	Fund Type	Total Amount Given
Jean Hower Taber Scholarship	Scholarship	\$545,278
InfoCision Stadium/Summa Field	Building Fund	\$500,000
Baseball Renovation Field Fund	Building Fund	\$410,000
Jean Hower Taber Endowment	Operations	\$272,817
Cline Athletics Leadership Academy	Activities and Programs	\$250,000

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

Acceptance of Gift Income Report for July 2020 through October 2020

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

M. Celeste Cook, Secretary
Board of Trustees

December 9, 2020

FINANCE & ADMINISTRATION COMMITTEE

TAB 11

PURCHASES:

a) \$25,000 TO \$500,000 REPORT



DATE: November 16, 2020

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

FROM: Luba Cramer *Luba Cramer*
Director of Purchasing

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

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

The accompanying Reports for September and October 2020 are submitted for the Board's information.

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

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

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Exxact Corporation	101642	\$ 149,873	High Performance Computing Cluster Hardware for School of Polymer Science and Engineering
	Lakewood City Schools	101623	55,000	Annual Lease Payment for FY21
	S&P Global Market Intelligence	101580	53,275	Compustat Subscription for CBA Finance students
	Barnes & Noble College Booksellers Inc.	101670	51,399	E-Content Coursework for Summer and Fall 2020
	Exxact Corporation	101643	50,570	High Performance Computing Cluster Software for School of Polymer Science and Engineering
	Subtotal		\$ 360,117	
Grant	Vivature Inc.	101621	\$ 268,400	COVID-19 Test Kits for Athletics
Restricted	Warmus and Associates Inc.	101655	\$ 90,750	WZIP Antenna Installation
			\$ 719,267	

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

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

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Gartner Inc.	101746	\$ 95,900	Information Technology Research and Advisory Services
	Cargill Inc.	101735	52,048	Bulk Road Salt
	Lakewood City Schools	101809	50,000	Annual Lease Payment for FY20
	Dell	Pcard	40,036	Laptop Computers (30) for Bierce Library
	Subtotal		\$ 237,984	
Auxiliary	Bob McCloskey Agency LLC	101679	\$ 100,000	Basic Accident Insurance Renewal for Athletics for FY21
	McAdams Pool Plastering	101702	\$ 72,000	Repair and Resurfacing of Leisure Pool at Student Rec and Wellness Center
	Subtotal		\$ 172,000	
Grant	Dell	Pcard	\$ 80,071	Laptop Computers (60) for Upward Bound
			\$ 490,055	

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

FINANCE & ADMINISTRATION COMMITTEE

TAB 11

PURCHASES:

b) O R R E P O R T



DATE: November 16, 2020

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

FROM: Luba Cramer *Luba Cramer*
Director of Purchasing

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

As requested of me, I provide to you the following correspondence to be shared with the Board of Trustees at its meeting on December 9, 2020. This informational report is intended to satisfy Board of Trustees Resolution 3-1-20 which provides authority to the President to respond to time-sensitive crucial-developments as those arise during the Covid-19 pandemic.

Campus HVAC Indoor Air Quality Improvements (Grant Fund)

The University is pursuing an ionization technology project that inserts equipment into building air handlers. The equipment charges air particles causing the particles to lose the ability to remain airborne and instead fall to the ground. Other Universities are also pursuing ionization projects.

The President concurred with the project, and he also conferred with both the Board and Finance Committee chairs.

Two engineering firms were hired and an abbreviated RFP process is underway. Given the grant’s time constraints, the project’s targeted completion is December 30, 2020.

The project encompasses 27 University buildings and is expected to range \$1,000,000 to \$1,200,000; however, more buildings will be added should the grant’s time period become extended beyond December 30. Should the grant’s time period be extended beyond December 30, the expenditure may approach \$2,000,000. The 27 buildings are:

Building		
Student Union	McDowell Law Center	Mary Gladwin Hall
Student Recreation and Wellness Center	Bierce Library	Auburn Science and Engineering Center
Guzzetta Hall	Polsky Building	Administrative Services Building

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

Robertson's Dining Hall	InfoCision Stadium Classroom Tower	Buchtel Hall
Simmons Hall	Olin Hall	Physical Facilities Operations Center
College of Arts and Sciences	Leigh Hall	University of Akron Police Department, ASB complex
James A. Rhodes Arena	Schrank Hall North	Wayne College – Student Life Building
Zook Hall	Schrank Hall South	Wayne College – Main Classroom Building
College of Business Administration	Kolbe Hall	Medina County University Center

Note 1: The Mary Gladwin Hall and Auburn Science and Engineering Center laboratory spaces are not part of the project as those spaces use 100% outside air in the HVAC system.

Note 2: The Administrative Services Building portion of the project will focus on the two units that supply office spaces.

The contract will be reviewed by the Department of Purchasing and subject to review and approval as to legal form and sufficiency by the Office of General Counsel.

FINANCE & ADMINISTRATION COMMITTEE

TAB 12

CAPITAL PROJECTS REPORT



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

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

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

DATE: November 16, 2020

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

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

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

Project Deliver Methods:

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

SECTION

A

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

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
ASEC Insulation (General Contracting)	\$200,000 Local Funds		Insulation and ductwork repair of West Tower roof. <u>Construction schedule: TBD.</u>		RFP underway.
ASEC Vivarium Air Handler Replacement (Design/Build) (BOT Approval: 12/11/19)	\$1,230,000 State Capital Funds		Replace vivarium air handler. <u>Construction schedule: TBD</u>		GMP expected 11/2020.
Baseball Field Renovation (General Contracting) (BOT Approval: 06/12/19)	\$1,952,000 Donations The Foundation loaned \$1 million to the University via a line of credit. The line of credit has been accessed and portions repaid with the current balance totaling \$440,000.		Phase I: Sitework including drainage and installation of artificial turf. Phase II: Scoreboard, pressbox, and bleachers. <u>Construction schedule Phase II: 06/2020 - 10/2020 updated to 12/2020.</u>		Phase I complete. Phase II construction 35% complete.
Bierce Library Renovations (General Contracting) (BOT Approval: 06/10/20)	\$850,000 State Capital Funds		Renovate existing restrooms and associated infrastructure. <u>Construction schedule: 07/2020 - 12/2020.</u>		Construction 50% complete.
Buckingham Building Renovations (General Contracting) (BOT Approval: 12/11/19)	\$1,850,000 State Capital Funds		Upgrade HVAC system and fire alarm. Select interior renovations to include relocation of Academic Achievement Programs from Ayer Hall.		Closeout in progress.
Campus Surveillance Camera Updates	\$750,000 Local Funds (Phase I)		Phase I: Add cameras to entrance/exits of select buildings Phase II: Add cameras to parking decks Phase III: Add cameras to open areas and athletic fields <u>Construction schedule: TBD</u>		Design complete. Phase I bids due 12/2020.
Computer Center Air Conditioning Unit Replacements	\$800,000 State Capital Funds		Replace existing air conditioning units. <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	
Crouse/Ayer Hall Consolidation (CMR) (BOT Approval: 04/10/19 & 02/12/20)	\$22,660,000 State 340,000 Local <u>\$23,000,000</u> Total (\$22.66M State Capital Funds)		Rehabilitate/addition to Crouse Hall. Abate and raze Ayer Hall. Green space portion of existing Ayer Hall footprint. <u>Construction schedule: 08/2020 updated to 07/2021 - 06/2023.</u>		Design is complete and construction was originally planned to begin in August 2020; however, the State Capital Bill funding has not yet advanced. Construction is set to commence July 2021 if a State Capital Bill materializes in the next few months.
Energy Center Boiler Controls (General Contracting)	\$320,000 Local Funds		Replace HTHW boiler controls at Energy Center. <u>Construction schedule: 06/2020 - 12/2020.</u>		Construction 90% complete.
Gallucci Residence Hall Abatement, Razing, and Green Space (Multiple Prime Contracting) (BOT Approval for abatement 02/13/19 & razing and green space 04/10/19)	\$1,700,000 State 300,000 Local <u>\$2,000,000</u> Total (\$1.7M State Capital Funds)		Abate and raze structure. Site restoration to create green space.		Closeout in progress.
Hazardous Material Storage Building (General Contracting)	\$225,000 State Capital Funds		Raze and replace existing hazardous material storage building. <u>Construction schedule: 02/2020 - 09/2020 updated to 11/2020.</u>		Construction 95% complete.
Infrastructure Improvements - Electrical (General Contracting) (BOT Approval: 10/09/19)	\$1,400,000 State Capital Funds		Campus electrical improvements. <u>Construction schedule: 11/2019 - 10/2020 updated to 12/2020.</u>		Construction 93% complete.
Infrastructure Improvements - Vaults (General Contracting) (BOT Approval: 08/14/19)	\$1,400,000 State Capital Funds		Rework Computer Center (CC) vault and replace Martin Fountain (MF) vault.		Closeout in progress.
JAR AC #6 (General Contracting)	\$225,000 Local Funds		Replace air conditioning roof top unit #6. <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	
Martin Center Boutique Hotel (Private Developer)	\$19,000,000 Estimate Private Developer		Convert Martin Center into a Boutique Hotel. <u>Construction schedule: 10/2019 updated to 02/2021 - 05/2022.</u>		Developer design in progress. Historical tax credits approved. Developer sought an extension until January 31, 2021 to assemble remaining commitments and secure lead financing.
Polsky 541 Fisher Institute Classroom Buildout	\$107,000 Local Funds		Convert Polsky 541 to a classroom for 45 occupants. Includes AV equipment and classroom furniture.		Closeout in progress.
Roadway Building Air Handler Replacement (General Contracting)	\$100,000 Local Funds		Replace (3) air handler units serving the basement and first floor of Roadway Building.		Closeout in progress.
Roof Replacements (General Contracting) (BOT Approval: 02/13/19)	\$1,135,000 State <u>550,000</u> Local <u>\$1,685,000</u> Total (\$1.135K State Capital Funds)		Phase I: Carroll and Forge Street substations, Guzzetta Hall, Mary Gladwin Hall, and Computer Center. Phase II: Kolbe Hall. <u>Construction schedule Phase II: 09/2020 - 11/2020 updated to 12/2020.</u>		Phase I complete. Phase II construction 45% complete.
Student Rec and Wellness Center Leisure Pool Repair (General Contracting)	\$100,000 Local Funds		Repair leisure pool.		Closeout in progress.
Whitby Hall Air Handler and Roof Replacement (Design/Build) (BOT Approval: 02/13/19)	\$1,330,000 State Capital Funds		Replace air handler and roof. <u>Construction schedule: 12/2019 - 08/2020 updated to 11/2020.</u>		Construction 95% complete.

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

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

SECTION

B

Change Orders

CHANGE ORDERS PROCESSED FROM SEPTEMBER 1, 2020 THROUGH OCTOBER 31, 2020BASEBALL FIELD RENOVATION

003-01	Add 3" conduit for future considerations	\$2,263
003-01	Change bullpen faces from 6' to 4' and reinstall 8' fabric fence	3,767
005-01	Install windscreen on fence	2,184
009-01	Install new electrical pathway from existing panel	13,816
		<u>\$22,030</u>

BIERCE LIBRARY RENOVATIONS

005-01	Add floor drain in room 153B	\$2,489
006-01	Add 18"x18" access panels with cam latches	833
007-01	Replace deteriorated riser pipe and broken cast iron tee	991
		<u>\$4,313</u>

BUCKINGHAM BUILDING RENOVATION

004-01	Electric and signage modifications	<u>\$46,466</u>
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GALLUCCI RESIDENCE HALL ABATEMENT, RAZING, AND GREEN SPACE

018-01	Credit for unused allowances	<u>(\$89,495)</u>
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INFRASTRUCTURE IMPROVEMENTS-VAULTS

001-01	Temporary lighting	\$3,626
002-01	Ductbank demolition work in Buchtel Commons	13,058
003-01	Demolition of abandoned plumbing duct bank at Leigh Hall	6,630
004-01	New route for 23KV cabling around Bierce Library	183,952
		<u>\$207,266</u>

IT CABLING AND NETWORK SWITCHES

001-02	Credit for unused allowances	<u>(\$9,260)</u>
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OLIN HALL SUITE 277 RENOVATION

001-01	Install owner supplied TV and wiremold	<u>\$808</u>
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Net \$182,128

SECTION

C

State Capital Appropriations

**The University of Akron
State Capital Appropriations
As of October 31, 2020**

ALI Description	Appropriation	Released	Encumbered	Expended	Not Yet Encumbered	Remaining (Unreleased)
AUBURN SCIENCE & ENGINEERING CENTER VIVARIUM	\$1,230,000	\$76,350	\$54,850	\$21,500	\$0	\$1,153,650
BASIC RENOVATIONS	6,416,432	4,776,432	297,580	4,478,851	0	1,640,000
BUCKINGHAM BUILDING RENOVATIONS	1,586,218	1,586,218	53,586	1,532,632	0	0
CAMPUS HARDSCAPE	1,000,000	1,000,000	0	1,000,000	0	0
CAMPUS INFRASTRUCTURE IMPROVEMENTS	3,000,000	2,800,000	559,637	2,240,363	0	200,000
CROUSE/AYER HALL CONSOLIDATION	4,400,153	2,233,900	1,144,562	1,089,338	0	2,166,253
WHITBY HALL AIR HANDLER & ROOF	1,200,000	1,200,000	365,455	834,545	0	0
Subtotal Capital Appropriation FY19-20	\$18,832,803	\$13,672,900	\$2,475,671	\$11,197,229	\$0	\$5,159,903
AMES	\$1,547,308	\$1,547,308	\$302,712	\$1,244,596	\$0	\$0
ASHLAND COUNTY-W HOLMES CAREER WORKFORCE	300,000	0	0	0	0	300,000
BATTERED WOMENS SHELTER MEDINA/SUMMIT	500,000	500,000	426,700	73,300	0	0
BIERCE LIBRARY RENOVATIONS	850,000	850,000	551,406	298,594	0	0
GLENDORA HOUSE FOR HOMELESS FAMILIES	250,000	250,000	0	250,000	0	0
MCCLAIN GALLERY	100,000	0	0	0	0	100,000
OHIO CYBER RANGE	1,188,722	1,188,722	23,547	1,165,175	0	0
WORKFORCED BASED TRAINING & EQUIPMENT	286,667	143,333	0	143,333	0	143,334
Subtotal Community Projects FY17-20	\$5,022,697	\$4,479,363	\$1,304,366	\$3,174,997	\$0	\$543,334
Total	\$23,855,500	\$18,152,263	\$3,780,037	\$14,372,226	\$0	\$5,703,237

SECTION

D

Photos of Select Projects

ASEC Vivarium Air Handler Replacement



Baseball Field Renovation



Bierce Library Renovations – 3rd Floor



Bierce Library Renovations – 2nd Floor



Bierce Library Renovations – 2nd Floor



Bierce Library Renovations – 1st Floor



Computer Center Air Conditioning Unit Replacements



Crouse/Ayer Hall Consolidation



Hazardous Material Storage Building



Infrastructure Improvements - Electrical



Infrastructure Improvements – Martin Fountain Vault



JAR AC #6



Polsky 541 Fisher Institute Classroom Buildout



Roof Replacements – Kolbe Hall



Whitby Hall Air Handler and Roof Replacement



Whitby Hall Air Handler and Roof Replacement



Whitby Hall Air Handler and Roof Replacement



FINANCE & ADMINISTRATION COMMITTEE

TAB 13

INFORMATION TECHNOLOGY REPORT



DATE: November 16, 2020

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

FROM: John Corby 
Chief Information Officer

SUBJECT: ITS Informational Report for the Board of Trustees

As requested of me, I provide the accompanying report of the IT Projects and Activities for the Board of Trustees information at its December 9, 2020 meeting. The accompanying report provides a Status of Projects and Activities.

Information Technology Services

Informational Report for the Board of Trustees

December 9, 2020

Prepared effective October 31, 2020



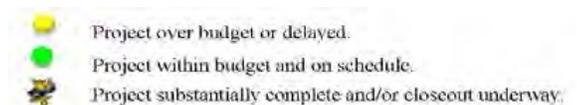
Information Technology Services

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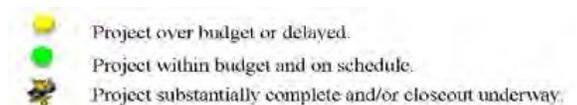
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
APPLICATION SERVICES					
Business Intelligence and Analytics Initiatives	\$190,000 General Fund		<p>Two initiatives to migrate and enhance business intelligence and analytics solutions to facilitate the University's growing needs using analytics technology.</p> <p>Project 1: Migrate legacy Zipreports. <u>Schedule: 08/2017 – 04/2020 updated to 04/2021.</u></p> <p>Project 2: Implement predictive analytics related to student success.</p>		Project 1 activities 90% complete. Project 2 completed.
Cloud Enterprise Resource Planning (ERP) System Investigation	None		<p>Investigate migration from the Oracle-PeopleSoft and supporting third-party systems to a cloud-based enterprise resource planning (ERP) to better manage and automate the University's financial, human resource, and student administration functions, provide an improved user experience for employees and students with enhanced security features and capabilities including business intelligence. <u>Schedule: 10/2019 – 02/2020 updated to 02/2021.</u></p>		Project activities 80% complete.
Reappointment, Tenure and Promotion Process to Microsoft Teams	None		<p>As part of modernization efforts leveraging technology, the retention, tenure and promotion (RTP) process for faculty will be managed electronically and migrated to Microsoft Teams. Faculty will submit their files electronically to Sharepoint and Committee deliberations will be held virtually in Teams conferencing. <u>Schedule: 07/2020 – 11/2020.</u></p>		Project activities 95% complete.

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



PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
CYBERSECURITY SERVICES					
Cloud-Based Security Information and Event Management System Implementation	None		Deploy Microsoft Azure Sentinel for security event logging and analysis which will help to detect and respond to security breaches and reduce the adverse impact of security events. Phase 1 Collection and analysis of Microsoft events. Phase 2 Collection and analysis of legacy and multi-vendor data. <u>Schedule: 11/2020 – 8/2021.</u>		Phase 1 completed. Phase 2 activities starting.
Information Security Program Assessment	\$24,000 General Fund		External party to analyze and assess the University's information security program. This initial effort will outline the program's current state and define recommendations for improvement. <u>Schedule: 07/2020 – 09/2020 updated to 12/2020.</u>		Project activities 80% complete.
Multi Factor Authentication	None		Provide capability for multi factor authentication for employees. This feature will provide an additional layer of protection to help prevent account compromises. Phase 1: Pilot deployment with IT staff. Phase 2: Rollout to staff within defined functional areas. Phase 3: Rollout to remaining employees. <u>Schedule: 07/2020 - 11/2020</u>		Phase 1 completed. Phase 2 completed. Phase 3 activities 75% complete.
Security Access Directory Implementation	None		Consolidate several customized identity and authentication services to a single service through existing licensing with Microsoft Azure Directory Services. This consolidation will provide greater agility, efficiency, and management of security access to systems and services. Phase 1: Identify and map services. Phase 2: Add new services. Phase 3: Migrate to new infrastructure and services from the legacy provider. <u>Schedule: 10/2020 - 08/2021.</u>		Phase 1 completed. Phase 2 completed. Phase 3 activities 5% complete.

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



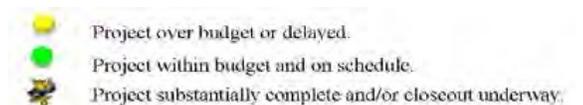
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
INFRASTRUCTURE SERVICES					
Lorain County Community College Cloud ERP Migration	LCCC Funded		Migrate from a hosted Oracle-PeopleSoft platform located and maintained by University of Akron to Oracle's cloud ERP. This migration will eliminate the services and platform provided by UA and paid by LCCC. Project 1: Cloud HCM migration. Project 2: Cloud Finance migration. Project 3: Cloud Student migration.		Phase 1 completed. Phase 2 completed. Phase 3 to be determined (TBD).
Managed Voice over IP (VoIP) Service Implementation	\$2,800,000 General Fund The University expects the reoccurring and one-time costs to approximate \$2.8 million over 5 years which will replace existing spend approximating \$4.2 million over 5 years.		Migrate from legacy on-premise Public Branch Exchange (PBX) to a cloud hosted and managed VoIP service. This migration will improve the quality of service for phone calls and voicemail, as well as reduce costs. Phase 1: RFP, vendor selection and define implementation plan. Phase 2: Implement solution. Schedule: 02/2020 - 12/2020.		Phase 1 completed. Phase 2 activities 90% complete.
Migration to Microsoft OneDrive and Sharepoint	None		Migrate individual and departmental file shares on legacy on-premise hardware to cloud-based infrastructure provided by Microsoft. Migration will move individual file shares to OneDrive and departmental file shares to Sharepoint. Users will have an improved interface to access files from any location on a more secure and resilient platform. The migration avoids replacement of on-premise hardware which goes off support in calendar year 2021. Schedule: 05/2020 - 06/2021.		Project activities 25% complete.
Oracle Platform as a Service (PaaS) Migration	\$2,600,000 General Fund The University expects the reoccurring and one-time costs to approximate \$2.6 million over 4 years which will replace existing spend approximating \$3.4 million over 4 years.		Migrate from an on-premise Oracle technology platform used to support PeopleSoft and located at the University of Akron to a cloud-based platform hosted by Oracle. This migration helps to: 1. Avoid replacement of current on-premise hardware which goes off support in calendar year 2021, 2. Unbundles and eliminates the annual support fees for Oracle technology software, 3. Provides full business continuity and disaster recovery support. Schedule: 05/2020 - 12/2020.		Project activities 30% complete.

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

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

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
USER TECHNOLOGY SERVICES					
Microsoft Forms and Customer Voice Investigation	None		Investigate and pilot Microsoft Forms and Customer Voice to replace the current solution, Qualtrics, which is used to manage surveys and polls at the University. The elimination of Qualtrics will result in savings that approximate \$60,000 annually. <u>Schedule: 07/2020 - 02/2021.</u>		Project activities 25% complete..
Microsoft InTune Implementation	None		Implement Microsoft InTune to replace the current solution used for device management of laptops and desktops. InTune will allow for the effective management of devices connected anywhere on the internet. The current system only manages devices that are connected on the UA network. InTune is already licensed through the University's current agreement with Microsoft. <u>Schedule: 02/2020 - 08/2020 updated to 11/2020.</u>		Project activities 95% complete.

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



FINANCE & ADMINISTRATION COMMITTEE

TAB 14

ADVANCEMENT REPORT

DIVISION OF ADVANCEMENT
DEVELOPMENT

GIFTS

HETE FAMILY CONTINUES SUPPORT

Joseph C. '76 and Carrie J. Hete recently supported students and initiatives in the College of Business Administration with great vigor.



Carrie and Joseph Hete

Their philanthropy bolsters:

- The Joseph C. Hete and Family Scholarship Endowment in CBA
- Students through the Zips on the Rise Scholarship
- The Department of Finance for Certified Insurance Counselor study and exam costs to students
- CBA Graduate Student Support

PPG INDUSTRIES FOUNDATION

The PPG Industries Foundation has strengthened the College of Engineering and Polymer Science's Corrosion Program through recent support for PPG's Increasing Diversity in Engineering Academics (IDEAS) Scholarships. The philanthropy will help support the Corrosion Squad's community outreach, increase awareness of corrosion engineering within the robotics community and enhance UA's partnership with K-12 schools.



The IDEAS program was established in 1990 to meet increasing demand for well-trained engineers in high technology areas. The PPG organization has worked closely with UA to educate students and increase awareness of STEM principles in the community.

THE JOHN O. VARLEY ENDOWED SCHOLARSHIP IN ENGINEERING



John O. Varley

John O. Varley, who graduated from UA in 1986 with a B.S. in mechanical engineering, has had a career in the building sciences industry for more than 30 years.

He established the John O. Varley Endowed Scholarship in Engineering, which he will fund currently and through an estate gift.

The scholarship supports undergraduate students in the College of Engineering and Polymer Science with an emphasis on those interested in the design of building mechanical systems.

THE TOM AND JUDI PHARES ENDOWED SCHOLARSHIP

Tom '66 and Judi Phares recently made a gift to The Tom and Judi Phares Endowed Scholarship, established earlier this year in recognition of The University of Akron's Sesquicentennial Anniversary. It will be awarded annually to two full-time or part-time undergraduate students enrolled in the College of Business Administration.

Tom and Judi worked hard to attain their college degrees, including working multiple jobs to fund their educations. Additionally, being proud Northeast Ohio natives, the Phares family believes in the importance and impact of UA and its students on this area. They desire to financially help deserving students achieve their degrees and they see great potential in UA graduates.

THE JACK AND BARBARA COCHRAN ENDOWED SCHOLARSHIP

Dr. John (Jack) and Barbara Cochran established the Jack and Barbara Cochran Endowed Scholarship in 2018 to recognize deserving and talented students pursuing graduate degrees in The University of Akron School of Counseling.

Jack retired from UA as Professor Emeritus in 1989 after 20 years of service to the then Department of Counseling. Continuing in the spirit of the counseling profession, Jack and Barbara wish to help UA master's degree students in the School of Counseling reach their own goals and help others. Each year the couple contributes to the endowment in support of these students.



Barbara and Jack Cochran

THORNTON ENDOWED SCHOLARSHIP

Orlena "Klickie" Thornton made a gift designated towards The Colonel Clark O. Thornton, Ph.D. Endowed Scholarship, established in 2017. This scholarship assists students in The LeBron James Family Foundation School of Education. Klickie's family members help to make the contributions on their mom's behalf and in their father's memory.

J.M. SMUCKER COMPANY SUPPORTS CBA LEADERSHIP INSTITUTE

The J. M. Smucker Company supports the Institute for Leadership Advancement in the College of Business Administration.

The Institute offers leadership training and experience for students. It offers a wide range of teaching instruction and examples for students, like starting a company with Haitian coffee, community service learning projects, working with employers to consider ethical choices, and more. The Institute represents a pillar in UA's student preparation for career-ready success.



FRANK P. AND MARIE BEVILACQUA FAMILY FOUNDATION

The Frank P. and Marie Bevilacqua Family Foundation reinforced its support of the The Frank P. and Marie Bevilacqua Scholarship in Accounting and The Frank P. and Marie Bevilacqua Scholarship in Education. The scholarships were created in 2006 by Frank and Marie, both UA graduates. Frank received a B.A. in mathematics and an MBA in 1972, while Marie received a master's degree in elementary education in 1974.

Frank is president of Winer and Bevilacqua, an Akron accounting firm. Marie taught elementary school in Akron and later taught religious school at St. Hilary. Both strong believers in education and giving back, the Bevilacquas' scholarships help needy students planning to teach as well as those majoring in Accounting.

DIVERSITAS SYMPOSIUM HELD VIRTUALLY

Three new corporate underwriters to UA, Cambridge Investment Research, BYN Mellon Pershing, and Cetera Financial Group invited more than 25 universities to participate virtually in a recent Diversitas Symposium.

At the College of Business Administration's national financial knowledge symposium, Diversitas brought leaders in financial planning and wealth management together with career



influencers and diversity and inclusion thought leaders to meet with university and high school students exploring the industry and the profession. Annually, the symposium works to enlighten

students regarding career opportunities while highlighting the importance of diversity and inclusion in the industry.

SCANNING PROBE MICROSCOPE FOR USE BY ENGINEERING AND POLYMER SCIENCE FACULTY



Dr. Frank Ernst

After retiring from Case Western Reserve University, Dr. Frank Ernst recently donated a Scanning Probe Microscope to an early career faculty member in the College of Engineering and Polymer Science.

The RKH 7500 UHV VT is a variable-temperature ultra-high vacuum scanning probe microscope, and part of a complete UHV (ultra-high vacuum) system. It includes a separately pumped specimen-preparation chamber and a load-lock chamber in addition to the actual SPM (scanning probe microscopy) chamber.

Dr. Ernst is an esteemed scholar with extensive research expertise in the surface engineering of alloys as well as materials applications in the field of advanced energy, including fuel cell catalyst nanoparticles, solid-oxide fuel cells and photovoltaic thin films. He has received multiple teaching awards from the Case School of Engineering and has been nominated for university-wide honors for excellence in undergraduate teaching.

He has held leadership roles in key university research facilities, including serving as co-director of the Swagelok Center for Surface Analysis of Materials and director of the Case Center for Surface Engineering.

PARKER HANNIFIN SUPPORTS ENGINEERING LAB

One of the longest running Parker Motion and Control Laboratories (PMCL) is housed by the department of mechanical engineering at The University of Akron. It was established in 1994 with hydraulic and pneumatic trainers. Since the dedication of the PMCL, Akron has experimented with several different Parker products such as their PID controllers (electronic modules). In later years, UA upgraded to more sophisticated controllers such as the PMC-100 controller followed by Compax3 controller for hydraulic motion control. Today, emphasis in the lab is focused on the Parker Automation Controller (PAC) based flexible manufacturing cell control.

Current mechanical engineering students run at least one motion and control experiment in the Parker lab as part of a required course, "Mechanical Engineering Laboratories." Additionally, other required courses such as "Senior Design," "Control System Design" and "System Dynamics and Response" also make use of the lab. Annually, more than 200 graduating seniors run at least one motion and control experiment, enhancing their classroom learning and exposing them to different Parker technologies.



**Engineering students in The Parker Hannifin
Motion and Control Lab**

ZIPS AROUND THE WORLD CELEBRATE UA'S SESQUICENTENNIAL

In an October 10th celebration seen around the world, thousands of alumni and friends joined together virtually to commemorate The University of Akron's 150th Anniversary.

President Gary L. Miller and first lady Georgia Nix Miller, shared a live message and led a special toast followed by the lighting of Buchtel Hall with the help of Zippy. The evening included recorded performances by members of "Ohio's Pride," UA's marching band, and UA's Concert Choir.



Leading up to the event, more than 400 registered celebrations received a special

#UA150 Party Pack to assist in celebrating UA. Celebrations took place in 29 states and five countries totaling more than 2,000 alumni.



UNIVERSITY AMBASSADORS MEET PRESIDENT AND MRS. GARY MILLER

On October 29, more than 40 University Student Ambassadors joined President and Mrs. Gary Miller for a virtual meet and greet. Ambassadors asked President and Mrs. Miller questions and learned how they intend to involve the Ambassadors with their efforts into 2021.



Dr. John Wiencek

NATIONAL ALUMNI BOARD HOSTS EXECUTIVE VICE PRESIDENT AND PROVOST

Executive Vice President and University Provost Dr. John Wiencek joined members of The University of Akron's National Alumni Board for their October meeting.

Dr. Wiencek answered questions and shared with the board his vision for the year ahead and discussed restarting the strategic planning process.

HOMECOMING & FAMILY WEEKEND 2020 GOES VIRTUAL

Our 2020 Homecoming and Family Weekend looked different than usual, but that didn't stop alumni, students and families from participating and having a good time. More than 500 students joined in Campus Programs and ZPN events and activities, including trivia, bingo and movie night.

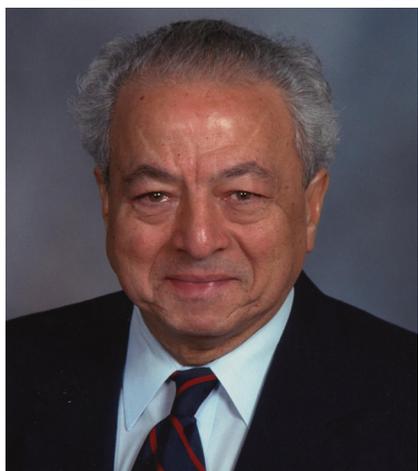
More than 350 Stuff-a-Roos were created by UA students thanks to the Residence Hall Programming Board. Approximately 114 alumni and students participated in the virtual UA5K, hosted by UA Student Recreation and Wellness Services and the Department of Sport Science and Wellness.



More than 200 families participated in Family Weekend activities hosted by ZipAssist and the UA Parent & Family Association. Virtual events included UA themed Pumpkin and Rock painting contest.



IN MEMORIAM: RETIRED JUDGE JAMES R. WILLIAMS



Judge James R. Williams

The University of Akron mourns the passing of The Honorable retired judge James R. Williams, a two-time UA alumnus, civil rights leader and jurist. He passed away at age 88 on November 6.

Judge Williams earned a Bachelor of Arts in Education in 1960 and a Juris Doctor in 1965 at UA.

He had a distinguished legal career, both as an attorney and on the bench. He was among the first African Americans to graduate from UA's School of Law after its affiliation with the University in 1959.

"Judge Williams was a revered figure among Akron Law alumni and in the Akron legal community," says

Christopher J. Peters, dean of UA's School of Law. "Among his many accomplishments, he will be remembered as a mentor to countless attorneys who have gone on to enjoy their own distinguished careers, including many Black lawyers. His legacy will remain long after his passing."

In the late 1960s, Judge Williams was the principal founder of Alpha Phi Alpha Homes Inc., a non-profit corporation that has built more than 1,600 units of housing in Northeast Ohio. That non-profit corporation named a 148-unit, senior citizens apartment building "The James R. Williams Tower" in his honor.

In 1978, President Jimmy Carter appointed Judge Williams as the U.S. Attorney for the Northern District of Ohio. In 1982, he returned to the private practice of law. He was appointed judge of the Akron Municipal Court in 1983 and was elected to the court in 1985 and again in 1987.

Judge Williams became the first African American judge on the Summit County Common Pleas Court when he was appointed to the bench in 1989. He also was a civil rights activist, leader of many civic organizations and pioneer in providing housing for moderate- and low-income families and senior citizens. During the 1960s, he served as secretary of the Akron NAACP and vice president of the Ohio NAACP. Judge Williams was the 25th General President of Alpha Phi Alpha Fraternity, Inc., the first intercollegiate historically African American Greek-lettered fraternity. He was also a member of Sigma Pi Phi, Fraternity, Inc., Beta Rho Boule.

He was a member of The University of Akron Foundation Board from 1998-2007 and a benefactor to the University. As a student, he was a member of the Zips baseball team.

Among his many recognitions, Judge Williams was named as one of the 100 most influential Black Americans by Ebony magazine. He was given the Alumni Honor Award in 1990 by the UA Alumni Association, The University of Akron School of Law Outstanding Alumnus Award in 2001 and The University of Akron Public Administration Urban Light Award in 2004. The degree of Doctor of Humane Letters was conferred on Judge Williams in 2006.

Friends, professional associates, fellow School of Law alumni and other colleagues of Judge Williams paid tribute to him with the establishment of The Honorable James R. and Catherine D. Williams Scholarship Fund in 2004.

FINANCE & ADMINISTRATION COMMITTEE

TAB 15

**UNIVERSITY COMMUNICATIONS AND
MARKETING REPORT**

UNIVERSITY COMMUNICATIONS AND MARKETING



Students through the decades

As part of our sesquicentennial, a new mural in the Jean Hower Taber Student Union depicts students from over the decades. It was designed by UCM Graphic Designer Jeff Harwell with photos provided by Archival Services of University Libraries.

An incentive to apply early

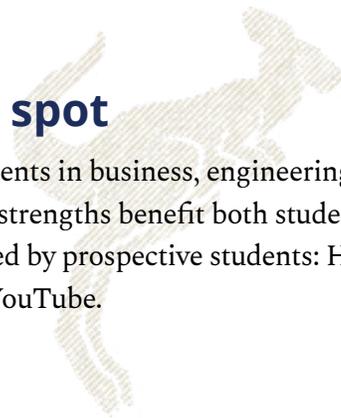
UCM assisted the Offices of Student Financial Aid and Admissions in promoting the new Early Application Scholarship available to new students who apply for admission to UA for fall 2021 and complete the FASFA by Dec. 1.

A promotional graphic for an automatic \$500 scholarship. The graphic has a dark blue background with white text. The text reads: "APPLY FOR ADMISSION & COMPLETE YOUR FAFSA BY DEC. 1 TO RECEIVE AN AUTOMATIC \$500 SCHOLARSHIP NO APPLICATION FEE". The University of Akron logo is visible in the bottom right corner. A photo of a smiling student is also included in the graphic.



Everyone rises in latest video spot

A new video spot titled “Everyone Rises” profiles students in business, engineering, nursing and the fine arts, showing how our academic strengths benefit both students and community. The spots will run on platforms frequented by prospective students: Hulu, Spotify, Pandora, podcasts, programmatic video and YouTube.



**LEADING THE WAY
WITH HIGHLY RANKED AND
IN-DEMAND PROGRAMS**

Celebrating 150 years of excellence in 2020, The University of Akron (UA) is one of Ohio's most influential public urban research universities, offering in-demand degree programs in engineering, business, technology, health care, education, and the arts and sciences. Many of our programs have been recognized at the state, national and even global level for excellence and distinction.

To see our list of more than 200 undergraduate majors, go to uakron.edu/colleges.




RISING ABOVE THE REST

1st

Best Undergraduate Business Program in Ohio (2020) by U.S. News & World Report

Best Undergraduate Business Program in Ohio (2020) by U.S. News & World Report

Soaring Stats

- TOP 100** undergraduate business program according to *Forbes* (2020)
- 9** Emmy Awards, and 50+ writing competitions, for student-run TV station 3TV
- 100%** of Ohio's in-demand jobs require a bachelor's degree according to *GoChangemajors* and *GoChangemajors* are available through UA's in-demand programs
- 93%** pass rate on National Council on Multicultural Education's Leadership Examination for International Business students exceeding the national average (89%)
- 1** of only 15 undergraduate schools in the world to offer a program that allows students to earn an M.A. in Teaching while still earning their undergraduate degree in Teacher Quality (2020)
- <2%** of schools offering Business and Health Care majors and need worldwide *Forbes* dual accreditation in business and accounting and more than 100

LAUNCHING CAREERS THROUGH EXPERIENTIAL LEARNING

Through hands-on research, co-ops, internships, study abroad and more, we empower students to reach their loftiest goals.

Through the Early Admission Pathway (EAP) program, students can secure an early seat at Northeast Ohio Medical University (NEOMED) on Lake Erie College of Osteopathic Medicine (L.E.C.O.M.). In fact, 100 students who applied to medical school had an acceptance rate above the national average in 2019.

Students in health, nursing and health care programs learn in state-of-the-art labs on Lorain, and even get clinical experience at three nationally renowned hospital systems nearby.

Our business majors network with top professionals from **Fortune 500** companies and the **Big Five** accounting firms. Hundreds of our business alumni are working in executives throughout the country.




A guide for parents

With Admissions, we created a guide for parents of prospective students that highlights UA's highly ranked and in-demand programs.

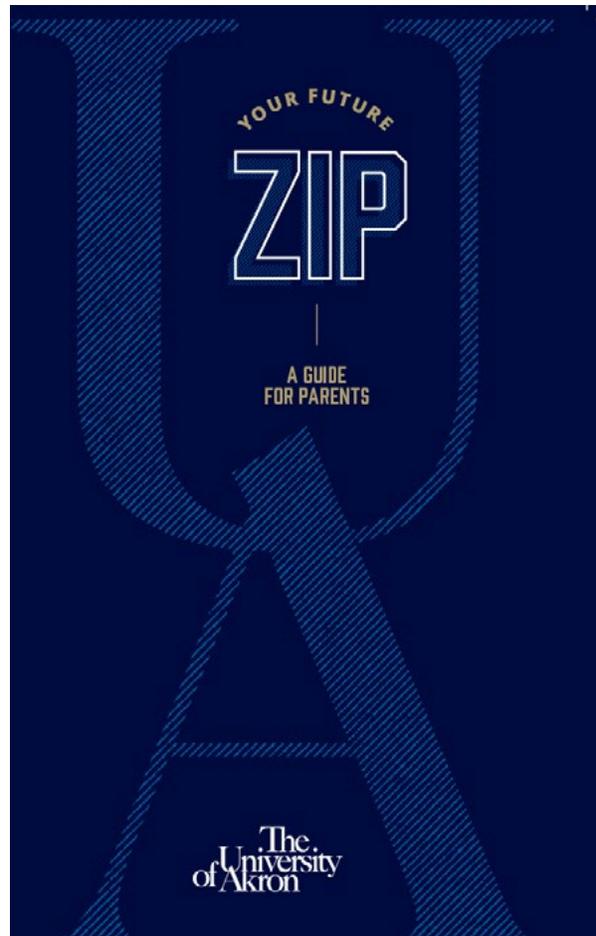
It also calls out our experiential learning opportunities, our excellent placement rates and our plentiful campus amenities.

YOUR FUTURE

ZIP

A GUIDE FOR PARENTS

The University of Akron





Homecoming and Family Weekend

With Homecoming and Family Weekend being largely virtual this year, much took place on social media. We promoted the various events of the week and shared photos from the contests and other events, including the crowning of the Homecoming queen and king on Facebook.

The University of Akron @uakron · Oct 10
Don't forget to tag us in your Sesquicentennial Celebration pictures using #UA150!

UA alum Jeff Savarise, Law School Class of 1986

SESQUICENTENNIAL ON SOCIAL

During the "150 Celebrations Around the World" sesquicentennial event, we shared behind-the-scenes photos and video on social media. We also shared photos from students, alumni, employees and community members of their individual celebrations using the hashtag #UA150. In the week leading up to the event, we posted flashback photos from the decades.



Mental health awareness

Throughout October, we shared mental health information on social media, with a different topic each week. They included:

- depression (to correlate with National Depression Screening Day),
- anxiety,
- eating disorders and
- unhealthy relationships.

We shared symptoms of each, coping skills and how to connect with campus counseling services.

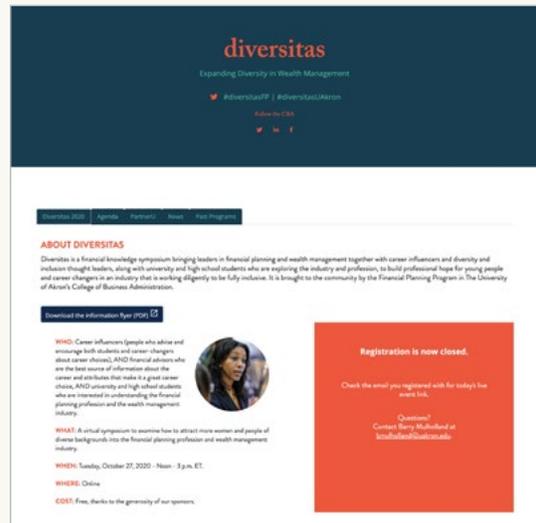
Fresh look for Fisher Institute site

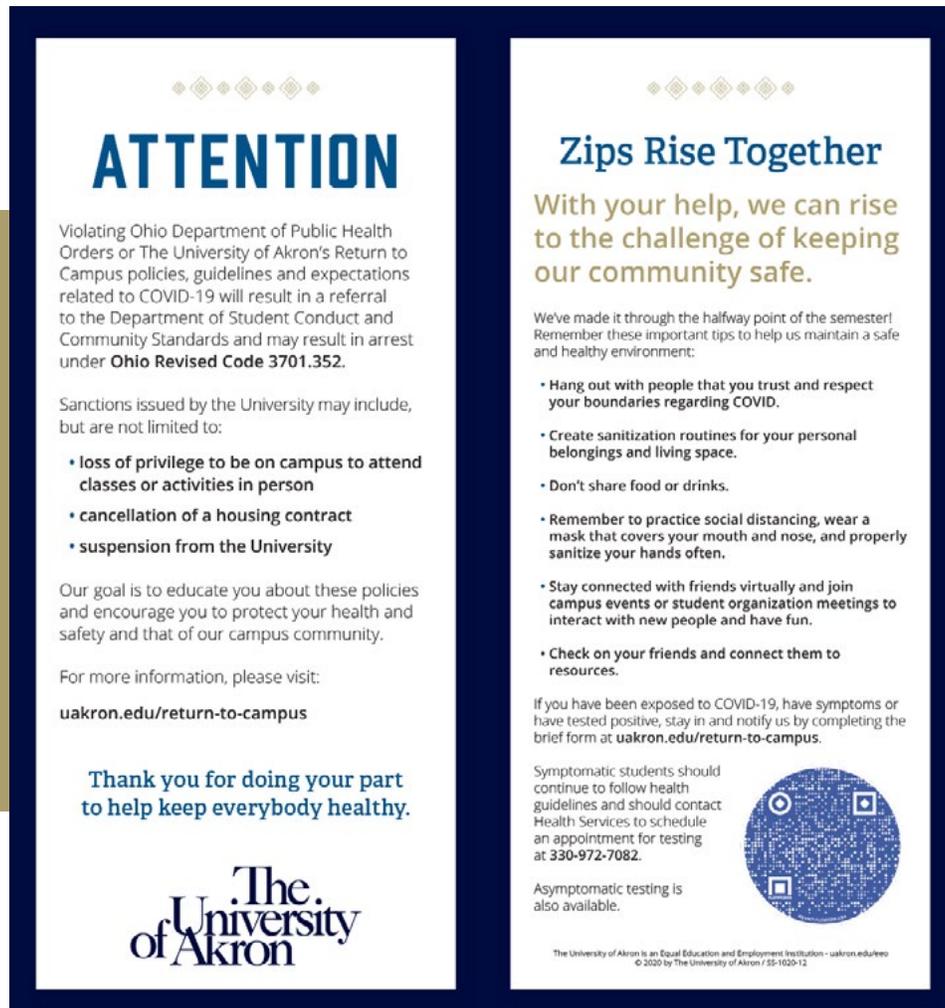
Working with the Fisher Institute for Professional Selling in the College of Business Administration, UCM redesigned the institute’s website with a modern appearance, simplified navigation and an emphasis on job placement, program uniqueness and community partnerships.



Toward greater diversity in financial planning field

UCM provided significant support to the Diversitas Symposium, hosted by the College of Business Administration Financial Planning Program. Deliverables included design work for digital assets, website development (right) and media outreach.





Urging caution before a holiday

These door hangers were created to remind students about the importance of physical distancing, hand washing and wearing a mask during social gatherings around Halloween. They were placed on doors in our residence halls and in the neighborhood south of campus.



‘Celebration of Academic Excellence’ heralds our exceptional students, faculty and history

As part of our sesquicentennial celebration — honoring 150 years of our people, place and promises — we presented a “Celebration of Academic Excellence” to highlight the history and future of our many academic disciplines, including:



- a profile of our Buchtel College of Arts & Sciences (top two photos),
- a story about Dr. David A. Modarelli (inset above), a chemistry professor singled out for his ardent dedication to his work and students, and
- an interview with alumna Rachael Steer



(above), who is using her degree in philosophy, political science and economics to build a career in international security.

See these stories and more on the Buchtel College of Arts & Sciences homepage at uakron.edu/bcas.

Capturing student and faculty achievement via video

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



President Gary L. Miller talks about how to move the University's planning process forward.



Law students discuss why our distinctive School of Law was the right choice for them.



With Admissions, we created a 50-second overview of everything UA offers ambitious prospective students.



A virtual tour gives students an inside look at the College of Engineering and Polymer Science.



Students and faculty in our counseling program talk about its coursework, its clinical experiences and its 100% placement rate.



For Halloween, Police Chief Dale Gooding became his doppelgänger to urge social distancing and avoidance of large gatherings.

Media relations: Telling our story

Here are some highlights of University coverage received by print, online and broadcast media over the past two months:

The Akron Beacon Journal, Crain's Cleveland Business, Cleveland.com and The Journal of Blacks in Higher Education reported on Dallas A. Grundy being named senior vice president for finance and administration and chief financial officer.

The Media Relations team promoted the fourth annual financial planning symposium, *Diversitas: Expanding Diversity in Wealth Management*, organized by Dr. Barry Mulholland, director of the financial planning program. Crain's Cleveland Business, 1590-WAKR, The News-Herald, The Lorain Morning Journal, Ohio Latino News, RIAintel.com and The Street provided coverage ahead of the virtual event. WealthManagement.com, a national publication covering the world of finance, published a post-event story.

September 16, 2020



University of Akron launches virtual career fairs for students looking for future internship, employment opportunities

By Kaylyn Hlavaty, Jade Jarvis

The COVID-19 pandemic has changed the way students meet with employers to kick start their careers, so the University of Akron's Career Services is helping students get face-to-face time with employers and company recruiters.

"Since virtual environments require fewer logistics, Career Services will be able to increase the number of student preparation sessions and recruiting events that we can offer this fall," said Laura Carey, director of Career Services at UA, in a statement. "A Virtual STEM Graduate Student Career Fair is being offered for the first time on Oct. 14 and a Virtual Student Employment Job Fair was offered in August."

During the virtual career fairs, students have the option to meet with employment recruiters and make their "elevator pitch" during 30-minute general group sessions and one-on-one 10-minute sessions.

After these meetings, employers may connect with individual students to go over specific details about available job openings and potential interviews.

"Data has shown that many employers prefer virtual career events because they allow recruiters to devote more time to meeting with students," said Carey. "Plus, recruiters don't have to travel or



find their way around campus if they're out of the area. This really opens up more opportunities for companies to find suitable employees and allows more companies to attend our career fairs for the first time."

Upcoming virtual internship and career fair events include:

- Wednesday, Sept. 16, 10 a.m. to 2 p.m. (part-time, seasonal, non-degree full-time only)
- Tuesday, Sept. 29, 10 a.m. to 2 p.m.
- Wednesday, Sept. 30, 10 a.m. to 2 p.m.
- Thursday, Oct. 1, 2-6 p.m.

College of Engineering and Polymer Science Virtual Career Fairs:

- Monday, Sept. 21, 1-4:30 p.m.
- Tuesday, Sept. 22, 8:30 a.m. to 12 p.m. and 1-4:30 p.m.
- Wednesday, Sept. 23, 8:30 a.m. to 12 p.m. and 1-4:30 p.m.
- Thursday, Sept. 24, 8:30 a.m. to 12 p.m. and 1-4:30 p.m.

Find information on the virtual career events here.

WEWS-TV reported how Career Services responded to the pandemic by offering virtual interview preparation and coaching to current students and recent graduates. The new virtual environment will enable the office to provide more events and individualized training. Yahoo! News and MSN.com republished the broadcast media report, which featured Michael Kulick, senior associate director of Career Services.

Alison Doehring, director of the ZipAssist program in the Office of Student Affairs, contributed to reports by

The Devil Strip, Fresh Water Cleveland, Cleveland Scene and 89.7-WKSU about how universities are addressing

Continues on next page.

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student needs, including food insecurity, during the pandemic.

The Akron Beacon Journal, Spectrum News 1 Ohio and Phys.org published stories about research co-authored by Dr. Alexa Fox, assistant professor of marketing in the College of Business Administration, that studied how political content on Facebook influences an individual's decision to engage with the social media platform.

The Media Relations team promoted the LeBron James Family Foundation School of Education's new Harrington Scholarship and its inaugural recipient, Jaysean Davis. The scholarship provides tuition for an Akron Public Schools graduate who will teach in the district after graduation. Crain's Cleveland Business and the Akron Beacon Journal provided coverage, and 89.7-WKSU interviewed Davis for a feature.

A story by Crain's Cleveland Business about the University's recent challenges and future

The screenshot shows a news article from WKYC-TV. At the top right, it says "September 22, 2020". The logo for "19 NEWS" is prominent. The headline reads "University of Akron students determined to make their mark in election". Below the headline, it says "By Aria Janel". The main text begins with "Tuesday was National Voter Registration Day and college students all over the U.S. are taking steps for the big vote in November." There are several quotes from students and university officials. A photo of a student, Robert Gray, is shown with a "NEW DETAILS" banner and "AMERICA DECIDES 2020" logo. The article discusses student concerns about voting rights and the university's efforts to encourage participation.

WKYC-TV and WOIO-TV provided coverage on UA's voter registration party at the Jean Hower Taber Student Union on Voter Registration Day. Dr. Matt Akers, public liaison and assistant director of the Ray C. Bliss Institute of Applied Politics at UA, noted that student participation in the electoral process is essential. Akers stated that "Election Day in 2020 will have a large impact on the future of our country at the federal, state and local levels. Every vote counts."

outlook included comments from President Gary L. Miller, Executive Vice President and Provost John Wiencek, Board of Trustees Chair Joseph M. Gingo, Akron-AAUP

President Pam Schulze and Akron Mayor Dan Horrigan.

In a look at Northeast Ohio universities, Executive Vice President and Provost John Wiencek contributed to a

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report by Crain's Cleveland Business on what constitutes an effective academic redesign. Crain's Cleveland Business also cited UA's academic redesign plan in separate reporting on how Ohio's regional universities are responding to fiscal realities.

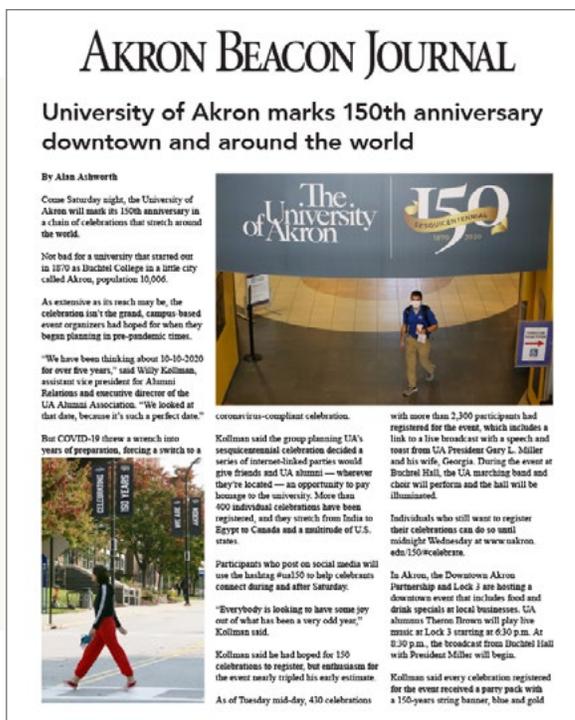
The New York Times referenced UA's workforce reduction plan in a larger discussion about the fiscal challenges universities are facing during the pandemic.

Dr. David Licate, professor of criminal justice studies, discussed with the Akron Beacon Journal the complexities of releasing police body camera video as Akron voters prepared to vote on Issue 2. The revision to the city's charter passed; public access to police-camera footage is now mandated. In related news, Licate

commented on the complexities of releasing body-worn camera and dashboard footage, stating that privacy issues and protecting the integrity of investigations are paramount in a story by Reuters.

The Akron Beacon Journal, Cleveland.com, 89.7-WKSU, Spectrum News 1 Ohio and Inside Higher Ed reported on the arbitration ruling involving the University and Akron-AAUP, the union representing University faculty members. The Akron Beacon Journal and Inside Higher Ed also reported that the American Association of University Professors would review several universities' workforce reduction plans, including UA's. The Akron Beacon Journal included the response from President Gary L. Miller in its coverage.

Continues on next page.



The Media Relations team continued to promote the sesquicentennial. The Akron Beacon Journal reported on UA's plans for virtual and in-person celebrations commemorating the University's 150th anniversary.

Continued from previous page.

The Akron Beacon Journal later published a story referencing UA's response to the national AAUP's request for information.

Our renowned political science faculty experts continue to serve as sources for several local, state and national news outlets in coverage regarding the presidential election. In U.S. News & World Report, Dr. David Cohen, professor of political science and interim director of the Ray C. Bliss Institute of Applied Politics, stated that voter fatigue may impact the outcome of Ohio's vote in the U.S. presidential election. Cohen was also quoted in The New York Times regarding President Trump's current standing with voters in Ohio. Cohen contributed to a Cleveland.com report on the process for presidential succession. Cohen also spoke with host Ray Horner on 1590-WAKR about related matters and his comments from a recent article in The New York Times were republished in a Crain's Cleveland Business Blog. Cohen co-authored an opinion piece for CNN.com that included several scenarios of how a highly contested U.S. presidential election might unfold and

was interviewed by WFMJ-TV regarding early voting in Ohio. Dr. Stephen Brooks, associate professor of political science and associate director of the Ray C. Bliss Institute of Applied Politics, commented in a Crain's Cleveland Business story on the notion that political messaging may be more effective in local

Continues on next page.

October 16, 2020

SPECTRUM NEWS 1

On-Demand Tutoring App Helps University of Akron Business Students

By Ryan Schmelz

Finding a tutor during a time when in-person connection is challenging. An app is helping students connect with the help they need.

Aurelia Turner pulls out her laptop, takes a seat and looks for students in need of her help.

"Tutoring is just a great way to help students in general. It's a great resource. I know as a college student, especially right now, it's kind of lonely, and you feel like you might not have a lot of people or a lot of help," Turner says.

With the pandemic making in-person connections harder, the third-year accounting student found a way to tutor online.

"Normally if a student wants to schedule a session, they can post a session online and they specifically put down the course they want, maybe when they're available, if they want to do repeated sessions or just a one time session."

She's using the on demand app called Knack which allows students to browse their classes and a list of University of Akron tutors like Turner, who can help them with homework or studying.

"The advantage of Knack is a great way to just be flexible in order to get help on classes and being with peers when



you do it, too. So, it's less intimidating than maybe talking to a professor or having a peer student that also has gone through the same class, has had the same experiences, kind of understands the material more from a student perspective."

Dr. Susan Hanlon is the Dean for the College of Business Administration. She says of the 31 years she's been with the university, the pandemic has been a challenge like no other.

"The hardest thing I've ever had to do. It is the hardest thing we've been through. And because it's health-related, it's scary."

So having an app like Knack is helpful, especially with limited in-person learning.

"Online learning is more difficult for

students. And I think they are having a harder time managing their time, and frankly, disciplining themselves enough, and so it's just so much different than the face-to-face environment that I feel like students need more help than they would in the traditional face to face environment."

When a student opens up the app, they can find ratings for each tutor, who also get paid while the services are free to the student.

"I have five stars and eight different ratings and reviews, and I can go in there, too. I have a really great student that I work with, so he really supports me, which is great," Turner said about the positive reviews she's received.

The Media Relations team promoted an on-demand tutoring app that students in the College of Business Administration are able to access for peer-to-peer tutoring. Spectrum News 1 Ohio filed a story with comments by Dr. Susan Hanlon, interim dean in the College of Business Administration, and Aurelia Turner, a third-year accounting student.

UNIVERSITY COMMUNICATIONS AND MARKETING

Continued from previous page.

elections. Dr. John Green, director emeritus of the Ray C. Bliss Institute of Applied Politics, shared his insight in an Akron Beacon Journal story on what goes into “a recipe for an early call of Ohio for Trump” as Election Day unfolded.

In a special report by Fox 8 News, Dr. Hazel Barton, professor of biology and director of our Integrated Bioscience program, helped to test a variety of facial coverings to see which masks are best for preventing the spread of the coronavirus.

Heidi Cressman, director of diversity and inclusion in the College of Engineering and Polymer Science, was featured in a WKYC-TV series about trailblazing women. Cressman’s mission to promote inclusion in the field of engineering stems from an understanding that “diverse thought leads to innovation.”

The Ohio Department of Higher Education included coverage in its ConnectED publication of the University’s new micro-internships, short-term, paid professional assignments that can be completed virtually.

Crain’s Cleveland Business reported that Drs. James Eagan and Junpeng Wang, assistant professors of polymer science in the School of Polymer Science and Polymer Engineering, received \$2 million in funding from the Department of Energy to develop recyclable plastics.

The Media Relations team promoted fall semester performances and events by the School of Music, Myers School of Art, and School of Dance, Theatre and Arts Administration. The Akron Beacon Journal wrote a feature on the theatre program’s virtual staging of “The Waves,” and shows were promoted in Broadway World Cleveland. The annual “Collage” musical showcase also went virtual with the help of the School of Communication, leading to coverage in the Akron Beacon Journal and a review by Cleveland Classical, a website that covers the Cleveland Orchestra among other Northeast Ohio classical music performances.



Museum greeting

Passersby to the Drs. Nicholas and Dorothy Cummings Center for the History of Psychology will see a new window graphic depicting the center’s three units.

FINANCE & ADMINISTRATION COMMITTEE

TAB 16

**PUBLIC LIAISON AND
GOVERNMENT RELATIONS UPDATE**

PUBLIC LIAISON AND GOVERNMENT RELATIONS UPDATE

November-December 2020

The University of Akron (UA) government affairs office and public liaison communicate with local, state, and federal elected officials and staff about University priorities and objectives. We monitor and track legislation, regulations, and financial issues and opportunities that could impact higher education in general and the University in particular. During the months of November and December, we worked with the Inter-University Council of Ohio (IUC), which represents all 14 Ohio public four-year universities, and the Association of Public Land-Grant Universities (APLU), which represents 246 public research universities, land-grant institutions, state university systems, and affiliated organizations across the country, to formulate legislative and budgetary requests to both state and federal governments related to the COVID-19 Pandemic. We communicated frequently with elected officials and community leaders regarding developments at the University. We participated in virtual meetings with elected officials and community leaders, and connected them with our administration, our faculty and staff, and our students. A detailed state legislative update is found in this report.



U.S. Capitol Building

FEDERAL UPDATE

President-Elect Joe Biden and Vice President-Elect Kamala Harris will take their oaths of office on January 20, 2021. The change in administration will likely result in changes in key administrative positions, including the Secretary of Education. Higher education institutions and organizations are anticipating the new administration's position on higher education funding, initiatives, and other issues.

The Ohio congressional delegation in the House—including the Summit County delegation—remained the same with Republicans holding 12 House seats and Democrats holding 4.

In the lame duck session, the federal government is expected to deal with a number of issues including a Phase IV COVID-19 relief bill, FY2021 appropriations, and budgetary issues, since the continuing resolution—under which the government is currently funded—expires on December 11, 2020.



Ohio Statehouse

STATE UPDATE

Election Recap

With more than 5.8 million Ohioans either voting in person or via absentee ballot, not much changed in terms of the Statehouse in general or the Summit County Delegation in particular. The Ohio House Republicans saw a net gain of 3 seats, extending the Republican supermajority 64-35. In the Ohio Senate, the Republicans will continue to hold the majority and, if the final count stands, the GOP will extend its supermajority by one to 25-8.

There will be little change to the Summit County Delegation with all non-term limited incumbents winning on election night. House Republicans successfully defended the seat of term-limited Anthony DeVitis, sending Bob Young, a two-term member of Green City Council, to Columbus in January. Anthony DeVitis won the Summit County Council District 8 seat.

Public Meetings and Hearings via Electronic Technology

HB 197 which unanimously passed back in March, was Ohio's Emergency COVID-19 response bill. HB 197 contained a number of emergency measures for Ohioans coping with the fallout from the COVID-19 pandemic including: authorizing public bodies, inclusive of college and university boards of trustees, to hold meetings via teleconference, video conference, or any other similar electronic technology during the state of emergency declared by the Governor's Executive Order but not beyond December 1, 2020. As the December 1 expiration approached, UA weighed in directly with the Governor's Office, the Chancellor of Higher Education and our legislative delegation asking for that date to be extended. Outreach included a letter jointly signed by President Gary L. Miller and Board Chair Joseph M. Gingo as well as one-on-one conversations with House and Senate leadership, key committee chairs and legislative caucus staff. HB 404 is another remote meeting proposal pending in the Senate which would apply only to institutions of higher education. (For more information, see below under the "Legislation" portion of this report.)

Capital Bill and State Delegation Meeting

At a recent post-election conference, House and Senate leaders on both sides of the aisle agreed that one of the priorities for the upcoming lame duck session (November/December) would be to

pass a state capital bill. And, while there seems to be little question that a capital bill will be taken up in lame duck session, the size of the bill has yet to be settled upon.

President Miller and Chairman Gingo jointly signed a letter in support of UA's higher education capital project (Crouse-Ayer Hall consolidation) as well as a number of community projects (the South of Exchange Street Safety Initiative, the Dr. Shirla R. McClain Gallery of Akron Black History and Culture, and the Advanced Manufacturing Center). UA Government Affairs and the public liaison continue to advance these projects via direct outreach to Administration decision makers as well as to our Summit County Delegation.

President Miller held a state delegation call on November 16, during which he updated the delegation on developments at UA and asked for the delegation's support for UA's capital requests, for future land conveyance legislation that we may need in order to sell property, and for an extension of the permission in HB 197 for Board of Trustees meetings to be conducted electronically.

CARES Act - Controlling Board

In October, the Controlling Board released additional CARES Act dollars with The University of Akron receiving \$588,530. This was the most recent of several prior releases of COVID-19 relief funds.

Controlling Board President

On Thursday, November 5, 2020, members of UA's senior leadership team held a virtual meeting with Ohio Controlling Board President Fletch Zimpher. President Miller and others presented an overview of and introduction to The University of Akron, including a discussion of our finances and physical facilities. The Controlling Board provides legislative oversight over certain capital and operating expenditures by state agencies and has approval authority over various other state fiscal activities.



W. Fletch Zimpher, Ohio Controlling Board President

Sesquicentennial

UA Government Affairs secured congratulatory videos in honor of UA's sesquicentennial from U.S. Senator Rob Portman, Ohio Governor Mike DeWine and Chancellor of the Ohio Department of Higher Education (ODHE) Randy Gardner. In addition, we received a proclamation from Chancellor Gardner and congressional recognition from Senator Rob Portman, Congressman Tim Ryan, and Congressman Anthony Gonzalez.

State Operating Budget

Governor DeWine's administration is hard at work on the 2022-2023 Operating Budget, which is expected to be introduced in early February and must pass the General Assembly and be signed into law prior to July 1, 2021. While FY21 is running ahead of estimates, projections are for an estimated \$2 billion revenue shortfall. Tax increases are not expected to have significant legislative support, but lawmakers are looking at COVID-19 related savings, increased sales tax revenue for products such as automobiles and cigarettes, and possibly scaling back a business income-tax deduction. Office of Budget and Management guidance to state agencies included flat funding and a ten-percent cut. UA is working with fellow four-year institutions to minimize budget cuts and is working alongside the ODHE Chancellor to maximize the state's investment in its institutions of higher education.

Legislation

[In legislative recess since July, the Ohio House and Senate returned to Columbus for a handful of session dates in November and December. With Republicans maintaining a solid majority in both Chambers, it is expected that lame duck will not be terribly robust with the exception of a number of COVID-19 related items, including extending the permission for public meetings to be conducted electronically. The House and Senate are scheduled to meet through mid-December, at which time the 133rd General Assembly will end.]

HB 194 – legalize and regulate sports gaming

While the House passed the bill by a near-unanimous vote of 83-10 in May, the Senate is unlikely to follow suit prior to the end of the year, when the current 133rd General Assembly ends. Collegiate athletics continue to be included in the bill despite opposition by colleges and universities led by the Inter-University Council. The IUC has expressed opposition primarily because of the many regulatory and administrative challenges associated with legalized betting on what essentially are amateur sports.

HB 404 – remote meetings

While the bill passed the House back in mid-May by an 88-6 vote, it was not until early September that the bill was referred to the Senate Government Oversight and Reform Committee. HB 404 is permissive and allows Boards of Trustees of state institutions of higher education to adopt a policy allowing trustees to attend board meetings via means of electronic communication. While UA supports this bill, the Senate seems somewhat reluctant to take it up at this time and, in the near term, may only allow for remote meetings to continue to occur during the course of the pandemic.

LOCAL UPDATE

Summit County Elections

The Summit County Executive and members of Summit County Council were up for election in November 2020. Summit County Executive Ilene Shapiro won reelection. Summit County Council membership remained the same except for Rita Darrow's win in District 1 and Anthony DeVitis' victory in District 8.



Local Government Payroll Support Grant

In recognition that COVID-19 created budgetary issues for UA and that the UA Police Department patrols areas surrounding the University and contributes to making Summit County a safer environment, Summit County Council authorized the Summit County Executive to execute a County of Summit COVID-19 Local Government Payroll Support Grant Agreement with The University of Akron to provide up to \$2,000,000 to support policing efforts in Summit County. The University of Akron Police Department patrols the residential neighborhoods surrounding the University and plays an integral role in keeping students who live in those neighborhoods safe as well as contributing to the overall well-being of the City and the University.

THE RAY C. BLISS INSTITUTE OF APPLIED POLITICS UPDATE



The Ray C. Bliss Institute of Applied Politics staff members have spoken to local and national media and local business, economic, and civic groups and have served as panelists in discussions

about local, state, and federal elections. The Greater Akron Civility Center also hosted a conversation on November 23 between emeritus director of the Bliss Institute, Dr. John C. Green, and local grassroots civility activist, Mr. Ted Wetzel, titled “Civility, the Election, and Thanksgiving Dinner,” about how we can encourage civility after a contentious election season.

December 9, 2020
Board Meeting

Presiding:
Olivia P. Demas

1	*Tentative Graduation List and Statistics for Fall 2020
2	*Proposed Curricular Change
3	*Proposed Update of Strategic Completion Plan per ORC 3345.81
4	*Proposed Adjustments to General Education Program
5	*Proposed Structure for Overseeing Government Classified Information
6	*Acceptance of COVID-19 Local Government Payroll Support Grant from Summit County
	For Information Only:
7	Revisions to the Spring 2020 Academic Calendar
8	Report to the Chancellor on Remediation of Students per ORC 3345.062
9	Research Report
10	Student Success Report
*	CONSENT AGENDA: ITEMS 1, 2, 3, 4, 5, 6

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 1

**TENTATIVE GRADUATION LIST AND
STATISTICS FOR FALL 2020**

Please note that this summary may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

Juris Doctor		34	
Master of Laws		1	
Master of Studies in Law		1	
	School of Law		36
			Law Degree Candidates 36
Doctor of Philosophy		13	
	Buchtel College of Arts and Sciences		13
Doctor of Philosophy		34	
	College of Engineering		34
Doctor of Nursing Practice		2	
Doctor of Philosophy		3	
	College of Health Professions		5
			Doctoral Degree Candidates 52
Master of Applied Politics		2	
Master of Arts		15	
Master of Arts in Education		15	
Master of Arts in Political Science		1	
Master of Fine Arts in Creative Writing		2	
Master of Music		1	
Master of Public Administration		2	
Master of Science		19	
Master of Science in Curriculum and Instruction		3	
Master of Science in Education		2	
	Buchtel College of Arts and Sciences		62
Master of Polymer Science and Polymer Engineering		6	
Master of Science		5	
Master of Science in Chemical Engineering		1	
Master of Science in Civil Engineering		4	
Master of Science in Electrical Engineering		6	
Master of Science in Mechanical Engineering		8	
Master of Science in Polymer Engineering		6	
	College of Engineering		36
Master of Business Administration		20	
Master of Science in Management		1	
Master of Taxation		13	
	College of Business Administration		34
Master of Arts		2	
Master of Arts in Child Life Specialist		1	
Master of Arts in Education		18	
Master of Arts in Speech - Language Pathology		2	
Master of Public Health		2	
Master of Science in Education		7	

College of Health Professions		32
Masters Degree Candidates		164
Bachelor of Arts	110	
Bachelor of Arts in Anthropology	2	
Bachelor of Arts in Education	11	
Bachelor of Arts in Fashion Merchandising	6	
Bachelor of Arts in Multidisciplinary Studies	8	
Bachelor of Fine Arts	13	
Bachelor of Music	2	
Bachelor of Science	60	
Bachelor of Science in Education	52	
Bachelor of Science in Geography - Geographic Information Sciences	1	
Bachelor of Science in Organizational Supervision	23	
Bachelor of Science in Political Science/Criminal Justice	6	
Buchtel College of Arts and Sciences		294
Bachelor of Science in Automated Manufacturing Engineering Technology	4	
Bachelor of Science in Biomedical Engineering	2	
Bachelor of Science in Civil Engineering	10	
Bachelor of Science in Computer Engineering	1	
Bachelor of Science in Computer Information Systems	39	
Bachelor of Science in Computer Science	11	
Bachelor of Science in Construction Engineering Technology	9	
Bachelor of Science in Electrical Engineering	2	
Bachelor of Science in Electrical and Electronic Engineering Technology	5	
Bachelor of Science in Mechanical Engineering	31	
Bachelor of Science in Mechanical Engineering Technology	3	
Bachelor of Science in Surveying and Mapping	1	
College of Engineering		118
Bachelor of Arts	2	
Bachelor of Business Administration	105	
Bachelor of Science in Accounting	30	
College of Business Administration		137
Bachelor of Arts	3	
Bachelor of Arts in Child and Family Development	5	
Bachelor of Arts in Speech - Language Pathology and Audiology	2	
Bachelor of Arts/Social Work	23	
Bachelor of Science in Computer Information Systems	2	
Bachelor of Science in Dietetics	1	
Bachelor of Science in Education	12	
Bachelor of Science in Emergency Management and Homeland Security	8	
Bachelor of Science in Exercise Science	21	
Bachelor of Science in Food and Environmental Nutrition	3	
Bachelor of Science in Nursing	42	
Bachelor of Science in Respiratory Therapy	3	
College of Health Professions		125

Baccalaureate Degree Candidates	674
Associate of Applied Business in Business Management Technology	1
Associate of Applied Business in Hospitality Management	1
Associate of Applied Business in Marketing and Sales Technology	1
Associate of Applied Science in Criminal Justice Studies	2
Associate of Arts	11
Associate of Science	12
Associate of Technical Studies	1
Buchtel College of Arts and Sciences	29
Associate of Applied Business in Computer Information Systems	9
Associate of Applied Science in Advanced Manufacturing Engineering Technology	2
Associate of Applied Science in Construction Engineering Technology	5
Associate of Applied Science in Electrical and Electronic Engineering Technology	1
Associate of Applied Science in Mechanical Engineering Technology	7
College of Engineering	24
Associate of Applied Science in Emergency Medical Services Technology	2
Associate of Applied Science in Fire Protection Technology	1
College of Health Professions	3
Associate of Applied Business in Business Management Technology	2
Associate of Applied Science in Paraprofessional Education	2
Wayne College	4
Associate Degree Candidates	60

986 Total Degrees



Office of the University Registrar • Division of Student Affairs

Cumulative Awarded Degrees

Term	Undergraduate		Graduate		Law		Total Degrees
	Associate	Baccalaureate	Master's	Doctoral	Master's	Doctoral	
Total Degrees Awarded through Spring 2014							199,183
Summer 2015	139	455	296	58			948
Fall 2015	202	868	236	44	2	34	1,386
Spring 2016	369	1,842	585	38	4	91	2,929
AY 2015-2016	710	3,165	1,117	140	6	125	5,263
Summer 2016	122	403	285	60			870
Fall 2016	188	801	241	50	0	30	1,310
Spring 2017	326	1,827	589	57	2	92	2,893
AY 2016-2017	636	3,031	1,115	167	2	122	5,073
Summer 2017	109	348	216	62			735
Fall 2017	154	771	199	42	1	22	1,189
Spring 2018	290	1,765	477	60	1	98	2,691
AY 2017-2018	553	2,884	892	164	2	120	4,615
Summer 2018	113	371	189	45			718
Fall 2018	132	752	159	56	2	31	1,132
Spring 2019	274	1,733	421	50	0	98	2,576
AY 2018-2019	519	2,856	769	151	2	129	4,426
Summer 2019	106	320	179	48			653
Fall 2019	146	734	143	39	3	31	1,096
Spring 2020	272	1,712	371	56	5	121	2,537
AY 2019-2020	524	2,766	693	143	8	152	4,286
Summer 2020	82	257	166	59			564
Fall 2020							0
Spring 2021							0
AY 2020-2021	82	257	166	59	0	0	564
Total Degrees Awarded through Summer 2020							223,410

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall**

Following are the names of prospective degree candidates who have applied by Monday, October 26, 2020. This list may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

In the event of extenuating circumstances where a student applies late or has been inadvertently omitted from this list, authority is hereby granted to the Senior Vice President and Provost to cause such student to be added to this list upon the recommendation of the respective faculty, appropriate dean and/or graduate dean.

Law Degree Candidates

School of Law

Juris Doctor

Monica B. Andress
Matthew A. Brown
Kristina Cerny
Sarah Clay
Kendra L. Colby
Brandyn A. Costa (Separate Juris Doctor Degrees in Two Disciplines)
Alena M. Fiocca
Michael R. Garcar
Grace Goodluck
Michael J. Hall
Steven M. Hooten
Carl Kompanik
Sharay I. Lewis
Matthew L. Mutigli
Joseph R. Ohlin
Gary L. Older
Anika T. Oni
Mary Ann A. Osei-Boaten
Emily J. Paisley
Alissa F. Peeples
Shaliek D. Riggsbee-Powell
Erik M. Rine
Morgan Schweighoefer
Ryan A. Silvestro
Bennet Stuffel
Heather Tackett
Amanda M. Towne

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

David A. Vernon
Janelle M. Wagner
Kyle J. Wenning
Christopher O. Yong
Mitchell R. Young
Ben Ziegler

Master of Laws

Andrew W. Bernat

Master of Studies in Law

Lily M. Gerstenslager

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Doctoral Degree Candidates

Buchtel College of Arts and Sciences

Doctor of Philosophy

Brian M. Balog
Paul J. Bonezzi
Katie L. Brown
Catalina Flores
April B. Gaines
Michelle F. Kushnir
Nathan P. Michael
Marcella L. Mulhollem
Carrie R. Salmon
Matthew D. Sloan
Gabor D. Smith
Katelyn B. Sondereker
Matt Williamson

College of Engineering

Doctor of Philosophy

Noraldin M. Albabah
Garrett F. Bass
Abdulaziz S. Bentalib
Megan A. Cruz
Abegel Freedman
Harshal Gade
Qingyun Guo
Jiahao Huang
Piljae Joo
Mohammad Umar Farooq Khan
Xiang Li
Wenfeng Liang
Cheng Liu
Jun Liu
Tong Liu
Yuchu Liu
Elham Malekzadeh
Miranda B. Marcus
Tianyu Meng
Kaushik Mishra
Nicholas R. Nun
Ragavendra Prasad Panakarajupally
Bangan Peng
Shannon R. Petersen
Alankar Rastogi
Ashwin Sancheti

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Sunil Singh
Amanda J. Stefin
Sihan Wang
Siqi Wu
Xiaoyun Yan
Cheng Zhang
Shuailin Zhang
Tao Zhu

College of Health Professions

Doctor of Nursing Practice

Pretti L. Polk
Lynn A. Stackhouse

Doctor of Philosophy

Leya Alquwaism
Melissa E. Coan
Christina M. Woloch

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Masters Degree Candidates

Buchtel College of Arts and Sciences

Master of Applied Politics

Brittney S. Madison
Sean T. Peters

Master of Arts

Nathan T. Bitecofer
Rauslynn M. Boyd
Kelly M. Calderone-Davis
Nathan E. Cohen
Julian C. Curet
Alyssa K. Eversmeyer
Katherine A. Gray
Ariel M. Resnik
Sean B. Rowland
Lauren C. Sprowls
Russell N. Steiner
Morgan B. Stocker
Erica E. Temes
Jessica L. Terrizzi
Jessica L. Wilson

Master of Arts in Education

Abrar A. Alshaikh
David A. Bird
Andrew J. Bonecutter
Dominic A. Cardarelli
Jared G. Cooley
Sharon E. Crawford
Helen Dauka
Heather M. Echelberry
Sumedha Gajbhiye
Scott A. Geiser
Drew H. Hoisington
Samantha L. Kincaid
Jessica A. Weyrick
Sheldon B. Wrice
Katie R. Wright

Master of Arts in Political Science

Morgan T. Tropf

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Master of Fine Arts in Creative Writing

Isaiah M. Coleman
Madeline C. Lanshe

Master of Music

Katherine E. Stahl

Master of Public Administration

Sara J. Kwiecien
Brelynne Y. Majeed

Master of Science

Naif Aldawsari
Nasser Alghamdi
Andrew J. Audley
Kayla A. Calapa
Anthony J. Cava
James Corkish
Mitchell G. Duffer
Natasha Gilbert
Mahala S. Hobbs
Sivarama krishna akhil Koduri
Annette M. Marsolais
Adam J. Pierce
Peter D. Richards
Timothy A. Schmucker
Rachel Stuthers
Kelvin X. Tsagli
Nicholas J. Wander
Huayi Wang
Zachary V. Wilson

Master of Science in Curriculum and Instruction

Natalija Buchwald
Joseph P. Matese
Angelia A. Scott

Master of Science in Education

Sarah N. Gradyan
Dania L. LoVullo

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

College of Engineering

Master of Polymer Science and Polymer Engineering

Roman Amorati
William J. Brown
Richard H. Dunn
Ronald S. Edmondson
Vishal Tyagi
Jenny Zhen Li Wong

Master of Science

Ivan Dolog
Zackery M. Frazier
Nishtha Pant
Andrew L. Robinson
Meng Zhang

Master of Science in Chemical Engineering

Bryan A. Theriot

Master of Science in Civil Engineering

Kathryn R. Ackerman
Erfan Agharazi
Khaled S. Almansoor
Nasereddin J. Tabanja

Master of Science in Electrical Engineering

Sadia Shahnoor Anis
Alireza Bagheri Rajjeoni
Fubing Han
Huseyin Salis
Sainath Reddy Samireddy
Ali Topcu

Master of Science in Mechanical Engineering

Caitlin Dickerson
Mustafa A. Malik
Ayse Ozen
Akshay Kumar Pakala
Rayanne Pinto Costa
Danielle M. Shaffer
Anuradha A. Sharma
Tao Zheng

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Master of Science in Polymer Engineering

Cheng Chi
Yixuan Du
Ouli Fu
Yuewei Guo
Shun Li
Marisa E. Tukpah

College of Business Administration

Master of Business Administration

Brett A. Borovicka
Cristina E. Buda
Ellen K. Chittester
Jonathon D. Cundiff
Brian D. Foresi
Devin A. Gerowitz
Brian M. Gillette
Elizabeth M. Hancock
Nicholas D. Haubert
Megan C. Lawless
Caroline R. Lewis
Brian Melkowits
Morgan N. Paris
Isaak J. Parker
Colleen C. Powers
Abbie C. Rentsch
Brian J. Ruhaak
Kevin Smith
Ryan W. Timura
Thomas Truce

Master of Science in Management

Nofisat O. Oseni

Master of Taxation

Kelly Anzevino
Zachary D. Armbruster
Laura L. Franco
Fiona Kuqi
Steven A. Pepper
Mandi C. Raneri
Samantha M. Rathburn
Colin M. Sim
Andrew I. Sinclair
David Sobochan

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Molly E. Taylor
Tiffany L. Trent
Carla M. Wainwright

College of Health Professions

Master of Arts in Speech - Language Pathology

Ravi Balsa
Erica N. Hamner

Master of Arts

Lisa M. Bialecki
Audriana M. Ransom

Master of Arts in Child Life Specialist

Sara R. Crevar

Master of Arts in Education

Jade S. Branch
Chardonay S. Brown
Antonio Catalano
Rachel E. Chapman-Smith
Alexis A. Cooks
Victoria J. Deming
Elizabeth L. Ertel
Kaylee M. Finley
Jean N. Holman
Ellen N. Howat
Ashley L. Hudson
Veronda L. Jones
Rachel E. Keay-McVay
Patrick A. Ortiz
Holly E. Ramos
Nichole M. Soltis
Lauren P. Staggers
Idara J. Udo-Inyang

Master of Public Health

Arwa N. Alniemi
Sierjie M. Lash

Master of Science in Education

Ariana L. Brown
Hugh D. Cade

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall**

Darin J. Ford
Reuben E. Green III
Ty'Asia L. Jones
Eythan Z. Puhalla
Laura E. Rybka

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Baccalaureate Degree Candidates

Buchtel College of Arts and Sciences

Bachelor of Arts in Anthropology

Matthew Aguiar
Adrienne M. Hite

Bachelor of Arts in Fashion Merchandising

Gregory J. Gasser
Jazzilynn C. Mason
Donnie Provitt
Jonathon Rassavong
Ada M. Staley
Tasia D. Wynn

Bachelor of Arts in Multidisciplinary Studies

Lydia F. Brown
Natasha Farrow
Savannah L. Hager
Sam O. James
George L. Rice
Eric G. Thorson
TJ D. Vargo
Margaret L. Vomacka

Bachelor of Science in Geography - Geographic
Information Sciences

Daniel R. Deuble

Bachelor of Science in Organizational Supervision

Devan D. Ahart
Christopher M. Alkire
Timothy W. Brunenmeister
Lisa L. Brunton
Elisabeth M. Bush
Ryan J. Callahan
Tanea L. Cousins
Ja'quize R. Cross
James V. Graziolli
Darrius Harris
Jacob M. Henderson
Oliver K. Johnson
Matthew L. Leitz
Nyeshja Malone

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Nancy Martin
Julia E. Merchant
James E. O'Brien
Megan E. Oswald
Eric D. Pappada
Kadizia L. Rushing
Kevin A. Simpson
Cory Smigel
Keith W. Woodruff

**Bachelor of Science in Political Science/Criminal
Justice**

Kynthia C. Anderson
Kelli M. Badalich
Alexander R. Cole
Jeneva J. Edwards
Ellen A. Greene
Kyle J. Sasinka

Bachelor of Arts

Alexis M. Balch
Precious M. Battee
Leah N. Benes
Andrew W. Bernat
Scott A. Bowles
Scott T. Brady
Paul D. Brilla
Andrew Brown
Payton E. Burkhammer
Gretchen A. Burton
Abigail L. Calderone
Kayla N. Cash
Samiyyah Ceasor
Sean E. Coleman
Melinda S. Compton
Kathryn J. Comshaw-Arnold
Lilian M. Cox
Jaclyn M. Cremeans
Alexandra L. Cummings
Alexandra L. Curtis
Madeline C. Curtis
Taylor Deagazio
Kenzie Delposen
Amna Durrani
Rose Eyerman
Nouran W. Farsi
Reid D. Fellenstein
Evelyn R. Fenn

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall**

Bradyn A. Fisher
Brandon C. Fisher
Thomas T. French
Alexandra A. Geis
Danae M. Greco
Kaitlyn R. Guynn
Brendan M. Hashem
Neil D. Hassen
Renee L. Hayslip
Elizabeth Heckler
Joseph R. Hedrick
Taylor M. Hogg
Kaitee A. Horstmann
Patrice M. Ivery
Sarah E. Jackson
Julie N. Jensen
Alexis Johnson
Kyrstyn Kehler
Jessica L. Kerin
Adeline R. Kirtley
Kenneth A. Knight
Yanna Lazarchuk
Delaney K. Lerch
Anna R. Magoline
Alexandra S. Malinowski
Amanda E. Maloy
Lydia J. Marshall
Ashley L. Martin
Macie J. Mathews
Nicole M. Maxhimer
Lumuria M. McGriff
Josh T. Mcnenny
Brendan J. Mohan
Talia M. Montgomery
Shawn R. Muldowney
Madeline R. Myers
Ebony J. Nash
Audrey C. Nolte
Renee Onderak
Olivia J. Owens
Harsh P. Patel
Claire L. Patton
Kayla M. Pickens
Ethan J. Plaster
Allison R. Prendergast
David R. Priebe
Claire V. Pugel
Nicolle M. Reich
Kyle T. Reynolds
Jack W. Riedinger

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Samantha P. Ruegg
Kayley M. Russell
Isabella M. Saluppo
Joshua W. Sampson
Caryn R. Scandlon
Ryan M. Schaber
Karli M. Schneider
Hannah Scott
Ashley H. Sherrod
Sarah Y. Shively
Kassandra P. Skelly
Miranda L. Smith
Hannah B. Sovacool
Tyler R. Speer
Emma L. Stanec
Dmytro D. Stasiouk
Emma N. Stertz
Nathanael L. Stewart
Scott H. Stoner
Jessica M. Storey
Shannon M. Talty
Emily B. Toth
Megan O. Uzomba
Sierra N. Vants
Lazaro A. Villa
Bradford S. Walker
Tyrell D. West
Kimberly R. Wiley
Abigail C. Williamson
Ariana S. Williamson
Donavan M. Wray
Carley Yontz

Bachelor of Arts in Education

Nathan E. Barto
Michael A. Gilmore
Naquan James
Daniel J. Linder
Benjamin T. Maurer
Alexander D. McDaniel
Kaitlin M. Murphy
Carrie L. Rief
Kelton N. Ries
Anthony A. Vitrano
Nicholas Wesolowski

Bachelor of Fine Arts

Samuel W. Bittaker

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall**

Kathleen M. Cooke
Alexandria J. Couch
Alexandria J. Couch
Jared A. Faust
Shyanna S. Harris
Madelyn L. Jack
Nicholas J. Norton
Summer M. Patterson
Jonathon F. Petrow
Chloe J. Redman
Abigail K. Schulze
Katlyn C. Simpson

Bachelor of Music

Monica A. Lange
Laura E. Pipo

Bachelor of Science

Firdous F. Ali
Alma A. Amawi
Heather A. Barnes
Jessica L. Bartles
Endearra A. Brown
Christopher W. Burge
Allison M. Carpenter
Logan B. Cebula
Kyndra V. Collins
Samantha K. Cook
Maeve C. Cox
Valerie L. Delsanter
Rueben Durkee
Benjamin B. Ellert
Asia A. Everett
Jess Flores
Andrea Franceschi
Joseph M. Garapic
Noah L. Gavin
Katelyn E. Glover
Shyann M. Harvey
Laura A. Hobbs
Ariel M. Hofer
Jaclyn G. Hooke
Hanneh J. Hope-Taogoshi
Davonte Jest
Sean P. Keane
Noah C. King
Matthew C. Kobus
Lauren J. Kouri

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall**

Hannah J. Lebo
Laszlo Marsi
Jonah T. Morris
James Nace
Shaelynn J. Nelson
Austin D. Nestor
Michael E. Njus
Onyinyechi J. Nwagbara
Anthony F. Perretta
Savannah R. Pickle
Zady Postle
Trevon C. Richardson
Ashleigh N. Sakiewicz
Maguy E. Salima Kitoko
Austin J. Salter
Sophia Amor C. Santos
Eunice K. Sarpong
Kathleen R. Sears
Dominic A. Sharrotta
Vanessa K. Slaughter
Wilbert I. Sledge III
Adam M. Taranto
Joshua T. Taylor
Francesca V. Thurston
Heather R. Torok
Chastidy D. Wallace
Jackson P. Williams
Joseph J. Williams
Maverick R. Wolfley
Kirolos W. Zakhary

Bachelor of Science in Education

Katherine M. Allen
Jade Barzilla-Gateley
Ba Bler
Haley Blough
Natalee Brodie
Mikayla L. Brown
Riley A. Camp
Amanda M. Ciacchi
Jasmine Coppola
Ashley J. Cordi
Dallas A. Covert
Madelynne J. DeAngelis
Rachelle L. Demastus
Joy C. Farrance
Hannah M. Finnegan
Sophia A. Freeman
Rebecca M. Gasser

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Jenna M. Gissinger
Ashley Gozzard
John R. Grigson
Abby L. Helminiak
Yessenia Hermosa
Haley S. Hickle
Kimberly A. Johnson
Eric F. Kachline
Chloe A. Kayden
Alexandra L. Kenney
Alexis K. Kirkman
Chloe M. Kramer
Gracyn B. Loper
Morgan N. Marando
Bethany M. Marcum
Catherine A. Martin
Hannah Mashek
Emma L. McCann
Nicole M. Morrison
Angela G. Mullen
Taylor R. Myers
Kylie E. Nicol
Elizabeth J. Oman
Abigail A. Pepper
Theresa A. Rabbitts
Kelly E. Reece
Kindra L. Robertson
Amanda M. Ruda
Kylie R. Shields
Matthew D. Slanta
Sydney J. Sloan
Chelsea N. Stillings
Diara L. Washington
Anna L. West
Kasey L. Williams

College of Engineering

**Bachelor of Science in Automated Manufacturing
Engineering Technology**

Cory A. Gabel
Adam R. Norton
Mark J. Thaxton
Gregory Vugrinovich

Bachelor of Science in Computer Information Systems

Abdullah Abed
Cassidy H. Almady

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Alwaleed Alremaih
Troy A. Baker
Jordan R. Baldwin
Jorge Bravo
Fitzgerald Brideweser
Benjamin E. Costley
David C. Faight
Neil P. Finneran
Christopher Friend
Cyrus Ghaderpour
Steven Gleason
Ricky Hamed
Phillip B. Hatfield
Amber D. Long
Fuwei Ma
Marquelle V. McIntyre
Zachary C. Merritt
Aaron J. Mohr
Collin C. Nosek
Michael J. Raffay
Derrick Rizzo
Emily C. Robinson
Mariah T. Salhany
Jonathan M. Scherer
Adam C. Schneir
Olajuwan H. Smith
Ryan Snell
Jeremy J. Stephan
Garrett M. Surman
Aaron B. Swartz
Tessa L. Tenorio
Christian Toth
Kevin J. Wentink
Milton E. Weyer
McKinley A. Whipkey
Felenia A. Williams
John W. Wooldridge

**Bachelor of Science in Construction Engineering
Technology**

James Brandenburg
Ryann J. Burkheimer
Cristian Garcia-Soto
Matthew A. Horning
Kyle J. Perciak
Mike A. Runyon
Mark R. Svetlich
Joshua R. Tompkins
Christopher Williams II

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

**Bachelor of Science in Electrical and Electronic
Engineering Technology**

Spencer D. Folk
Dylan J. Mccarley
Christopher A. Reed
Timothy T. Sinex
Abriam T. Spencer

Bachelor of Science in Mechanical Engineering Technology

Abdulrahman N. Abanmi
Mohammed M. Abduljawad
William C. Newell

Bachelor of Science in Biomedical Engineering

Mohammed H. Alyami
Colton M. Kemp

Bachelor of Science in Civil Engineering

Naif Aleidan
Wrenn M. Bahn
T'Amor P. Bowman
Andrew G. Gibson
Joseph W. Hendricks
Abigail M. Hopkins
Ryan P. Kirby
Jacob L. Morrison
Justin P. Rorrer
Basit O. Sanusi

Bachelor of Science in Computer Engineering

Trandon T. Ware

Bachelor of Science in Computer Science

Matthew J. Baron
Joseph M. Cochran
Brandon D. Freehoffer
Brighid A. Harris
Benjamin I. Hawk
Jeffrey A. Medvick
Jarrod P. Polen
Robert P. Rouse
Prakash Shankar
Michelle Vargo
Nathan W. Wemmer

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Bachelor of Science in Electrical Engineering

Peter N. Okwuosah
Damanjit Singh

Bachelor of Science in Mechanical Engineering

Mohammed A. Alnemer
Mohammed H. Alyami
Matthew A. Amentini
Mikayla L. Aowad
Aleksey Y. Averin
Abdulrahman M. Bedaiwi
Brandon L. Bergdorf
Anthony D. Boccio
Steven Cain
Alec W. Chapman
John L. Cook
Raymond T. Daniel
Richard D. Desatnik
Clarence P. Drope
Austin H. Ewell
Kathleen A. George
Hunter M. Gill
Noah E. Glass
Nathaniel A. Glenaman
Nkemjika L. Ike
Louis P. Keller
Colton M. Kemp
Brennan R. Lindsay
Jason P. Mack
Arthur J. Pamboukis
Tejas Patel
Robert C. Rainey
Richard W. Reding
Hagan V. Reichel
Hannah S. Verbanac
Simona Zdravev

Bachelor of Science in Surveying and Mapping

Nicholas A. Keller

College of Business Administration

Bachelor of Arts

Bailey S. Castner
Elvira Ochatiouk

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Bachelor of Business Administration

David L. Albert III
Joshua I. Archinal
Jennifer R. Armocida
Spencer G. Bailey
Arif M. Balhareth
Kayla M. Barton
Noah B. Battle
Max E. Benson
Ryan C. Blacka
Nathan E. Booth
Curtis M. Brodnan
Kaysha J. Brown Fox
Dustin E. Burkhart
Benjamin A. Carey
Paul M. Collins
Ryan M. Daugherty
Jared T. Davies
Joshua L. Davis
Vincent A. Digiacomo
Jennifer A. Durra
Justin M. Ellis
Victoria L. Everett
Donald J. Fisher
Jacob L. Fisher
Madalyn P. Fissore
Prince W. Flomo
Logan M. Foerst
Joe M. Gabbard
Samantha M. Galterio
Adam P. Gielink
Joshua R. Graham
Ryan M. Grauel
Anicet Habimana
Logan R. Hartzell
Derek A. Hawley
Anthony R. Heavilin
Thomas L. Hennie
Alexander J. Hickey
Taylor Hickman
Sarah J. Hoffman
Julia Kazar
Kevin P. Kidd
Andrew R. Kimberly
Elaine M. King
Evan R. King
Amanda L. Kline
David N. Kormushoff
Sara E. Krause

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall**

Elizabeth M. Krezman
Andrew P. Lachina
Kyrsten A. Liming
Veronica A. Lindsey
Benjamin M. Lundt
Kamar A. Majid-Davis
Omar A. Masri
Brianna M. Matras
Joshua W. McLean
Jared P. McMahan
Sarah Q. Meade
Tabitha E. Meers
Ankrah K. Mensah
Michael A. Merrill
Frank N. Montini
Jessica M. Morales
Athena A. Murzda
Marko Ninkovic
Adam R. Nyland
Gregory L. Pajk
James J. Pajk
Lucas J. Pajk
Jarryd T. Palek
Kandrel Peebles
Louis D. Preseren
Collin T. Purcell
Ajay S. Rai
Andrew B. Renner
Joshua J. Rymer
Austin G. Sample
Michael A. Savarino
Jalen C. Saxon
Anna V. Sell
Deep K. Shah
Tracy R. Spaulding
Christian H. Stalter
Daniel B. Strachan
Caden A. Swisher
Madeline K. Swope
Kayla M. Towne
Max C. Umlauf
Nathan J. Vandyke
Mackenzie V. Vargas
Joshua T. Ventura
Edward J. Volk
Samuel J. Waller
Benjamin A. Walton
Jennifer N. Warden
Kyle P. Whyte
Jonah R. Wieland

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Gavin M. Wilson
Jessica T. Wolf
Jacklyn P. Wolff
Joseph A. Wood
Joseph A. Wood
Eric Yetzer
Charles E. Zauhar

Bachelor of Science in Accounting

Abdullah M. Alzahrani
Tamara Bonds
Mariame B. Conde
Shelby L. Fisher
Kerra L. Fusco
Laura M. Gasser
Samuel A. George
Bradley K. Hakim
Matthew C. Hendershot
Ryan N. Hevesi
Andrea C. Johnson
Evan Kirian
Prem L. Kuikel
Jared E. Kvaka
Austin A. Ladany
Zachary Lawson
Breanna M. Loreti
Gurtaj Mangat
Nathaniel R. McClusky
Amanda M. Michaels
Rachel A. Muckley
Sabrina S. Ratsavong
Bailey K. Sauer
Lia M. Shoemaker
Grant M. Simmons
John J. Skeriotis
Thomas M. Steen
Kevin Szillat
Mollie N. Van Arsdale
Magdaline E. Yevtukh

College of Health Professions

Bachelor of Arts in Child and Family Development

Azia R. Alexander
Donia A. Bland
Zoe M. Sheppard
Ashlee R. Stubbs
Jasmine S. Youngblood

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Bachelor of Arts in Speech - Language Pathology and Audiology

Theresa A. Duff
Allison C. Reece

Bachelor of Science in Computer Information Systems

Chase A. Carrick
John S. Marks

Bachelor of Science in Emergency Management and Homeland Security

Cavan L. Ferguson
Justin T. Halter
Paige E. Herron
Jacob J. Mothersbaugh
Jennifer L. Oleksy
William W. Rudibaugh
Glenn R. Southerland
Logan D. Steel

Bachelor of Science in Food and Environmental Nutrition

Allison N. Cantrall
Molly A. Dennis
Greer A. Henry

Bachelor of Science in Respiratory Therapy

Zahra A. Aldhamin
Aqdar H. Al Marhoon
Wafa R. AlMuallim

Bachelor of Arts

Caroline P. Bealuk
Orion E. Irwin
Abigail J. Teske

Bachelor of Arts/Social Work

Cherrelle L. Allen
Sarah M. Ballash
Emily J. Busher-Betancourt
Sara L. Chambers
Kailyn N. Chastain
Christiana G. Dawson
Tabitha M. Dills

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Shatela R. Evans
Kristen Geiser
Brenda Guzman
Kaycie J. Merkel
Chimere L. Moon
Bryana N. Neal
Olivia Peer
Rebecca L. Salapack
Heavenly J. Saylor
Angela R. Smith
Laura N. Smith
Jackie M. Storey
E'Shea S. Strong
Trisha S. Thompson
Christopher Truxall
Linda K. Wolbert

Bachelor of Science in Dietetics

Allison N. Cantrall

Bachelor of Science in Education

Joseph T. Martinelli
Macadam R. Bess
Paul M. Boyle
Gregory R. Cook
Jackson A. Hankins
Patrick R. Michel
Brett E. Mudd
Anthony M. Paul
Bryce J. Petersen
Jason L. Ratliff
Adrian A. Smith
Vance Thompson

Bachelor of Science in Exercise Science

Natalie A. Barnett
Jacob B. Berg
Benjamin J. Bruggeman
Christopher M. Byers
Jenna Carr
Ronald Z. Dinishak
Alexandria P. Donato
Yousef K. Elkurd
Logan S. Green
Hallie R. Herchek
Kera J. Kaufman
Olivia M. Ku

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Alexis R. Lincoln
Dylan T. Meeks
Leah N. Menegos
Jasmine M. Roberts
Sydney A. Schermond
Sarah J. Schnupp
Cierra E. Terrizzi
Clare Toole
Samantha White

Bachelor of Science in Nursing

Carla L. Beck
Natalie R. Burke
Yin-Fang Chen
Kayla C. Devine
Lauren A. Fallada
Thomas M. Finegan
Sara E. Fredricks
Emily A. Gorzelanczyk
Lisa M. Hess-Plut
Melissa D. Horrisberger
Hannah M. Kahook
Laurel L. Kennedy
Augusstda R. Klein
Jacqueline E. Maracz
Tammie J. Marks
Megan L. Mccroskey
Angela S. Milum
Rachele M. Missella
Tiffany S. Moore
Leslie A. Mullen
Adam C. Naumoff
May Nye
Taylor J. Raybuck
Ekaterina Rogers
Samantha D. Russell
Sierra L. Shaw
Sara Slanina
Jami L. Smith
Maria Sokol
Amy Totin
Cierra Walker
Kelly K. Watson-Nanni
Heather Welch
Ariana S. Williamson
Danielle N. Wilson
Lauren R. Windham
Katharine E. Wobser
Jessica V. Wright

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall**

Gabriella Zaremba
Xiufen Zhang
Leah Ziegman
Chaya R. Zigun

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Associate Degree Candidates

Buchtel College of Arts and Sciences

Associate of Applied Science in Criminal Justice Studies

Brooke M. Eitner
Eduard Manu

Associate of Applied Business in Business Management
Technology

Matthew L. Leitz

Associate of Applied Business in Hospitality Management

Crystal A. Constable

Associate of Applied Business in Marketing and Sales
Technology

Izak R. Farrington

Associate of Arts

Emily A. Cavin
Rodney L. Dennis
Darion Ferrell
Kristen Geiser
Austin N. Golden
Karissa L. Maibach
Benjamin T. Maurer
Justin P. Miller
La'Priqe L. Stemberidge
Crysjawn Waters
Jenna M. Wright

Associate of Science

Daniel Boswell
Kelli E. Burrier
Brianna M. Chaffin
Justin D. Flack
Matthew P. Gladden
Ryan C. Isaacson
Atalanta E. Kelsey
Andrew Mattingly
Tomesha D. McGraw
Adam C. Naumoff
Ann E. Stoller

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Benjamin A. Walton

Associate of Technical Studies

Jasmine E. Willoughby

College of Engineering

Associate of Applied Business in Computer Information Systems

Cody A. Anderson
Tangela T. Brewer
Tzviah Dank
Tzviah Dank
LeSean D. Folmar
Zachary C. Merritt
Brandon T. Taylor
Kevin J. Wentink
McKinley A. Whipkey

Associate of Applied Science in Construction Engineering Technology

Matthew S. Bennett
Scott T. Hopkins
Mike A. Runyon
Joshua J. Rymer
Joshua R. Tompkins

Associate of Applied Science in Electrical and Electronic Engineering Technology

Abriam T. Spencer

Associate of Applied Science in Advanced Manufacturing Engineering Technology

Stephen E. Mitocky
Andrew J. Richardson

Associate of Applied Science in Mechanical Engineering Technology

Cody R. Boyce
Noah A. Hedrick
Logan R. Morris
Daniel L. Mundy
Christian J. Ondarza
Sylwester A. Robakowski

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2020 Fall

Anthony J. Whyte

College of Health Professions

Associate of Applied Science in Emergency Medical
Services Technology

Cody M. Duncan
Stacie A. Frabotta

Associate of Applied Science in Fire Protection
Technology

Gino V. Davis

Wayne College

Associate of Applied Science in Paraprofessional
Education

Eric F. Kachline
Angela G. Mullen

Associate of Applied Business in Business Management
Technology

Robert B. Hoobler
Joshua C. Ressler

986 Total Degrees

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

Proposed Degree Recipients for Fall 2020

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

M. Celeste Cook, Secretary
Board of Trustees

December 9, 2020

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 2

PROPOSED CURRICULAR CHANGE

The Academic Issues & Student Success Committee will be asked to consider the following curricular change at its meeting on December 4, 2020.

Reactivate Program:

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

The Adult Development and Aging Master of Arts and Doctorate program is proposed to be reactivated as a joint program with Cleveland State University as it was previously. This program is the only one in the state of Ohio and meets the increasing societal need for research and experts in aging.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

Proposed Curricular Change

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

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

M. Celeste Cook, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB

**PROPOSED UPDATE OF STRATEGIC
COMPLETION PLAN PER ORC 3345.81**

THE UNIVERSITY OF AKRON

University Retention and Completion Plan

UNIVERSITY MISSION

The University of Akron, a publicly assisted metropolitan institution, strives to develop enlightened members of society. It offers comprehensive programs of instruction from associate through doctoral levels; pursues a vigorous agenda of research in the arts, sciences, and professions; and provides service to the community. The university pursues excellence in undergraduate education and distinction in selected areas of graduate instruction, inquiry, and creative activity.

STUDENT BODY PROFILE

The University offers many programs from associate degrees to baccalaureate degrees of varying competitiveness, to world-ranked graduate programs. For students seeking bachelor's degrees, college preparedness has been increasing as the University has put in place Pathways for Student Academic Success, a multi-year strategy beginning in fall 2012, to guide students to the academic path best suited to their needs.

Total UA enrollment for fall 2019 was 19,218: 16,407 undergraduates, 2,366 graduate students and 445 law (2,811 combined graduate and professional).

- Full-time students made up 71.99% of the student body; part-time students, 28.01%.
- Ethnically underrepresented (African American, American Indian, Asian American, Hispanic American, Native Hawaiian, and two or more races) students made up 19% of the student body.
- Adults (25 years and older) made up 12.38% of the undergraduate population.
- First-generation students represented approximately 57.46% of undergraduates (38.65% of first-time freshman).
- 74.89% of new, bachelor's degree-seeking freshmen entered UA with a "college-ready" profile (ACT 21 or higher; HS GPA 3.0 or higher).
- 30.61% of our undergraduate students were Pell eligible (38.75% of first time freshman).

The faculty and staff at The University of Akron value student development and academic success above all other goals. As a metropolitan university, Akron is experiencing many of the challenges that higher education faces today, particularly for public institutions that are inclusive in nature. The impact of COVID, yet unmeasured, will have lasting impact on the student experience.

The retention and completion strategies selected for this document have been chosen based upon the following principles:

The University of Akron

1. Accepts a broad range of student-preparedness levels
2. Strives for inclusive excellence to support a very diverse population of students
3. Strengthens support frameworks and resource programs to reach the depth and breadth of preparedness
4. Increases focus on retention and completion with particular attention to the student's first year, where most attrition occurs
5. Develops and implements specific strategies based upon best practices in student development and persistence for the diverse population of students we serve.

BARRIERS TO PERSISTENCE AND COMPLETION

1. Pell Eligibility

The University's large percentage of Pell-eligible students faces particular challenges in both the transition to and persistence through college. Approximately 30.61% of our students are Pell-eligible. The retention and completion goals of this plan offer a clear vision for improving student academic success and eliminating the aforementioned barriers to completion at the University, with great attention to this group of students.

2. First Generation

The University's large percentage of first-generation students faces particular challenges in both the transition to and persistence through college. Approximately 57.46% of our students are first-generation college attendees (38.65% of first time freshman). Throughout this plan, several engagement strategies will be outlined to increase first-year retention, persistence to degree and career placement that are designed to meet the specific needs of this sector.

3. Academic Preparedness

The Fall 2019 first-time, full-time new freshman cohort included 2647 students. Breakdown by admission pathway include:

- Direct Admit – 1370 students (51.75% of the full cohort)
- College Ready – 715 students (27% of the full cohort)
- Emergent – 553 students (20.89% of the full cohort)

Retention by pathway (compared to the Fall 2018 new freshman cohort) include:

- Direct Admit – 83.3% (compared to 82.6% for Fall 2018 – 0.7% increase)

- College Ready – 74.3% (compared to 68.6% for Fall 2018 – 5.7% increase)
- Emergent – 57.1% (compared to 50.2% for Fall 2018 – 6.9% increase)

The Fall 2019 first-time, full-time new freshman cohort included 29.56% students taking at least one remedial course. During the two year period for the 2018-2020 retention and completion plan, the percentage of first-time, full-time freshman for Fall 2019 taking at least one remedial math course was 28.9 in 2018 and 28.1% in Fall 2019. Our general education mathematics requirement, which includes at a minimum the mastery of core statistical concepts or college algebra, presents a significant challenge for our students. The suspension of ACT/SAT testing during COVID will impact placement and future measures.

In evaluation of the last three years of placement testing data, math placement testing is the highest need for incoming students. Over half of the incoming students require placement testing (56.3%); 89.3% of students selected for testing are selected for math testing. From 2018 to 2019, the need for overall testing has dropped with increased admissions criteria (65.5% to 56.3%). Additionally, the volume of students needing more than one placement test has dropped 8% since 2017.

Placement Testing Evaluations for Incoming Freshman by Year

	2017	2018	2019
Total Students Evaluated for Testing	3,628	3,277	3,131
No Testing Required	1,252 (34.5%)	1,448 (44.2%)	1,368 (43.7%)
Testing Required	2,376 (65.5%)	1,829 (55.8%)	1,763 (56.3%)
<i>Math Testing</i>	2,164 (91.1%)	1,620 (88.6%)	1,574 (89.3%)
<i>2 or more areas</i>	1,198 (50.4%)	817 (44.7.9%)	750 (42.5%)

In Fall 2019, the median high school grade point average for first time freshman was a 3.54, with median ACT of 23 and SAT of 1130. For Fall 2018, the median high school grade point average for first time freshman was a 3.50, with median ACT of 23, and SAT of 1130.

4. Financial Literacy and Management

Because we have many students who are Pell Grant eligible and the first generation in their families to seek post-secondary education, they arrive to the University with limited financial literacy skills. The challenges here are most apparent with regard to financial aid regulations, regular budget management and the utilization of refunds for college related expenses. It is evident that we must provide education and support to these students to enhance and enrich their financial literacy skills to forestall potential issues with debt, personal finances and student loan repayment.

5. Part-time Enrollment

Over 5,011 of our students attend part time (28.1% of total enrollment) and many juggle work and family responsibilities. In Ohio, part-time students seeking a bachelor's degree have eight-year graduation rates less than 15% . This measurement does not include the challenges in timely degree completion and accurate tracking for students who earn credits from several institutions.

COVID will change student preparedness levels and financial resources increasing the need to assess and intervene with student supports.

PROGRESS TOWARD INITIAL RETENTION AND COMPLETION GOALS

Our retention and completion goals for 2018-2020 were met with moderate success and will continue to be fundamental goals.

1. The first-year retention rate goal of 72% was exceeded by 3.6 points. As of fall 2019, the first-year retention rate is 75.6% (first-time, full-time Akron Campus bachelor's-degree seeking students). This is a 4% increase over the Fall 2018 first-year retention rate of 71.6%;
2. Although the six-year graduation rate goal was 42%, the current six-year graduation rate is improving, with the 2012 six-year rate at 43%, and the 2013 six-year rate at 51% (first-time, full-time Akron Campus bachelor's degree seeking);
3. The job/graduate school placement rate goal of 80% was exceeded by seven points. As of fall 2019, the job/graduate school placement rate is 87% (undergraduate degree recipients); and
4. To date, the development of a strategy to reduce student cohort achievement gaps, particularly in first-year retention, remains a priority.

RETENTION AND COMPLETION GOALS FOR 2020-2022

Our retention and completion goals for 2020-2022 are both aggressive and realistic:

1. Enhance student support services and early alert initiatives to respond to students needing resources, including crisis response and financial literacy (debt accumulation, repayment and regular budgeting);
2. Develop and implement a college-centered academic advising model that balances academic degree program and career guidance and delineates course registration processes;
3. Design and launch programs that support degree progress that respond to broad preparedness levels;
4. Develop student engagement activities to address student connections, counter feelings of isolation, and support mental health, among others, within current and possible future realities associated with social distancing and health priorities;
5. Increase efficiency in degree completion through revised class scheduling process, including offering course options during times when students need them;
6. Address the needs of underrepresented students through intentional support including supplemental academic advising, learning communities and other strategic initiatives (such as racial equity and social justice);
7. Tailor the Akron Experience first-year seminar course content to meet the specific programs in colleges and majors;
8. Identify and train campus on high impact curricular and co-curricular activities;
9. Assess execution of course delivery, campus support services, and new initiatives implemented as a result of COVID-19 to identify impact, gaps, and opportunities to continue practices/initiatives as a part of normal business practices; and
10. Expand experiential learning and research opportunities to all undergraduate programs.

RETENTION AND COMPLETION STRATEGIES

1. Pathways to Student Academic Success

Guiding students to the academic pathway that will contribute most to their success is paramount to providing a strong Akron experience. The need for the Pathways strategy was evident in the data collected at the University, as it was found that the most underprepared students (ACT<17 and HS GPA<2.5) had less than a 10% chance of obtaining a bachelor's degree in six years. The Pathways strategy addresses the varied student preparedness levels by offering different entryways with tailored academic support.

The Inclusive Pathways approach addresses college preparedness based on several

academic indicators and identifies students according to their preparedness levels: College-ready and Emergent.

College-ready students include those directly admitted to an academic program of study and those of higher preparedness who need to fulfill additional requirements at the institution as a pre-admission student:

- Pathway admission based upon a sliding scale by high school coursework, high school grade point average, and standardized test scores (ACT/SAT). Students admitted with a higher academic profile are admitted directly to their academic program of study.
- Demonstration of high achievement throughout high-school and ready to pursue academically challenging coursework that leads directly to degree completion.

Emergent students include those admitted to the University with a requirement of completing a set of prescribed courses and/or activities during their first year of enrollment as a condition of further enrollment and admission to an academic program of study:

Pathway admission based upon a sliding scale by high school coursework, high school grade point average, and standardized test scores (ACT/SAT).

- High school GPA demonstrates the ability and desire to achieve through personal effort, benefitting from admittance as pre-majors and the receipt of intentional, intensive, and if necessary, intrusive support for major readiness.

Our fall 2019 first-time, full-time (FTFT), bachelor's degree-seeking students had an average ACT of 23 and a 3.54 high school grade point average. With a strategic focus on the pathways strategy, the University remains focused on increasing first-year retention and six-year graduate rates. We have improved our pathway strategy over this two-year period, with our first-time, full-time, new freshman cohort for Fall 2019 showing retention rates of 83.3% for our Direct Admits, 74.3% for College Ready, and 57.1% for Emergent, compared with the Fall 2018 cohort, which saw retention rates of 82.6% for Direct Admits, 68.6% for College Ready, and 50.2% for Emergent.

In Fall 2020, we implemented the Akron Rising Scholars initiative. The program is designed to increase access to the university by admitting students through a holistic review criterion whom were previously denied admission to the university. The Holistic Review Committee reviews each applicant and evaluates admission based upon several criteria:

- College Prep Track in previous high school coursework
- Grade Point Average trends

- ACT/SAT test scores
- Letters of recommendation
- Personal statements and/or Common App essay
- CCP coursework, if applicable
- Local six-county region

Students admitted through Akron Rising Scholars participate with additional and intentional wrap around support and academic services, including Summer bridge, tutoring, and access to a Retention Coordinator. In Fall 2020, the program enrolled 168 students, with targeted retention rate of 75% to the second year.

Students previously admitted under the Preparatory pathway are admitted to University of Akron's Wayne College, where they maintain their status until successful completion of 24 credit hours in good standing and successful completion of all remedial coursework. At that time, they are invited to join the main campus in full standing. They are also invited to attend a community college in good standing and to then apply for a transfer Akron Guarantee Scholarship upon successful completion of 12 credit hours with a cumulative college grade point average of a 3.0 or higher.

2. Early Alert Initiatives

Help-A-Zip and ZipAssist

The Help-A-Zip referral program was put in place in Fall 2015 to provide resources for students who are facing distress or are in jeopardy of leaving the University. Faculty, staff, parents, community members, peers, and students themselves can make a referral to ZipAssist on behalf of an enrolled student. A team of campus experts are then assigned to assist students with navigating University resources and finding needed services. Referrals are typically made for the following areas of concern: academic, personal/social, mental health, tuition/fees, emergency financial, and textbook assistance.

Through intentional communication and education to campus, the Help-A-Zip referral program experienced a 400% increase in FY18 as compared to the previous two years of the program. The success and utilization of the program has continued with an average of 625 referrals received each semester. On average, each student referred to ZipAssist through the Help-A-Zip program interacts three times with the staff. Students have the

opportunity to set goals, review Degree Progress Reports, discuss budgeting strategies, are provided campus/community resources and receive holistic mentorship.

Interim Progress Reports

Research has demonstrated that the earlier students have contact with full-time faculty, the more likely they are to remain in school and succeed. The combination of full-time faculty contact with professional advisor and staff guidance and intervention improves retention and persistence. Although faculty and staff contact take many forms, measurable feedback in relation to student progress includes the use of early-term progress reports, primarily for the 100- and 200-level courses, where faculty enter satisfactory or unsatisfactory indicators during the second to fifth week of the term. With this information, colleges and advising units are able to generate reports from the system to craft outreach to those students identified at-risk for failing a course(s). Outreach includes email and telephone calls to invite students in to discuss interventions to create success toward those courses. Interventions include tutoring, office hours, additional academic advising appointments, and additional resources such as counseling. In addition, the University is developing strategic and consistent deployment and utilization of the Brightspace platform for grade keeping and communication with students.

3. Student Emergency Financial Assistance (SEFA)

In May 2017 the University was selected as a national recipient of a \$660,000 grant provided by the DASH Emergency Grant, supported by the Great Lakes Higher Education Corporation & Affiliates. The grant, now called the Student Emergency Financial Assistance (SEFA) program on campus, provides emergency assistance for undergraduate students facing an unexpected hardship. Through a referral system, students work with Zip Assist staff to determine eligibility and resources available, both on campus and within the community. The program is aimed at supporting low-income students with an Expected Financial Contribution of \$7,000 or less. The maximum grant a student can receive (one-time grant period, 2017-2019) is \$1,000 toward non-tuition related expenses.

During the pilot period of the Student Emergency Financial Assistance Program, 435 students received one-time assistance, amounting over \$334,700 in support. Data collected through the National Student Clearinghouse confirms the program's success with over 99% of students remaining in higher education as a result of the one-time emergency aid. Supplemental support programs, such as Campus Cupboard and ZipsTech, were created considering concerns learned through student interventions with SEFA. Successful fundraising efforts have continued

to sustain this and other emergency financial support programs.

4. Retention and Completion Grants

The retention and completion grant program targets a group of academically eligible students at risk for attrition. Specifically targeted are students who (a) are at risk for being dropped for non-payment prior to the beginning of each semester; (b) have completed at least 15 credits in good academic standing; (c) are Pell eligible; and (d) have unpaid balances that typically total less than \$2,000. Our research suggests the top two reasons students stop out of college are financial and personal issues. Additionally, as is the case at institutions across the nation, a majority of UA students who are dropped from classes for non-payment are in good academic standing and simply cannot return due to finances. Between Summer 2018 and Spring 2020 (AY18-19 and AY19-20), 220 retention and completion grants were awarded. Of the 220 recipients, 131 graduated (59.6%), while 61 are currently enrolled (27.7%). Only 28 recipients did not persist (12.7%).

5. Developmental Academic Advising

Academic advising transitioned into a decentralized system with an additional focus on a developmental model intended to provide teaching, service, and one-on-one focus to each and every student. Consistent with college action plans, UA will continue to improve college-based student advising, with special attention to at-risk students. This focus was observed through the University's strategic planning process, wherein an initiative was implemented to require all students meet with an academic advisor within their first 60 credits of completion. Included is UA college and faculty advisors monitoring all pre-majors to ensure that these students expeditiously find a major in which they can succeed, including a smooth transition to another degree-granting college when appropriate.

6. Akron Guarantee Scholarship

The University developed the Akron Guarantee Scholarship for new freshman students entering the Fall 2017 class, guaranteeing annual renewal so long as the student remains in good academic standing (a 2.0 GPA, modified to 2.50 GPA in Fall 2020). The scholarship also includes automatic yearly upgrades as students earn 30, 60, and 90 credits, totaling up to \$3500 (modified to \$2250 in Fall 2020) and provides a larger total eight-semester scholarship than a traditional scholarship. The Akron Guarantee Scholarship was created as a retention tool to provide financial support to a greater range of undergraduate students and to increase their chance of graduating in four years with less debt. The program was further enhanced for Fall 2018 by providing the Akron Guarantee Scholarship to transfer, adult, and returning (not

attending any other college/university for three or more years) students.

The Akron Guarantee Scholarship has been effective in retaining new freshman to the university. The Fall 2019 first-time, full-time new freshman cohort saw 94.36% retention from fall to spring semester, compared to 78.38% for those who did not receive this scholarship (total fall to spring retention rate of 89.1%). This same cohort saw an 83.74% retention rate at census following the first year, compared to 58.48% for those who did not receive this scholarship (total retention rate at census of 75.42%).

In addition to the Akron Guarantee Scholarship, the University has added targeted scholarships to student with funding gaps. In Fall 2019, the University established a scholarship (Hail We Akron Scholarship) to assist low income students who, after all other financial aid sources are exhausted, have a gap between the amount of financial aid received and their total cost of attendance. Students in this situation are often low-income grant recipients who do not have parental support through personal payments or parent loans to help meet their remaining cost of attendance. These students often do not enroll or only complete one semester because of these financial barriers. During the 2019-2020 award year, 116 students received a total of \$259,178 to help them overcome their funding gap and begin or persist in their educational pursuits.

Due to the success of the Hail We Akron Scholarship and the essential support it provides, it became the example for additional scholarship development. In Fall 2020, the University introduced the We Rise Together Scholarship in celebration of our 150th anniversary and for the purpose of helping students overcome financial barriers. This scholarship is also awarded to help overcome funding gaps and to promote retention and persistence.

7. First-Year Student Success Seminar

The University offers a student success course, The Akron Experience: University 101, that combines topics related to first-year experiences with career-planning elements to engage students early in their academic careers. The Akron Experience: University 101 is required of all new baccalaureate degree-seeking freshman admitted on the emergent pathway, a pathway identified as being at higher risk academically. College-ready students are strongly encouraged to participate in this course. This course has further developed through the identification of clear, first-year student learning outcomes. The course is strongly connected with the degree-granting college in which a student is majoring, allowing for exploration of major and career paths within those colleges and access to specialized wrap-around services

provided by the colleges. The course has further developed within the Learning Communities program through addressing the pertinent areas of campus resources, building academic and non-cognitive skill sets, and reinforcing the theme specific to each Learning Community.

In Fall 2019, 761 students were enrolled into the Akron Experience course. As of Fall 2020, 69% of the Fall 2019 cohort who took the Akron Experience course are still enrolled at The University of Akron.

	Fall 2019 Cohort	Still Enrolled Fall 2020	Retention Rate
Enrollment	761	522	69%
Grade Earned			
A to C-	641	491	77%
D+ to D-	30	11	37%
F	65	15	23%
WD	25	5	20%

In Fall 2018, 818 students were enrolled into the Akron Experience course, with 62% retained into Fall 2019.

	Fall 2018 Cohort	Still Enrolled Fall 2019	Retention Rate
Enrollment	818	507	62%
Grade Earned			
A to C-	674	480	71%
D+ to D-	35	10	29%
F	89	13	15%
WD	20	4	20%

8. Learning Communities

Students participating in learning communities engage in structured learning experiences that foster connections with their peers, establish relationships with their faculty members and academic advisors, and enable them to form positive connections to the campus community. Utilizing the information gathered from these experiences enables us to identify what aspects of the learning communities influence retention. Data indicate that the learning community structure shows much promise in increasing first-year retention rates, with current success at 78%.

Moving forward, faculty teaching in learning communities will work in collaboration across courses to increase integration across the curricula and provide experiences that promote both

the academic and social integration of first-year students. In addition, a more comprehensive assessment of the program will include qualitative data from participating faculty with assessment of first semester persistence, as well as first-year retention, GPAs, and overall student satisfaction for all student participants.

Fall to Fall Retention for Learning Community Students			
Semester	Retained		Total
	N	%	N
Fall 2019	608	75.06%	810
Fall 2018	563	70.46%	799
Fall 2017	443	72.74%	609

9. Alternative Forms of Credit

Decreasing the time to degree completion is a top priority, and several initiatives are currently in place. College Credit Plus, Advanced Placement, Career-Technical Credit Transfer, Akron Early College High School, CLEP, credit by exam, International Baccalaureate and military training and experience can be used to allow a student to complete a bachelor's degree in just three years. In 2018-2020, over 3700 students were awarded more than 45,000 semester credit hours.

10. Decrease Number of Credit Hours to Degree Completion

The University of Akron is working diligently to streamline graduation requirements so that most bachelor's degree programs can be completed in 120 semester credit hours, and associate degree programs can be completed within 60 semester credit hours without compromising accreditation requirements.

	Semester Credit Hours Required for Degree Completion	Number of Programs	Percentage of Programs
Bachelor's Degree Programs	127-152	87	39.19%
	121-126	16	7.21%
	120	119	53.60%
Associate Degree Programs	66-72	5	10.42%
	61-65	16	33.33%
	60	27	56.25%

11. Mentoring Services

Peer Mentoring

- Coordinated through the Office of Multicultural Development, provides peer mentors for nearly 300 historically underrepresented first-year students. Peer Mentors are successful sophomores, juniors and seniors who have demonstrated the ability to relate well with first-year students from varied ethnic, social and cultural backgrounds. They serve as role models who lead and support incoming first-year students by setting a positive academic example, encouraging mentees to make good decisions and to utilize campus resources that include tutoring, counseling, meeting with their academic advisors and faculty members, and getting involved with campus activities. During Fall 2019, the Office of Multicultural Development Peer Mentoring Services served 224 students, of which 126 were fully immersed in the mentoring and wrap around services provided by the office. This yielded a 63.5% retention rate of our fully immersed students, as compared to 55.4% of the underrepresented freshman not served by the program. During Fall 2018, the Office of Multicultural Development Peer Mentoring Services served 144 students. This yielded a 54.5% retention rate of students served through this program.

Military Services Center Veteran Peer Advising Program:

- Military Services Center Veteran Peer Advising Program in collaboration with Student Veterans of America connects incoming student veterans with student veterans already on campus in order to help them navigate college life, identify challenges, and refer them to the appropriate resources on or off campus. Our Peer Advisors are members of The University of Akron military community who are not only knowledgeable about resources available, but the understanding of the challenges unique to veterans as they transition from military to campus life. Overall contacts (outreach and interactions) for 2019 were 290; 2018 overall contacts were 350.

12. Learning Assistant Program

The learning assistant program is designed to help students succeed in traditionally difficult courses that tend to be the “gateway” courses (mostly mathematics and science classes) to successfully completing the degree program. Compared with students who do not have learning assistants, students with learning assistants earn three to four more credits per semester, are less likely to drop courses and have a greater chance in successful course

completion.

Courses over the 2018-2020 retention and completion plan cycle involved with the Learning Assistant Program included Analytic Geometry Calculus, I, II, and II, Differential Equations, Anatomy and Physiology, Principles of Chemistry I and II, Elementary Classical Physics I and II, Organic Chemistry, General Genetics, Principles of Biology I and II, and Beginning Arabic. During the 2019-2020 academic year, 634 students made use of the Learning Assistants Program totaling *5413 visits (*numbers down in the spring due to COVID-19) (22 Learning Assistants, 22 sections of courses). During the 2018-2019 academic year, 861 students made use of the Learning Assistants totaling 6412 visits (20 Learning Assistants, 22 sections of courses).

13. Career Services for Students and Graduates

Career Services provides career guidance and opportunities that lead to retention and persistence to graduation and fulfilling career goals upon graduation. Career development leading to retention and persistence to graduation is encouraged through:

- Career advising, which includes major and career exploration and job search opportunities.
- Use of the “Connecting UA Majors to In-Demand Jobs in Ohio Initiative” to help students explore majors and in-demand occupations which provide the most job opportunities upon graduation, and to help bridge the workforce gap in Ohio.
- Preparation for and connection to experiential learning opportunities necessary for career placement.
- Development of career readiness skills.
- Career goal setting through identified “career checklists” from freshman year to graduation.
- Participation in networking opportunities with employers which leads to job placement upon graduation.
- Graduate school planning.

The University of Akron surveys spring graduates of undergraduate programs to determine their career outcomes. For Spring 2019, 82% of graduates who earned a bachelor’s degree participated in at least one experiential learning experience before graduating. UA’s Spring 2019 Career Outcomes Rate was 87%. Career Outcomes Rate is the percentage of graduates who earned an undergraduate degree and are employed full time, part time, or continuing their

education. The most recently reported national overall placement rate is 85.7% (source: NACE, 2018).

14. Retention Analytics

In 2017, the University developed institutional dashboards to establish key performance indicators and oversight in five critical areas: Admissions and Recruitment, Enrollment, Retention and Graduation, State Share of Instruction (SSI), and Scholarship. These descriptive analytics were incorporated with existing operational reports to rescope Enrollment initiatives and unify instructional discussions surrounding retention and persistence opportunities.

Following the release of the dashboards, further development led to a predictive model to identify students in need of academic help, outreach, or intervention. The Tower Insights project further supplemented institutional reporting through machine learning and analytics models to give advisors early warning indicators for students who might not persist to the next term. Potential risks can also be scaled to identify difficult courses and use student performance in critical courses for prediction of student career outcomes. The project also includes individual student profiles, containing previous test and class performance, a career summary, and baseline demographics to help advising staff better understand a student's journey throughout their career.

Current initiatives include expanding the capabilities of reporting through analytics, further application of machine learning and artificial intelligence, and a shift to Microsoft Power BI reporting platform for greater collaboration and distribution of institutional reports. This opens the way to root cause analysis, identifying vulnerable populations, and more rigorous academic assessment in the context of serving the needs of students.

15. Adult Persistence and Retention Efforts

Many of the barriers adult students encounter at The University of Akron parallel those of traditional students. Most adult first-time college students are first-generation, middle to low-middle socioeconomic background, and have had some catalyst within the last year or two which has pointed them toward improving their skill levels through education. There was no original expectation of a degree from higher education.

The UA Adult Focus Center is in place to address these issues. Adult Focus works with potential, continuing, and returning adult students. For potential students it can mean explaining college admission processes, helping with applications for college and for FAFSA,

and assisting with the transition to being a college student. Continuing adult students require more help than traditional students. They need to learn navigation and access points, as well as experience academic advising with a holistic approach. Adult Focus works with the degree-granting colleges to provide additional support to keep these students enrolled. This support encompasses:

- Comprehensive wrap-around academic support, which begins with advocacy and academic advising.
- Scholarship opportunities for both full and part-time students.
- Educational programming to explain scholarships, how to find them, and how to apply.
- Access to referral to internal and community-based organizations to aid in retention.
- A free math skills program offered each semester for students or potential students who would test into remedial math. The goal is to improve their math scores sufficiently to place out of remedial classes to save both time and money toward degree.
- Commitment to building a sense of community and support through adult only student organizations and programming.

Adult Focus collaborates with College Now Greater Cleveland and Project Learn of Summit County. College Now Greater Cleveland is housed within the Adult focus complex three to five days per week. Data for students served per year include:

	UA Adult Focus	College Now Greater Cleveland	Combined
2019-2020	*684	*336	*1020 (*COVID-19)
2018-2019	897	697	1594

Retention and Completion Metrics

Metrics have been developed and separated into two general categories: general retention and completion metrics that will be reported for various bachelor’s degree-seeking student cohorts, and initiative specific metrics. The student cohort groups include remedial, at risk pre-majors (ACT 17 or below and high school GPA of 2.5 or below), bottleneck Nursing and Engineering pre-majors, college-ready pre-majors (ACT 21 and a 3.0 high school GPA), first generation, Pell eligible, African American, Hispanic, adults 25+ years, learning communities and international.

General Retention and Completion Metrics:

- First-semester retention: Fall 2019 first-time full-time freshman retained into the spring semester at 89.1%. Fall 2018 first-time full-time freshman retained into the spring semester at 87.9%.

- First-year retention: Fall 2019 first-time full-time freshman retained at census at 75.42%. Fall 2018 first-time full-time freshman retained at census at 71.3%.
- Percentage of full-time students completing 15+ credit hours per semester: Fall 2019 first-time full-time freshman earned 15 credits by the end of the fall semester at 33.61%. Fall 2018 first-time full-time freshman earned 15 credits by the end of the fall semester at 32.1%.
- Percentage of full-time students completing 30+ credit hours in the first year: Fall 2019 first-time, full-time freshman earned 30 credits at the end of their first year at 30.1%. The percentage increases to 34% for those new freshman retained at the end of the first year. Fall 2018 first-time full-time freshman earned 30 credits at the end of their first year at 34.5%.
- Percentage of pre-majors matriculated into majors at 30 and 48 credit hours: Fall 2019 first-time, full-time freshman included 1128 pre-majors (total cohort of 2669). Of these 1128 students, 13.1% moved from pre-major into majors at the end of their first year (census). Fall 2018 first-time full-time freshman included 1312 pre-majors (total cohort of 2744). Of these 1312 students, 17.8% moved from pre-major into majors at the end of their first year (census).

Metrics will be tracked according to databases of record and distributed via operational reports. These reports will serve various audiences. External reports will reflect summarized data and high-level institutional accountability to provide student success and outcomes. Internal reports will be detailed additionally for student outreach, individualized attention, and guided advisory to students. These reports will be released or classified according to Federal and State laws, and in accordance with student data use policies at The University of Akron. Annual assessments will be conducted to verify results, ensure that proper action is being taken to achieve desired results, and to reexamine institutional priorities and opportunities.

WORKFORCE DEVELOPMENT PRIORITIES

The University of Akron has over 30 programs that align with the nine JobsOhio key industries. An important ingredient to the success of the programs includes opportunities for students to engage in internships and co-op experiences. About half of the 30 programs have a required internship or co-op component. We will focus on increasing these opportunities for students, as our data indicate the positive impact on career placement. One example includes the successful hiring rate of co-op students; 50% of our students are hired by their co-op employer. Below is a just a small sampling of degrees offered at The University of Akron that align with each industry.

Advanced Manufacturing

Manufacturing Engineering Technology

This application-oriented program provides the solid technical foundation necessary to work in computer-based manufacturing. Graduates are prepared to work and communicate with engineers, scientists and production personnel. Coursework includes work measurement, manufacturing computer applications, quality control, robotics, and lean manufacturing.

Aerospace and Aviation

Aerospace Systems Engineering

Aerospace systems engineering is a specialized form of aerospace engineering that studies how the components of flight vehicles work together to create an efficiently functioning unit. This program, among the first of its kind, is unique from an Aerospace Engineering degree in that it teaches students aerospace engineering fundamentals as well as project management skills. This prepares them to move quickly into the role of project managers to eventually lead multidisciplinary teams. This program includes a mandatory co-operative education component that gives students on-the-job experience in an industry directly related to their studies.

Mechanical Engineering

Mechanical engineers design and analyze physical systems and are employed in a variety of industries in different capacities. Mechanical engineers play important roles in many types of companies, including automotive, petroleum, energy generation and conversion, aerospace, tire, consulting, chemical, electronic, and manufacturing.

The mechanical engineering undergraduate curriculum at The University of Akron is designed to give the student knowledge of the basic principles of the thermal/fluids, structures and motion, and controls systems of mechanical engineering and apply to real-world challenges. UA's well-established Engineering Co-operative Education program enables all engineering students to strengthen the connections between theory and practice in a professional setting and provides valuable industrial experience.

Automotive

Corrosion Engineering

UA launched the nation's first baccalaureate program in corrosion engineering. The program incorporates a multidisciplinary curriculum to train students to understand the origins of corrosion and manage its effects. Corrosion engineers research and develop methods to lower the environmental impact on roadways, bridges, power plants, windmills, manufacturing plants and pipelines. Corrosion engineers also design new materials and structures that will address emerging needs in a variety of industries including energy, chemical processing and pharmaceuticals. Along with a multidisciplinary approach that emphasizes strong science and engineering principles, the program integrates a strong management component to help students develop the skills that are necessary for executing "real world" projects. UA's well-established Engineering Co-operative Education program enables all engineering students to strengthen the connections between theory and practice in a professional setting and provides valuable industrial experience.

Biohealth

Biomedical Engineering

Biomedical engineers study and research the engineering aspects of biological systems to create new devices and procedures to improve health and quality of life. UA offers three areas of specialization that each combine a basic understanding of engineering principles with an appreciation of the life sciences: biomechanics, biomaterials and tissue engineering, or instrumentation, signals, and imaging. UA's well-established Engineering Co-operative Education program enables all engineering students to strengthen the connections between theory and practice in a professional setting and provides valuable industrial experience.

Biology

Biology is the fastest-growing field of science today. Its impact is carried to many fronts such as medicine and health care, the environment and climate changes, global population and food sources. Core courses provide the fundamentals of modern biology (e.g., principles of biology, evolution, ecology, cell and molecular biology, genetics). A student can earn a bachelor of science degree with a major in biology or biomedical sciences, and graduates are prepared for a variety of careers or for admission into medical, dental, veterinary, or pharmacy school.

Allied Health Care Administration

The Bachelor of Allied Health Care Administration (BAHA) degree is one of the fastest growing fields in healthcare. This online degree allows students both new and those holding an Associate of Applied Science degree to earn a bachelor's degree, often a requirement to move

into a supervisory or management role. Allied Health Care Administration managers work closely with clinical and administrative staff as they process, analyze, and report information vital to the delivery of health care.

Nursing

Nursing is concerned with the health of individuals, families, and the community. It combines science and social service skills in providing care to the sick and in the promotion of wellness. Nursing offers opportunities for many types of employment. Nursing education at the baccalaureate level synthesizes knowledge from nursing, humanities, social, cultural, physical, and natural sciences. It includes clinical practice in hospitals, other health care agencies and the community. Graduates are prepared to function as a nurse generalist in a variety of health care jobs.

Exercise Science

Exercise Science is the multidisciplinary study of human movement. Careers in this field range from improving human performance to preventing or treating hypokinetic diseases such as cardiovascular disease, obesity, some cancers, and diabetes. The Exercise Science undergraduate program prepares learners to become integral members of the health and wellness team as Personal Fitness Trainers, Strength and Conditioning Coaches, Health and Wellness Coordinators and Clinical Exercise Physiologist in the health and fitness industry and allied healthcare settings. The academic program also serves as a prerequisite bachelor's degree for admission into several professional graduate school programs including physical therapy, occupational therapy, physician assistant, medical school, Doctor of Chiropractic, athletic training, podiatry, and others.

Speech-Language Pathology

Speech-language pathologists work in various health-care settings as part of a team that evaluates and manages patients with speech and language problems and patients with swallowing disorders. Students can earn an undergraduate pre-professional degree in speech-language pathology and audiology to prepare them to pursue a master's degree, which is required to practice.

Audiology

Audiologists assess auditory disorders including hearing loss through hearing conservation programs and hearing protection devices. Students can earn an undergraduate pre-professional degree in speech-language pathology and audiology in order to prepare them for audiology doctoral school, which is required to practice.

Energy

Geology

Geology is the study of Earth's materials, structures and processes and how they've changed through time. This knowledge may be applied to exploration for natural resources, including metals, petroleum and water; understanding natural hazards such as earthquakes, volcanoes and landslides; addressing problems associated with environmental contamination; and investigating Earth's history to understand the evolution of life and global climate change. Geologists are employed by natural resource companies, environmental consulting firms, government agencies, nonprofit organizations and universities.

Civil Engineering

Civil engineers plan and design large-scale projects like bridges and power plants, study and solve societal and environmental challenges like providing safe drinking water, and design and maintain transportation systems. Students may tailor their education toward specialties like structural, water resources and hydraulic, geotechnical, environmental and transportation. UA's well-established Engineering Co-operative Education program enables all engineering students to strengthen the connections between theory and practice in a professional setting and provides valuable industrial experience.

Construction Engineering Technology

A degree in construction engineering technology prepares students for managerial positions in inspection, cost estimating, supervision and more.

Electrical Engineering

Electrical engineers design and develop systems ranging from massive power grids and global communications networks to tiny integrated circuits ranging from massive power grids and global communications networks to tiny integrated circuits inside computers and personal electronics. UA's well-established Engineering Co-operative Education program enables all engineering students to strengthen the connections between theory and practice in a professional setting and provides valuable industrial experience.

Financial Services

Financial Management

Today's business environment increasingly requires efficient management of firm assets. The Financial Management major trains students in the art and science of efficiently managing money.

Financial Planning

Financial planners help clients manage their money. In addition, planners often advise clients on personal goals such as buying a home or retiring. Students can enhance their professional credentials by completing educational requirements toward the Certified Financial Planner (CFP) designation.

Risk Management and Insurance

A degree in Risk Management and Insurance (RMI) trains students to identify, analyze, and manage financial and operational risks that are inherent in both personal and business settings. Students can enhance their professional credentials by completing educational requirements toward the following certifications:

- Property/Casualty and Life/Health Insurance Licenses-Approved pre-licensing education for insurance licensing. Students can earn certificates to sit for the State of Ohio insurance exams when meeting attendance requirements in designated courses.
- University Associate Certified Insurance Counselor (UACIC) – Students can earn the UACIC certification by successfully completing the coursework and exam required by the National Alliance for Insurance Education.

Accounting

The School of Accountancy's undergraduate accounting degree prepares students to pursue such certifications as certified public accountant (after completing the state-mandated 150 semester hours of college credits), certified management accountant, certified internal auditor, and certified information systems auditor. UA offers an Accelerated B.S./M.S. in Accounting and an Accelerated B.S./M. in Taxation degree as a seamless path toward obtaining the 150 semester credit hours needed to sit for the certified public accountant examination.

Business Data Analytics

A degree in Business Data Analytics is designed to meet the growing demand for professionals who can gather, sort and interpret large amounts of data to help businesses solve problems and operate more effectively This STEM-designated program combines coursework in business,

economics and data analytics to provide students the knowledge, skills and hands-on experience needed to develop data-driven solutions in finance, insurance and other industries.

Economics

Economics is the study of how individuals, households, businesses, governments and societies allocate their scarce resources. Students learn rigorous statistical analysis to investigate these changes which enables them to make statistically based arguments about public and private issues. A Bachelor of Arts in Economics earned at The University of Akron prepares students for the skills needed to enter the labor force or to advance to graduate/professional school.

Information Services and Software

Information Systems Management

Information Systems professionals perform the technology-related activities of companies. They perform a variety of duties, from constructing detailed business plans to overseeing network and Internet operations. Working with upper management, they define the technical goals of the company and plan how to accomplish these goals. In addition, they maintain corporate Web sites, analyze the information needs of organizations, and supervise systems analysts, programmers, technical support and other employees. An undergraduate degree in information systems prepares students for careers in information systems professional and enables them to pursue technology-specific certifications.

Computer Engineering

Computer engineers design and develop hardware and software for all of these systems, ranging from software applications to communication networks to components in computing systems to small embedded sensors. Branches of computer engineering include operating systems, embedded systems design, digital circuits, algorithms, software development, and computer architecture among others. Important applications include wired and wireless networks, simulation, automation, digital control, sensing, robotics, “apps”, data management, and many others. UA’s well-established Engineering Co-operative Education program enables all engineering students to strengthen the connections between theory and practice in a professional setting and provides valuable industrial experience.

Polymers

Chemistry

The Bachelor of Science degrees in Chemistry and Chemistry with Polymer option offer greater concentration in chemistry and are accredited by the American Chemical Society. The B.S. in Biochemistry bridges the chemistry and biology disciplines and adheres to the standards established by the American Society of Biochemistry and Molecular Biology. The B.A. degree allows students sufficient time to minor in another subject. Useful minors include biology, business, or a foreign language.

Chemical Engineering

The University of Akron's chemical engineering program teaches students the principles of transport phenomena, thermodynamics, and chemical reaction kinetics to solve problems. Chemical engineering requires a broad knowledge of science to solve problems involving the production or use of chemicals, improving the environment and making energy conversion more efficient. UA's well-established Engineering Co-operative Education program enables all engineering students to strengthen the connections between theory and practice in a professional setting and provides valuable industrial experience.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

Acceptance of The University of Akron Strategic Completion Plan
Report to the Chancellor per Ohio Revised Code 3345.81

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

M. Celeste Cook, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB

**PROPOSED ADJUSTMENTS TO GENERAL
EDUCATION PROGRAM**

The University of Akron's revised General Education program, which was implemented in fall 2017, has been recognized by the Ohio Department of Higher Education as a model for learning-outcome based general education. Our program includes annual assessments and provisions for continuous improvement. As with any new program, the early years can reveal issues and opportunities to improve effectiveness. The adjustments approved by Faculty Senate achieve the following:

- More options for students, stronger connections to the major, and a streamlined pathway to completion
- A revised structure that replaces “tiers” and “tags” with a straightforward set of categories
 - A “Diversity” category that foregrounds our institution’s commitment to inclusion and equity
 - An “Integrated and Applied Learning” category that expands options to include capstones in the major
- Clarified learning outcomes that help faculty deliver a consistent and challenging curriculum

These changes will be implemented in fall 2021, with a smooth transition expected.

Proposed Adjustments to General Education Program

Current Program	Proposed Adjustment
<u>Credit Hours</u>	<u>Credit Hours</u>
Tier I: Academic Foundations	Academic Foundations
Writing 6	Writing 6
Speaking 3	Speaking 3
Quantitative Reasoning 3	Mathematics, Statistics, & Logic 3
Tier II: Disciplinary Areas	Breadth of Knowledge
Arts and Humanities 9	Arts and Humanities 9
Natural Science, including lab 7	Natural Science, including lab 7
Social Science 6	Social Science 6
Tier III: Tags—one course in each area	Diversity
Domestic Diversity	Domestic Diversity 3 ^{a, b}
Global Diversity	Global Diversity 3 ^{a, b}
Complex Systems	Integrated and Applied Learning
Critical Thinking	Complex Issues Facing Society
	<i>or</i>
	Approved Capstone in major 3 ^b
	^a may overlap with Breadth of Knowledge
	^b may be in the major
<i>Note: Many tagged courses also fulfill requirements in the major or in Tier II.</i>	
Total Credit hours: 37-46	General Education credit hours: 43 (up to 9 credits may overlap or be in the major)

What will change, and why?

1. The category “Quantitative Reasoning” will change to “Mathematics, Statistics, & Logic.” The courses in our program do not fit well with quantitative reasoning learning outcomes; instead, they adhere to disciplinary outcomes of Mathematics and Statistics.

This change would give students an additional option of using Logic to fulfill this requirement, bringing our program in line with the Ohio Transfer Module categories.

Proposed LOs: During the 2016 assessment process it was determined that the LOs did not meet college level mathematics requirements and the data did not provide meaningful feedback. The updated LOs were developed by the faculty from math, technical math, statistics and philosophy.

1. Identifies the appropriate method for solving the problem(s)
2. Uses the appropriate method to solve the problem(s) correctly
3. Demonstrates effective disciplinary writing
(Approved by GEAC on 2/28/20)

2. The category “Critical Thinking” will be streamlined with the remaining General Education courses because critical thinking is embedded and assessed in all General Education courses. (Approved by GEAC on 2/14/20)
3. The name of “Complex Systems” will change to “Complex Issues Facing Society.” The current name causes widespread confusion, and the revised name better reflects the learning outcomes of this requirement. (Approved by GEAC on 9/13/19)
4. The program structure will change from three tiers to four areas. The concept of “tags,” which has caused significant confusion, will be replaced by two descriptive categories: Diversity (two courses) and Integrated & Applied Learning (one course). (Approved by GEAC on 2/14/20)
5. Currently, we require all students to take a Complex Systems course. We anticipate issues with providing enough courses. In the adjusted program, there will be two options for fulfilling the Integrated and Applied Learning requirement: a Complex Issues course *or* an approved capstone course in the major. This change ensures there will be sufficient courses available to students. The addition of capstone courses strengthens the integration of general education learning outcomes in the major.

To be approved as an “Integrated and Applied Learning” course, capstones in the major would document how their courses require students to demonstrate the following:

- Effective communication
- Critical thinking
- Integration and application of broad and specialized knowledge
- Application of ethics and social responsibility

(Approved by GEAC on 2/14/20)

6. The learning outcomes for the former Tier III courses were clarified and slightly modified as a result of the assessment process. The following are the revised learning outcomes. (Approved by GEAC on 9/13/19)

Domestic Diversity: Revised Learning Outcomes

LO 1: Knowledge of Domestic Diversity

Students demonstrate knowledge of the perspectives and experiences of a non-dominant social group within the U.S., with attention to social and cultural contexts.

LO 2: Recognition of Diversity and Power

Student work reflects knowledge of how social groups within the U.S. are affected by power structures that determine hierarchies, inequalities, and opportunities.

LO 3: Application of Diverse Perspectives

Students use knowledge of diverse perspectives within the U.S. for analysis, interpretation, or problem solving.

LO 4: Understanding of Intersectionality

Students describe how dimensions of diversity intersect and overlap.

The course must cover all learning outcomes. The assessment assignment must address learning outcomes 1, 2, and 3.

Global Diversity: Revised Learning Outcomes

LO 1: Knowledge of Global Diversity

Students demonstrate knowledge of multiple worldviews and experiences, either within a nation (other than the U.S.) or among nations, with attention to social and cultural contexts.

LO 2: Application of Global Perspectives

Students use knowledge of global perspectives for analysis, interpretation or problem solving.

LO 3: Understanding of Global Relationships

Students describe global interconnectedness from a historical or contemporary perspective.

The course must cover all learning outcomes. The assessment assignment must address learning outcomes 1 and 2.

Complex Issues Facing Society: Revised Name and Learning Outcomes

LO 1: Student articulates a complex problem or issue facing society.

LO 2: Student describes multiple systemic contributors to the problem or issue.

LO 3: Student views the problem or issue from multiple, disparate disciplinary perspectives.

LO 4: Student evaluates the advantages and disadvantages of an approach or solution to problem or issue.

The course and the assessment assignment must address all four learning outcomes.

Notes about the CI Learning Outcomes

- One of the central goals of this requirement is to shift students from a “single cause” mindset to an understanding that complex problems and issues exist within an interconnected environment of influences and causes.
- **Systemic contributors** (LO 2) are the broad, foundational systems that contribute to the problem or issue. These may include economic systems, government and institutions, political systems, education, health care, cultural value systems, physical environment, ecosystems, and other systems.
- **Multiple, disparate disciplinary perspectives** (LO 3) are the various disciplinary lenses students use to examine the issue or problem. These may include perspectives such as economic, sociological, psychological, cultural, aesthetic, communicative, financial, technological, ethical, scientific, environmental, and others. The student should use perspectives from *different* disciplinary areas. For example, if the primary approach is geological and biological, students should engage a social science or cultural perspective rather than another natural science perspective.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

Acceptance of The University of Akron's Proposed Adjustments
To General Education Program

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

M. Celeste Cook, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB

**PROPOSED STRUCTURE FOR OVERSEEING
GOVERNMENT CLASSIFIED INFORMATION**



College of Engineering and Polymer Science

DATE: November 13, 2020

TO: John Wiencek, Ph.D.
Executive Vice President and Provost

FROM: Craig C Menzemer
Interim Dean

RE: **Summary of Key Management Personnel Resolution for the
December 9, 2020 Meeting of The University of Akron Board of Trustees**

The Board of Trustees will be asked to consider the following Resolution at its Committee meeting on December 4, 2020 and at the meeting of the full Board of Trustees on December 9, 2020.

Executive Summary

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

Objective

The University of Akron has a research subcontract with NASA Glenn Research Center. One deliverable of that agreement stipulates that three researchers in the College of Engineering and Polymer Science obtain Secret-level security clearance to support the U.S. government's aerospace engineering research and development programs. For these employees to obtain personnel clearance, the University organization must qualify and obtain a Facility Clearance (FCL). To obtain an FCL, the U.S. government requires a Board of Trustees resolution that identifies management that will and will not have access to classified information.

Cost of Clearance

The cost to The University of Akron to obtain a facility clearance and personnel clearances is minimal. The largest portion of the costs associated obtaining security clearance, i.e. background investigation costs, are paid directly by the U.S. Government. The University is in the process of hiring an experienced Facility Security Officer that already holds a security clearance. Those costs will be reimbursed through the current research contract.

Select individuals in the Office of Research Administration will have additional duties assigned. Total cost to the University to obtain an FCL is estimated to be less than \$1000.

Benefits of Security Clearance

Obtaining and maintaining security clearance benefits the University by providing opportunities not typically afforded institutes of higher education. Research and development, and the associated funding, exists in select fields where conducting cutting-edge research requires proof of allegiance to the U.S. Government. With clearance, The University of Akron can pursue these sources of funding. For cleared faculty, additional research opportunities exist in engineering, health, and information technologies in the government, defense, and security sectors. The University's status as having an FCL can be made public and used as a marketing tool by research-active faculty.

Resolution summary

The proposed resolution identifies key management officials, by name, that will obtain security clearance, including the Provost, a Facility Security Officer (FSO), an alternate FSO, and an Insider Threat Program Senior Official.

The resolution identifies management officials that will not have access to classified information. These individuals will be identified by name and include all members of the Board of Trustees, the University President, and select senior management.

Finally, the resolution delegates authority to key management officials to revise the names of individuals residing in key management positions, as it pertains to security clearance – with notification to the University President and the Board.

Please let me know if you have any questions or if I can be of further assistance.

cc: Gary L. Miller
Paula Neugebauer

THE UNIVERSITY OF AKRON

RESOLUTION 12 - - 20

Pertaining to the Establishment of a
Key Management Personnel Group for
National Industrial Security Program Agreements

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

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

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

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

BE IT FURTHER RESOLVED, That the following individuals who are not part of the KMP shall not have, and can be effectively excluded from, access to all classified information in the University's possession and possession of UA, and do not occupy positions that would permit them to adversely impact the University's policies or practices in the performance of classified contracts, including University Trustees (Chair Joseph M. Gingo, Vice Chair Olivia P. Demas, Vice Chair Dr. Alfred V. Ciraldo, Trustees Lewis W. Adkins Jr., Cindy Crotty, Michael J. Dowling, Thomas F. Needles, William A. Scala, Student Trustees Taylor Bennington and McKenzie Gerzanics, and, Advisory Trustees Anthony J. Alexander and David James) as well as all University officers and directors that are not KMP; and

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

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

M. Celeste Cook, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB

**ACCEPTANCE OF COVID-19 LOCAL
GOVERNMENT PAYROLL SUPPORT GRANT
FROM SUMMIT COUNTY**

THE UNIVERSITY OF AKRON



OFFICE OF THE PRESIDENT

GARY L. MILLER
PRESIDENT

MEMORANDUM

TO: Joseph M. Gingo, Chair, Board of Trustees

FROM: Gary L. Miller, Ph.D., President *GM*

DATE: November 13, 2020

RE: County of Summit:
COVID-19 Local Government Payroll Support Grant Program

The County of Summit administration has advised The University of Akron that it intends to provide financial assistance to governmental entities located in Summit County, including the University, by passing through funds that the County has received through Section 5001 of the federal Coronavirus Aid, Relief and Economic Security Act ("CARES Act"). Under the terms of the Grant, the University may receive up to \$2,000,000, which may be used by the University to fund payroll and benefit costs associated with public health and public safety employees, whose duties have been substantially dedicated to mitigating or responding to the COVID-19 public health emergency.

The funding may be applied to payroll expenses incurred by the University between March 1, 2020 through December 30, 2020 and will be administered through the University Office of Research Administration.

I recommend that the Board of Trustees accept this grant on behalf of The University of Akron.

cc: M. Celeste Cook

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BUCHTEL HALL 114 • AKRON, OH 44325-4702
330-972-7869 OFFICE • 330-972-8652 FAX • PRESIDENT@UAKRON.EDU

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

Acceptance of COVID-19 Local Government Payroll Support Grant from
Summit County

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

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

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

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

M. Celeste Cook, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 7

**REVISIONS TO THE SPRING 2022 ACADEMIC
CALENDAR**

THE UNIVERSITY OF AKRON



OFFICE OF THE PRESIDENT

GARY L. MILLER
PRESIDENT

MEMORANDUM

TO: Joseph M. Gingo, Chair, Board of Trustees

FROM: Gary L. Miller, President *Gary L. Miller*

DATE: November 23, 2020

RE: Revisions to Spring 2021 Academic Calendar

Consistent with our recent discussion, this confirms my decision, at the recommendation of Executive Vice President and Provost John Wiencek and consistent with Board of Trustees Resolution 3-1-20, to modify the calendar for the spring 2021 academic term. This decision was made following consultation with appropriate healthcare experts, governmental officials, University officials, and campus constituencies, including the Faculty Senate Executive Committee, University Council Executive Committee, AAUP leadership, and Undergraduate Student Government. These revisions have been made in an effort to protect the health and safety of students and the remainder of the campus community.

Adjustments to the calendar include beginning and ending the semester with remote instruction and delaying spring break until later in the semester. (A copy of the revised calendar is attached.) Please note that it is possible that additional revisions to the calendar may be necessary in response to additional community spread of COVID-19, or directives from the state of Ohio, county of Summit, or the city of Akron. I will advise you of any additional changes, should they be needed.

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University of Akron Calendar

	2020-2021	2021-2022	2022-2023
FALL SEMESTER	2020	2021	2022
University Convocation	Fri., August 21	Fri., August 20	Fri., August 19
Day and Evening Classes Begin	Mon., August 24	Mon., August 23	Mon., August 22
Labor Day *	Mon., September 7	Mon., September 6	Mon., September 5
Veteran's Day Observed * Staff Holiday (classes held)	Wed., November 11	Thurs., November 11	Fri., November 11
Thanksgiving Break **(In lieu of Columbus Day)	Thurs.-Sun., November 26-29	Thurs.-Sun., November 25-28	Thurs.-Sun., November 24-27
Classes resume in remote delivery	Mon., November 30		
Final Instructional Day	Sun., December 6	Sun., December 5	Sun., December 4
Final Examination Period	Mon.-Sun., December 7-13	Mon.-Sun., December 6-12	Mon.-Sun., December 5-11
Holiday Hours Begin: 8:00 am - 4:30 pm	Mon., December 14	Mon., December 13	Mon., December 12
Commencement	Fri.-Sat., December 11-12	Fri.-Sat., December 10-11	Fri.-Sat., December 16-17
Fall Semester Grades Due	Tues., December 15	Tues., December 14	Tues., December 13
Christmas Eve * (In lieu of President's Day)	Thurs., December 24	Fri., December 24	Fri., December 23
Christmas Day *	Fri., December 25	Mon., December 27	Mon., December 26
UA Closed	Mon.-Thurs., Dec. 28-31	Tues.-Thurs., Dec. 28-30	Tues.-Thu., Dec. 27-29
SPRING SEMESTER	2021	2022	2023
New Year's Day *	Fri., January 1	Fri., December 31, 2021	Fri., December 30, 2022
End of Holiday Hours	Mon., January 4	Mon., January 3	Mon., January 2
Day and Evening Classes Begin	Mon., January 11 *Remote start	Mon., January 10	Mon., January 9
Classes begin in remote delivery for 2 weeks	Mon., January 11 - January 17		
Martin Luther King Jr. Day*	Mon., January 18	Mon., January 17	Mon., January 16
President's Day Observance * (University open - No classes except Law School classes held. Not a staff holiday.)	Tues., February 16	Tues., February 15	Tues., February 14
Spring Recess	Mon.-Sun., April 12-18	Mon.-Sun., March 21-27	Mon.-Sun., March 20-26
Classes resume in remote delivery	Mon., April 19		
Final Instructional Day	Sun., May 2	Sun., May 1	Sun., April 30
Final Examination Period	Mon.-Sun., May 3-9 *Remote	Mon.-Sun., May 2-8	Mon.-Sun., May 1-7
Commencement	Fri.-Sun., May 7-9	Fri.-Sun., May 6-8	Fri.-Sun., May 5-7
Summer Hours Begin: 8:00 am - 4:30 pm	Mon., May 10	Mon., May 9	Mon., May 8
Spring Semester Grades Due	Tues., May 11	Tues., May 10	Tues., May 9
Law School Commencement	TBD	Sun., May 15	Sun., May 14
SUMMER SESSION	2021	2022	2023
Classes Begin: Intersession 3-week & 8-week I	Mon., May 17	Mon., May 16	Mon., May 15
Memorial Day *	Mon., May 31	Mon., May 30	Mon., May 29
Final Instructional Day: 3-week Intersession	Sun., June 6	Sun., June 5	Sun., June 4
Classes Begin: 5-week I & 8-week II	Mon., June 7	Mon., June 6	Mon., June 5
Independence Day Observance *	Mon., July 5	Mon., July 4	Tues., July 4
Final Instructional Day: 5-week I & 8-week I	Sun., July 11	Sun., July 10	Sun., July 9
Day and Evening Classes Begin: 5-week II	Mon., July 12	Mon., July 11	Mon., July 10
Final Instructional Day: 8-week II	Sun., August 1	Sun., July 31	Sun., July 30
Final Instructional Day: 5-week II	Sun., August 15	Sun., August 14	Sun., August 13
Summer Grades Due	Tues., August 17	Tues., August 16	Tues., August 15
End of Summer Hours	Fri., August 20	Fri., August 19	Fri., August 18

* Holiday

**Classes are cancelled at 4pm on Wednesday prior to Thanksgiving

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB

**REPORT TO THE CHANCELLOR ON
REMEDICATION OF STUDENTS PER ORC 3345.062**

3345.062 University remediation report.

(A) Not later than December 31, 2017, and each thirty-first day of December thereafter, the president, or equivalent position, of each state university shall issue a report regarding the remediation of students that includes all of the following:

- (1) The number of enrolled students that require remedial education;
- (2) The cost of remedial coursework the state university provides;
- (3) The specific areas of remediation provided by the state university;
- (4) Causes for remediation.

(B) Each president, or equivalent, shall present the findings of the report to the state university's board of trustees and shall submit a copy of the report to the chancellor of higher education and the superintendent of public instruction.

(C) As used in this section, "state university" has the same meaning as in section [3345.011](#) of the Revised Code.

Added by 132nd General Assembly File No. TBD, HB 49, §101.01, eff. 9/29/2017.

University Remediation Report

Name of University:

The University of Akron

Ohio Revised Code Section 3345.062 requires the president of each state university to issue a report by December 31, 2020, and each thirty-first day of December thereafter, regarding the remediation of students. The report must include the following areas:

1. The number of enrolled students that require remedial education (FY20 actual).

Number of Students	Description (if needed)
1433	Unduplicated Student Count

2. The cost of remedial coursework that the state university provides (FY20 actual).

Please select the type of cost in the following areas and describe.

- **Costs to the university:** Please include a description of all university resources allocated in support of and/or on behalf of remedial education, including but not limited to costs associated with the following: faculty & staff, buildings/classrooms, administration, and additional student advising, among others.
- **Costs to the student:** Please include a description of tuition paid by students in pursuit of remedial education.
- **Costs to the state:** Please include a description of state resources provided to your institution in support of remedial education. (See Appendix A containing this information for all state universities.)

Cost Type	Amount	Description
Costs to the university	\$1,332,788	Compensation/Benefits (Akron and Wayne)
Costs to the university	\$113,717	Operating Expenditures (Akron and Wayne)
Costs to the university	\$752,182	IDC (Akron and Wayne)
Costs to the student	\$1,372,875	Tuition and Fees (Akron and Wayne)
Costs to the state	\$238,961	SSI Final Worksheet FY20

3. The specific areas of remediation provided by the university.

Subject Area	Description
Study Strategies	Applied Study Strategies, College Reading & Study Skills
Math	Basic Math I, II
Math	Math Fundamentals I-V
Writing	Basic Writing

4. Causes for remediation.

Please select all that are relevant from the following categories and provide detail.

- **Lack of student preparation at the K-12 level**
- **Prescriptive placement policies** (over reliance on a single assessment measure)
- **Deferred entry into higher education** (adult students returning to higher education)
- **Other** (any other cause identified by the university)

Cause	Description
Lack of student preparation	Indicative of poor K-12 preparation, this cohort consists of students with lower test scores and requires a placement test at or prior to orientation. The test score thresholds used are below the statewide "remission-free" standard, providing access to college-level English and mathematics courses with built-in credit bearing learning support.
Deferred entry	Adult students at the University of Akron (defined as having been out of high school for five or more years) typically need remediation but represent a small percentage of students in remedial courses.

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB

RESEARCH REPORT

RESEARCH & SCHOLARLY ACTIVITIES



Research and Scholarly Activities Highlights

First aid updates for American Red Cross and American Heart Association

Dr. Jeffrey Pellegrino, assistant professor of disaster science and emergency services, along with co-author Nathan Charlton, M.D., University of Virginia's School of Medicine, co-authored the 2020 "Focused Update for First Aid," published in the American Heart Association's journal, *Circulation*. The article provides updates and rationale to various processes for first aid providers, including non-medical experts, most notably for immediate treatment of life-threatening bleeding, the use of aspirin for chest pain, stroke recognition and cooling techniques for hyperthermia and heatstroke. The American Heart Association and the American Red Cross will implement these updates into their first aid curriculum and guidelines and pass them down to first aid instructors and trainers.



Intellectual property law professors in print



Camilla Hrdy, associate professor of law, has published several articles recently, with others accepted for publication, including "Abandoning Trade Secrets" (with Mark Lemley) in *Stanford Law Review* (forthcoming); "The Trade Secrecy Standard for Patent Prior Art" (with Sharon Sandeen), *American University Law Review* (forthcoming), and "Innovation or Jobs? An Inconvenient Truth about Public Financing for 'Innovation'," in the *Journal of Law & Innovation*.



Mark Schultz, Goodyear Tire & Rubber Company Chair in Intellectual Property Law and Director of the UA Center for Intellectual Property Law and Technology, recently published an empirical study on the trends in U.S. venture capital investment from 2004-2017 in which he shows that the share of funding going to patent-intensive industries has declined significantly as the patent system has changed. He also co-authored a research report for the World Intellectual Property Organization titled "Policy Approaches to Close the IP Gender Gap: Practices to Support Access to the IP System for Female Innovators, Creators, and Entrepreneurs." The paper, to be released soon, documents and profiles programs and policy initiatives that have shown promise for increasing participation by women in the IP system.

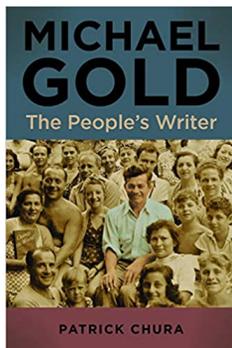
National Science Foundation recognizes breakthrough by UA researcher

Dr. Siamak Farhad, associate professor of mechanical engineering, with his team developed a new system they refer to as high-frequency dynamic mechanical analysis (DMA) that, for the first time, directly and accurately tests new materials that go into making tires. The system was recently featured by the National Science Foundation (NSF) as an Industry-University Cooperative Research Centers Program (I/UCRC) breakthrough story as it can lead to significant process improvements or techniques.

"I am happy that this project has been a featured 'breakthrough story' by the NSF. This motivates me significantly to explore the industry needs and research gaps in my field and try to address it," said Dr. Farhad. "It is necessary to acknowledge the role of Dr. **Roja Esmaeeli**, who was a graduate student working on this project, and several UA undergraduate students who helped and made the project successful."



New book by English professor



Dr. Patrick Chura, professor of english, has published his latest book, “Michael Gold: The People’s Writer,” with SUNY Press. Jewish American Communist writer and cultural figure Michael Gold (1893–1967) was a key progressive author of his generation. A novelist, essayist, playwright, poet, journalist and editor, Gold was the leading advocate of leftist, proletarian literature in the United States between the two world wars. In this biography, Chura traces Gold’s story from his impoverished youth, through the period of his fame during the “red decade” of the 1930s, and into the McCarthy era, when he was blacklisted and forced to work menial jobs to support his family. Editorial reviews call this work a “quantum leap forward in our understanding of the life of this controversial Jewish American Communist author,” and “incredibly impressive [scholarship].”

Select awards received, September and October

Department (College)	Title	Sponsor	Award Amount	PI and Co-PI(s)
Chemistry (BCAS)	Mechanical Control of Coronary Angiogenesis in Myocardial Adaptation to Ischemia	National Heart Lung and Blood Institute via Northeast Ohio Medical Univ. (NEOMED)	\$ 78,416	Sailaja Paruchuri
Chemistry (BCAS)	Structure and Function of Plexin-Co-receptor Interactions	National Eye Institute via Case Western Reserve University	\$ 102,569	Adam Smith
LBJFF School of Education (BCAS)	NE Ohio ACHIEVE: Access to Curriculum & High quality Instruction for Educators Valuing English Language Learners	U.S. Department of Education	\$ 539,241	Lynn Atkinson Smolen, Valerie Sartor (Co-PI), Wei Zhang (Co-PI)
Civil Engineering (CEPS)	Analysis of Ohio's Fine and Coarse Aggregate Reserve Balances	Federal Highway Administration via Ohio Department of Transportation	\$ 149,527	Ala Abbas
Electrical & Computer Engineering (CEPS)	SaTC: CORE: Small: A Practical Approach to Study Security in Wireless Networks	National Science Foundation	\$ 500,001	Hamid Bahrami, Mehdi Maleki Pirbazari (Co-PI), Huu Nghi Tran (Co-PI)
School of Polymer Science & Polymer Engineering (CEPS)	Enhanced Crystallinity of Recycled PET Materials	National Science Foundation via Virginia Tech	\$ 69,375	Kevin Cavicchi, James Eagan (Co-PI)
School of Polymer Science & Polymer Engineering (CEPS)	Assured Digital Microelectronics Education and Training Ecosystem	Air Force Research Laboratory via Wright State University	\$ 1,215,000	Kevin Cavicchi, Yu Zhu (Co-PI)
Chemical, Biomolecular, and Corrosion Engineering (CEPS)	Soy Biorefinery - Enzyme Production and Enzymatic Hydrolysis of Soy Carbohydrate Waste Streams	United Soybean Board	\$ 62,750	Lu-Kwang Ju
Speech-Language Pathology and Audiology (CHP)	Pharmaceutical Interventions for Noise-Induced Hearing Loss-Acute Exposure Treatment (PINIHL-AET)	U.S. Army Medical Research Command via Washington University in St Louis	\$ 199,974	Kristine Sonstrom Malowski
School of Law	Pilot Expansion of the Small Entrepreneur and Economic Development (SEED) Legal Clinic	Burton D. Morgan Foundation	\$ 240,530	Christopher Peters

Technology Transfer and UA Research Foundation Highlights

UA light-releasable adhesive technology licensed to PolyLux

Akron-based company PolyLux recently signed an agreement to license UA adhesive technology that loses its strength upon exposure to a particular wavelength of light. PolyLux is developing the adhesive for use in large medical bandages that need to adhere strongly but be removed without causing pain or damage to a patient's skin. The company's planned first product is bandages for use in negative pressure wound therapy. The technology was developed by UA Professor of Polymer Science **Abraham Joy**. Dr. Joy's research group participated in UA's I-Corps Site, I-Corps@Ohio and UARF's Spark Fund program to develop the technology and ready it for licensing.



PolyLux's light-releasable adhesive for use in large medical bandages

UA's I-Corps Site expands its reach through collaboration with University of Toledo

The University of Akron's I-Corps Site trains faculty, students and community members in the process of customer discovery. The Site teamed up with the University of Toledo to offer an online I-Corps program for participants from across Northern Ohio. This new I-Corps collaboration brought together faculty and students from UA, UT, Bowling Green State University, Case Western Reserve University, Cleveland State University, Kent State University, Ohio Northern University, and the University of Dayton, as well as technologies from NASA and innovators from Akron's Bounce Innovation Hub. A total of 28 teams spoke with more than 300 current and potential customers as a way to explore bringing their ideas to market. Up next, UA and UT will host a winter cohort of the program, running December through January.



Two UA teams selected for National Science Foundation I-Corps Node training



UA's Alireza Bagheri Rajeoni meets with recent UA alum Nate Hawk to work on a prototype of his I-Corps technology

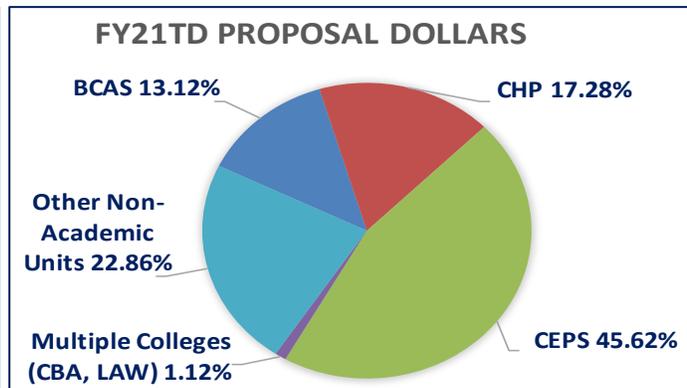
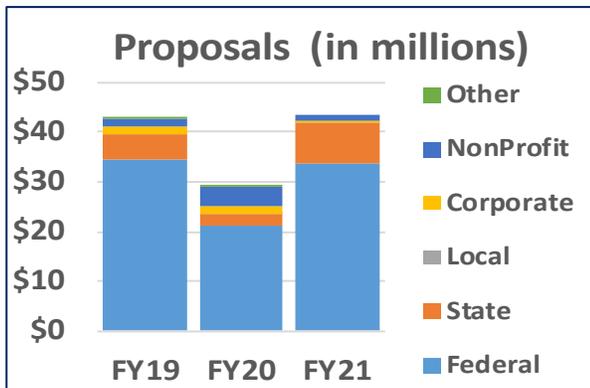
Two University of Akron teams were selected to participate in training at National Science Foundation I-Corps Nodes. A subset of the best prepared and most promising NSF funding recipients are trained at I-Corps Nodes each year. UA Professor **Jiang Zhe** and Ph.D. candidate Joe James from the Department of Mechanical Engineering recently completed I-Corps Teams, exploring a sensor technology that can detect oil, debris and wear conditions in machines. Professor **Gopal Nadkarni** and master's student Alireza Bagheri Rajeoni from the Departments of Mechanical and Biomedical Engineering, respectively, are currently in I-Corps Teams, looking into the best application for a device that can automatically inject intravenous medications. I-Corps Teams complete a rigorous 7-week process to explore the full commercial potential of their technologies, including talking to prospective customers and developing a business model. These intensive 7-week training programs are a follow on to training UA and its Research Foundation provide locally in Akron.

PROPOSALS (New and Continuing)

FY19	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	88	\$ 34,568,668	\$ 10,335,597	\$ 462,987
State	8	\$ 5,003,166	\$ 125,687	\$ 45,208
Local	1	\$ 24,967	\$ 5,152	\$ -
Corporate	23	\$ 1,506,454	\$ 397,748	\$ -
NonProfit	17	\$ 1,595,246	\$ 84,452	\$ -
Other*	3	\$ 61,351	\$ 2,278	\$ 39,043
Total	140	\$ 42,759,852	\$ 10,950,914	\$ 547,238

FY20	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	69	21,346,746	5,661,400	648,471
State	7	2,040,005	228,536	223,426
Local	2	15,995	-	-
Corporate	30	1,741,050	407,837	-
NonProfit	25	3,876,328	829,198	2,303,864
Other*	2	314,300	-	-
Total	135	29,334,424	7,126,971	3,175,761

FY21	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	63	\$ 33,805,072	\$ 6,394,702	\$ 2,546,277
State	10	\$ 8,035,219	\$ 1,498,934	\$ 74,222
Local	3	\$ 30,826	\$ 5,097	\$ -
Corporate	13	\$ 452,985	\$ 11,469	\$ -
NonProfit	23	\$ 1,060,256	\$ 59,724	\$ 27,778
Total	112	\$ 43,384,358	\$ 7,969,926	\$ 2,648,277



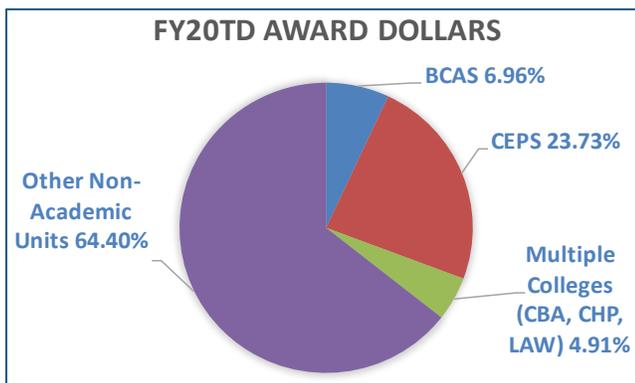
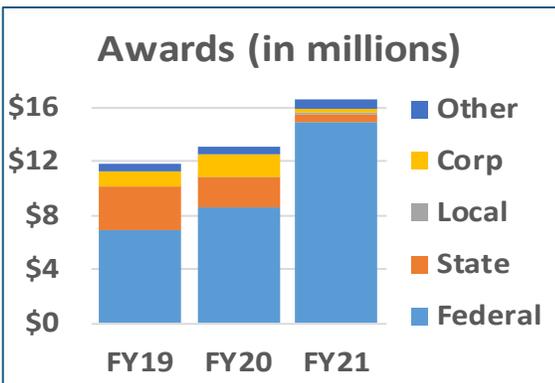
*Other is comprised of sponsor types: individual, non-U.S. government, and other universities.
 FY21 federal and state funding includes COVID-19 relief dollars, including funding from the federal CARES Act.
 This report may co-report with UA's Development Office.

A W A R D S

FY19	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	50	\$ 6,923,510	\$ 1,679,468	\$ 58,520
State	8	\$ 3,216,185	\$ 126,667	\$ 78,945
Local	1	\$ 24,967	\$ 5,152	\$ -
Corporate	23	\$ 1,159,337	\$ 291,562	\$ -
Other*	11	\$ 516,210	\$ 19,117	\$ 85,943
Total	93	\$ 11,840,209	\$ 2,121,966	\$ 223,408

FY20	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	41	\$ 8,598,209	\$ 1,739,837	\$ 71,337
State	6	\$ 2,272,590	\$ 16,658	\$ 2,190,800
Local	3	\$ 24,000	\$ 3,302	\$ -
Corporate	30	\$ 1,598,980	\$ 457,579	\$ -
Other*	15	\$ 598,212	\$ 15,717	\$ 6,663
Total	95	\$ 13,091,991	\$ 2,233,092	\$ 2,268,800

FY21	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	35	\$ 14,995,077	\$ 1,005,719	\$ 98,759
State	6	\$ 565,865	\$ 25,754	\$ 240,990
Local	2	\$ 15,926	\$ 3,286	\$ -
Corporate	14	\$ 371,630	\$ 59,708	\$ -
Other*	17	\$ 644,610	\$ 70,487	\$ -
Total	74	\$ 16,593,107	\$ 1,164,954	\$ 339,749



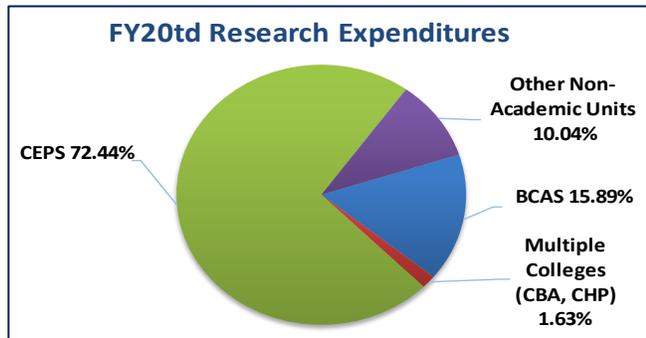
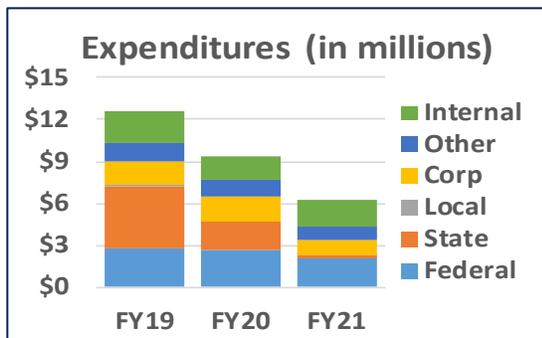
*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. This report does not include testing agreements. Also, this report may co-report with UA's Development Office.
 FY21 federal and state funding includes COVID-19 relief dollars, including funding from the federal CARES Act.

RESEARCH EXPENDITURES

FY19	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$10,326,360	\$ 1,610,729	\$ 1,892,685
Federal	\$ 2,788,419	\$ 813,985	\$ 39,491
State	\$ 4,476,383	\$ 99,010	\$ 1,588,928
Local	\$ 24,918	\$ -	\$ 13,002
Corporate	\$ 1,728,059	\$ 528,142	\$ 63,624
Other*	\$ 1,308,581	\$ 169,591	\$ 187,641
Internal	\$ 2,216,012	\$ -	
Grand Total	\$12,542,372	\$ 1,610,729	\$ 1,892,685

FY20	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 7,683,406	\$ 1,493,316	\$ 1,924,125
Federal	\$ 2,697,213	\$ 795,433	\$ 40,006
State	\$ 1,995,718	\$ 12,495	\$ 1,753,758
Local	\$ 23,965	\$ -	\$ 16,106
Corporate	\$ 1,811,199	\$ 518,433	\$ 18,176
Other*	\$ 1,155,310	\$ 166,955	\$ 96,078
Internal	\$ 1,715,773	\$ -	
Grand Total	\$ 9,399,178	\$ 1,493,316	\$ 1,924,125

FY21	Total \$	Actual IDC \$	Actual Cost Share \$
External	\$ 4,311,038	\$ 1,162,403	\$ 99,010
Federal	\$ 2,090,051	\$ 670,060	\$ 15,268
State	\$ 205,648	\$ 58,595	\$ 299
Local	\$ 2,192	\$ -	
Corporate	\$ 1,107,460	\$ 286,736	\$ 301
Other*	\$ 905,688	\$ 147,012	\$ 83,142
Internal	\$ 1,939,288	\$ -	
Grand Total	\$ 6,250,326	\$ 1,162,403	\$ 99,010



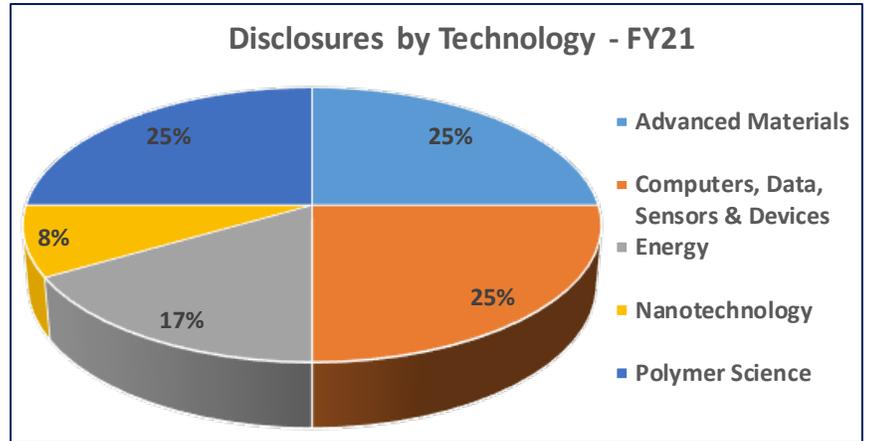
General Fund savings to-date due to research policy and other sponsor requirements:

Full-time Faculty Academic Year Salary and Fringes:	\$206,257
Tuition Charged to Research Grants:	\$ 28,939

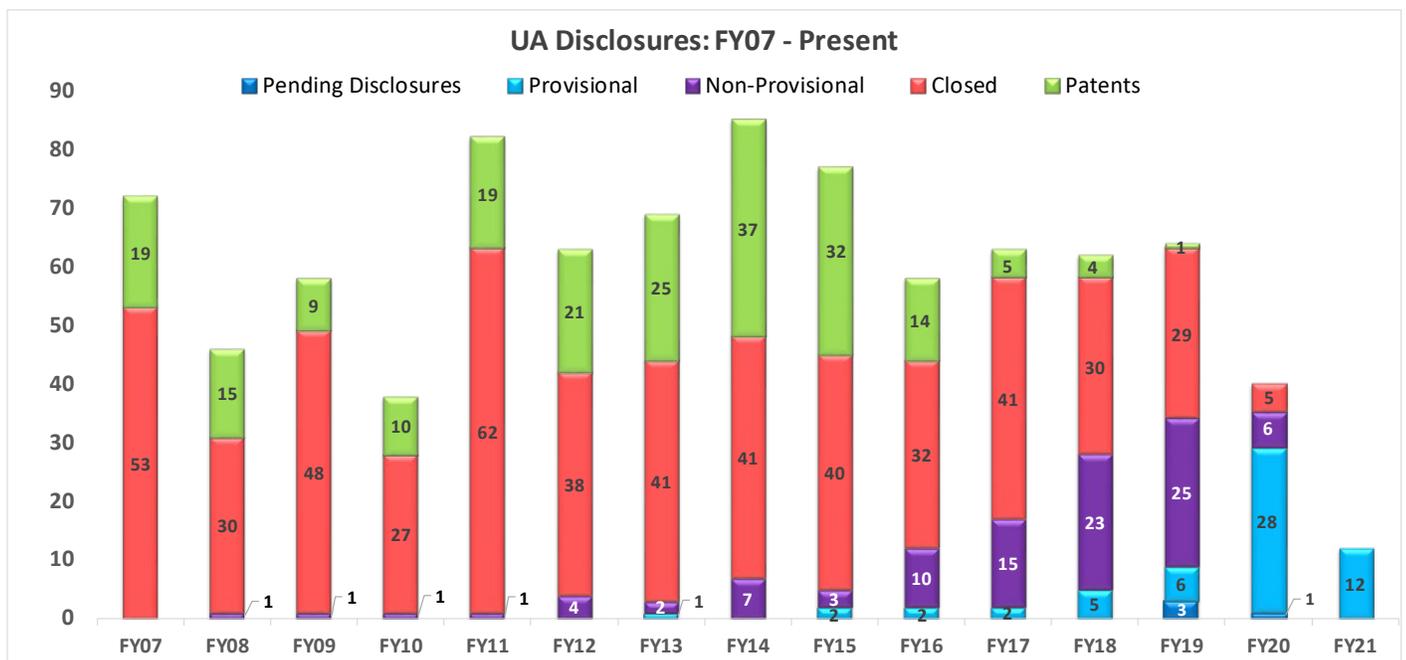
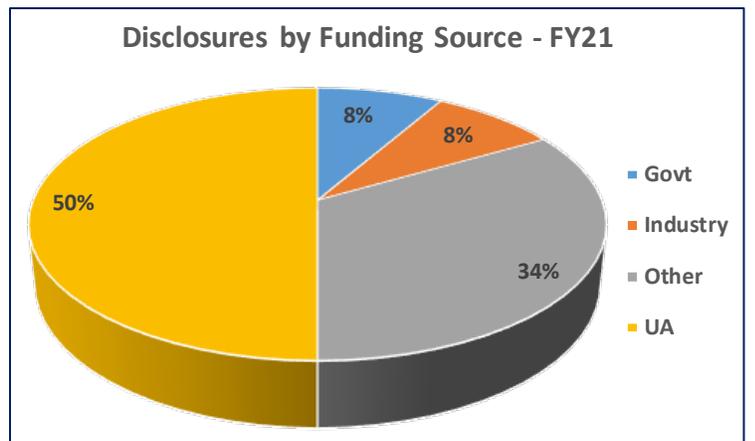
*External Other sponsor types are foundation/nonprofit, individual, non-U.S. gov't. and other universities. This page reports research expenditures only. Internal research expenditures include research-related accounts, such as startup funding. Expenditure data subject to change due to adjustments, including after-the-fact student tuition and academic year wages.

Technology Transfer: Invention Disclosures and Patent Activity FY07 to present

Disclosures submitted in FY21 to date continue in a variety of fields, with 75% being in advanced materials, energy and polymer science. All are being assessed regarding the technology and potential market. A provisional patent application protects an invention for one year. During this time a technology and market assessment is conducted to determine if a non-provisional patent should be filed. Once filed, it takes several years for the claims to be evaluated, revisions to be filed, and a patent to issue.



The funding source of research leading to inventions can affect the ability to commercialize the technology. Industry research agreements usually provide options for exclusive or non-exclusive licenses, with negotiated fees. Agreements often include provision for patent costs to be paid by the research sponsor. Government funding gives the university the right to patent and license, while including government use provisions. Other funding sources typically leave patent rights under university control and responsibility. Regardless of research funding, by Ohio statute any intellectual property created by State employees or by anyone using state funding or facilities is owned by UA.



**U.S. Patents Issued from July 1, 2020 to October 31, 2020
(Sorted by Funding Source & Technology)**

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
10,731,635	8/4/2020	Polymer Electrolyte Membrane Assembly	Dr. Thein Kyu, Camilo Piedrahita and Jinwei Cao	CEPS	Advanced Materials	Govt
10,809,170	10/20/2020	Dynamic Mechanical Analysis System	Dr. Siamak Farhad and Roja Esmaeeli	CEPS	Computers, Data, Sensors & Devices	Govt
10,710,281	7/14/2020	Electric Field "Z" Direction Alignment of Nanoparticles in Polymer Solutions	Dr. Mukerrem Cakmak, Yuanhao Guo and Saurabh Batra	CEPS	Advanced Materials	Other
10,816,415	10/27/2020	Flexible Sensors and Methods for Making the Same	Dr. Jae-Won Choi	CEPS	Advanced Materials	Other
10,788,445	9/29/2020	Polymer Electrolyte Membrane Fuel Cell (PEMFC) Sensor	Dr. Siamak Farhad	CEPS	Computers, Data, Sensors & Devices	Other
10,774,185	9/15/2020	Centrally Functionalizable Living Cationic Polymer or Copolymer and Methods Synthesizing the Same	Dr. Joseph Kennedy, Dr. Turgut Nugay, Tejal Deodhar and Dr. Nihan Nugay	CEPS	Polymer Science	Other
10,793,661	10/6/2020	Synthesis of Star Isobutylene-Based Thermoplastic Elastomers	Dr. Kennedy, Dr. Turgut Nugay and Dr. Nihan Nugay	CEPS	Polymer Science	Other
10,777,324	9/15/2020	Engineered 3D Lung Airway Tree	Hossein Tavana	CEPS	Medical	UA

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 1

STUDENT SUCCESS REPORT

REPORT TO THE ACADEMIC ISSUES AND STUDENT SUCCESS COMMITTEE DIVISION OF STUDENT AFFAIRS DECEMBER 2020

HOMEcomings WEEK

Homecoming Week and Family Weekend may have looked a little different than usual, but Campus Programs was committed to providing a Homecoming Royalty experience. 41 Homecoming Royalty (13 men and 28 women) were nominated this year, and 1,114 undergraduates voted for their top 4 king and queen candidates. Student Life hosted a Homecoming Royalty recognition dinner in accordance with guidelines provided by Environmental and Occupational Health and Safety. Prior to dinner, Homecoming Royalty were recognized by Willy Kollman on The University of Akron's Facebook Live site. President Miller and Mrs. Miller shared remarks and crowned this year's Homecoming King, Brandon Counts, and Homecoming Queen, Kiarra Anderson, on the live feed.



Pictured Above: The newly crowned 2020 Homecoming King and Queen, Brandon Counts and Kiarra Anderson share a photo with President Miller and Mrs. Georgia Miller.

HOMEcomings UA5K

The 9th annual Homecoming UA5K and 1-mile run/walk was held virtually with participants agreeing to run/walk their own 5k or a 1 mile course. 113 people signed up for this event. Registration concluded on Saturday, October 17th, the date the event initially was going to be held.



STUDENT HEALTH SERVICES DELIVERS COVID-19 HEALTH CARE AND TESTING

Health Services, identified as an essential service to the campus, is open and staffed to provide direct patient care needs and to assist with COVID-19 mitigation, management and planning for the University of Akron. Currently, Health Services is providing care for the traditional patient needs of a University campus community, COVID-19 acute sick care and symptomatic or asymptomatic testing for COVID-19.

In addition to these services, Health Services follows students requiring quarantine or isolation in Quaker Square Residence Hall. Students are contacted twice daily, 7 days a week regarding symptoms, temperature checks, and health needs. Nursing staff and nurse practitioners are providing COVID-19 information and guidance to the entire campus community by telephone and email.

In cooperation with a request from Governor Mike DeWine that institutions of higher education implement surveillance testing, Health Services began a COVID-19 Surveillance/Screening Program the week of September 28, 2020. This is a random sampling of students, faculty, and staff with self-administered, medically observed testing. 600 participants are invited to attend, with testing occurring every other week. Testing is being processed through Quest Diagnostics. Participants have the ability to log into their created account to receive test results. Results are returned in 48 hours from the day the specimens are obtained. Those individuals with positive testing will be notified by Health Services and given further recommendations and guidance.

In addition to large-scale testing events, any University student or employee who requests a COVID-19 test may call Health Services and schedule a test or join one of our large-scale testing events. Health Services offers PCR nasal testing and Abbott BinaxNOW testing. BinaxNOW testing is an antigen test that is able to report results in 15 minutes and will be used for students who request testing prior to departure for Thanksgiving .

The campus is encouraged to take the following steps to continue to protect individuals and the greater community:

1. Wear a face covering when in public spaces or when you are not able to maintain a 6ft (2 meter) distance from other individuals.
2. Complete a daily self check for fever and COVID-19 symptoms each day before coming to campus.
3. Clean your hands often. Washing of hands with soap and water for at least 20 seconds, especially after being in a public place, blowing your nose, coughing or sneezing. If soap and water are not readily available, use a hand sanitizer that contains at least 60% alcohol and avoid touching your eyes, nose and mouth with unwashed hands.
4. Avoiding close contact with people who are sick and putting 6 feet (2 meters) distance between yourself and others.
5. Stay home if you are sick except to seek medical care.
6. Cover coughs and sneezes with a tissue or use the inside of your elbow. Throw used tissues in the trash and immediately wash your hands.
7. Clean and disinfect frequently touched surfaces at least daily. This includes tables, doorknobs, light switches, countertops, handles, desks, phones, keyboards, toilets, faucets and sinks.
8. Take care of yourself. Be sure you are getting adequate sleep, eating a balanced diet and staying hydrated.



ESPORTS HOSTS HEARTHSTONE INVITATIONAL IN LIVE BROADCAST

eSports hosted the Hearthstone Collegiate Invitational October 10-11. Broadcast live on the Zips eSports Twitch Channel, 16 schools from across the country competed for \$2,500 in scholarship prizes as well as physical prizes awarded by sponsors of the event. Competing institutions included: Northeastern, Rochester Institute of Technology, University of Michigan, UCLA, Texas Tech, Utah, Miami Oh, Ole Miss, Carleton, Arcadia University, The University of Akron, Lourdes, Kent State, The Ohio State University, Georgia Tech, and UC Berkley.

ESPORTS VARSITY - A GROWING POWERHOUSE

eSports Varsity continues to enjoy impressive win records:

- Rocket League - 100% win rate (undefeated in 3 national leagues)
- Rainbow 6 Siege - 100% win rate (undefeated in 3 national leagues)
- Hearthstone – 80% win rate

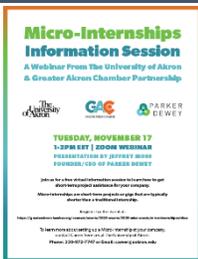
SRWS LAUNCHES MYWELLNESS MOBILE APP

SRWS is launching a new mobile app called Mywellness that will provide easy access and sign-up for group exercise classes and a large library of on-demand classes. Features include:



- Mobile virtual platform for students and members to participate in live on-demand group exercise and training programs including
 - Live virtual classes by SRWS
 - On-demand classes by SRWS
 - On-demand class library by Technogym
- Group Exercise schedule
 - No cost for students or members to login and check schedule
 - View and sign-up for classes, track history and provide reminders
 - Allows for sign-up for virtual and in-person classes

THE UNIVERSITY OF AKRON AND GREATER AKRON CHAMBER HOST INFO SESSION



This free virtual information session will be held November 17, 2020, from 1pm-2pm EST. The session is open to all employers to learn how to get short-term project assistance for their company. Micro-Internships are short-term projects or gigs that are typically shorter than a traditional internship.

CAREER SERVICES CONDUCTS FALL INTERNSHIP AND CAREER FAIR

The Goodyear Tire and Rubber Company, The J.M. Smucker Company, Progressive, Sherwin Williams, Southwest General Health, and OhioGuidestone were among the employers participating in the fall UA Internship and Career Fair, sponsored by Career Services. Nearly 400 students utilized Handshake's newly developed virtual career fair platform during the event. A special career fair for The of Engineering and Polymer Science Virtual Career Fairs was conducted on Zoom.



SERVEAKRON SPONSORS MAKE A DIFFERENCE DAY

serveAkron sponsored the 16th annual Make A Difference Day program. UA students participated in service projects with seven Greater-Akron non-profit agencies, including Stan Hywet Hall and Gardens, Junior Achievement Center, Hope and Healing, Leggett Elementary School, and RePlay for Kids. The agencies were excited to participate and the students were able to responsibly volunteer under strict COVID guidelines. Students contributed 120 hours of combined service and assisted agencies with saving over \$3,000 in costs associated with labor or supplies.



*Pictured Left:
Two students from Residence Hall Council pull weeds at Stan Hywet Hall and Gardens to prepare for the cold weather*

*Pictured Right:
Jayla Gulley, a member of Delta Zeta, participates in Make a Difference Day by putting together hygiene kits for sexual abuse survivors.*



Pictured Above: Student volunteers help Replay for Kids repair toys for children during Make a Difference Day.

SPRING 2021 REGISTRATION CAMPAIGN UNDERWAY

November 2, 2020, marked the beginning of the Office of the University's Registration Campaign for the Spring 2021 semester. As most of our students are interacting with University personnel by virtual means during the current term, the campaign has been revamped to meet students in these spaces. In addition to standard informational messaging by email messages and mobile app push notifications, there also will be an increased social media presence, including advertisements, Q&A sessions, and giveaways for student participation in social media messaging. Special emphasis also has been placed on engaging students in the University's learning management system, Brightspace, with banners and videos, as well as strategic messaging about advising and registration being rolled out in class sections identified by each college as being critical points of contact. As in prior terms, the campaign continues to champion the academic and financial advantages of registering in a timely fashion.

SPRING 2021 ONLINE ORIENTATION BEGINS

Online orientations for new freshman, adult learners, and transfer students is active for spring 2021 students. Confirmed students are being enrolled in their respective online courses before meeting with their academic advisors to schedule classes for spring 2021. In addition, virtual Zoom Hangouts with Orientation Leaders for both new students and parents/families and Hop to UA events resume at the end of the semester before the spring term.

ZIPASSIST DIRECTOR HONORED BY ASSOCIATION OF COLLEGE UNIONS INTERNATIONAL

Alison Doehring, director of ZipAssist, was honored by the Association of College Unions International (ACUI) Region VI with the Gretchen Laatsch Outstanding Service Award. This award recognizes significant leadership, volunteer service, and commitment to advance the programs, services, and retention efforts of Region VI and ACUI. This honor is named for Gretchen Laatsch who filled several leadership roles in ACUI and spent the last 19 years of her career were spent at the University of Akron as associate director in the Gardner Student Center. Alison received the award during a virtual regional conference awards celebration on October 29, 2020.

STUDENT HEALTH SERVICES DIRECTOR RECOGNIZED BY NATIONAL SOCIETY OF LEADERSHIP AND SUCCESS



Lisa Ritenour, MSN, FNP, Director of Health Services has been nominated by student members of The National Society of Leadership and Success, Sigma Alpha Pi, as a faculty member who teaches with heart and passion and has motivated students in pursuit of education. The induction and awards ceremony will be held December 5, 2020.

COUNSELING CENTER EXECUTIVE DIRECTOR ADDRESSES NATIONAL CONFERENCE

Dr Juanita K Martin, Executive Director Counseling and Accessibility, was a presenter at the national Association of University and College Counseling Center Directors conference held virtually in October. The presentation title was, "Showing Up Imperfectly: Leadership during Tumultuous Times," and encouraged higher education leaders to acknowledge differences in leadership during our current social climate.

Radical Self Acceptance

- Growth, change
- Accepting some circumstances
- Cannot control everything
- Faith



RESIDENCE LIFE AND HOUSING RECEIVES AWARDS

The University of Akron received in September five (5) Regional of the Month Awards from the Central Atlantic Affiliate of College and University Residence Halls (CAACURH). The CAACURH Region is comprised of colleges and universities from Ohio, Pennsylvania, New Jersey, Delaware, Maryland, West Virginia, and the District of Columbia.

These awards were for:

- Bulletin Board—RHC Office/Hallway
- Social Program—7:17 PM Singer/Songwriter JEJ Vinson (Sponsored by RHC and RHPB)
- First Year Student—Noelle Barry (Emerging Leader)
- Residence Assistant—Julia Dawson (Emerging Leader RA)
- Residential Community—Emerging Leaders Program

UNDERGRADUATE STUDENT GOVERNMENT FORMS MENTAL HEALTH TASK FORCE

The executive branch initiated a mental health task force comprised of USG members and non-members. The task force was formed to promote the platform of President Feezel and Vice President Allen, which is to promote knowledge of current services, emphasize the need for additional services and to improve the overall image on campus of good mental health. Over the past month, Senator Greg Hustak began reviewing the mental health education software titled Kognito and working with Dr. Juanita Martin on implementing a variety of training programs for professors and students. Senator Grace Kasunic is investigating the possibility of having a psychiatrist on campus to help students with more specific mental health issues. Marketing Strategist Riley Furey and Vice President Stevie Allen are advocating for social media accounts on behalf of the Counseling and Testing Center to raise awareness of mental health-related services and events for students who may be struggling during this time. Project Manager Gayatri Srinivasa is looking into improving communication and collaboration between university departments, specifically communication with the Counseling and Testing Center. Sasha Huston (a non-USG student) and Vice President Stevie Allen are consistently looking for ways to collaborate with mental health services and organizations throughout the City of Akron, as well as seeking volunteer opportunities to encourage engagement, awareness, and the value of establishing connections between Undergraduate Student Government and others. Additionally, Vice President Stevie Allen is actively searching for students interested in Active Minds, a mental health advocacy group formerly at UA; the Mental Health Task Force is looking forward to re-registering this organization and expanding on its current potential.

ROOCLUSIVE SPACE

The Rooclusive space project initiated by Undergraduate Student Government and executed by the Department of Student Life includes a reflection space, office space for students' organizations and a meeting space located in Schrank Hall North (SHN). The most recent update to the space includes signage for all the spaces throughout SHN which was funded by USG. The reflection space is open daily, seven days a week. Student organizations have been invited to apply for the newly renovated and cleaned office spaces and there is a window project in development stages as well that will bring recognition to all our diverse student organizations.



RETURN TO PLAY – CLUB SPORTS

Club Sports developed a "Return to Play" guide as students expressed their desire to remain active in their clubs and retain their sense of team and comradery. SRWS is committed to finding a way of supporting these students while meeting UA and SRWS guidelines. Return to Play protocols were sent to all clubs and included distancing and facial covering requirements, sanitizing, and contact limitations for all activities. Club team responses were positive, and some clubs have begun their training.

- 23 club teams registered for this year
- Eight clubs have been approved to train meeting the established guidelines
- 96 total students are actively training and conditioning for their clubs

INTRAMURAL SPORTS

Intramural Sports enables students to safely participate in sports during the fall semester in accordance with State and University protocols, to include thorough cleaning, hand sanitizing stations, use of facial coverings, and social distancing help reduce risk. 151 students participated in Intramural Sports:

- Pickleball had 9 teams play in a 5-week league and tournament
- 12 teams in our co-rec volleyball tournament, equal with last fall
- Wiffleball had 8 teams, in which we are currently running a 3 week league

A similar structure will be offered in the spring semester.



CAS LAUNCH TO GRADUATION

The virtual CAS Launch to Graduation provided BCAS seniors graduating in Fall 2020 or Spring 2021 an opportunity to confer with Career Services, CAS Academic Advising, Office of the Registrar, and Student Accounts to ensure they are ready for their upcoming graduation.



VIRTUAL NURSING NETWORKING NIGHT



The Virtual **Nursing Networking Night** was co-planned with **UA's Nursing Student Organization**. 5 local hospitals in northeast Ohio such as Cleveland Clinic Akron General, Summa Health System, and University Hospitals participated in an employer panel discussion. The panel was followed by a networking career fair on Handshake.

WE RISE TOGETHER CONNECTS STUDENTS WITH RESOURCES

As of 11/10/20, a total of 974 new students have completed the **We Rise Together** form since it was introduced March 31, 2020. Many students identified multiple concerns. Depending upon the recent hardship a new student identifies, the corresponding office (New Student Orientation, Residence Life & Housing, Financial Aid, or Admissions) contacts the student within two business days. Below is the breakdown of student responses. Many students identified multiple concerns within their submission:

I am experiencing hardship in being able to pay my confirmation fee.	578	New Student Orientation
I am going to be living on campus and am experiencing hardship in being able to complete my housing contract and pay my housing deposit.	307	Residence Life & Housing
Due to recent hardships, I am concerned about my ability to afford college this upcoming semester.	395	Financial Aid
If you have other areas of concern, please let us know.	199	Admissions

DIVERSITY WEEK INITIATIVES

The University of Akron's Diversity Week endeavors to promote celebration, education, and understanding of the visible and non-visible differences among our campus community. Diversity Week is designed to create an atmosphere that provides the UA community, including students, faculty and staff, the opportunity to explore different cultures, engage in discussions that bring new perspectives, and celebrate the presence of, and contributions made by, people of all identities and experiences. An array of events starting took place throughout the week, including Safe Zone Ally Training, The Effects by Rosemary Gramajo Quiñones, Diversity Dialogue Series: Community Policing, Sister Friends Network, and a Student Panel on Race. Campus Programs will also be revealing the inaugural Zips of Pride poster during Diversity Week, which will include over 40 individuals that are a part of the LGBTQ+ community or an ally. Campus Programs concluded the week with World Kindness Day. World Kindness Day is celebrated all around the world and is a day of acceptance, diversity, love, and of course, kindness. Campus Programs challenged the UA community to do an act of kindness or pay it forward on Friday, November 13. The goal is to perform at least 150 acts of kindness in honor of UA's Sesquicentennial. Students, faculty, and staff can share kind acts on Instagram and Twitter @uacampusprograms. These events are open to faculty, staff, and students.

GREEK WEEK

Six PHC sororities, 3 NPHC organizations, and 8 IFC fraternities participated Greek Week activities. Chapters were placed on one of six teams and competed for points at events throughout the week. The winning team's chapters each received a \$50 donation to their philanthropies. Planning a virtual Greek Week required some creativity but overall, everyone seemed to have positive feedback and appreciated that FSL still provided the programs. The week kicked up with a virtual standup comedy performance from Brent Pella. This was one of the best attended events and it seemed like laughter was exactly what the community needed. Tuesday the IFC and PHC Council leaders dressed up and got into character and acted out a Murder Mystery for participants to guess who did it! Wednesday night was Game Night, where the community hosted teams of 6 in breakout rooms to play Charades, Taboo and Scattergories. The week ended with the signature Greek God and Goddess Talent Competition, as it was adapted to a virtual format. Participants shared a pre-recorded talent and participated in a live interview round. Monday through Wednesday, teams could post pictures with answers to UA Trivia Questions for extra points! Throughout the week, the community engaged 236 students.

RJPB AND RHC HOST OPEN MIC NIGHT

Pictured below: More than 60 students shared their talents during Open Mic Night



ALCOHOL AWARENESS WEEK

Alcohol Awareness Week was hosted October 19th-23rd to engage the campus community in recognizing the importance of safety and responsibility through a series of educational and co-curricular activities relating to alcohol. Due to COVID-19, all the programs were virtual. The Alcohol Awareness Week committee focused on executing a social media campaign. This campaign included information about know your pour, drugs and drinking, designated driver programs, resources at UA and in the Greater-Akron area, and a pledge. The Counseling and Testing Center encouraged students to take the E-Chug, an interactive survey that allows one to obtain feedback about their use of alcohol. Tami Zupkow Hannon, Director of EEO/AA, provided additional resources regarding alcohol use among adults in the workplace in the Digest.

NPHC AND FRATERNITY AND SORORITY LIFE CREATE DIVERSITY TASK FORCE

The National Pan-Hellenic Council executive board has partnered with the Fraternity and Sorority Life Office to create a Diversity, Equity, and Inclusion (DEI) Task Force. The task force is open to members from all chapters who have an interest in discussion, education, and advocacy on topics related to DEI. The task force will begin meeting in November. This year's New Member Convocation for new members consisted of a course on Brightspace and a live portion taking place on November 2 via Zoom. The IFC and PHC council

leaders led breakout rooms where new members engaged in ice breakers and completed the ‘Trash Your Values’ activity. The new members were able to make connections with other new members outside of their chapter and learn more about the greater FSL community that they have joined. The live portion complimented the online course’s videos on UA’s Fraternity and Sorority Community and Risk Management in Fraternity and Sorority Life.

IFC AND PHC HOST ROUNDTABLES

The Interfraternity Council (IFC) executive board hosted roundtables on September 29-30 to bring chapter officers together for discussion and collaboration. On October 19, IFC hosted a masculinity and mental health program with featured speaker Dennis Campbell, Assistant Director for Fraternity and Sorority Life at Kent State University. The council has also continued to support chapter recruitment efforts and a total of 70 bids have been given out this semester by 12 of 13 chapters. The Panhellenic Council (PHC) executive board hosted officer roundtables on September 22 for chapter officers to meet with their PHC counterparts and discuss the fall semester. On October 1, they hosted a virtual service sisterhood where 36 women from all six chapters helped to make 54 dog toys for One of Kind Pets. PHC sponsored a virtual Circle of Sisterhood Week (October 5-9) aimed at raising money for their philanthropy, while also bringing the community together. Through t-shirt sales, dine to donate and virtual yoga PHC raised around \$200. The council is finishing information recruitment and preparing for deferred formal recruitment during spring 2021. The PHC community has 67 new members.

WINTER WISHES DONATION DRIVE

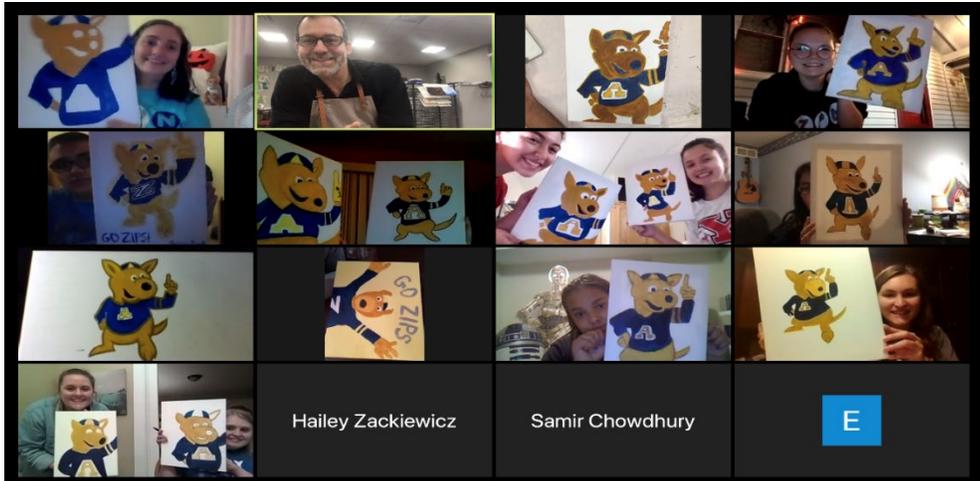
serveAkron and the Department of Student Life are holding our annual donation drive for the holiday season, benefiting two local organizations: Akron Hope/The Well and Akron Snow Angels. A 4th grade classroom has been adopted with Helen Arnold CLC through Akron Hope. UA staff, faculty, and students are invited to purchase a gift for a child in one of the classrooms to brighten their holiday season. Additionally, there are tags available with the opportunity to donate new gloves and socks for all ages – children and adult – to benefit Akron Snow Angels.



Pictured Above: The Department of Student Life Administration Desk is decorated for the annual Winter Wishes Donation Drive.

ZPN PROGRAMMING

ZPN has engaged almost 1,100 students in a variety of activities, ranging from a scavenger hunt to Salsa Magic to two E-Sports tournaments and even psychic readings for Halloween. These programs included Zip n Paint, Sushi Night, ZPN Fall Treats, a drive-in movie. Due to COVID-19, this executive board has become creative in social media engagement and grab and go activities. The ZPN Traditional Chair highlighted resources and awareness during Suicide Prevention Month and the Diversity chair celebrated National Coming Out Day with trivia. ZPN has received positive reviews from the grab and go kits. These kits allow for students to be engaged in a new activity in the comfort and safety of their home. ZPN has offered embroidery, string art, tie blankets, and cookie decorating kits to students.



Pictured Above: Students enjoy drawing and painting our favorite mascot, Zippy, at Zip n Paint during Homecoming Week.



Pictured above and right: Roommates share their exciting sushi night experience through photos on Instagram.

HELP-A-ZIP REFERRAL PROGRAM

The Help-A-Zip Referral Program provides an early alert system to enable students, faculty, and staff to request assistance, resources, and additional guidance on behalf of a Zip. Since the beginning of classes, over 740 referrals have been submitted to ZipAssist – a 70% increase in referrals during the same period in Fall 2019. Amid the pandemic, the office has seen a significant increase in submissions with over 2,060 referrals submitted since March 10, 2020.

CAMPUS CUPBOARD

In response to COVID-19, the Campus Cupboard program has remained a support mechanism available to all enrolled students. ZipAssist has fulfilled over 450 requests for Zips Care Packages since March 10, 2020. Of these requests 32% of the students continued support to offset expenses by working directly with a ZipAssist staff member. Zips Care Packages include full-size hygiene products, fresh/frozen items, and non-perishable items. On November 2, 2020, the program added an additional Cupboard location in Bierce Library. In addition, the Wayne College branch campus will now receive support from the Campus Cupboard program. The program includes online requests [Zips Care Packages], pop-up hand out events, a walk-in pantry in Simmons Hall and Grab-And-Go shelves in the following locations:

- Jean Hower Taber Student Union
- Simmons Hall
- Polsky Building
- Bierce Library
- Student Life Building – Wayne College

ZIPSTECH TECHNOLOGY PROGRAM

With the assistance of the Department of Development, the ZipsTech program was swiftly created in March 2020, in response to COVID-19, to provide technology equipment to students. As of November 2, 2020, current devices loaned to students include 61 laptops, 10 webcams/mics and 31 hotspots to students. Requests are still being received and fulfilled.

JUMPSTART PROGRAM

The JumpStart program was created in August 2020 from an external grant from TargetX. This program provides technology equipment to first-generation, first-year Zips and intentionally pairs them with a ZipAssist staff member. In addition, all participants engage in financial management modules through the Dave Ramsey curriculum and receive financial coaching.

STUDENT EMERGENCY FINANCIAL ASSISTANCE (SEFA)

The Student Emergency Financial Assistance [SEFA] program provides one-time emergency assistance to students. Since August 2017, the SEFA program has awarded over 520 students with nearly \$400,000 in emergency support for non-tuition expenses such as assistance with rent, food, utilities, childcare, or car repairs. Students who are low-income and identified as having an emergency financial need that would cause them to drop out, are eligible for a SEFA grant. The SEFA grant funding is distributed through ZipAssist and students work alongside the ZipAssist team to evaluate interventions, create sustainable outcomes, and facilitate long-term support.

1

*Acceptance of the June 30, 2020 Financial Statement Audits

December 9, 2020

Board Meeting

Presiding:

Cindy P. Crotty

Audit & Compliance



CONSENT AGENDA:
ITEM 1

THE UNIVERSITY OF AKRON

RESOLUTION 12- -20

Acceptance of the June 30, 2020 Financial Statement Audits

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

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

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

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

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

M. Celeste Cook, Secretary
Board of Trustees



**Consent Agenda
The University of Akron Board of Trustees
Meeting of December 9, 2020**

Item	Description	Committee	Tab
1	Minutes for October 14, 2020	None	Board of Trustees
2	Financial Report for the Three Months Ended September 30, 2020	Finance & Admin.	2
3	Procurement for More Than \$500,000	Finance & Admin.	3
4	Workshop Tuition Increase Effective Spring 2021	Finance & Admin.	4
5	Multi-Jurisdiction Operational Assistance Mutual Aid Agreement	Finance & Admin.	5
6	Authorization to Sell IP Addresses	Finance & Admin.	6
7	Termination of The University of Akron Chief Executive Retirement Plan	Finance & Admin.	7
8	Elimination of Certain Insurance Benefits for Retirees a) Life Insurance	Finance & Admin.	8a
9	Elimination of Certain Insurance Benefits for Retirees b) Dependent Health Insurance (Bargaining Unit)	Finance & Admin.	8b
10	Additional Paid Leave December 28-31, 2020	Finance & Admin.	9
11	Cumulative Gift and Grant Income Report July 1 through October 31, 2020	Finance & Admin.	10
12	Tentative Graduation List and Statistics for Fall 2020	Academic Issues & Student Success	1
13	Proposed Curricular Change	Academic Issues & Student Success	2
14	Proposed Update of Strategic Completion Plan per ORC 3345.81	Academic Issues & Student Success	3
15	Proposed Adjustments to General Education Program	Academic Issues & Student Success	4
16	Proposed Structure for Overseeing Government Classified Information	Academic Issues & Student Success	5
17	Acceptance of COVID-19 Local Government Payroll Support Grant from Summit County	Academic Issues & Student Success	6
18	Acceptance of the June 30, 2020 Financial Statement Audits	Audit & Compliance	1

Presiding:
Chair
Joseph M. Gingo

December 9, 2020

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New Business