

Presiding:  
Chair  
Joseph M. Gingo  
December 7, 2022

1	Call to Order
2	Report of the Chair
3	Report of the President
4	Report of the Student Trustees
5	Approval of Meeting Minutes
6	Consideration of Recommendations of the Finance & Administration Committee
7	Consideration of Recommendations of the Academic Issues & Student Success Committee
8	Consideration of Recommendations of the Rules Committee
9	Consideration of Recommendations of the Audit & Compliance Committee
10	Consideration of New Business
11	Next Committee and Regular Meetings: Wednesday, February 15, 2023 Student Union, Room 339
12	Adjournment

# Board of Trustees

**THE UNIVERSITY OF AKRON**  
**BOARD OF TRUSTEES**  
Meeting Minutes  
Wednesday, October 12, 2022  
Student Union, Room 339

**Board Members Present:**

Joseph M. Gingo, Chair	Christine Amer Mayer	William A. Scala
Lewis W. Adkins, Jr., Vice Chair	Thomas F. Needles	Thomas A. Waltermire
Trina M. Carter	Michael J. Saxon	Bryan C. Williams

**Student Trustees Present:**

Brooke M. Campbell	Luke D. Smith
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**Advisory Trustee Present**

Christine Fowler Mack

**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  
Dr. Suzanne B. Bausch, Vice President, Research and Business Engagement; Dean, Graduate School  
Kimberly M. Cole, Vice President, Advancement  
Tammy Ewin, Vice President/Chief Communication and Marketing Officer  
Dallas A. Grundy, Senior Vice President, Finance/Chief Financial Officer  
Charles D. Guthrie, Jr., Director, Athletics  
Sarah J. Kelly, Vice President, Human Resources/CHRO  
Dr. Paul E. Levy, Vice President, Chief of Staff  
Dr. John A. Messina, Vice President, Student Affairs  
Dr. Joseph Urgo, Interim Vice Provost; Academic Liaison to the Higher Learning Commission  
Dr. Sheldon Wrice, Vice President of Inclusion and Equity/Chief Diversity Officer

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

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

Mr. Gingo called the meeting to order at 8:00 a.m. He thanked all participants and greeted newly appointed Student Trustee Luke D. Smith.

The Board then adjourned into executive session on a 9-0 roll-call vote for the stated purposes of— considering the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee, pursuant to the provisions of O.R.C. 121.22(G)(1); considering

real estate matters, pursuant to O.R.C. 121.22(G)(2); and reviewing for collective bargaining sessions, pursuant to O.R.C. 121.22(G)(4). The meeting returned to public session on a 9-0 vote at 10:55 a.m., at which time sequential meetings of the following Board Committees proceeded:

1. Finance & Administration Committee, Chaired by Mr. Scala
2. Academic Issues & Student Success Committee, Chaired by Ms. Mayer

At 11:16 a.m., Mr. Gingo resumed the regular meeting of the Board of Trustees.

Following the Pledge of Allegiance, Mr. Gingo welcomed to the Board its newest member, Student Trustee Luke D. Smith, who was appointed by Governor Mike DeWine effective August 19, 2022. Mr. Smith replaced McKenzie Gerzanics for a two-year term extending through July 1, 2024.

Mr. Gingo then gave a brief summary of Mr. Smith's background:

"Luke is a graduate of Chillicothe High School and has been active in community volunteer activities. He recently served as a teen ambassador for the Ohio Attorney General's Office, where he worked to develop solutions to current issues facing Ohio teens and received the Recognition of Service Award.

At the University, Luke is a sophomore pursuing a Bachelor of Science in Criminal Intelligence Analysis. He is a member of the Williams Honors College and is enrolled in the Honors to Law program, an early pathway for aspiring attorneys. He also is a member of the Emerging Leaders program on campus.

Luke completed an internship with the United States Department of Justice working on active criminal investigations. On campus, he serves as associate justice in Undergraduate Student Government, providing direction for the judicial branch and translating branch goals into a government strategic plan. Also, as a crisis response volunteer for the Victims Assistance program, he provides support to victims seeking assistance through the 24-hour hotline.

By the way, Luke's hometown of Chillicothe was Ohio's first capital and is in Ross County, which is the site of the sunrise over Mount Logan depicted in the Seal of Ohio."

Mr. Smith came to the head of the room, where Ms. Cook administered the oath of office. He then expressed his thanks to Governor DeWine for the appointment, to the Board for their trust, and to fellow Student Trustee Brooke Campbell for her help in transitioning into his new role.

Mr. Gingo then made the following statement:

"Thank you, Luke. We look forward to working with you as you serve on this Board. Welcome!."

**REPORT OF THE CHAIR**

Mr. Ted A. Mallo

Mr. Gingo began his report in memoriam of The University of Akron’s long-time General Counsel and Board Secretary Ted A. Mallo, who had passed away over the previous weekend.

Before retiring in 2016, Mr. Mallo had been at the University for over 50 years, both as a student and an employee, including more than 40 years as General Counsel and Board Secretary. During that time, he was a constant, steady presence, who provided wise counsel and strong legal guidance to several presidents and many more Board chairs. On behalf of the Board, Mr. Gingo offered deepest sympathies to Mrs. JoAnn Mallo, their children and grandchildren, followed by a moment of silent remembrance.

Dickerhoff Endowed Family Fund

Mr. Gingo then called the Board’s attention the generosity of Ford and Wilma Dickerhoff. Ford, a 1944 UA graduate, and Wilma, his sister, had an abiding love for the University. Together they had numerous business successes throughout the years and were extremely generous to UA, with a lifetime giving of more than \$5.5 million. This year, through gifts from the estates, the Dickerhoff Endowed Family Fund was established, to be used to support University priorities at the discretion of the President or the President’s designee.

“On behalf of the Board, allow me to express a deep appreciation for the generosity of the Dickerhoff family,” Mr. Gingo said.

**REPORT OF THE PRESIDENT** (See Appendix D.)

**REPORT OF THE STUDENT TRUSTEES**

Mr. Smith reported that the school year is now in full swing. He reflected that there had been a great welcome back weekend and fantastic turnout for the New Roo Convocation, Weeks of Welcome, and New Roo Weekend events to successfully kick off the fall semester, as well as football with the Zips’ winning their first game of the season at home. He added that, with The College Tour episode featuring the University having been sent to many in- and out-of-state high schools, UA pride is evident not only on campus but across the country.

Mr. Smith reiterated the University’s gratitude for the \$20 million gift from the Knight Foundation to transform the Polsky building and expressed eagerness to see that transition to take place.

Mr. Smith reported that numerous events had taken place since the semester began, such as Residence Life and Housing’s Casino Night, and the series of 9:09 p.m. Entertainment and 7:17 p.m. Coffee House performances showcasing one-of-a-kind comedians, artists, and

singers. Festivities continued for Homecoming weekend, with a great turnout of families, friends, and alumni. Mr. Smith congratulated the King and Queen, Tyrone Johnson and Lexi Currie, and all the Royalty Court.

Ms. Campbell then welcomed Mr. Smith to the Board and said that she looks forward to working alongside him for the coming year. She then introduced featured student speaker Mr. Jose Garcia, a fourth-year electrical engineering major (see Appendix G), to come forward and share his Akron experience with the Board.

### **ACTION ITEMS**

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

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

By consensus, the proposed action to approve the minutes of the Board of Trustees’ meeting of August 10, 2022 was placed on the consent agenda.

#### **RESOLUTION 10-1-22** (See Appendix B.)

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

- Report of the Chief Financial Officer (See Appendix E.)
- Personnel Actions recommended by Dr. Miller as amended (Tab 1)

#### **RESOLUTION 10-2-22** (See Appendix B.) **ACTION: Scala motion on behalf of Committee, passed 9-0**

- Investment Report for the Fiscal Year Ended June 30, 2022 (Tab 2)

Operating funds totaled \$220.9 million. Endowments totaled \$73 million, which reflected a decrease in market value from June 30, 2021 of \$12.5 million.

#### **RESOLUTION 10-3-22** (See Appendix B.)

- Financial Report for the Two Months Ended August 31, 2022 (Tab 3)

The report covers budget-versus-actual revenue and expenditures during the first two months of Fiscal Year 2023 for the University's General Fund, Auxiliary Enterprises, and Departmental Sales and Services. The report includes comparable data for Fiscal Year 2022.

Akron and Wayne General Fund, Auxiliary Funds, and Departmental Sales and Services Funds Combined	FY22		FY23			
	Pre-Audit YTD June 30	YTD August 31	Original Budget	YTD August 31	Actual to Budget	
					\$	%
Tuition	\$136,235,173	\$6,637,607	\$134,426,000	\$6,028,296	(\$128,397,704)	
General Service Fees	10,437,000	435,090	10,136,000	745,598	(9,390,402)	
Other Fees	18,764,458	738,937	19,457,000	745,084	(18,711,916)	
Scholarships*	(59,661,280)	(27,900,573)	(57,284,000)	(22,853,452)	34,430,548	
<b>Net Tuition and Fees</b>	<b>105,775,351</b>	<b>(20,088,939)</b>	<b>106,735,000</b>	<b>(15,334,474)</b>	<b>(122,069,474)</b>	<b>-14.4%</b>
State Share of Instruction	95,504,251	15,917,376	87,349,000	14,589,463	(72,759,537)	
Indirect Cost Recovery	3,709,846	715,416	3,631,000	966,919	(2,664,081)	
Investment Income	7,258,697	(182,696)	7,000,000	(3,293)	(7,003,293)	
Miscellaneous Income	1,850,484	339,719	1,520,000	980,558	(539,442)	
Auxiliary Revenue	30,343,542	732,670	32,721,000	1,268,902	(31,452,098)	
Sales and Services Revenue	5,889,505	808,953	5,078,000	965,439	(4,112,561)	
<b>Total Other Revenues</b>	<b>144,556,326</b>	<b>18,331,437</b>	<b>137,299,000</b>	<b>18,767,988</b>	<b>(118,531,012)</b>	<b>13.7%</b>
<b>Total Revenues</b>	<b>250,331,676</b>	<b>(1,757,502)</b>	<b>244,034,000</b>	<b>3,433,514</b>	<b>(240,600,486)</b>	<b>1.4%</b>
Compensation [Payroll & Fringe Benefits]	157,157,353	16,704,146	173,045,000	19,485,626	(153,559,374)	11.3%
Non-Personnel [Utilities & Operating]	67,442,954	14,991,454	76,706,000	18,674,718	(58,031,282)	24.3%
<b>Total Expenditures</b>	<b>224,600,307</b>	<b>31,695,600</b>	<b>249,751,000</b>	<b>38,160,343</b>	<b>(211,590,657)</b>	<b>15.3%</b>
<b>Net Income / (Loss) Before Debt Service and Other</b>	<b>25,731,369</b>	<b>(33,453,102)</b>	<b>(5,717,000)</b>	<b>(34,726,829)</b>	<b>(29,009,829)</b>	
Debt Service	(26,560,782)	(4,426,797)	(30,946,000)	(3,817,701)	27,128,299	
Net Transfers and Encumbrances	(1,030,163)	3,524,253	-	4,580,633	4,580,633	
Fund Balance Allotted	1,315,569	281,701	11,937,984	1,056,317	(10,881,667)	
<b>Net Surplus / (Deficit)</b>	<b>(\$544,007)</b>	<b>(\$34,073,944)</b>	<b>(\$24,725,016)</b>	<b>(\$32,907,580)</b>	<b>(\$8,182,564)</b>	

\*Includes athletic scholarships

**RESOLUTION 10-4-22 (See Appendix B.)**

- 2022 Efficiency Report to the Ohio Department of Higher Education (Tab 4)

The University’s Efficiency Report to the Ohio Department of Higher Education for Fiscal Year 2022 was submitted for Board approval. The report updated progress in four categories: Efficiency and Effectiveness, Academic Practices, Policy Reforms, and Future Goals. It also addressed topics required by Ohio Revised Code Sections 3333.951 and 3345.59 and provided information regarding college debt and debt-collection practices.

**RESOLUTION 10-5-22 (See Appendix B.)**

- Summer Conference Residential Room and Amenities Rates (Tab 5)

Changes were proposed to conference residential room and amenities rates to allow for increasing costs while maintaining attractive and competitive rates for clients seeking a summer conference venue that provides overnight accommodations on campus.

**RESOLUTION 10-6-22 (See Appendix B.)**

- Gift Attainment Report for July 1, 2022 through August 31, 2022 (Tab 6)

For the first two months of Fiscal Year 2023, The University of Akron recorded total gift attainment of cash, pledges due, bequests received, and gifts-in-kind of \$2,777,500, a 72-percent increase over the same time period in the prior fiscal year.

**RESOLUTION 10-7-22** (See Appendix B.)

- Purchases \$75,000 to \$500,000 Report (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 Update (TAB 12) INFORMATION ONLY

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

presented by Committee Chair Mayer

- Provost's Report (See Appendix F.)
- Report to the Chancellor on Low Enrollment and Duplication of Courses and Programs per Ohio Revised Code Section 3345.35 (Tab 1)

The University's report of the results of its evaluation of all courses and programs based on enrollment and duplication with other state institutions of higher education, as required per Ohio Revised Code Section 3345.35, was submitted for Board approval.

**RESOLUTION 10-8-22** (See Appendix B.)

- Research Report (Tab 2) INFORMATION ONLY
- Student Success Report (Tab 3) INFORMATION ONLY

**CONSENT AGENDA VOTE**

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

**ACTION: Mayer motion, Saxon second for approval of Consent Agenda Resolutions 10-1-22 and 10-3-22 through 10-8-22, passed 9-0 by roll-call vote**

**NEW BUSINESS**

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

- Board Statement of Mission, Values, and Expectations (Tab 1)

At Mr. Gingo's request, Trustee Williams introduced the proposed statement, which had been amended to improve its clarity and readability. The accompanying resolution also proposed that the amended statement, if approved, be provided to every current trustee and to every new trustee at the time of appointment to the Board.

**RESOLUTION 10-9-22** (See Appendix B.)  
**ACTION: Adkins motion, Carter second, passed 9-0**

Mr. Gingo then called on Mr. Grundy to summarize the final two proposed actions.

- Approval of Labor Contracts with the Communications Workers of America Trades (Tab 2)

Mr. Grundy said that the proposed collective bargaining agreements for consideration were between The University of Akron and the Communications Workers of America, Local 4302.

- Total length of the two agreements is six years, through December 31, 2026.
- An enrollment-based lump sum payment, identical to that provided in the other bargaining units' agreements, is included, as well as a one-time base increase of 2 percent in Fiscal Year 2026.
- Also included is a voluntary training program that provides up to 12 hours of training to be taken during work hours. Members who complete the 12 hours of training will receive an additional 12 hours of pay for their training.
- Due to the \$15.00 minimum wage increase in the agreements, there is a commitment to review wage compression, with adjustments to be made subject to available funding.
- Status-quo health insurance is effective through the life of the agreements, through December 31, 2026.

**RESOLUTION 10-10-22** (See Appendix B.)  
**ACTION: Needles motion, Scala second, passed 9-0**

- Approval of Granting Paid Leave to Staff, Contract Professionals, and Administrative Faculty December 27 through 29, 2022 (Tab 3)

Mr. Grundy read the resolution, which proposed that, in addition to paid scheduled holidays of December 23, 26 and 30, 2022, the three additional days that the University is scheduled to be closed, December 27 through 29, be granted as three days of paid leave to staff, contract professionals, and administrative faculty, with the exception of facilities and personnel required to conduct previously scheduled events and maintain essential physical infrastructure and safety. Normal operations would resume on January 2, 2023.

**RESOLUTION 10-11-22** (See Appendix B.)  
**ACTION: Adkins motion, Mayer second, passed 9-0**

The Board returned to executive session at 12:12 p.m. on a 9-0 vote for the stated purpose of considering the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official, pursuant to the provisions of O.R.C. 121.22(G)(1). The meeting returned to public session at 1:10 p.m.

**GOOD OF THE ORDER/ANNOUNCEMENTS**

Mr. Gingo announced that the next regular meeting of the Board of Trustees would take place on Wednesday, December 7, 2022. Committee meetings would be held on Friday, December 2.

**ADJOURNMENT**

**ACTION: Meeting adjourned by consensus at 1:12 p.m.**

Joseph M. Gingo  
Chair, Board of Trustees

M. Celeste Cook  
Secretary, Board of Trustees

December 7, 2022

**APPENDIX A: OTHERS IN ATTENDANCE**

Dr. Matthew P. Akers, Special Assistant to the President for Government Relations; Associate Director, Ray C. Bliss Institute of Applied Politics

Kathryn M. Budd, Chair, Faculty Senate\*

Tonia Ferrell, Chair, University Council\*

Jose Garcia, Featured Student

Dr. Angela Hartsock, Associate Professor, Biology

Dr. Matthew Juravich, Associate Professor, Management

Dr. Erin Makarius, Associate Professor, Management

Dr. Stephen McKellips, Vice Provost Enrollment Management

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

Alan D. Parker, Contract Professional Advisory Committee\*

Mark G. Stasitis, Associate General Counsel, Employment and Labor Relations

Matt C. Williams, Chief Information Security Officer

Nathan L. Yost, Staff Employee Advisory Committee\*

\*Via live stream as a campus representative

**APPENDIX B: RESOLUTIONS**

**RESOLUTION 10-1-22:** Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees' meeting of August 10, 2022 be approved.

**RESOLUTION 10-2-22:** Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by President Gary L. Miller, dated October 12, 2022, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

**RESOLUTION 10-3-22:** Acceptance of the Investment Report for the Fiscal Year Ended June 30, 2022

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on October 12, 2022 accepting the Investment Report for the Fiscal Year Ended June 30, 2022 be approved.

**RESOLUTION 10-4-22:** Acceptance of the Financial Report for the Two Months Ended August 31, 2022

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on October 12, 2022 accepting the Combined Statement, General Funds, Auxiliary Funds, and Departmental Sales and Services Funds Financial Report for the Two Months Ended August 31, 2022 be approved.

**RESOLUTION 10-5-22:** 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 2022 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 10-6-22:** Miscellaneous Fee Rates Summer Conference Residential Room and Amenities

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on October 12, 2022 to increase the summer conference residential room and amenities rates, effective immediately, be approved.

**Rate Increase for Community Restroom Facilities**

**Single Rate**

- o Internal Partner increase from \$24.80 to \$25 per person, per night

**APPENDIX B: RESOLUTIONS, Page 2**

**Rate Increases for In-room Restroom Facilities**

Double Rate

- o External Partner increase from \$32 to \$35 per person, per night
- o Internal Partner increase from \$25.60 to \$28 per person, per night

Single Rate

- o External Partner increase from \$40 to \$43 per person, per night
- o Internal Partner increase from \$32 to \$34 per person, per night

**Added Rates for Exchange Street Residence Hall**

Four-bedroom Apartment

- o External Partner rate set at \$47 per person, per night
- o Internal Partner rate set at \$38 per person, per night

Shared Single

- o External Partner rate set at \$37 per person, per night
- o Internal Partner rate set at \$30 per person, per night

**Rate Change for Linen Service**

Change from \$5 per person, per night to \$25 per person, duration of stay

**Added Rate for Desk Service**

\$15 per hour

**Rate Change for Bed Hold/Cancellation Fee**

Change from \$24 per bed to 50 percent of the cost per reserved space

**RESOLUTION 10-7-22:** Acceptance of the Gift Attainment Report for July 1, 2022 Through August 31, 2022

BE IT RESOLVED, As recommended by the Finance & Administration Committee on October 12, 2022, that acceptance of the Gift Attainment Report for July 1, 2022 through August 31, 2022 be approved.

**RESOLUTION 10-8-22:** Acceptance of The University of Akron Report to the Chancellor on Course Evaluation Based on Enrollment and Duplication with Other Institutions per Ohio Revised Code 3345.35

BE IT RESOLVED, That the recommendations presented by the Academic Issues & Student Success Committee on October 12, 2022 accepting The University of Akron Report to the Chancellor on Course Evaluation Based on Enrollment and Duplication with Other Institutions per Ohio Revised Code 3345.35 be approved.

**RESOLUTION 10-9-22:** Board Statement of Mission, Values, and Expectations

BE IT RESOLVED, that the Board Statement of Mission, Values, and Expectations, previously adopted on June 13, 2012, be amended; and

**APPENDIX B: RESOLUTIONS, Page 3**

BE IT FURTHER RESOLVED, that copies of the Board Statement of Mission, Values, and Expectations be provided by the Board office to every current member of The University of Akron’s Board of Trustees and to every new Trustee at the time of her or his appointment to the Board

**RESOLUTION 10-10-22:** Approval of the Collective Bargaining Agreements Between The University of Akron and The Communications Workers of America, Local 4302 (CWA Trades Unit)

WHEREAS, The University of Akron (the "University") and the Communications Workers of America, Local 4302, CWA Trades Bargaining Unit (the "CWA Trades Unit"), collectively the "Parties", entered into mutually agreed upon dispute settlement procedures as contained in Article 36, Section 3 of the Parties’ Collective Bargaining Agreement for the purpose of reaching a successor agreement; and

WHEREAS, The Parties, having been unable to reach agreement on a successor collective bargaining agreement, agreed to mediate the remaining contractual issues with support from the Federal Mediation and Conciliation Service (“FMCS”) through one of its federal mediators; and

WHEREAS, On March 30, 2022, the Parties reached a final tentative agreement (“FTA No. 1”) with support from the FMCS mediator; and

WHEREAS, On April 12, 2022, the CWA Trades Unit’s membership rejected FTA No. 1; and

WHEREAS, On April 13, 2022 through June 24, 2022, the Parties again utilized the FMCS mediator for the purpose of reaching a successor collective bargaining agreement; and

WHEREAS, On June 24, 2022, the Parties reached a second, final tentative agreement (“FTA No. 2”) with support from the FMCS mediator; and

WHEREAS, On July 12, 2022, the CWA Trades Unit’s membership again rejected FTA No. 2; and

WHEREAS, The Parties having exhausted the Article 36, Section 3 mutually agreed-upon dispute settlement procedures, again met with the FMCS mediator and agreed to new mutually agreed-upon settlement procedures pursuant to O.A.C. 4117-9-03(A); and

WHEREAS, As part of the new mutually agreed-upon settlement procedures, the Parties mutually selected a neutral factfinder and submitted their stipulated recommendations for agreement to two separate successive labor agreement to the factfinder for consideration; and

WHEREAS, After a fact-finding hearing conducted on September 22, 2022, the factfinder issued his Report and Recommendations to the Parties on September 28, 2022; and

WHEREAS, On September 29, 2022, the CWA Trades membership voted 44 to 32 to approve the two successor collective bargaining agreements in the fact-finder’s Report and Recommendations (attached hereto as Exhibit A<sup>1</sup>); Now, Therefore,

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<sup>1</sup> Exhibit A of Resolution 10-10-22 is included in these minutes as Appendix C.

**APPENDIX B: RESOLUTIONS, Page 4**

BE IT RESOLVED, That the CWA Trades Unit having approved the fact-finder's Report and Recommendations containing two successor collective bargaining agreements, including the tentative agreements reached by and between the Parties' respective negotiating teams, the Board hereby unanimously adopts said agreements as the Parties new operative Agreements – the first Agreement (Agreement #1) for a term effective July 1, 2021 through June 30, 2024 and the second Agreement (Agreement #2) for a term effective July 1, 2024 through December 31, 2026; and

BE IT FURTHER RESOLVED, That the Vice President and General Counsel is hereby authorized to execute the necessary documents to effectuate both Agreements on behalf of the Board of Trustees.

**RESOLUTION 10-11-22:** Approval of Granting Paid Leave to Staff, Contract Professionals, and Administrative Faculty December 27 through 29, 2022

WHEREAS, The Board of Trustees has approved the University Calendar, which reflects the University being closed on December 23, 26, and 30, 2022 for holiday observances and reflects the University being closed for an additional three days, December 27 through 29, 2022, with the exception of facilities and personnel required to conduct previously scheduled events and maintain essential physical infrastructure and safety, resuming normal operations on January 2, 2023; and

WHEREAS, The University of Akron has, for the past seventeen consecutive 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 to the operation of the University and its academic mission; Now, Therefore,

BE IT RESOLVED, That the recommendation of the administration that, in addition to the paid scheduled holidays, the three additional days that the University is scheduled to be closed, December 27 through 29, be granted as three days of paid leave to staff, contract professionals, and administrative faculty hereby is approved by the Board of Trustees of The University of Akron.

STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD

In the matter of \* 2020-MED-03-0388  
\*  
Fact-finding between: \*  
\*  
The University of Akron \* Martin R. Fitts  
\* Fact-finder  
- and - \*  
\*  
Communication Workers of America, \*  
Local 4302 (Trades Unit) \* September 28, 2022  
\*  
\*

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REPORT AND RECOMMENDATIONS OF THE FACT-FINDER

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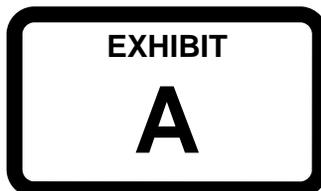
APPEARANCES

For the University of Akron (the Employer):

Sarah J. Moore, Zashin & Rich (Attorney for the University)  
Mark G. Stasitis, Assistant General Counsel for Employee & Labor Relations

For the Communication Workers of America, Local 4302 - Trades Unit (the Union):

Monica Hogan, Staff Representative, CWA District 4



**PRELIMINARY COMMENTS**

The bargaining unit has approximately one hundred and thirty-one (131) members and consists of the members of the bargaining unit certified by SERB in Case No. 84-RC-04-0794 and commonly referred to by the Parties as the Trades Unit.

Prior to the expiration of the last Collective Bargaining Agreement on June 30, 2020, the Parties entered into a one-year extension through June 30, 2021. The Parties negotiated over a successor collective bargaining agreement and were unable to reach a final tentative agreement. From January, 2022 through August, 2022, the Parties utilized their Article 36, Section 3 mutually agreed-upon dispute settlement procedure and mediated the remaining contractual issues with support from the Federal Mediation and Conciliation Service (FMCS) through one of its Mediators. On March 30, 2022, the Parties reached a final tentative agreement ("FTA No. 1") with support from the FMCS Mediator. On April 12, 2022, Union's membership rejected FTA No. 1. From April 13, 2022 through June 24, 2022, the Parties again utilized the FMCS Mediator. On June 24, 2022, the Parties reached a final tentative agreement (FTA No. 2) with support from the FMCS Mediator. On July 12, 2022, Union's membership rejected FTA No. 2. The Parties agreed to a new mutually agreed-upon dispute settlement procedure, which they subsequently exhausted. The Parties entered into a new mutually agreed-upon dispute settlement procedure on September 14, 2022, and mutually requested that SERB appoint Martin Fitts as their Fact-Finder in this case, which SERB did later that same day. A Fact-finding hearing was held virtually on September 22, 2022. The Parties submitted a joint pre-hearing statement which included all Articles and Addendums which they proposed would comprise a successor Collective Bargaining Agreement. The Parties stipulated at the hearing that the positions submitted to this Fact-finder by the Parties were intentionally identical in every and all aspects.

In rendering the recommendations in this Fact-finding Report, the Fact-finder has given full consideration to all testimony and exhibits presented by the parties. In compliance with Ohio Revised Code, Section 4117.14 (G)

(7) and Ohio Administrative Code Rule 4117-9-05 (J), the Fact-Finder considered the following criteria in making the findings and recommendations contained in this Report:

1. Past collectively bargained agreements, if any, between the parties;
2. Comparison of unresolved issues relative to the employees in the bargaining unit with those issues related to other public and private employees doing comparable work, giving consideration to factors peculiar to the area and classification involved;
3. The interest and welfare of the public, and the ability of the public employer to finance and administer the issues proposed, and the effect of the adjustments on the normal standard of public service;
4. The lawful authority of the public employer;
5. Any stipulations of the parties; and
6. Such other factors, not confined to those listed above, which are normally or traditionally taken into consideration in the determination of issues submitted to mutually agreed-upon dispute settlement procedures in the public service or in private employment.

All references by the Fact-finder in this report to the Employer's proposal and the Union's proposal are references to their respective final, identical proposals as presented to the Fact-finder at the September 22, 2022 hearing.

## **ISSUE AND RECOMMENDATIONS**

### **Issue: Entire tentative agreement reached by the Parties**

#### **Positions of the Parties**

As noted, the Parties submitted identical positions which covered all Articles and provisions of a proposed successor Collective Bargaining Agreement. Therefore, this Fact-finder considers the entire Joint Submission to be one, all-encompassing issue.

## Findings and Recommendation

Given the significant time and effort put forth by both Parties to achieve an agreed-upon Collective Bargaining Agreement, the Fact-finder agrees with the Parties this Joint Submission reflects a fair and equitable resolution. Therefore, this Fact-finder recommends that the current Collective Bargaining Agreement be amended to incorporate the agreements reached by the Parties as proposed in their Joint Submission as follows:

1. **Article 1 shall remain current contract language, except for Section 2, which shall be modified as follows:**

### **Section 2.**

There shall be no **unlawful** discrimination against any employee on account of race, color, religion, sex, sexual orientation, gender identity **or expression**, age, national or ethnic origin, disability, **status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a foster parent**, military status, genetic information, or status as a veteran. ~~Union membership or political affiliation.~~ **The University prohibits discrimination based on union membership or political affiliation. The University of Akron prohibits sexual harassment of any form in all aspects of employment and in its programs and activities and prohibits discrimination on the basis of sexual and racial or ethnic orientation in employment and admissions.**

2. **Articles 2 and 3 shall remain current contract language.**
3. **Article 4 shall remain current contract language, except for Section 6, which shall be deleted, with the remaining sections renumbered accordingly.**
4. **Articles 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15 and 16 shall remain current contract language.**

5. Article 17 shall remain current contract language, except for Sections 1 and 4, which shall be modified as follows:

**Section 1.**

Bargaining unit employees shall be laid off and recalled on the basis of available work within each job classification. Layoffs shall be in reverse order of seniority and recalls shall be in order of seniority; provided however, that in order to avoid layoff and in order to be subject to recall, the most senior employee within the affected classification must be qualified, in the judgment of the University, to perform all available work. **In the event that a layoff affects an employee in the Apprenticeship Program, the Apprentice's prior job title shall be relied on until the Apprentice obtains the necessary requirements to be considered a Master in their trade.** Any gross abuse of the University's discretion to judge qualifications shall be subject to the grievance procedure. Any employee who would otherwise be laid off may bump (i.e., replace) the least senior employee in another bargaining unit job classification if they previously held such job with the University and remain qualified, in the judgment of the University, to perform all work available in the job into which they are bumping. An employee who elects not to bump shall not lose their right to recall to the employee's regular job, but shall lose their bumping rights for the duration of the layoff. When it becomes necessary to lay off an employee, such employee shall, if possible, be notified at least ten (10) work days before the layoff occurs; provided, however, such notice shall not be required with respect to temporary layoffs or lack of work occasioned by breakdown of machinery, floods, fires, utility failures, Acts of God, or other causes beyond the University's control. When an employee is to be recalled from layoff, the University shall notify the employee by telephone (confirmed by certified or hand delivered letter, copy to Chief Steward) specifying the time to report back to work, which notice shall, if possible, not be less than five (5) work days prior to the reporting time. In order to be eligible for recall, any employee who is laid off must keep the University currently advised in writing of their current whereabouts, address and telephone number, and any temporary changes thereof. The employee shall, within twenty-four (24) hours after receiving notice of recall, notify the University if for any reason the employee cannot report for work at the specified time. In the event an employee is unable to return to work due to illness or injury certified by a

physician, the employee shall not lose their right to subsequent recall but the University may pass them over in order to fill an available position.

**Section 4.**

**Unless otherwise agreed**, an employee who is laid off, shall remain on a recall list for the duration of **twelve (12) months from the effective date of the layoff**. A laid off employee will retain their seniority date, consistent with Article 11, and they will continue to accrue seniority during the twelve (12) month recall period.

**6. Article 18 shall be modified as follows:**

The University has established and published work rules, policies and procedures regulating the conduct of bargaining unit employees which include the types of employee conduct which shall be deemed inappropriate. Should the University choose to modify these existing work rules, policies and procedures, the University will first give copies of the same to the Chief Steward and local union president and then will review the same with the Union. Thereafter ~~they will be posted on the bulletin boards referred to in Article 8 for~~ **a copy will be given to each bargaining unit employee** ten (10) work days before they are implemented. A copy of new and updated work rules shall be given to all new hires.

**7. Article 19 shall remain current contract language, except for Sections 2, 4, 5 and 8, which shall be modified as follows:**

**Section 2.**

**Except for alleged violations of the Gender-Based Misconduct and Title IX Policy & Protocol (the<https://www.uakron.edu/title-ix/docs/title-ix-policy.pdf?3>)**, when it is necessary to discipline or discharge a bargaining unit member, such action will be taken within thirty (30) calendar days following the University's discovery of the infraction or misconduct. **A bargaining unit member may be placed on paid administrative leave during an investigation of the alleged misconduct.** In cases of absenteeism and tardiness, the thirty (30) days shall commence when the employee ~~turns in the time card~~ **submits the timesheet** which evidences the infraction.

**Section 4.**

The University shall utilize the principle of progressive discipline in an effort to correct ~~minor~~ offenses.

**Section 5.**

If the University's disciplinary action is based in whole or in part on portions of the bargaining unit member's record, such portions of the bargaining unit member's record and other documentary evidence, will be made available for inspection ~~by~~ for a designated union representative during normal working hours and within one (1) working day after receipt of a written request.

**Section 8.**

In disciplining an employee, the University shall not rely upon instances ~~of absenteeism or sub-standard work performance which are more than twenty-four (24) months old or instances of tardiness or minor infractions which are more than twelve (12) months old~~ which are more than twelve (12) months old. For purposes of progressive discipline, the University may rely on any instance(s) within said twelve-month (12) period in order to progress to the next level of discipline (e.g. a verbal warning may be outside of this twelve (12) month "window" when an employee is ultimately suspended or terminated).

8. Article 20 shall remain current contract language, except for Section 1, which shall be modified as follows:

**Section 1.**

The University shall permit any bargaining unit member to inspect the personnel file maintained by ~~the Division of Talent Development~~ Human Resources. With the bargaining unit member's permission, a designated union representative may be present during such inspection. Such inspections may be made no more than twice each contract year for any employee. In addition to these two (2) inspections per year for each employee, the Union may request a total of three (3) additional inspections per contract year (for the entire bargaining unit) for the purpose of handling special circumstances. Such requests must be by prior appointment during normal hours of the Division of Human Resources.

9. Articles 21, 22, and 23 shall remain current contract language.

10. Article 24 shall remain current contract language, except for Sections 2, 3, 4, 5, and 6, which shall be modified as follows:

**Section 2.**

Any grievance not filed or advanced within the time limits set forth herein shall be deemed waived and neither the Union ~~or~~ nor the University shall have any obligation to process it further. Any refusal of the University to meet or failure to answer a grievance within the established time limits **at the informal or step one** shall result in the grievance being **advanced to the next level of the grievance process. Any refusal of the University to meet or failure to answer a grievance within the established time limits at step two shall result in the grievance** being granted. Specified time limits shall be strictly observed and may only be extended by mutual written agreement. However, if a grievant or University representative is on approved vacation or other absence on the date they are required to take some action or attend a meeting, the date for the action shall be extended to five (5) work days following their return.

**Section 3.**

Most grievances arise from misunderstanding which should be promptly resolvable on an informal basis. Hence, before commencing the formal grievance procedure, the bargaining unit member must bring the matter to the attention of his or her supervisor within ~~ten (10)~~ **twenty (20)** working days of the occurrence giving rise to the grievance or within ~~ten (10)~~ **twenty (20)** working days of the time that the employee, with reasonable diligence, should have known of the occurrence giving rise to the grievance. The supervisor will give a verbal answer within ten (10) working days. The employee may be accompanied by a designated union representative if they choose. Based upon first-hand knowledge that an attempt was made to resolve the misunderstanding, the designated union representative may initiate the formal grievance procedure.

**Section 4.**

Any grievance which cannot be informally resolved shall be processed only in the following manner:

**A. STEP ONE**

1. A bargaining unit member who believes they have a grievance will reduce their grievance to writing by completing in full the grievance form and presenting such grievance to their supervisor within ten (10) working days after the supervisor's answer in the informal process. The written grievance shall state the specific Article(s) and Section(s) of this Agreement or State law alleged to have been violated, a statement of the relevant facts, and the specific relief requested. Any supervisor or other administrator designated to hear first level grievances will hold a meeting with the grievant and a designated union representative within ten (10) working days following submission of the grievance. The grievant shall be given written notification of the time and date of the meeting at least one (1) day in advance thereof.
2. Within ten (10) working days after the first step meeting, the supervisor will answer the grievance in writing on the grievance form and return it to the bargaining unit member and the designated union representative.

3. If the bargaining unit member is not satisfied with the answer, they may appeal said answer by returning the completed grievance form within ten (10) working days of receipt of the answer to the departmental representative. The grievance shall, then proceed to Step Two.

## B. STEP TWO

1. **A representative of Human Resources, will hold a step two meeting** within ten (10) working days of receipt ~~after the submission of the bargaining unit member's notice of appeal, the designated departmental representative and/or other administrator will hold a Step Two meeting. A designated union representative shall attend this meeting.~~ The grievant shall be given written notification of the time and date of the meeting at least one (1) day in advance thereof.
2. ~~Within ten (10) working days after the second step meeting, the University will answer said grievance in writing on the grievance form and return it to the Chief Steward. The grievant may be represented at this level by the Chief Steward, the Director, and/or an officer of the Union. The Chief Steward and the Director shall be given time off from work with pay to attend such meeting. If the parties mutually agree, a designated representative may be substituted for either the Chief Steward or the Director in those circumstances where the attendance of such representative would be particularly beneficial to the possible resolution of the grievance under consideration.~~
3. ~~If the bargaining unit member is not satisfied with the answer, they may appeal said answer by returning the completed grievance form within ten (10) working days of receipt of the answer to the departmental representative. The grievance shall, thereupon proceed to Step Three.~~ **Within Fifteen (15) working days after said meeting, a representative of Human Resources will give the University's final written decision to the designated union representative.**

## C. STEP THREE

1. ~~The Associate Vice President for Talent Development and Human~~

~~Resources or a designated Human Resources representative and/or other designated administrator, will hold a step three meeting within ten (10) working days of receipt of the bargaining unit member's notice of appeal. The grievant shall be given written notification of the time and date of the meeting at least one (1) day in advance thereof.~~

~~2. The grievant may be represented at this level by the Chief Steward, the Director, and/or an officer of the Union. The Chief Steward and the Director shall be given time off from work with pay to attend such meeting. If the parties mutually agree, a designated representative may be substituted for either the Chief Steward or the Director in those circumstances where the attendance of such representative would be particularly beneficial to the possible resolution of the grievance under consideration.~~

~~3. Within ten (10) working days after said meeting, the Associate Vice President for Talent Development and Human Resources or a designated Human Resources representative and/or other designated administrator will give the University's final written decision to the designated union representative and local President.~~

### **Section 5.**

In unusual circumstances where a grievance affects a large number of bargaining unit employees and time is of the essence, the Union may advance a grievance to Step ~~Three~~ **Two** by notifying the University in writing within twenty-four (24) hours following the filing of the grievance. In such instances, the Step ~~Three~~ **Two** meeting will be held no later than the fifth work day following receipt of the Union's notice.

### **Section 6.**

If the Union is not satisfied with the University's Step ~~Three~~ **Two** decision, it may demand arbitration. Any demand for arbitration must be delivered to and received by ~~the Associate Vice President for Talent Development and Human Resources or a designated~~ **representative of Human Resources Labor Relations Division representative** within thirty (30) workdays after the date of the University's Step ~~Three~~ **Two** decision. Within thirty (30) workdays following the University's receipt of the Union's demand for arbitration, the parties shall request the Federal Mediation and Conciliation Service (FMCS) to submit a list of seven (7) potential arbitrators. Within ten (10) workdays following receipt of such

list, the parties will meet to select the arbitrator. The Union shall strike a name from the list and the parties will then alternate in striking names until only one (1) name remains. If the arbitrator thus chosen cannot serve, the parties shall request a new list and begin the selection process anew.

**11. Articles 25 and 26 shall remain current contract language.**

**12. Article 27 shall remain current contract language, except for a new Section 3, which shall read as follows (with all sections thereafter renumbered):**

**Section 3.**

**The employee's immediate family is limited to the employee's spouse, parents, step-parents, children, step-children, grandparents siblings, step-siblings, grandchildren, brother-in-law, sister-in-law, daughter-in-law, son-in-law, mother-in-law, father-in-law, or legal guardian or other person who, under Ohio law, is legally recognized to stand in the place of a parent.**

**13. Article 28 shall remain current contract language.**

**14. Article 29 shall remain current contract language, except for Section 1, which shall be modified as follows:**

**Section 1.**

Notwithstanding Article 27, no physician's certificate will be required for an employee's use of sick leave to attend the funeral of a member of the employee's immediate family. However, the University may require proof of death or attendance at the funeral. If an employee has no accrued sick leave, they may use accrued vacation or take leave without pay. The definition of "immediate family" shall be strictly construed and no leave (paid or unpaid) will be given unless the deceased clearly qualifies as one of the following: spouse, children, **step-children**, grandchild, parent, **step-parent**, grandparent, siblings, **step-siblings**, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, **person who is/was** legal guardian or ~~person~~ who stands in place of a parent (in loco parentis), **and person for whom the employee serves/served as guardian or stands/stood in place of a parent (in loco**

**parentis**). When an employee calls off due to the death of a member of the immediate family, no further call-offs will be required if the employee notifies the University of his or her return-to-work date.

**15. Articles 30, 31, 32, 33, and 34 shall remain current contract language.**

**16. Article 35 shall be deleted and replaced with the following:**

**Section 1. Wages.**

**Effective July 1, 2021 through December 31, 2026, each bargaining unit member will remain at the same base wage rate in place as of June 30, 2021, unless otherwise indicated.**

**A. 2022-23 Academic Year – Contingent Lump Sum Payment**

- 1. Each bargaining unit member employed as of July 1, 2022, who was a member of the bargaining unit as of the beginning of fall semester 2021, and who had no discipline of a suspension or higher for the 2021 calendar year, shall receive a lump sum payment of \$1,000 if the condition in Subsection A(2) is met.**
- 2. If the Census Headcount for Fall 2022 (defined as including all enrolled students at all University of Akron campuses except College Credit Plus students)<sup>1</sup> is equal to or greater than 16,100, then the lump sum specified in Subsection A(1) shall be provided. If the Fall 2022 enrollment (as defined above) is less than 16,100, there shall be no lump sum payment for FY23.**

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<sup>1</sup> College Credit Plus students are shown in the Census Headcount as “Total CCP & ECHS.” The Census Headcount for purposes of Article 35 Section 1 shall be determined by Institutional Research in the same manner as the “Fall 2020 Census Enrollment By Academic Career – Census” report (attached as Exhibit A) and measured on the fifteenth day of the semester. The Census Headcount number used for Article 35 Section 1 shall include all graduate students, law students, and undergraduate students and shall exclude only College Credit Plus students. For example, for Fall 2020, the Census Headcount for purposes of Article 35, Section 1 would be 15,230 (17,829 minus 2,599).

**B. 2023-24 Academic Year – Contingent Lump Sum Payment**

- 1. Each bargaining unit member employed as of July 1, 2023, who was a member of the bargaining unit as of the beginning of fall semester 2022, and who had no discipline of a suspension or higher for the 2022 calendar year, shall receive a lump sum payment of \$1,500, if the condition in Subsection B(2) is met.**
- 2. If the Census Headcount for Fall 2023 (defined as including all enrolled students at all University of Akron campuses except College Credit Plus students) is equal to or greater than 17,400, then the lump sum specified in Subsection B(1) shall be provided. If the Fall 2023 enrollment (as defined above) is less than 17,400, there shall be no lump sum payment for FY24.**

**C. 2024-25 Academic Year – Contingent Lump Sum Payment**

- 1. Each bargaining unit member employed as of July 1, 2024, who was a member of the bargaining unit as of the beginning of fall semester 2023, and who had no discipline of a suspension or higher for the 2023 calendar year, shall receive a lump sum payment of \$2,000, if the condition in Subsection C(2) is met.**
- 2. If the Census Headcount for Fall 2024 (defined as including all enrolled students at all University of Akron campuses except College Credit Plus students) is equal to or greater than 18,700, then the lump sum specified in Subsection C(1) shall be provided. If the Fall 2024 enrollment (as defined above) is less than 18,700, there shall be no lump sum payment for FY25.**

**D. 2025-26 Academic Year – Salary Increase**

- 1. Each bargaining unit member employed as of July 1, 2025, who was a member of the bargaining unit as of the beginning of fall semester 2024, and who had no discipline of a suspension or higher for the 2024 calendar year, shall receive a 2% increase to base salary.**

2. If the Census Headcount for Fall 2025 (defined as including all enrolled students at all University of Akron campuses except College Credit Plus students) is equal to or greater than 20,000, then a 2% increase to base salary, in addition to the increase specified in Subsection D(1), shall be provided (resulting in a total 4% increase to base salary).
  3. Any compensation increases granted under this Section D shall be retroactively applied to the bargaining unit member's base salary for the academic year for nine-month employees and to July 1, 2025, for twelve-month employees.
- E. If administrators, bargaining unit faculty, staff, contract professionals, or non-bargaining unit faculty as a group, receive an across-the-board raise, lump sum payment, or other economic benefit (including fringe benefits) that is greater than or more beneficial to employees than that provided to CWA Trades employees under Sections 1(A-D) or Article 34, the amount of the additional increase or value of the greater benefit shall be provided to CWA Trades employees.

**Section 2. Guaranteed Minimum Wage.**

The University is committed to establishing a new minimum hourly wage standard of fifteen dollars (\$15.00) per hour, effective July 1, 2022.

For the remaining term of this Agreement, each employee shall earn at least fifteen dollars (\$15.00) per hour. Any individual whose hourly rate is increased under this provision will be identified by the University, at which time the University will also identify other employees in that classification. Should the wage rate of other employees in that classification be higher than fifteen dollars (\$15.00) at the time another individual in the classification is moved to the minimum wage standard, the University will determine whether an adjustment should be made for the other employee(s) in order to avoid wage compression. The CWA President may request an individual in a classification be reviewed by the University under this Section after receiving notification of the individuals moved to the new minimum hourly wage standard. Any upward adjustment under this Section must be made on an individual basis after consultation with CWA leadership. This Section does not require the base

wage rate of every employee in the bargaining unit to be increased and is not and should not be construed as an across-the-board wage increase.

**Section 3. Market Adjustment.**

Compression/market adjustments for bargaining unit members will be determined by appropriate benchmarking within classifications. The process shall proceed as follows:

- A. The goal is to work from data, which the University shall collect from appropriate benchmark lists.
  
- B. A joint administration – CWA committee (comprised of two members selected by the Senior Financial Officer and two members selected by the President of CWA) will: administer the technical details of the compression/market adjustments, devise a mutually acceptable way to carry out the calculations where strict application of this section is not possible due to limitations in the available data or other technical reasons, construct and amend the benchmark lists and adjust the years of service factor parameters based on a continuing review of the available data. This committee shall complete its work by February 1<sup>st</sup> of each year and make recommendations based on a simple majority vote and report its actions to the Senior Financial Officer and President of CWA respectively.

**Section 4. Gold Standard Training Program.**

For fiscal years 2023 through 2025, the University agrees to make available a minimum of 12-hours of Gold Service Training on a fiscal year basis for bargaining unit members, as more fully described in Appendix [*see paragraph 19 herein*].

**17. Article 36 shall be modified as follows:**

**Section 1.**

~~Through December 31, 2020, the University will provide bargaining unit employees with substantially equivalent substantive insurance benefits consisting of the group medical, pharmacy, dental, vision, life, and long and short term disability plans, premiums, contributions, co-pays and deductibles as have been provided to bargaining unit employees and faculty members. All bargaining unit members shall enjoy the same insurance programs, e.g., group medical,~~

prescription, dental, vision, life insurance and long-and-short term disability plans and premium contributions, co-pays and deductibles and fee remission benefits as the University provides, from time to time, to Akron-AAUP bargaining unit members, continuing for the life of this Agreement.

Effective July 1, 2022, bargaining unit members' monthly premium cost-share contribution percentage rates toward the cost of each plan shall be based on the following table:

	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	Tier 6	Tier 7
Percent of Univ. Employees in Tier	7.5%	10%	20%	25%	20%	10%	7.5%
Percent of Premium	15%	17%	18%	19%	20%	21%	23%

The percentage of University employees in each tier will remain the same throughout the term of this Agreement, but the salary ranges corresponding to each tier will change each calendar year in reference to the salaries as of September 1 of the previous calendar year, e.g., the tiers for 2022 will be based on salaries in effect on September 1, 2021. The actual employee contribution amounts will change each calendar year based on the premium equivalency rates established.

From July 1, 2021 through December 31, 2026, the employee contribution percentage for coverage under the Blue Plan (PPO 75%) will be changed so that the University's portion of the premium equivalency rate is equal for the Gold and Blue Plans.

Section 2:

~~The University and the Union shall meet prior to December 31, 2020 to negotiate insurance for the period beyond December 31, 2020.~~

**18. Article 37 shall remain current contract language, except for Section 1, which shall be modified as follows:**

Section 1. This Agreement shall become effective ~~May 1, 2016~~ **July 1, 2021** and shall continue in full force and effect until midnight on ~~April 30, 2020~~ **June 30, 2024, upon which time the second Agreement will become effective from July 1, 2024 through December 31, 2026.**

**19. The Appendix referenced in Article 35, Section 4 herein shall read as follows:**



### **The Gold Standard Training Program**

#### **Training Objective**

The primary objective of the University of Akron's (UA) Gold Standard Training Program is to encourage its employees in the CWA bargaining units to maintain, grow, and enhance their customer service skills, software proficiencies, and work safety and performance in a manner that fosters increased student enrollment.

#### **Training Guidance**

UA encourages its employees in the CWA bargaining units to participate in UA's Gold Standard Training Program ("GST Program").

#### **Participation:**

- Each fiscal year 2023 through fiscal year 2025, employees may participate in the GST Program. The employee will have the fiscal year to complete 12 hours of the GST Program. No more than six (6) hours may be taken from January 1 to June 30 of each year and no more than six (6) hours may be taken from July

1 to December 31 of each year. An employee may not schedule more than four (4) hours of training during a work week.

- All training for the GST Program must be completed during the employee's work hours. Time to complete training is at management's discretion and requires pre-approval, which will not be unreasonably denied.
- Any hours completed in excess of twelve (12) in a fiscal year will not be applied to GST Program hours in the following fiscal year.
- An employee must take a pre-approved course or training in order to receive credit under the GST Program. No credit will be given for a pre-approved course or training that an employee already completed in that or a prior fiscal year.
- Limited computer availability is accessible in the Administrative Services Building and Bierce Library. A guide on how to access LinkedIn Learning courses can be obtained from [LaborRelations@uakron.edu](mailto:LaborRelations@uakron.edu).

#### "Gold Status" Certification

- Within five (5) business days of completing twelve (12) hours of GST Program eligible courses in a fiscal year, the employee must contact Labor Relations at [LaborRelations@uakron.edu](mailto:LaborRelations@uakron.edu). Labor Relations will then verify that all courses have been completed and will then issue a certificate of completion to the employee denoting the employee achieved "Gold Status" certification for that fiscal year.

#### **Payment for Completing the GST Program**

- An employee achieving Gold Status in a fiscal year (i.e. completing the GST Program that fiscal year) will be paid as follows:
  - a. One (1) time the employee's regular hourly rate up to twelve (12) hours for completed GST Program training hours. *Note: The payment under this section will be in addition to the payment made for hours worked when the training course was taken.*
  - b. If the employee achieved Gold Status in the prior two fiscal years, the employee shall also be paid a flat amount of \$100.00 in addition to the payment in section (a).

**Pre-approved GST Program Courses for Fiscal Year 2023** – *Note: the below-listed courses are currently available and may be replaced from time to time by the University. The bargaining unit will be notified of any changes to eligible GST Program Courses.*

**LinkedIn Learning Courses (CWA Trades and CWA-SBU Units):** *LinkedIn Learning courses eligible to be counted towards the Gold Standard Training Program are below-listed and must be verified by UA to be counted towards the 12 training hours in order to be eligible to receive payment.*

- *Customer Service Foundations – Jeff Toister (1.5 hours)*
  - Create stronger customer relationships, exceed customer expectations and defuse customer anger.
- *De-Escalating Conversations for Customer Service – Myra Golden (1 hour)*
  - Choose words, reframe conversations.
- *Being an Effective Team Member – Daisy Lovelace (0.5 hours)*
  - Prioritizing team goals, being proactive, approaching teamwork collaboratively
- *Building Trust – Brenda Bailey-Hughes (1 hour)*
  - Daily trust builders, managing mindsets, trust in special situations.

**20. Addendum A shall be modified to read as follows:**

**ADDENDUM A**

**THE UNIVERSITY OF AKRON AND CWA  
Job Enrichment and Apprenticeship Program  
INTRODUCTION**

The University of Akron administration and the collective bargaining unit, Communications Workers of America, agreed that in order to provide advancement and career growth to our bargaining unit members a formal training program needed to be developed. The University and the collective bargaining unit Communications Workers of America established an Apprenticeship and Training Committee (the “Committee”). This committee consists of six (6) members, comprised of three (3) representatives from the University of Akron and three (3) representatives of the bargaining unit. The Committee was charged with developing recommendations for structuring and implementing a training program.

The goal for this program is to provide an avenue by which employees can advance through a selected career path utilizing a formalized training program. This will

eliminate the need for the audit process for advancement and ensure that the most qualified individuals advance based on specific criteria and thorough evaluation and testing. The cost of the program will be funded by The University of Akron and training scheduled on the employees' own time. There will be on-the-job training as required by this program, but all training and work will be performed in the interests and safety of The University of Akron, its employees, and students. The number of participants in the program, at any one time, will be based on financial support. ~~The plan is to have at least ten (10) people enrolled from various departments at all times.~~

### **PROGRAM DEFINITION**

The Job Enrichment and Apprenticeship Program was established to provide internal growth and advancement opportunities for existing University of Akron employees who wish to pursue a career in Physical Facilities and Dining Services. Positions within this Apprenticeship and Training program shall be bargaining unit positions. There shall be a variety of programs within the Apprenticeship and Training program. There will be a four year journeyman program and a one (1), two (2) or three (3) year training program. All training is done on a voluntary basis at the cost of the University. The program will be the basis by which advancement is possible, and only those participants who have earned the rank of each position will progress to the next level.

The following requirements are established for the Job Enrichment and Apprenticeship Program:

1. Entry into the program will be voluntary and the University will not attempt to assign anyone into the program;
2. In order to advance according to the program, participants must satisfactorily complete a formal evaluation of progress which may include a written test or demonstration of the required level of competency for that section;
3. A participant who does not complete the program shall be returned to his or her prior position at the previous rate of pay, including any normal wage

adjustment provided by this agreement;

4. The University shall provide tuition, tools, equipment, books and necessary materials for completion of the program;
5. All established safety guidelines and regulations will be adhered to throughout the program;
6. An appeal over this Apprenticeship and Training program will follow the established program appeal process; and
7. Applicants for the Apprenticeship and Training program that have proven on-the-job experience and/or necessary course work may be placed in the appropriate year of the Apprenticeship and Training program consistent with their experience.

### **TRAINING PROGRAM**

The training programs for each individual trade will be defined based on the requirements of that trade to function at The University of Akron. A combination of pre-established programs (i.e. ABC Apprenticeship Programs) and programs created in-house through the combined efforts of the Division of Continuing Education, outside resources that provide necessary training and purchased media will make up the training curriculums that will be used to identify advancement criteria. Once specified training has been accomplished, employees will advance to the level associated with the completion of the training. Associated compensation issues will accompany the advancement.

### **SELECTION CRITERIA**

The Committee will establish the apprenticeship vacancies. All applicants must have at least one year of full-time service with The University of Akron to be eligible. Vacancies within the Apprenticeship and Training program shall be posted and filled in accordance with the established selection criteria. To be considered for entrance into the program, the employee must meet the following general

requirements:

1. Maintain a satisfactory or better work record. This includes no written warnings or suspension within the past year;
2. Meet satisfactory attendance standards;
3. Submit a completed Application for Entry into the Job Enrichment and Apprenticeship Program to the Review Board. If the Review Board finds the person ineligible for the program, a written notification will be submitted to the applicant and the division director noting the area(s) needing improvement and recommending ways to remedy the situation;
4. Meet all criteria specific to the selected job enrichment program or apprenticeship program; and
5. In the event that applicants have the same basic qualifications, then the applicant's seniority will be used to determine who shall attend the program.
6. **All selected candidates must agree, in writing, to remain employed at The University of Akron for a specified period of time, which shall be a minimum of one year after completion of the Apprenticeship Training Program. If the employee voluntarily leaves the University before that one-year time-frame they will be required to reimburse the University for the entire amount expended by the University on the employee for the Apprenticeship Training Program. If the employee voluntarily leaves the University after one-year, but before two years after completion of the Apprenticeship Training Program, they will be required to reimburse the University fifty percent (50%) of the amount expended by the University on the employee for the Apprenticeship Training Program.**

#### APPEALS PROCESS

In the event an applicant appeals the selection of employees entering the program, the following process will be followed:

1. The applicant will file a formal complaint with the selection committee stating the complaint within three (3) days of being notified that applicant was not chosen;
2. The selection committee will have five (5) days to respond with a justification for their decisions;
3. If the applicant is not satisfied with the selection committee's response then a second appeal would be filed with the Committee within three (3) days of receiving the response; and
4. The Apprenticeship and Training Committee will have five (5) days to respond to the appeal and this decision will be final.

### ANNUAL TRAINING COSTS

The University will fund this program as follows; fifty thousand dollars ~~thirty five thousand dollars~~ **(\$50,000)** for July **2021** and each July thereafter for the life of this agreement. This budget will cover the expected number of individuals from all departments employing CWA bargaining unit members under this agreement who participate in this program annually. The University of Akron will only cover the cost of the courses and related materials. All other associated costs will be the responsibility of the employee. The University of Akron will pay the examination fee for an employee to test out of the first year of a certified journeyman apprentice program. If the employee desires to test out of years two or three it will be at their cost. The committee will review the training budget semi-annually and re-allocate the funding as agreed.

### CONTINUING EDUCATION REQUIREMENTS

The University will provide continuing education for all master positions on a yearly basis. This will be at the University's expense and will occur during normal work hours.

~~Apprenticeship and Job Training Program Revised Wage Progression Schedule  
2016-17~~

**~~Skilled Trades (HVAC, Carpenter, Plumbing, and Electrical and Maintenance Repair) Four (4) Year Apprenticeship Program & Four Year Job Training Program for Locksmith~~**

<del>Start of Apprenticeship Program — Current Grade 5</del>	<del>_____ \$16.36</del>
<del>Completion of One Years Apprenticeship Program</del>	<del>\$17.96</del>
<del>Trades Completion of Two Years of Apprenticeship Program</del>	<del>_____ \$19.10</del>
<del>Completion of Three Years of Apprenticeship Program</del>	<del>_____ \$20.49</del>
<del>Master</del>	
<del>Completion of Four Years &amp; Graduate of Program</del>	<del>\$21.95 Certified Rate</del>

**~~Three Year Apprenticeship Program for Paint Shop~~**

<del>Starting Rate of Pay (current grade 5)</del>	<del>_____ \$16.36</del>
<del>Completion of One Year of Training</del>	<del>\$17.96 Trades</del>
<del>Completion of Two Years of Training</del>	<del>\$19.10 Master</del>
<del>Completion of Three Years of Training</del>	<del>_____ \$20.49 Certified Rate</del>

**~~Two Year Training Program for Maintenance Repair Workers~~**

<del>Starting Rate of Pay (current grade 5)</del>	<del>_____ \$16.36</del>
<del>Completion of One Year of Training</del>	<del>_____ \$17.96</del>
<del>Completion of Two Years of Training</del>	<del>_____ \$19.10 Certified Rate</del>

**~~Note: Two year program replaced by 4 year certified apprenticeship program in 2009.~~**

**~~Training Program for Food Service Workers~~**

<del>Starting Rate of Pay (current grade 1)</del>	<del>_____ \$13.49</del>
<del>Completion of One Year of Training</del>	<del>_____ \$14.13 Certified Rate</del>

**Training Program for ~~Cooks~~**

~~Starting Rate of Pay (current grade 3) ————— \$14.80~~  
~~Completion of One Year of Training ————— \$15.56 Certified Rate~~

**Training Program for ~~Building Services~~**

~~Starting Rate of Pay (current grade 2) ————— \$14.13~~  
~~Completion of One Year of Training ————— \$14.80 Certified Rate~~

~~Starting Rate of Pay (current grade 4) ————— \$15.56~~  
~~Completion of One Year of Training ————— \$16.36 Certified Rate~~

**Training Program for ~~Grounds~~**

~~Starting Rate of Pay (current grade 4) ————— \$15.56~~  
~~Completion of One Year of Training ————— \$16.36 Certified Rate~~

~~Starting Rate of Pay (current grade 5) ————— \$16.36~~  
~~Completion of One Year of Training ————— \$17.23 Certified Rate~~

~~Starting Rate of Pay (current grade 6) ————— \$17.23~~  
~~Completion of One Year of Training ————— \$17.96 Certified Rate~~

**~~Apprenticeship and Job Training Program Revised Wage Progression Schedule 2017-18~~**

**~~Skilled Trades (HVAC, Carpenter, Plumbing, and Electrical and Maintenance Repair) Four (4) Year Apprenticeship Program & Four Year Job Training Program for Locksmith~~**

~~Start of Apprenticeship Program — Current Grade 5~~  
~~————— \$16.69~~  
~~Completion of One Years Apprenticeship Program \$18.32~~  
~~Trades Completion of Two Years of Apprenticeship Program~~  
~~————— \$19.48~~

~~Completion of Three Years of Apprenticeship Program~~  
~~\_\_\_\_\_ \$20.90~~

Master

~~Completion of Four Years & Graduate of Program \$22.39 Certified Rate~~

**Three Year Apprenticeship Program for Paint Shop**

~~Starting Rate of Pay (current grade 5) \_\_\_\_\_ \$16.69~~

~~Completion of One Year of Training \_\_\_\_\_ \$18.32 Trades~~

~~Completion of Two Years of Training \_\_\_\_\_ \$19.48 Master~~

~~Completion of Three Years of Training \_\_\_\_\_ \$20.90 Certified Rate~~

**Two Year Training Program for Maintenance Repair Workers**

~~Starting Rate of Pay (current grade 5) \_\_\_\_\_ \$16.69~~

~~Completion of One Year of Training \_\_\_\_\_ \$18.32~~

~~Completion of Two Years of Training \_\_\_\_\_ \$19.48 Certified Rate~~

**Note: Two year program replace by 4 year certified apprenticeship program in 2009.**

**Training Program for Food Service Workers**

~~Starting Rate of Pay (current grade 1) \_\_\_\_\_ \$13.76~~

~~Completion of One Year of Training \_\_\_\_\_ \$14.41 Certified Rate~~

**Training Program for Cooks**

~~Starting Rate of Pay (current grade 3) \_\_\_\_\_ \$15.10~~

~~Completion of One Year of Training \_\_\_\_\_ \$15.87 Certified Rate~~

**Training Program for Building Services**

~~Starting Rate of Pay (current grade 2) \_\_\_\_\_ \$14.41~~

~~Completion of One Year of Training \_\_\_\_\_ \$15.10 Certified Rate~~

~~Starting Rate of Pay (current grade 4) \_\_\_\_\_ \$15.87~~

~~Completion of One Year of Training \_\_\_\_\_ \$16.69 Certified Rate~~

**Training Program for Grounds**

Starting Rate of Pay (current grade 4)	\$15.87
Completion of One Year of Training	\$16.69 Certified Rate
Starting Rate of Pay (current grade 5)	\$16.69
Completion of One Year of Training	\$17.57 Certified Rate
Starting Rate of Pay (current grade 6)	\$17.57
Completion of One Year of Training	\$18.32 Certified Rate

**Apprenticeship and Job Training Program Revised Wage Progression Schedule 2018-19**

**Skilled Trades (HVAC, Carpenter, Plumbing, and Electrical and Maintenance Repair) Four (4) Year Apprenticeship Program & Four Year Job Training Program for Locksmith**

Start of Apprenticeship Program — Current Grade 5	\$17.19
Completion of One Years Apprenticeship Program	\$18.87
Trades Completion of Two Years of Apprenticeship Program	\$20.06
Completion of Three Years of Apprenticeship Program	\$21.53
Master	
Completion of Four Years & Graduate of Program	\$23.06 Certified Rate

**Three Year Apprenticeship Program for Paint Shop**

Starting Rate of Pay (current grade 5)	\$17.19
Completion of One Year of Training	\$18.87 Trades
Completion of Two Years of Training	\$20.06 Master
Completion of Three Years of Training	\$21.53 Certified Rate

**~~Two Year Training Program for Maintenance Repair Worker~~**

~~Starting Rate of Pay (current grade 5) ————— \$17.19  
Completion of One Year of Training ————— \$18.87  
Completion of Two Years of Training ————— \$20.06 Certified Rate~~

**Note: Two year program replaced by 4 year certified apprenticeship program in 2009.**

**~~Training Program for Food Service Workers~~**

~~Starting Rate of Pay (current grade 1) ————— \$14.17  
Completion of One Year of Training ————— \$14.84 Certified Rate~~

**~~Training Program for Cooks~~**

~~Starting Rate of Pay (current grade 3) ————— \$15.55  
Completion of One Year of Training ————— \$16.35 Certified Rate~~

**~~Training Program for Building Services~~**

~~Starting Rate of Pay (current grade 2) ————— \$14.84  
Completion of One Year of Training ————— \$15.55 Certified Rate~~

~~Starting Rate of Pay (current grade 4) ————— \$16.35  
Completion of One Year of Training ————— \$17.19 Certified Rate~~

**~~Training Program for Grounds~~**

~~Starting Rate of Pay (current grade 4) ————— \$16.35  
Completion of One Year of Training ————— \$17.19 Certified Rate~~

~~Starting Rate of Pay (current grade 5) ————— \$17.19  
Completion of One Year of Training ————— \$18.10 Certified Rate~~

~~Starting Rate of Pay (current grade 6) ————— \$18.10  
Completion of One Year of Training ————— \$18.87 Certified Rate~~

**Apprenticeship and Job Training Program Revised Wage Progression Schedule  
2021-2022**

**Skilled Trades (HVAC, Carpenter, Plumbing, and Electrical and Maintenance  
Repair) Four (4) Year Apprenticeship Program & Four Year Job Training  
Program for Locksmith**

Start of Apprenticeship Program – Current Grade 5	\$17.88
Completion of One Year Apprenticeship Program	\$19.62
Completion of Two Years of Apprenticeship Program	\$20.86 Trades
Completion of Three Years of Apprenticeship Program	\$22.39 Master
Completion of Four Years & Graduate of Program	\$23.98 Certified Rate

**Three Year Apprenticeship Program for Paint Shop**

Starting Rate of Pay (current grade 5)	\$17.88
Completion of One Year of Training	\$19.62 Trades
Completion of Two Years of Training	\$20.86 Master
Completion of Three Years of Training	\$22.39 Certified Rate

**Two Year Training Program for Maintenance Repair Workers**

Starting Rate of Pay (current grade 5)	\$17.88
Completion of One Year of Training	\$19.62
Completion of Two Years of Training	\$20.86 Certified Rate

**Note: Two year program replaced by 4 year certified apprenticeship program in  
2009.**

**Training Program for Food Service Workers**

Starting Rate of Pay (current grade 1)	\$14.74
Completion of One Year of Training	\$15.43 Certified Rate

**Training Program for Cooks**

Starting Rate of Pay (current grade 3)	\$16.17
Completion of One Year of Training	\$17.00 Certified Rate

**Training Program for Building Services**

Starting Rate of Pay (current grade 2)	\$15.43
Completion of One Year of Training	\$16.17 Certified Rate

Starting Rate of Pay (current grade 4)	\$17.00
Completion of One Year of Training	\$17.88 Certified Rate

**Training Program for Grounds**

Starting Rate of Pay (current grade 4)	\$17.00
Completion of One Year of Training	\$17.88 Certified Rate

Starting Rate of Pay (current grade 5)	\$17.88
Completion of One Year of Training	\$18.82 Certified Rate

Starting Rate of Pay (current grade 6)	\$18.82
Completion of One Year of Training	\$19.62 Certified Rate

**Training Program for Laborers**

<b><u>Starting Rate of Pay (current grade *)</u></b>	<b><u>\$**. **</u></b>
<b><u>Completion of One Year of Training</u></b>	<b><u>\$**. ** Certified Rate</u></b>

<b><u>Starting Rate of Pay (current grade 5)</u></b>	<b><u>\$17.88</u></b>
<b><u>Completion of One Year of Training</u></b>	<b><u>\$18.82 Certified Rate</u></b>

<b><u>Starting Rate of Pay (current grade 6)</u></b>	<b><u>\$18.82</u></b>
<b><u>Completion of One Year of Training</u></b>	<b><u>\$19.62 Certified Rate</u></b>

The above represents all of the Findings and Recommendations made by the undersigned Fact-finder in this matter.



Martin R. Fitts

Fact-finder

September 28, 2022

**Certificate of Service**

I hereby certify that an exact copy of this Fact-finding Report was transmitted this day by email to: Monica Hogan ([mhogan@cwa-union.org](mailto:mhogan@cwa-union.org)) representing CWA Local 4302 - Trades Unit; Sarah J. Moore ([sjm@zrlaw.com](mailto:sjm@zrlaw.com)) and Mark G. Stasitis ([mark41@uakron.edu](mailto:mark41@uakron.edu)) representing the University of Akron; and the Bureau of Mediation at the State Employment Relations Board ([MED@serb.ohio.gov](mailto:MED@serb.ohio.gov)).



Martin R. Fitts

Fact-finder

September 28, 2022

## **APPENDIX D: REPORT OF THE PRESIDENT**

Thank you, Chair Gingo. Good morning, everyone!

I am glad to welcome Luke to the Board. We have already interacted, and he is very much a presence on campus and a great campus leader along with Brooke. We are glad to have you both on this Board.

I also want to thank everybody who turned out for Homecoming and Family Weekend. It was really quite an exciting weekend. Having the family weekend there with Homecoming really made it doubly exciting, and so glad to see everybody back without the masks.

### **John S. and James L. Knight Foundation Gifts**

I am sure you have heard by now, but I am thrilled to officially share with the Board the announcement of a \$20 million gift from the John S. and James L. Knight Foundation. The gift from the Knight Foundation continues the literal transformation of downtown Akron and the University. As you know, the project will reimagine UA's Polsky building and the University's role in the development of the arts in the academic community and through outreach to the greater community. The redesign, which is just in the beginning phases, aligns directly with the University's goal of reorienting campus toward downtown and will both physically and symbolically strengthen our relationship with the city, which is so very important to us. The project will significantly open the interior of the building to the community, to our students, and to our faculty, inviting everyone into creative learning spaces and state-of-the-art technology.

I want to emphasize at the beginning that the spectrum of offerings intended in this space will be centered in all of the colleges. All five have participated in the development of the early designs, and, of course, will include our strengths in business, engineering, education, health sciences, and arts and sciences.

We also will bring to the Board later a consideration for renaming the building to reflect the generosity of the Knight Foundation. We are moving ahead with our planning, and to do this now we are sharing the original idea with campus shared governance groups and other groups. We will begin now to set up a structure for the planning, which will take us a good part of the rest of the year. I do want to remind you that this gift from the Knight Foundation brings the giving of the Foundation to UA beyond the \$50 million threshold and marks the 66<sup>th</sup> year of significant support from the Knight Foundation, and we are just deeply grateful for that.

At the same time that the Knight board announced this gift to transform the Polsky building, the foundation also announced a gift of \$1.5 million to the National Center for Choreography (NCC), which is based at The University of Akron. This gift will support the initial five years of the NCC Akron Choreography Prize, which will honor local artistic talent and establish an endowment for the Center's ongoing operation. We are very, very excited to have that unit with us, and we were very pleased that they received this support.

## **APPENDIX D: REPORT OF THE PRESIDENT, Page 2**

### Mary Lynn and Thomas Crowley Gift Commitment

The dance programs at The University of Akron received another boost thanks to a gift commitment of \$1 million from Mary Lynn and Thomas Crowley through the Mary Lynn Crowley Scholarship in the School of Dance. Mary Lynn Crowley is a retired lecturer in what was then the College of Health Professions' School of Nutrition. She also was a part-time faculty member in the School of Home Economics and Family Ecology. The Crowley Scholarship reflects Mary Lynn's passion for dance, and we are very grateful for the Crowleys' generosity in this important area.

### Joseph M. and Linda L. Gingo School of Law Dean's Chair Endowment

Another gift I want to share with you, and a great example of community giving, is from our Board Chair, Joe Gingo, and his wife, Linda. They have established the Joseph M. and Linda L. Gingo School of Law Dean's Chair Endowment. This is the very first dean's chair endowment commitment in The University of Akron's history. Through the Gingos' generosity, the School of Law will strengthen its efforts to draw and retain national leaders to its faculty and will ensure that UA remains a leader in legal education. This gift follows their recent gift to the Joseph M. and Linda L. Gingo Endowed Scholarship for students in the College of Engineering and Polymer Science that we announced at the last Board meeting. Joe and Linda, we appreciate your dedication to The University of Akron.

### Recent Career Fairs

As you know. We are always seeking better ways to strengthen our partnerships with the business community, especially when it comes to providing opportunities for our students. I am very pleased to share that, recently, The University of Akron hosted three significant career fairs.

- Career Services and Student Employment hosted the Northeast Ohio Regional Interview and Exploration Day virtual event that included 11 higher education institutions and around 200 employers seeking qualified, well-prepared students and alumni. About 600 students from around the region participated in that career fair.
- We also hosted the annual UA Internship and Career Fair, an in-person event that featured 117 employers. We had a variety of private, government and nonprofit employers, including some of the largest in their sectors in Northeast Ohio. Students and alumni who attended were able to engage with the employers during the fair and schedule interviews for the next day.
- Finally, the Engineering, Engineering Technology and Computing Career Fair drew 240 employers, and I learned last night from the dean that we had to turn away 34 employers because we did not have room in the building. We will hold another fair for them later.

**APPENDIX D: REPORT OF THE PRESIDENT, Page 3**

This is the most we have ever had at an engineering career fair. The Student Union was absolutely packed; it was very exciting. Well over 1,200 students attended and met business representatives. I am so grateful to the Office of Career Services and Student Employment and the College of Engineering and Polymer Science for organizing these events and working with our staff to connect students with businesses every day.

Conclusion

I want to finish my remarks on a fun note.

The University of Akron's rocket design team, the Akronauts, made history last month when it conducted a hot-fire test of a liquid-fueled rocket engine, becoming the very first collegiate rocket team in Ohio to design, build and fire a liquid engine. The next stage will be to fly a rocket propelled by a liquid engine, which would also be a first for an Ohio collegiate rocket design team.

I do know this is causing a little bit of anxiety from the dean.

This test can be seen on YouTube, where it was livestreamed and has had hundreds of views already. I know this is a huge accomplishment for the Akronauts, so I want to congratulate the students and their advisor, Dr. Mani Kannan, associate professor of Engineering Practice.

If you really want some entertainment, there is a terrific documentary-style video on YouTube, it is about 30 minutes long, about the Akronauts' recent trip to the Mojave Desert in California to launch their rocket. They won the highest technical prize while they were there, and the rocket had the names of all the students at the I Promise School inscribed on the side. Those students had helped in the early phases of the design. These are great students, great representatives of The University of Akron.

Thank you all, that is my report.

**APPENDIX E: REPORT OF THE SENIOR VICE PRESIDENT/  
CHIEF FINANCIAL OFFICER**



**AGENDA**

- **Information Only:**
  - **TAB 7:** Purchases Over \$500K (and 75K– 500K)
    - General Contracting– SRWC Blue Gym Renovation
    - FFE (Fixtures, Furniture, Equipment)- Crouse Ayer Hall Consolidation
    - Energy Contracting Authority– Electricity Supply
  - **TAB 8:** Capital Projects Report
  - **TAB 9:** Information Technology Report
    - Cybersecurity Update
    - Workday Update
- **Campus Culture**

**APPENDIX E: REPORT OF THE SENIOR VICE PRESIDENT/CHIEF FINANCIAL OFFICER, Page 2**

**PHYSICAL CAMPUS STRATEGY**

**TAB 7: Capital Purchases Over \$500K UPDATE**

**SRWC Blue Gym  
Renovation**

- **Funding Source:** Locally Funded.
- **Bids Issued:** September 7, 2022
- **Construction budget:** \$1,100,000
- **Project Description:** The renovation of 2 court gym in the student rec and wellness center for use as a practice facility for the Basketball team. This will include a new hardwood floor, equipment, minor cosmetic work, humidity controls, and a dedicated chiller.
- **Timeline:** 9/22 to 7/23



**An award has been made to Summit Construction**

Low Bidder/Vendor	Bid
<b>Summit Construction</b>	<b>\$1,059,900</b>
Feghali Brothers LLC	1,140,000
Cavanaugh Building Corp.	1,174,000
Infinity Construction	1,387,000



This informational report is intended to satisfy preapproval Resolution 8-4-22, dated August 10, 2022, to initiate the competitive bidding process to procure construction contracts for renovation of the Blue Gym at the Student Recreation and Wellness Center.

An award has been made to the successful bidder, Summit Construction in the amount of \$1,059,900. This project will run currently through September 2023 instead of July because of supply chain issues.

**APPENDIX E: REPORT OF THE SENIOR VICE PRESIDENT/CHIEF FINANCIAL OFFICER, Page 3**

**PHYSICAL CAMPUS STRATEGY**

**TAB 7: Capital Purchases Over \$500K UPDATE**

**Electricity Supply**

- **Funding Source:** Locally Funded.
- **Bids Issued:** September 28 , 2022
- **Project Description:** Ideally, we are looking to match our existing terms with the new contract. 3 year fixed, 25% Green energy, but will look at other products to determine what is the best solution for the university.
- At this time, the university will not award any bids and utilize the Ohio Edison SSO for the Nov 22 to May 23 term.
- The university is working closely with the energy consultant to monitor market conditions to refresh bids for the May 23 start.



**No award has been made**



Also in August 2022, I requested a preapproval to go out to bid for our electric contract. We are looking for a three-year contract, and the process is such that we are competitively trying to get the best rates possible for that three-year term. We have been unsuccessful to date. Prices are a little bit higher than anticipated, certainly higher than we are today. We are continuing to refresh our bid for favorable pricing.

The third preapproval requested in August 2022 was for Furniture, Fixtures, and Equipment for the newly constructed and upgraded Crouse building. We are in the process of analyzing bids and will award the successful bidder in the next seven days. I will update you at the next Board meeting.

**APPENDIX E: REPORT OF THE SENIOR VICE PRESIDENT/CHIEF FINANCIAL OFFICER, Page 4**

## **RISK MANAGEMENT**

### **TAB 9: Information Technology Report - Risk Management**

- **Cybersecurity Update**
- **Workday Update**
  - **Scope Changes:**
    - **Implementation of Talent Optimization added**
      - **Meets goals for the Organization Analysis effort & performance management functionality**
    - **Implementation of Endowments is out of scope and delayed**
    - **Initial implementation will not include the Foundation and Research Foundation**
  - **For Information Only**
    - **Added additional resource for payroll workstream**
    - **Added additional project manager**
    - **Improve task/issue oversight and escalation process**

We are making good progress in the area of cybersecurity compared to our benchmarked competitors.

Chief Information Security Officer Matt Williams, Chief Information Officer John Corby, and the security team continue to do a great job.

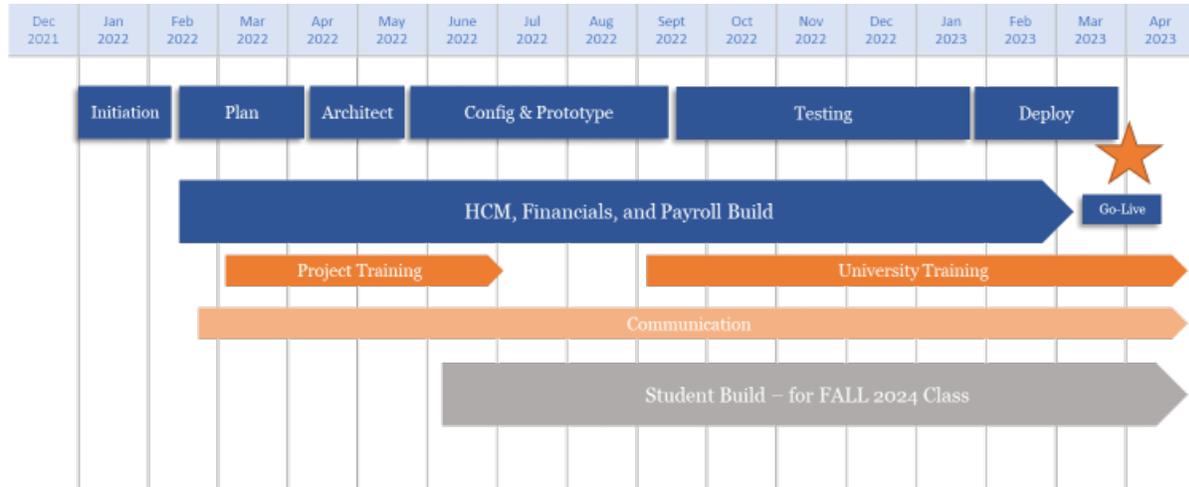
The Workday enterprise resource planning system, which originally was targeted for implementation by December 31, 2022, has undergone some changes in scope.

- Addition of the Talent Optimization module will enhance organizational analysis efforts and performance management functionality. This implementation is going forward earlier than initially planned.
- The University endowments, Foundation, and Research Foundation will be delayed to a later phase of implementation.

**APPENDIX E: REPORT OF THE SENIOR VICE PRESIDENT/CHIEF FINANCIAL OFFICER, Page 5**

# RISK MANAGEMENT

## IT Projects - Workday Implementation Timeline



Instead of December 31, 2022, we are now targeting March 31, 2023 for deployment of Workday. We feel confident in that timeline.

**APPENDIX E: REPORT OF THE SENIOR VICE PRESIDENT/CHIEF FINANCIAL OFFICER, Page 6**

**CAMPUS CULTURE**

**Staffing and Organizational Development**

- **Controller’s Office**
- **Public Safety**
- **Organizational Analysis and Compensation Study**



We are currently conducting a search to fill the position of Controller in the Chief Financial Officer organization. We have published a requisition and are looking forward to making progress with that leadership hire. In the interim, we have tapped Chief Audit Executive Doug Brumbaugh to serve as interim controller. Doug has graciously accepted and is providing much-needed leadership in that capacity. Doug’s background as our chief audit executive and prior as a CPA makes him qualified to undertake this work. I want to thank Doug for his efforts.

Additionally, you may know that our chief of police, Dale Gooding, will be leaving us. He will be entering the next phase of his professional life, so we want to pause and thank Chief Gooding for all he has done for us and to wish him well. We are really excited about Jim Gilbride coming on as our next Chief of Police. Chief Gooding’s last day will be this Saturday, and soon-to-be Chief Gilbride will start on Sunday. I thank Chief Gooding for his years of work and service and am really excited and looking forward to working with Chief Gilbride.

Lastly, I want to share some updates on our organization analysis work, which is further detailed on the next slide:

**APPENDIX E: REPORT OF THE SENIOR VICE PRESIDENT/CHIEF FINANCIAL OFFICER, Page 7**

**CAMPUS CULTURE**

**Staffing and Organizational Development**

	Complete	In Progress	In Progress	Coming Soon	Coming Soon	Coming Soon	Coming Soon
	Planning and Discovery	Compensation	Job Architecture	Salary Market Assessment	Salary Program Design	Organizational Structure & Workforce Planning	Implementation Plan & Communication
	<ul style="list-style-type: none"> <li>Data Gathering</li> <li>Project Planning</li> </ul>	<ul style="list-style-type: none"> <li>Draft Compensation Philosophy</li> </ul>	<ul style="list-style-type: none"> <li>Job Description</li> <li>Job Families</li> <li>Job Titles</li> <li>Job Evaluation</li> <li>Job Structure</li> </ul>	<ul style="list-style-type: none"> <li>Salary Market Pricing</li> <li>Variance Analysis</li> </ul>	<ul style="list-style-type: none"> <li>Salary Structure</li> <li>Job Assignment</li> <li>Pay Administration Guidelines</li> </ul>	<ul style="list-style-type: none"> <li>Assess Supply &amp; Demand</li> <li>Conduct Gap Analysis</li> <li>Draft Plan</li> </ul>	<ul style="list-style-type: none"> <li>Implementation &amp; Communication Plans</li> <li>Communications and Training Support</li> </ul>
Target Completion:	Complete	11/1/2022	12/1/2022	2/1/2023	4/1/23	5/1/2023	6/1/2023

Changes resulting from this initiative may take additional budget planning and changes to pay structure may be administered in a phased approach over time, requiring additional time to fully implement.

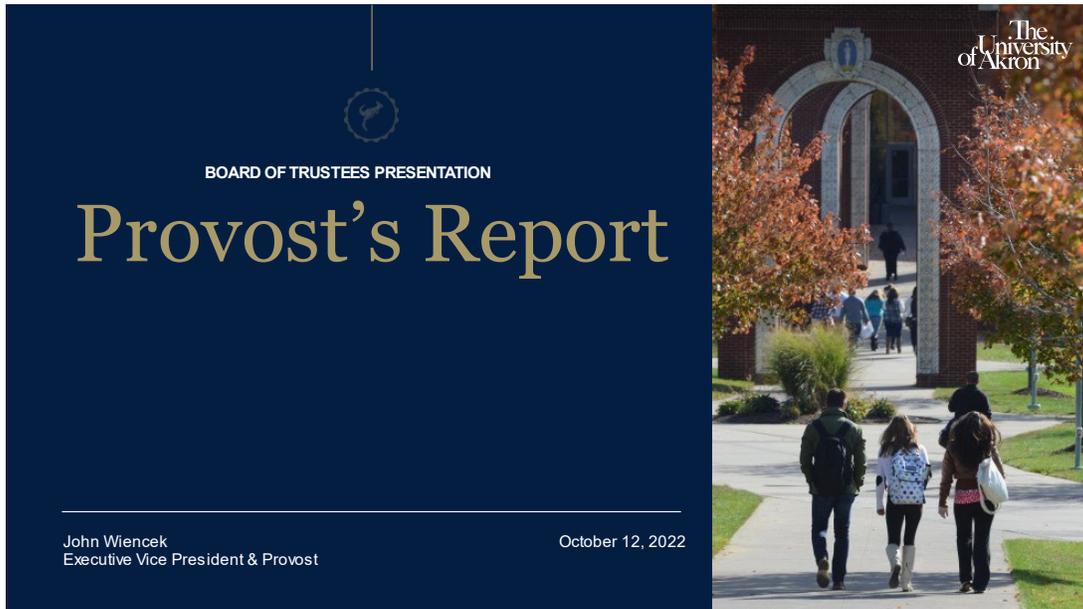


This is a high-level project plan of the work going forward. The organization analysis and compensation study is an effort to review all of the University’s classifications. We hope that this will ensure employees’ roles and contributions are accurately reflected and will identify points of connection between different positions, particularly as we move to the new Workday platform. The study should assist us in developing clear paths for career progression and growth opportunities at the University, something in which we are very much interested and looking forward to reinforcing. Ultimately, it will support the comprehensive university compensation study across all administrative positions.

Per the schedule, we are in progress with the first piece, which is the organizational analysis. We are coming up on a deadline of November 1, but by the end of December 2022, we plan to be wrapping up the analysis portion and then moving quickly into the compensation study portion that will wrap up in June 2023.

If there are no questions, that concludes my remarks. Thank you for your time.

**APPENDIX F: REPORT OF THE EXECUTIVE VICE PRESIDENT & PROVOST**



I am glad to be here with you today. I want to highlight two items. One is to recognize the great work of our faculty and staff across campus, and second spend some time talking about how things are going with our Strategic Plan, where are we, what are the current things we are working on, and what is the path forward.

Since the last Board meeting, there has been quite a bit of activity, as is normal here at the University, excellence across the board in terms of our staff and faculty. Given the lateness of the day, I have summarized these in a sheet for you all in your folder.

## FACULTY AND STAFF KUDOS

Dr. Xiong Gong	<b>CPAC Advisory Group*</b>	Mr. Eric Green
Dr. Jordan Renna	*Mr. Scott Campbell	<b>EHOS Employees</b>
Dr. Hazel Barton	*Mr. Jake Kos	Ms. Lisa Ritenour
Dean R.J. Nemer	*Mrs. Caroline Tuesday	<b>Health Services Employees</b>
Dr. Sandie Crawford	*Mr. Eric Ryan	Dr. David Bastidas
Dr. Kristine Sonstrom Malowski	*Ms. Mary Rossett	Mrs. Emily Janoski-Haehlen
Mr. Newt Engle	*Mrs. Tiffany Schmidt	Mr. Charles Oldfield
Dr. Alex Meibos	*Ms. Kim Proctor	Mr. Mike Gentithes
	<b>ZipAssist Staff</b>	Dr. George Horvath
		Ms. Tracy Thomas
		Mrs. Alisa N.Benedict O'Brien
		Ms. Vera Korzun

**APPENDIX F: REPORT OF THE EXECUTIVE VICE PRESIDENT & PROVOST**  
**Page 2**

I do want to highlight one recognition in particular, and that is the Greater Akron Chamber award, “30 for the Future.” We are very proud that Ali Doehring, who is the director of ZipAssist, as well as Elyse Ball, executive director of The University of Akron Research Foundation, were recognized for their contributions and work in the Akron region. Kudos to both of them.

**FACULTY AND STAFF KUDOS**



**Ali Doehring**, director of ZipAssist in the Office of Student Affairs and **Elyse Ball**, executive director of the University of Akron Research Foundation



**30 for the Future**

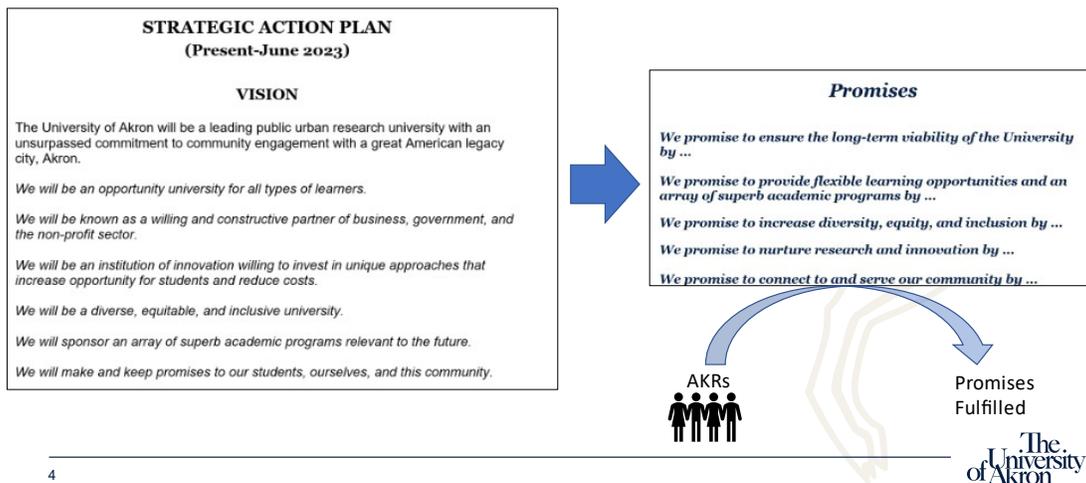
For 16 years, GAC honors...

- young professionals
- trendsetters in their industries
- leaders in their organizations and community
- catalysts for growth and impact
- nominated by members of the Chamber and regional profit and non-profit organizations.



I do want to spend the majority of the time talking about our Strategic Plan. We have three very enthusiastic faculty who have been working on the Plan. They are what we call “Provost Fellows,” who are faculty we have asked to take on a project beyond their normal duties. They are going to share some information for you as we go on.

**STRATEGIC PLAN OVERVIEW**



**APPENDIX F: REPORT OF THE EXECUTIVE VICE PRESIDENT & PROVOST**

**Page 3**

This is a slide that I presented to you at an earlier Board meeting to remind everyone of the vision for the University. President Miller was very clear about this as he entered the University and helped to establish the path forward. He immediately launched into a strategic planning activity before I joined the University. Unfortunately, COVID disrupted that. As COVID became more manageable, we put strategic planning back on track. It is framed around five promises. I think you are going to hear that we all feel these are five good promises, and likely these will continue. It is just the specifics around what we do in each of those areas that might change.

1. Obviously, the first one that we all are focused on, ensuring the sustainability and long-term viability of the University, is making sure that the University is in a position to be here for a long, long time to come.
2. Academics is really the core to what do. Ensuring that we have high-quality programs relevant to the region is our second promise.
3. We do support our community and believe in the strength of diversity and providing equal opportunity equity to our community, which is our third promise.
4. Research is another core thrust of our mission. You are going to be hearing more about this in a future Board meeting, but a focus on continuing to promote research that matters in the region is the fourth promise.
5. Finally, our connection with the community is very important to us. In fact, we have been recognized by the Carnegie Foundation for our excellent work in this regard. We actually are going through a renewal for that activity right now.

This is a process that we have intentionally designed to be very agile and quick. Unlike most University plans that run five years or longer, we recognize that things are changing rapidly in all aspects of our society, so we are now moving to overlapping, rolling two-year plans. Right now, we are in the second year of the very first plan we put together, and it is time to talk about the next plan while we finish the first plan.

So, with that, I do want to introduce our three Provost Fellows:

**APPENDIX F: REPORT OF THE EXECUTIVE VICE PRESIDENT & PROVOST**

**Page 4**

**PROVOST FELLOWS – STRATEGIC PLANNING**



**Angela Hartsock**  
**Associate Professor**  
**Biology**



**Matt Juravich**  
**Associate Professor**  
**Management**



**Erin Makarius**  
**Associate Professor**  
**Management**

**Angela Hartsock** is a Biology program faculty member, who actually was hired to be part of the Wayne Campus. She is very active in shared governance, having served on Faculty Senate ever since I have been here.

**Erin Makarius** is a Management program faculty member in the College of Business. She has a lot of background in planning, and this is very relevant material. We are really going to benefit from her expertise.

Finally, **Matt Juravich**, whom many of you may know as our faculty athletic rep, also is a faculty member in the Management program in the College of Business focused on sports management and analytics.

They are going to take over for me. I do want to point out that you do have a summary of the current Plan, which we are currently wrapping up. This is progress to date; this is halfway through that first Plan, and I think if you read that you will be gratified to see that we have accomplished quite a bit in a relatively short period of time during a lot of turmoil with COVID and what not.

Provost Fellows, the floor is yours.

**APPENDIX F: REPORT OF THE EXECUTIVE VICE PRESIDENT & PROVOST**

Page 5

## **PROVOST FELLOWS – UPDATE**

- **Strategic Plan (2021 -2023)**
  - Progress Report finalized
  - Website completed
  - Next Steps: Develop upcoming two-year plan (2023-2025)
- **Collaborative Ideas**
  - Promise Pathways & Communities
  - Investment Grants
- **Aspirations & Key Results**
  - Process: Training and Quick Guides
  - System: Data Collection and Dashboard



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*We Rise Together.*

The  
University  
of Akron

6

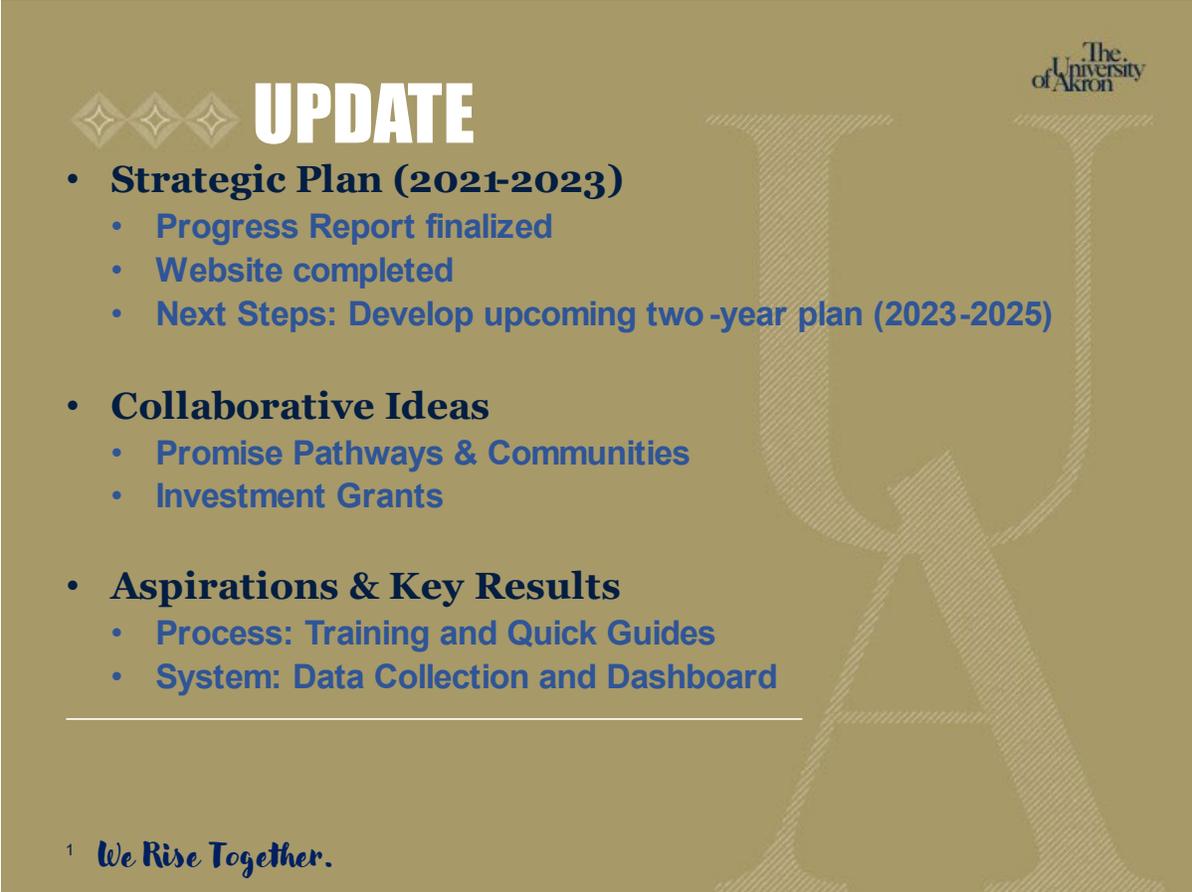
Dr. Juravich:

Good morning, Trustees and others. Thanks for having us. As Dr. Wiencek alluded, we have been working with him for about five months in the role of Provost Fellows. Just for a little context, it started out as sort of clearly defined roles for each of us. Over time, we have come to appreciate—and Dr. Wiencek has really supported us in this—that it is much better done collaboratively, so we have worked very diligently to, first and foremost, really get a grasp on where the current plan came from.

Progress specifically has been an area of focus in terms of what you have in front of you this morning to look at, the highlights we want to emphasize for you all.

**APPENDIX F: REPORT OF THE EXECUTIVE VICE PRESIDENT & PROVOST**

**Page 6**



**UPDATE**

- **Strategic Plan (2021-2023)**
  - Progress Report finalized
  - Website completed
  - Next Steps: Develop upcoming two-year plan (2023-2025)
- **Collaborative Ideas**
  - Promise Pathways & Communities
  - Investment Grants
- **Aspirations & Key Results**
  - Process: Training and Quick Guides
  - System: Data Collection and Dashboard

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<sup>1</sup> *We Rise Together.*

Then also, to pick up on Dr. Wiencek’s comments talking specifically about the five promise areas: viability, academics, research, DEI, and community engagement, I think I speak for Angela and Erin, that we all feel those will remain the pillars of future iterations of the Plan. But, one of the things we are trying to do as we move into the phase now of informing, building, and shaping the next plan collaboratively with many constituents across campus is to utilize those pillars but also strike more of a balance between operational planning as well as true strategic planning. So, we are working a lot on trying to meet with people. We have been on a very detailed and profound listening tour since we started back in May meeting with many of the folks in this room and many who are, hopefully, watching this session to try to learn more about perspectives and ideas for most importantly moving us forward institutionally.

We do have a website in progress that is going to encapsulate the current plan, the progress made, and provide us with a “one-stop shop” for people, internal as well as external, to be able to see what we are doing and to point out progress made to date. University Communications and Marketing has been a great partner in developing the website.

**APPENDIX F: REPORT OF THE EXECUTIVE VICE PRESIDENT & PROVOST**

**Page 7**

We hope to have it available for public consumption in the next few weeks, hopefully by the end of October. I will turn the floor over to Erin now to talk more specifically about moving the Plan forward.

Dr. Makarius

One of the things that we realized as we did our listening tour this summer is that people across campus at all levels want to be involved in the strategic planning process and they want their voices to be heard. We thought of different initiatives or ways that we could do this, and one of the initiatives that we plan to develop as we go forward is promise pathway communities where we take change champions on campus, people who are really interested in specific areas of the promise whether it be viability or academics or DEI, or research, or that community aspect of the Plan, and develop these organic, bottom-up groups that really are passionate about those areas and have ideas about how to develop The University of Akron in those specific ways under those five promise areas. We plan to roll out these pathway communities that align with the strategic promises, and then we are also looking for opportunities for ways that we can invest in those ideas, trying to get at what are those moon-shot projects that would really advance the Strategic Plan and make progress for The University of Akron and how can we support those both financially and with resources and support across campus.

Dr. Hartsock

If you imagine that we have the Strategic Plan and we have these communities that we are talking about, the third piece we are working on is this idea of AKRs. You may have heard about these in Board meetings before. We think that it is a useful concept, primarily because it gives us a shared language around goal setting. We have a lot of people on campus working on things and maybe describing their initiatives in different ways, so we really think we can use this AKR process as a way to get communication happening across campus in a consistent way. Some of the things that we are working on are a dashboard where people can share their goals—their AKRs. And, while we are not constraining people in their ideas, we are constraining people a little bit in how they structure and communicate those goals. We also are tagging those goals, linking them back to the promises, so that if somebody is interested in getting involved in the Strategic Plan or in these communities, they could go to that dashboard and look up who is doing things related to DEI, or who is doing work on community engagement, etc.. They could see other people's goals, see the people involved, and potentially then find their way into those groups and communities.

We are doing all of these things simultaneously. We are happy to take any questions or feedback.

**APPENDIX F: REPORT OF THE EXECUTIVE VICE PRESIDENT & PROVOST**

**Page 8**

Dr. Makarius

The one thing I will add is that we are starting to think about the next Strategic Plan. This current Plan ends next June, so we are thinking about what kind of initiatives and actions we need to plan for the future as well.

Dr. Wiencek

One thing I failed to mention is next week we have a cabinet meeting where we will have the deans and the cabinet listening to the Provost Fellows. AKRs are just another way of setting goals

for the year and having results that are quantifiable and measurable. We took an initial pass at this with some success. We are trying to expand it and trying to get the cabinet members and deans to focus on AKRs as a way to set goals and to communicate them. University Council also is very eager to work with the cabinet and the deans on this goal setting because there are communities over there with people who are willing to help.

I feel that the shared governance is really gelling quite well, the best I have seen at any campus on which I have been. People are eager to be involved and want to help.

**APPENDIX G: FEATURED STUDENT**

**JOSE GARCIA**

Jose Garcia is a fourth-year student studying electrical engineering. He was born and raised in Tegucigalpa, Honduras and came to The University of Akron as an international student in fall 2019. He works full time through the College of Engineering and Polymer Science's co-op program at Pneumatic Scale Angelus, a local packaging solutions company.

Jose co-founded the International Student Organization on campus, was featured in the UA College Tour episode, serves as president of Phi Gamma Delta, and was nominated for 2022 Homecoming Royalty by the International Student Organization. Additionally, Jose's campus involvement includes Interfraternity Council; Gamma Sigma Alpha; Society of Sales Engineering; Society of Hispanic Professional Engineers; Ak-Rowdies; UA Social Roo Social Media Ambassador; Engineering ZipFluencers; Increasing Diversity in Engineers Academics; Residence Life and Housing; Life as a Zip; Zips Recruiting Club; New Roo Weekend Leader; International Student Orientation Leader; Taylor Institute of Leadership Advancement; Intramural Sports; Black, Brown, and Beyond Summit Panelist; serveAkron; and Inclusive Excellence Action Team.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -22**

Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees' meeting of October 12, 2022 be approved.

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M. Celeste Cook, Secretary  
Board of Trustees

December 7, 2022

Presiding:  
Michael J. Saxon

	Report of the Senior Vice President, Finance/ Chief Financial Officer
<b>1</b>	Personnel Actions
<b>2</b>	*Financial Report for the Three Months Ended September 30, 2022
<b>3</b>	*Procurements for More Than \$500,000
<b>4</b>	*Cumulative Gift and Grant Income Report for July 1, 2022 through October 31, 2022
	For Information Only:
<b>5</b>	Purchases: a) \$75,000 to \$500,000 Report b) Over \$500,000 Report
<b>6</b>	Capital Projects Report
<b>7</b>	Information Technology Report
<b>8</b>	Advancement Report
<b>9</b>	University Communications and Marketing Report
<b>10</b>	Public Liaison and Government Relations Update
<b>*</b>	CONSENT AGENDA: ITEMS 2, 3, 4

# **FINANCE & ADMINISTRATION COMMITTEE**

## **TAB 1**

### **PERSONNEL**

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

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

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

December 7, 2022

# Human Resources

## Summary Report of Personnel Actions for Board of Trustees

December 7, 2022

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

### Separations –8 Total

Resignations 5 Total – 4 Contract Professionals and 1 Faculty

Retirements 2 Total – 1 Contract Professional and 1 Faculty

Non-Renewal 1 Total – 1 Contract Professional

### Emeritus Status

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

### Significant Personnel Actions to Note

There are nine (9) personnel actions for continuing full-time positions of note:

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

- Douglas Brumbaugh – Promotion and title change to Controller from Chief Audit Executive; salary to \$175,000/12 mo from \$130,000/12 mo
- Todd R. Hough, - Promotion and title change to Assistant Chief from Captain; salary to \$3,799.23/BW from \$3,442.31/BW
- Angela M. Paonessa – Promotion and title change to Captain from Lieutenant; salary to \$3,461.54/BW from \$3,099.22/BW

#### Division of Advancement

- William M. Cole – Assistant Vice President, Principal Gifts; salary change via reorganization to \$113,000/12 mo from \$110,600/12 mo
- Tonia P. Ferrell – Promotion and title change to Executive Director, Prospect Development & Campaigns from Director, Prospect Development & Campaigns; salary to \$84,000/12 mo from \$68,289/12 mo
- Lia E. Jones – Promotion and title change to Executive Director, Gift & Estate Planning/Department of Development from Director, Center for Gift & Estate Planning; salary \$100,000/12 mo from \$86,149/12 mo
- Willy Kollman - Assistant Vice President, Alumni Relations; salary change via reorganization to \$108,000/12 mo from \$90,352/12 mo

#### Office of Information Technology Services

- Patrick A. Gorman – Promotion and title change to Manager, Network Communications from Interim Manager, Network Communication; salary to \$3,757.69/BW from \$3,461.54/BW

### College of Engineering & Polymer Science

- William A. Wenzel – Job Reclassification to Manager, Labs & Shops - College of Engineering and Polymer Science from Engineering Technician Senior; salary to \$2,923.08/BW from \$2,632.32/BW

### **Reemployed Retiree**

University Rule 3359-11-15 provides that employees can retire from the University and request approval to return to work in their same or similar position for one year at a reduced salary of 80 percent. Ohio Revised Code requires that not less than sixty days (60) days before the reemployment begins, an employer give public notice that the person is or will be retired and is seeking employment with the employer.

There is one (1) appointment for retired employee seeking reemployment:

- Amy Gilliland will retire on January 1, 2023, from the position of Director, Office of Resource Analysis & Budget and is seeking reemployment as of January 3, 2023, in the position of Associate Director, Budget, Planning & Strategy, for a period of up to one year.

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

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

There are two (2) personnel action subject to rule 3359-9-01:

- Gwyneth Price – Appointment Senior Vice Provost for Academic & Faculty Affairs effective December 22, 2022; salary \$225,000/12 mo; reimburse moving expenses up to \$20,000
- Daniel Friesner - Appointment Dean, College Health and Human Services effective June 30, 2023; salary \$225,000/12 mo; reimburse moving expenses up to \$25,000

<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 Athletics**

**Separation**

Jorgensen, Anne M.	Executive Director, Cline Leadership Academy/Office of Student Athlete Academic Services/Contract Professional	12/31/22	\$86,367.00 12 mo	Retirement
Newhouse, Matthew M.	Associate Athletics Director, Marketing & Promotions/Office of Athletics/Contract Professional	11/30/22	\$89,301.00 12 mo	Resignation

**Office of Academic Affairs**

**Appointment/Reappointment**

Donovan, William J.	Associate Professor - Summer/Office of Academic Affairs/Faculty (BUF)	06/01/22 08/17/22	\$1,000.00 for the period	Payment for duties for Howard Hughes Medical Institute Inclusive Excellence 3 Learning Community
Londrville, Richard L.	Professor-Summer/Office of Academic Affairs/Faculty (BUF)	06/01/22 08/17/22	\$5,500.00 for the period	Payment for duties for Howard Hughes Medical Institute Inclusive Excellence 3 Learning Community
Mikulski, Brandon A.	Assistant Lecturer/Student Success Center/Faculty	08/22/22 12/17/22	\$1,680.96 for the period	Payment for fall teaching
Modarelli, David A.	Professor-Summer/Office of Academic Affairs/Faculty (BUF)	06/01/22 08/17/22	\$1,000.00 for the period	Payment for duties for Howard Hughes Medical Institute Inclusive Excellence 3 Learning Community
Pang, Yi	Professor-Summer/Office of Academic Affairs/Faculty (BUF)	06/01/22 08/17/22	\$1,000.00 for the period	Payment for duties for Howard Hughes Medical Institute Inclusive Excellence 3 Learning Community
Price, Gwyneth	Senior Vice Provost for Academic & Faculty Affairs; Professor, Education/Office of Academic Affairs/Faculty	12/22/22	\$225,000.00 12 mo	Appointment vice C. Hendricks; temporary stipend reimburse \$20,000.00 for moving expenses submitted within one year of hire
Ramirez, Rolando J.	Associate Professor - Summer/Office of Academic Affairs/Faculty (BUF)	06/01/22 08/17/22	\$1,000.00 for the period	Payment for duties for Howard Hughes Medical Institute Inclusive Excellence 3 Learning Community

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<b>Vice President, Finance &amp; Administration/CFO</b>				
<b><u>Appointment/Reappointment</u></b>				
Hough, Todd R.	Captain/University Police Department/Staff	09/24/22	\$219.19 one time payment	Payment for working Akron Marathon
Paonessa, Angela M.	Lieutenant/University Police Department/Staff	09/24/22	\$146.13 one time payment	Payment for working Akron Marathon
		10/01/22	\$146.13 one time payment	Payment for working University of Akron Homecoming
Riebau, Brett	Director, Financial Reporting/Office of the Controller/Contract Professional	10/31/22	\$100,000.00 12 mo	Appointment vice V. Sayre
<b><u>Change</u></b>				
Hough, Todd R.	Assistant Chief, University Police/University Police Department/Staff	10/19/22	\$3,799.23 biweekly	Promotion; title change from Captain; base salary change from \$3,442.31/BW
Paonessa, Angela M.	Captain/University Police Department/Staff	10/19/22	\$3,461.54 biweekly	Promotion; title change from Lieutenant; base salary change from \$3,099.22/BW
<b><u>Division of Advancement</u></b>				
<b><u>Appointment/Reappointment</u></b>				
LaGuardia, Stephanie R.	Director of Development/Department of Development/Contract Professional	10/17/22	\$82,000.00 12 mo	Transfer; successful internal applicant; base salary change from \$76,500.00/12 mo; title change from Director, Co-Operative Education Engineering & Placement
Maxwell, Samantha	Assistant Athletic Director, Athletics Development/Department of Development/Contract Professional	10/27/22	\$77,000.00 12 mo	Appointment vice A. Finn; reimburse \$3,850.00 for moving expenses
<b><u>Change</u></b>				
Cole, William M.	Assistant Vice President, Principal Gifts/Department of Development/Contract Professional	08/01/22	\$113,000.00 12 mo	Salary change from \$110,160.00/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Ferrell, Tonia P.	Executive Director, Prospect Development & Campaigns/Department of Development/Contract Professional	08/01/22	\$84,000.00 12 mo	Title change from Director, Prospect Development & Campaigns; base salary change from \$68,289.00/12 mo
Jones, Lia E.	Executive Director, Gift & Estate Planning/Department of Development/Contract Professional	08/01/22	\$100,000.00 12 mo	Title change from Director, Center for Gift & Estate Planning; base salary change from \$86,149.00/12 mo
Kollman, Willy	Assistant Vice President, Alumni Relations/Office of the Alumni Association/Contract Professional	08/01/22	\$108,000.00 12 mo	Salary change from \$90,352.00/12 mo
Sheeks, Cynthia A.	Director of Development, Planned Giving/Department of Development/Contract Professional	09/01/22	\$85,099.00 12 mo	Title change from Director of Development, College of Business

**Separation**

Jones, Lia E.	Executive Director, Gift & Estate Planning/Department of Development/Contract Professional	11/18/22	\$100,000.00 12 mo	Resignation
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**Vice President, Inclusion & Equity/Chief Diversity Officer**

**Appointment/Reappointment**

Szczukowski, Michael A.	Director, Materials Handling/Inclusion & Equity/Chief Diversity Office/Contract Professional	10/19/22	\$150.00 one time payment	Payment for voiceover work for Institute for Leadership Advancement video
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**Office of Information Technology Services**

**Appointment/Reappointment**

Mitchuson, Sean	High Performance Computing Systems Administrator/Hardware, Operations & Operating Systems Services/Staff	10/24/22 07/02/23	\$10,000.00 for the period (stipend)	Temporary administrative stipend for additional duties for Ohio Cyber Range; base salary is \$2,115.38/BW
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**Change**

Gorman, Patrick A.	Manager, Network Communications/Hardware, Operations & Operating Systems Services/Staff	11/10/22	\$3,757.69 biweekly	Promotion via job reclassification; title change from Interim Manager, Network Communication; salary change from \$3,461.54/BW
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<b>Office of Research Administration &amp; Technology Transfer</b>				
<b><u>Appointment/Reappointment</u></b>				
Allen, Philip A.	Acting Associate Vice President, Research & Business Engagement; Professor, Psychology; Senior Fellow, Institute for Life-Span Development & Gerontology/Office of Research Administration/Faculty	01/01/23 07/01/23	\$200,000.00 12 mo	Extension of temporary job reclassification; title change from Professor, Psychology; salary change from \$150,000.00/9 mo
<b>Buchtel College of Arts &amp; Sciences</b>				
<b><u>Appointment/Reappointment</u></b>				
Ferris, Amber L.	Associate Professor - Summer/School of Communication/Faculty (BUF)	06/01/22 08/01/22	\$3,201.00 for the period (stipend)	Payment for summer YMCA grant administrative duties
	Associate Professor/School of Communication/Faculty (BUF)	08/22/22 12/17/22	\$3,201.00 for the period (stipend)	Payment for YMCA grant administrative duties
Johnson, Dawn M.	Professor-Summer/Psychology/Faculty (BUF)	08/01/22 08/20/22	\$7,209.00 for the period	Payment for grant funded summer research
Klein, Janet	Professor-Summer/Department of History/Faculty	06/27/22 08/20/22	\$10,000.00 for the period	Payment for Faculty Research Committee Summer Fellowship Award
Renna, Jordan M.	Associate Professor; Director, Integrated Bioscience Program/Department of Biology/Faculty (BUF)	08/22/22 05/13/23	\$5,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Director assignment; base salary change is \$79,527.00/9 mo
<b><u>Change</u></b>				
Duff, Robert J.	Professor-Summer/Department of Biology/Faculty (BUF)	05/16/22 06/18/22	\$11,627.00 for the period	Amend action approved at the August 10, 2022 meeting of the Board of Trustees; amount change from \$13,500
<b><u>Separation</u></b>				
Kreider, Kevin L.	Professor, Mathematics/Department of Mathematics/Faculty (BUF)	05/31/23	\$117,207.00 9 mo	Retirement

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<b>College of Business</b>				
<b><u>Appointment/Reappointment</u></b>				
Bisconti, Toni L.	Associate Professor, Psychology/College of Business, Office of the Dean/Faculty (BUF)	09/27/22	\$500.00 one time payment	Payment for Civility Workshop Series for the Institute for Leadership Advancement
Braun, Heather L.	Associate Professor, English/College of Business, Office of the Dean/Faculty (BUF)	09/28/22	\$375.00 one time payment	Payment for teaching College of Business Executive Education seminar
Makarius, Erin	Associate Professor - Summer/Department of Management/Faculty (BUF)	05/06/22	\$3,000.00 one time payment	Payment for grant funded summer research
Srinivasan, Mahesh	Professor - Summer/College of Business, Office of the Dean/Faculty (BUF)	05/06/22	\$3,560.00 one time payment	Payment for grant funded summer research
Wang, Jinjing	Assistant Professor - Summer/College of Business, Office of the Dean/Faculty (BUF)	05/06/22	\$5,000.00 one time payment	Payment for grant funded summer research
Wang, Li	Professor-Summer/George W. Daverio School of Accountancy/Faculty	05/17/21 07/11/22	\$8,100.00 for the period	Payment for summer teaching
<b><u>Change</u></b>				
Matejkovic, John E.	Associate Professor Emeritus, Business Law/Department of Finance/Faculty (BUF)	05/31/19		Title change; award of emeritus status
<b><u>Separation</u></b>				
Farrar, Jacob	Senior Director, Corporate Outreach & Marketing/College of Business, Office of the Dean/Contract Professional	12/29/22	\$100,000.00 12 mo	Non-Renewal
Smith, Kevin	Senior Director, Executive Education & Strategic Engagement/College of Business, Office of the Dean/Contract Professional	10/28/22	\$92,000.00 12 mo	Resignation

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<b>College of Engineering &amp; Polymer Science</b>				
<b><u>Appointment/Reappointment</u></b>				
Choi, Jae-Won	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	07/27/22 08/19/22	\$9,625.82 for the period	Payment for grant funded summer research
Cressman, Heidi E.	Director, Diversity and Inclusion Engineering/College of Engineering and Polymer Science, Office of the Dean/Contract Professional	06/20/22	\$2,400.00 one time payment	Payment for Aim High Gear Up camp with Akron Public Schools
Damson, Enoch E.	Professor-Summer/Department of Computer Science/Faculty (BUF)	06/01/22 06/04/22	\$1,550.00 for the period	Payment for grant funded summer research
De Abreu-Garcia, Jose A.	Professor-Summer/Department of Electrical & Computer Engineering/Faculty	07/11/22 07/20/22	\$6,515.00 for the period	Payment for summer research
DellaCorte, Christopher	Director, Timken Engineered Surfaces Lab & Timken Endowed Chair in Engineering Surfaces/Department of Mechanical Engineering/Faculty	08/11/22 08/19/22	\$5,486.49 for the period	Payment for summer research
Kandray, Daniel E.	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	06/01/22 08/31/22	\$4,500.00 for the period	Payment for grant funded administrative work
Lattime, Scott B.	Research Associate Professor/Department of Mechanical Engineering/Faculty	10/01/22 09/30/23	\$136,014.00 12 mo	Temporary reappointment
Mather, Janice L.	Senior Research and Development Engineer/Department of Mechanical Engineering/Staff	10/01/22 09/30/23	\$4,800.69 biweekly	Temporary reappointment
Oravec, Heather A.	Research Associate Professor, Mechanical Engineering/Department of Mechanical Engineering/Faculty	10/01/22 09/30/23	\$127,312.00 12 mo	Temporary reappointment
Tan, Kwek Tze	Associate Professor - Summer/Department of Mechanical Engineering/Faculty (BUF)	06/06/22 07/30/22	\$6,150.00 for the period	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Taylor, Shawn C.	Senior Research Engineer/Department of Mechanical Engineering/Staff	10/01/22 09/30/23	\$4,438.00 biweekly	Temporary reappointment
<b><u>Change</u></b>				
Jain, Dharamdeep	Senior Research Scientist/School of Polymer Science & Polymer Engineering/Staff	10/10/22 02/28/23	\$36.06 hourly	Temporary job reclassification; title change from Research Scientist; salary change from \$26.45/hourly
Wenzel, William A.	Manager, Labs & Shops - College of Engineering and Polymer Science/College of Engineering and Polymer Science, Office of the Dean/Staff	09/12/22	\$2,923.08 biweekly	Job reclassification via job audit; salary change from \$2,632.32/BW; title change from Engineering Technician Senior

**College of Health & Human Sciences**

**Appointment/Reappointment**

Meibos, Alex	Assistant Professor - Summer/School of Speech-Language Pathology & Audiology/Faculty (BUF)	05/16/22 08/13/22	\$5,400.00 for the period	Payment for summer teaching
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**Change**

Callender, Gina Y.	Program Liaison & Continuing Education Units Manager-Ohio Child Welfare Training Program/School of Social Work & Family Sciences/Staff	07/01/22	\$3,365.38 biweekly	Salary change from \$2,980.77/BW
Stormer, Anna R.	Ohio Child Welfare Training Program Specialist, Staff Training/School of Social Work & Family Sciences/Staff	07/01/22	\$2,917.15 biweekly	Salary change from \$2,846.00/BW
Tornichio, Sarah D.	Specialist Foster, Adoption and Kinship Training/School of Social Work & Family Sciences/Staff	07/01/22	\$2,956.73 biweekly	Salary change from \$2,884.62/BW

**Separation**

Patton, Rikki A.	Professor, Health & Human Sciences/School of Social Work & Family Sciences/Faculty (BUF)	12/31/22	\$85,676.00 9 mo	Resignation
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<b>School of Law</b>				
<b><u>Appointment/Reappointment</u></b>				
Moore, Jonathan	Assistant Professor, Legal Writing/Law - Instruction/Faculty	09/30/22	\$80,000.00 9 mo	Appointment via successful internal applicant; title change from Visiting Assistant Professor, Legal Writing; salary change from \$60,000.00/9 mo
Sahl, Joann M.	Clinical Professor-Summer/Law - Instruction/Faculty	07/01/22 08/31/22	\$25,431.30 for the period	Payment for grant funded summer administrative work
Steward, Sean R.	Assistant Professor, Legal Writing/Law - Instruction/Faculty	11/07/22	\$77,000.00 9 mo	Appointment

<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**

**University Internal Audit**

**Change**

Brumbaugh, Douglas	Controller/University Internal Audit Office/Contract Professional	12/01/22	\$175,000.00 12 mo	Promotion; title change from Chief Audit Executive; base salary change from \$130,000.00/12 mo
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**Vice President, Finance & Administration/CFO**

**Appointment/Reappointment**

Gilliland, Amy	Director, Office of Resource Analysis & Budgeting/Resource Analysis & Budgeting/Contract Professional	01/03/23 01/02/24	\$88,927.00 12 mo	Retire/Rehire in accordance with reemployment agreement
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**Office of Human Resources**

**Separation**

Gerber, Lissia K.	Senior Director, Human Resources; Deputy Appointing Authority/Human Resources/Contract Professional	11/10/22	\$107,000.00 12 mo	Resignation
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**College of Health & Human Sciences**

**Appointment/Reappointment**

Friesner, Daniel	Dean, College of Health and Human Sciences; Professor, School of Allied Health/College of Health and Human Sciences, Office of the Dean/Faculty	06/30/23	\$225,000.00 12 mo	Appointment vice D. Gordon; reimburse \$25,000 for moving expenses
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**THE UNIVERSITY OF AKRON**

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

<b>Grade</b>	<b>Job Code</b>	<b>Title</b>	<b>FLSA</b>	<b>Remove</b>	<b>Effective Date</b>
119	41216	Coord Admin Srvs-VPRBE	Non-exempt		10/26/22

## THE UNIVERSITY OF AKRON

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

<b>Grade</b>	<b>Job Code</b>	<b>Title</b>	<b>FLSA</b>	<b>Remove</b>	<b>Effective Date</b>
121	24135	Human Resources Generalist	Exempt		10/2/2022
122	24332	Asst Dir Data Systems & Serv	Exempt		8/1/2022
122	24335	Dir Development Planned Giving	Exempt		9/1/2022
122	24370	Exec Dir Prospect Dev & Camp	Exempt		8/1/2022
120	27607	Asst Dir Multi Recruit	Exempt		11/1/2022
121	27679	Assoc Dir Rec & Retention CB	Exempt		10/25/2022
123	27764	Dir Academic Affairs CHHS	Exempt		10/1/2022
120	27795	Coord Advising & Student Exp	Exempt		7/24/2022
120	27832	Dir Compliance	Exempt		10/25/2022
121	28187	Mgr Admin & Personnel CEPS	Exempt		9/1/2022
121	28532	Mgr Polymer Testing	Exempt		10/17/2022
219	T23338	Business Systems Analyst	Non-exempt		10/3/2022
222	T23339	Lead Enrollment Mgt Analyst	Exempt		10/12/2022

## Guide to Terminology Used in Personnel Reports

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

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

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

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -22**

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Gary L. Miller, dated December 7, 2022, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

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M. Celeste Cook, Secretary  
Board of Trustees

**FINANCE & ADMINISTRATION COMMITTEE**

**TAB 2**

**FINANCIAL REPORT FOR THE  
THREE MONTHS ENDED SEPTEMBER 30, 2022**



**DATE:** November 7, 2022

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

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

**SUBJECT:** Consolidated Statement, General Funds, Auxiliary Funds, and Departmental Sales and Services Funds Budgets to Actual Results for the three months ended September 30, 2022

As requested, the Office of Resource Analysis & Budget provides the accompanying Financial Report for the three months ended September 30, 2022 for the Consolidated Statement, General Funds, Auxiliary Funds, and Departmental Sales and Services Funds (Akron and Wayne combined) together with accompanying FY23 budget assumptions and narratives. This Financial Report should be presented for consideration and approval at the December 7, 2022 Board of Trustees meeting.

CARES Act Grant <i>(As of October 31, 2022)</i>	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	\$7,075,798.44	\$109.56	Institutional Use-Student Refunds and Other Expenditures	Institutional Use-Student Refunds and Other Expenditures	3/13/20-6/30/23
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$7,075,909	\$7,075,909	\$0	Emergency Aid for Students (Pass-through funding)	Emergency Aid for Students	Fully Utilized
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$15,803,162	\$14,139,079.85	\$1,664,082.15	Institutional Use-Student Refunds and Other Expenditures	Institutional Use-Student Refunds and Other Expenditures	12/27/20-6/30/23
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$19,893,863	\$19,713,181.74	\$180,681.26	Institutional Use-Student Refunds and Other Expenditures	Institutional Use-Student Refunds and Other Expenditures	5/5/20-6/30/23
Higher Education Emergency Relief Fund Federal Agency: Department of Education	U.S. Department of Education	\$20,159,590	\$19,460,926.50	\$698,663.50	Emergency Aid for Students (Pass-through funding)	Emergency Aid for Students	5/5/20-6/30/23
Coronavirus Relief Fund Federal Agency: Department of Treasury	Governor/Ohio Dept. of Higher Education	\$9,533,149	\$9,533,149	\$0	Student Refunds and Other Expenditures	Student Refunds and Other Expenditures	Fully Utilized
Coronavirus Relief Fund Federal Agency: Department of Treasury	Governor/Ohio Dept. of Higher Education	\$4,767,086	\$4,767,086	\$0	Student Refunds and Other Expenditures	Student Refunds and Other Expenditures	Fully Utilized
Coronavirus Relief Fund Federal Agency: Department of Treasury	Governor/Ohio Dept. of Higher Education	\$217,974	\$217,974	\$0	Mental Health Counseling for Students	Mental Health Counseling for Students	Fully Utilized

Coronavirus Relief Fund Federal Agency: Department of Treasury	Summit County	\$2,000,000	\$2,000,000	\$0	Public Safety and Public Health	Public Safety and Public Health (payroll & fringes)	Fully Utilized
Coronavirus Relief Fund GEER Federal Agency: Department of Treasury	Governor of Ohio	\$370,556	\$370,556.00	\$0	Mental Health Counseling for Students	Mental Health Counseling for Students	3/13/20-6/30/22
Total		\$93,973,106	\$91,429,569.53	\$2,543,536.47			

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

# **CONSOLIDATED STATEMENT**

**For the Three Months Ended September 30, 2022**

**The University of Akron**  
**Akron and Wayne General Fund, Auxiliary Funds and Departmental Sales and Services Funds Consolidated**  
**FY 2023 Budget and Actual Results for the three months ended September 30, 2022 with FY 2022 Comparisons**

	FY22		FY23			
	Pre-Audit YTD	YTD	Original Budget	YTD September 30	Actual to Budget	
	June 30	September 30			\$	%
Tuition	\$136,235,173	\$71,116,586	\$134,426,000	\$66,033,446	(\$68,392,554)	
General Service Fees	10,437,000	5,477,336	10,136,000	5,013,019	(5,122,981)	
Other Fees	18,764,458	9,808,094	19,457,000	9,367,629	(10,089,371)	
Scholarships*	(59,661,280)	(30,549,775)	(57,284,000)	(22,422,399)	34,861,601	
Net Tuition & Fees	105,775,351	55,852,241	106,735,000	57,991,695	(48,743,305)	54.3%
State Share of Instruction	95,504,251	23,876,063	87,349,000	21,878,813	(65,470,187)	
Indirect Cost Recovery	3,709,846	974,257	3,631,000	1,230,569	(2,400,431)	
Investment Income	7,258,697	(182,714)	7,000,000	243,269	(6,756,731)	
Miscellaneous Income	1,850,484	362,917	1,520,000	1,012,243	(507,757)	
Auxiliary Revenue	30,343,542	8,937,780	32,721,000	9,738,731	(22,982,269)	
Sales and Services Revenue	5,889,505	1,463,904	5,078,000	1,428,976	(3,649,024)	
Total Other Revenues	144,556,325	35,432,207	137,299,000	35,532,601	(101,766,399)	25.9%
Total Revenues	250,331,676	91,284,448	244,034,000	93,524,296	(150,509,704)	38.3%
Payroll	121,893,910	24,006,426	126,105,000	24,776,907	(101,328,093)	
Fringes	35,263,443	7,959,036	46,940,000	10,944,039	(35,995,961)	
Total Compensation	157,157,353	31,965,462	173,045,000	35,720,946	(137,324,054)	20.6%
Operating	48,980,794	15,191,613	57,705,000	22,502,101	(35,202,899)	
Utilities	12,243,057	1,328,272	12,563,000	1,791,665	(10,771,335)	
Plant Fund	4,331,208	1,179,495	1,610,000	1,183,770	(426,230)	
Student Extracurricular Activities	575,000	575,000	605,000	575,000	(30,000)	
Strategic Initiatives	3,519,902	-	4,223,000	1,189,900	(3,033,100)	
COVID Relief re-charge	(2,207,007)	-	-	-	-	
Total Non Personnel	67,442,954	18,274,380	76,706,000	27,242,436	(49,463,564)	35.5%
Total Expenditures	224,600,307	50,239,842	249,751,000	62,963,382	(186,787,618)	25.2%
Net Income / (Loss) before debt service and other	25,731,369	41,044,606	(5,717,000)	30,560,914	36,277,914	
Debt Service	(26,560,782)	(6,640,196)	(30,946,000)	(5,726,550)	25,219,450	
Net Transfers and encumbrances	(1,030,163)	224,127	181,000	320,188	139,188	
Fund Balance allotted	1,315,569	612,540	11,756,984	1,250,317	(10,506,667)	
Net Surplus / (Deficit)	(\$544,007)	\$35,241,077	(\$24,725,016)	\$26,404,869	\$51,129,885	

\*Includes athletic scholarships

# **GENERAL FUNDS**

**For the Three Months Ended September 30, 2022**

**The University of Akron**  
**Akron and Wayne General Fund Combined**  
**FY 2023 Budget and Actual Results for the three months ended September 30, 2022 with FY 2022 Comparisons**

	FY22		FY23			
	Pre-Audit		Original Budget	YTD September 30	Actual to Budget	
	YTD June 30	YTD September 30			\$	%
Tuition	\$136,235,173	\$71,116,586	\$134,426,000	\$66,033,446	(\$68,392,554)	
General Service Fees	10,437,000	5,477,336	10,136,000	5,013,019	(5,122,982)	
Other Fees	18,764,458	9,808,094	19,457,000	9,367,629	(10,089,371)	
Scholarships	(54,470,348)	(28,216,253)	(51,433,000)	(19,859,371)	31,573,629	
Net Tuition & Fees	110,966,283	58,185,764	112,586,000	60,554,722	(52,031,278)	53.8%
State Share of Instruction	95,504,251	23,876,063	87,349,000	21,878,813	(65,470,187)	
Indirect Cost Recovery	3,709,846	974,257	3,631,000	1,230,569	(2,400,431)	
Investment Income	7,258,697	(182,714)	7,000,000	243,269	(6,756,731)	
Miscellaneous Income	1,850,484	362,917	1,520,000	1,012,243	(507,757)	
Total Other Revenues	108,323,278	25,030,523	99,500,000	24,364,894	(75,135,106)	24.5%
Total Revenues	219,289,561	83,216,287	212,086,000	84,919,616	(127,166,384)	40.0%
Payroll	110,512,723	21,288,094	114,135,000	22,039,208	(92,095,792)	
Fringes	31,808,111	7,115,271	42,938,000	10,032,241	(32,905,759)	
Total Compensation	142,320,834	28,403,365	157,073,000	32,071,448	(125,001,552)	20.4%
Operating	26,826,197	8,749,348	34,724,000	13,394,507	(21,329,493)	
Utilities	9,157,043	775,825	9,122,000	1,277,926	(7,844,074)	
Plant Fund	2,054,387	1,145,623	1,000,000	695,450	(304,550)	
Student Extracurricular Activities	575,000	575,000	605,000	575,000	(30,000)	
Strategic Initiatives	3,519,902	0	4,223,000	1,189,900	(3,033,100)	
COVID Relief re-charge	(608,420)	0	0	0	0	
Total Non Personnel	41,524,109	11,245,797	49,674,000	17,132,783	(32,541,217)	34.5%
Total Expenditures	183,844,943	39,649,161	206,747,000	49,204,231	(157,542,769)	23.8%
Net Income / (Loss) before debt service and other	35,444,618	43,567,126	5,339,000	35,715,385	30,376,385	
Debt Service	(843,000)	(210,750)	(8,039,000)	0	8,039,000	
Net Transfers and encumbrances	(915,155)	2,904,815	0	3,693,567	3,693,567	
General Service Fee to Athletics	0	0	(9,361,000)	(2,340,250)	7,020,750	
Net Auxiliary Support	(35,052,142)	(8,810,000)	(21,665,000)	(5,124,768)	16,540,232	
Fund Balance allotted	0	0	8,562,984	523,984	(8,039,000)	
Net Surplus / (Deficit)	(\$1,365,679)	\$37,451,190	(\$25,163,016)	\$32,467,918	\$57,630,934	

**The University of Akron**  
**Akron and Wayne General Fund Combined**  
**FY 2023 Budget Assumptions**

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**Overall Assumptions**

**Revenues**

Tuition & General Service Fees

- Undergraduate enrollment five percent decrease;
- Graduate enrollment slight increase;
- Law enrollment slight decrease;
- A 4.6 percent increase to the main and regional campus guarantee rates, reflecting the maximum increase allowed by the Ohio Department of Higher Education; and
- Tuition and fees to remain at FY22 rates for Graduate and Law.

Other Fees

- Designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to follow enrollment assumptions; and
- Various changes to miscellaneous fees.

Scholarships

- \$37.6 million undergraduate scholarships and \$10 million for College Credit Plus and Early College; and
- \$3.8 million Law School.

State Share of Instruction

- State Share of Instruction (SSI) decreased \$8.2 million from FY22.

Indirect Cost Recovery

- Aligns with FY22 projected revenues; and
- 10 percent distributions to Principal Investigator with remainder to the Center.

Investment Income

- Increase of \$7 million by returning to prior reporting format of including all relevant sources; and
- Market fluctuations, either way, will impact the actual amount.

Miscellaneous Income

- \$0.5 million from Installment Payment Plan and University Credit Card programs previously reported as Departmental Sales and Services revenues;
- \$0.5 million from Federal energy tax credit;
- \$0.2 million from phase out of Perkins Loan program;
- \$0.2 million from leases
- \$40,000 pouring rights; and
- various other sources.

**The University of Akron**  
**Akron and Wayne General Fund Combined**  
**FY 2023 Budget Assumptions**

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**Expenditures**

Payroll and Vacancies

- Assumes raise pool of \$723,908 and Salary Study Gap of \$550,000;
- \$11.7 million of salary and vacancy savings related to the amount of time funded positions remain vacant; and
- \$625,000 in reallocation of General Fund compensation to grants.

Fringes

- Pooled fringe rates as follows (pending approval):
  - 32.9 percent – full time
  - 17 percent – part time
  - 2.3 percent – graduate assistants and student assistants
- Self-insurance costs for the university will revert to passing through the General Fund; previously reflected in Departmental Sales and Services; and
- Graduate assistant remissions of \$8 million moved from scholarship line.

Operating

- Designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to follow enrollment assumptions;
- Designated fees and start-ups assume that only current-year revenues and/or allocations are expended; however, a certain level of carryover exists within these fees and start-ups, which may, if expended, cause expenditures to exceed the initial allocations;
- \$1 million contingency reserve;
- The non-personnel allocations remain at FY22 revised budgets with a few exceptions:
  - \$1.2 million additional support for University Advertising;
  - \$1 million additional support for legal;
  - \$250,000 increase to liability insurance;
  - \$500,000 expenses transferred from Departmental Sales and Services (\$200,000) and Zip Card office software and maintenance (\$300,000);
  - \$275,000 allocation to South of Exchange weekend patrol,
  - \$255,825 Student Affairs initiatives for Career Center, student assistants, Colin's Law, Impact, and Kognitio.;
  - \$78,000 initiatives for Strategic Planning & Insights group and learning assistants;
  - \$35,000 increase in police training;
  - \$60,000 initiative for EJ Thomas management; and
  - Temporary pause distributing Technology Fees to Colleges, IDC research equipment allocation, and IT Projects allocation.

**The University of Akron**  
**Akron and Wayne General Fund Combined**  
**FY 2023 Budget Assumptions**

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Utilities

- Increase of \$1.4 million for electric, natural gas, and water/sewer. FY22 budget should have been \$7.8 million (\$9.8 million utilities expense less \$2 million chargebacks to auxiliaries, etc.) The chargebacks were previously reported as a credit to operating expenses.

Plant Funds

- \$1 million allocation for plant funds.

Student Extracurricular Activities

- \$605,000 funded from the general service fees to support student groups.

Strategic Initiatives

- Net ERP expenditure of \$4.2 million.

**Other**

Debt Service

- General fund debt service of \$8 million.

Auxiliary Support

- \$21,665,000 auxiliary support from the General Fund.

Operating Reserves

- Draw on operating reserves of \$3.5 million.

**The University of Akron**  
**Akron and Wayne General Fund Combined**  
**Narrative of FY 2023 Budget and Actual Results for the three months ended September 30, 2022**

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**Revenues**

Tuition & General Service Fees: Tuition & General Service Fees total \$71 million or approximately 49 percent of the annual budget of \$144.6 million. This amount reflects the revenues from the second half of Summer 2022 and preliminary Fall 2022. Enrollment was projected to decline five percent, however, overall student credit hours declined 8.5%. Early projections indicate a shortfall of \$8.5 million, or about six percent.

Other Fees: Other Fees total \$9.4 million or approximately 48.1 percent of the annual budget of \$19.5 million. Other Fees include various student fees such as technology fees (23 percent), facilities fees (26 percent), unit and course/content, administrative, career advantage, and other fees (51 percent). The electronic content fees, of \$1.4 million to date, are charged to student accounts and the University remits payment to Barnes & Noble.

Scholarships: Scholarships total \$19.9 million or approximately 39 percent of the \$51.4 million budget. YTD scholarships include undergraduate \$17.8 million and law \$2.1 million. The undergraduate scholarships include \$0.8 million in Early College discounts. Graduate assistant tuition remissions, budgeted at \$8 million, are no longer considered scholarships and are now reflected in fringe benefits.

State Share of Instruction (SSI): To date, \$21.9 million or 25 percent of budgeted SSI has been received. It is anticipated the full budgeted amount of \$87.3 million will be received by year end.

Indirect Cost Recovery: IDC revenues total \$1.2 million or approximately 34 percent of the \$3.6 million budget. IDC is related to externally funded research activities and is allocated 90 percent to the center and 10 percent to the principal investigators.

Investment Income: Investment Income totals approximately \$243,000, or 3.5 percent of the \$7 million budget.

Miscellaneous Revenues: Miscellaneous Revenues total \$1 million and consist of:

- \$529,000 in federal tax credits
- \$264,000 in credit card rebate payments
- \$45,000 in installment payment plan fees
- \$67,000 in lease revenue
- \$95,000 from various sources

**The University of Akron  
Akron and Wayne General Fund Combined  
Narrative of FY 2023 Budget and Actual Results for the three months ended September 30, 2022**

Compensation: Payroll expenditures total \$22 million or 19.3 percent of the annual budget of \$114.1 million.

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

Year-to-date fringe benefits total \$10 million or 23.4 percent of the annual budget of \$42.9 million. Beginning in FY 2023, graduate assistant remissions are reported as fringe benefits and total \$1 million to date. Fall 2022 remissions have not yet been posted and will be reflected in future reports.

<b>Employee Type</b>	<b>Actual YTD</b>
Faculty	\$10,147,000
Staff	4,611,000
Contract Professionals	6,510,000
Graduate Assistants	771,000
Net Payroll	22,039,000

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

*Note 2: Excludes fringe benefits.*

<b>Functional Category</b>	<b>Actual YTD</b>
Instruction and Departmental Research	\$ 14,954,000
Separately Budgeted Research	889,000
Public Service	53,000
Academic Support	5,980,000
Student Services	3,064,000
Institutional Support	17,204,000
Operation and Maintenance of Plant	5,409,000
Scholarships and Fellowships	20,239,000
Expenditures	\$ 67,792,000

*Note: The expenditures are summarized by functional classification.*

Operating: Operating expenditures total \$13.4 million, including \$6.2 million of encumbered funds, or approximately 38.6 percent of the \$34.7 million annual budget. The expenditures are incurred within the operating units for software license, supplies and services, transcribing, advertising, travel, and occasionally smaller dollar capital items such as computers and equipment.

Utilities: Year-to-date utility expenses approximate \$1.3 million or 14 percent of the \$9.1 million annual budget.

Plant Fund: The budget reflects a \$1 million investment in plant fund projects. To date, the following projects have been funded:

- \$250,000 Fieldhouse equipment relocation/renovation;
- \$120,000 High temperature hot water repair;
- \$78,650 InfoCision stadium railing repairs;
- \$71,000 Two (2) Air handler unit replacements;
- \$53,000 Marketing and Communications relocation;
- \$50,000 Polsky parking deck elevator repair;
- \$30,000 Energy center repairs;
- \$22,000 Repave Vine Street;
- \$20,800 RACT Testing; and
- (\$20,000) From plant funds for Wayne asphalt repairs.

**The University of Akron**  
**Akron and Wayne General Fund Combined**  
**Narrative of FY 2023 Budget and Actual Results for the three months ended September 30, 2022**

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Student Extracurricular Activities: The budgeted \$575,000 for main campus was transferred to the student groups for disbursement. Wayne campus will transfer funds as needed.

Strategic Initiatives: The strategic initiative budget of \$4.2 million is to support the Workday project. To date, expenditures and encumbrances total approximately \$1.2 million. Workday will go live on April 1, 2023. Additional consultant costs may be incurred and will be reported once finalized.

Debt-Service: The General Fund debt service obligation will be funded with \$8 million in allotted fund balance reserves.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$3,673,392 net transfers and encumbrances represent those types of commitments.

Draw on Operating Reserves: The budgeted draw on operating reserves is \$25.2 million. The larger than expected decline in enrollment will be monitored and revised projections will be provided in the future. The draw on reserves can be broken down as \$3,498,000 to cover general fund obligations and \$21,665,000 for auxiliary support.

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. As of September 30, 2022, the outstanding balance is \$221,000 and the project is complete.

During FY22, the University of Akron Foundation provided a loan to the University in the form of a line of credit of up to \$3.1 million to fund the track renovation and practice gym in the Student Recreation and Wellness Center. A draw down in September for the track renovation results in a current outstanding balance of \$600,000.

# **AUXILIARY FUNDS**

**For the Three Months Ended September 30, 2022**

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY 2023 Budget and Actual Results for the three months ended September 30, 2022 with FY 2022 Comparisons**

Auxiliary Funds Combined	FY21		FY22		FY23			
	YTD September 30	Pre-Audit		Original Budget	YTD September 30	Actual to Budget		
		YTD June 30	YTD September 30			\$	%	
Revenue	\$9,316,974	\$30,343,542	\$8,937,780	\$32,721,000	\$9,738,731	(\$22,982,269)		
Total Revenues	9,316,974	30,343,542	8,937,780	32,721,000	9,738,731	(22,982,269)		30%
Payroll	2,200,816	9,506,761	2,214,713	10,023,000	2,308,868	7,714,132		
Fringes	675,185	2,912,122	687,456	3,482,000	773,535	2,708,465		
Total Compensation	2,876,001	12,418,883	2,902,169	13,505,000	3,082,403	10,422,597		23%
Operating	4,748,007	19,464,289	5,411,698	20,637,000	7,660,408	12,976,592		
Utilities	508,840	3,086,014	552,447	3,441,000	513,739	2,927,261		
Plant Fund	(18,819)	2,211,250	0	600,000	456,069	143,931		
Athletic Scholarships	2,215,093	5,190,932	2,333,522	5,851,000	2,563,028	3,287,972		
COVID Relief re-charge	0	(1,598,587)	0	0	0	0		
Total Non Personnel	7,453,121	28,353,898	8,297,667	30,529,000	11,193,244	19,335,756		37%
Total Expenditures	10,329,122	40,772,781	11,199,836	44,034,000	14,275,647	29,758,353		32%
Net Income / (Loss) before debt service and other	(1,012,148)	(10,429,239)	(2,262,056)	(11,313,000)	(4,536,916)	6,776,084		
Debt Service	(6,444,933)	(25,717,782)	(6,429,446)	(22,907,000)	(5,726,550)	17,180,450		
Net transfers and encumbrances	88,353	(158,852)	428,201	0	587,053	587,053		
Fund Balance allotted	1,132,000	1,315,569	612,540	3,194,000	726,333	(2,467,667)		
General Service Fees	2,332,000	10,313,000	2,578,250	9,361,000	2,340,250	(7,020,750)		
General Fund Support	7,895,000	24,739,141	6,231,750	21,665,000	5,124,768	(16,540,232)		
Net Surplus / (Deficit)	\$3,990,272	\$61,837	\$1,159,239	\$0	(\$1,485,062)	(\$1,485,062)		

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY 2023 Budget and Actual Results for the three months ended September 30, 2022 with FY 2022 Comparisons**

Athletics	FY22		FY23			
	Pre-Audit				Actual to Budget	
	YTD June 30	YTD September 30	Original Budget	YTD September 30	\$	%
Revenue	\$8,825,989	\$385,055	\$9,083,000	\$717,283	(\$8,365,717)	
Total Revenues	8,825,989	385,055	9,083,000	717,283	(8,365,717)	8%
Payroll	7,340,791	1,705,995	7,732,000	1,779,365	5,952,635	
Fringes	2,077,644	524,198	2,509,000	576,028	1,932,972	
Total Compensation	9,418,435	2,230,193	10,241,000	2,355,393	7,885,607	23%
Operating	8,757,570	2,212,644	7,194,000	3,754,675	3,439,325	
Utilities	572,124	93,397	690,000	104,950	585,050	
Plant Fund	75,000	0	0	103,000	(103,000)	
Athletic Scholarships	5,190,932	2,333,522	5,851,000	2,563,028	3,287,972	
COVID Relief re-charge	0	0	0	0	0	
Total Non Personnel	14,595,626	4,639,563	13,735,000	6,525,653	7,209,347	48%
Total Expenditures	24,014,061	6,869,756	23,976,000	8,881,046	15,094,954	37%
Net Income / (Loss) before debt service and other	(15,188,072)	(6,484,701)	(14,893,000)	(8,163,763)	6,729,237	
Debt Service	(4,954,954)	(1,238,738)	(4,953,000)	(1,238,351)	3,714,649	
Net transfers and encumbrances	169,917	177,617	0	7,700	7,700	
Fund Balance allotted	0	0	0	0	0	
General Service Fees	10,313,000	2,578,250	9,361,000	2,340,250	(7,020,750)	
General Fund Support	9,660,109	2,374,750	10,485,000	2,580,993	(7,904,007)	
Net Surplus / (Deficit)	\$0	(\$2,592,822)	\$0	(\$4,473,171)	(\$4,473,171)	

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY 2023 Budget and Actual Results for the three months ended September 30, 2022 with FY 2022 Comparisons**

Residence Life & Housing	FY22		FY23			
	Pre-Audit				Actual to Budget	
	YTD June 30	YTD September 30	Original Budget	YTD September 30	\$	%
Revenue	\$11,866,666	\$5,688,637	\$13,441,000	\$5,579,607	(\$7,861,393)	
Total Revenues	11,866,666	5,688,637	13,441,000	5,579,607	(7,861,393)	42%
Payroll	654,928	162,388	592,000	138,379	453,621	
Fringes	205,808	50,325	216,000	46,914	169,086	
Total Compensation	860,736	212,713	808,000	185,293	622,707	23%
Operating	4,341,434	1,145,161	6,183,000	1,528,478	4,654,522	
Utilities	1,137,570	225,161	1,229,000	171,796	1,057,204	
Plant Fund	0	0	0	100,069	(100,069)	
Athletic Scholarships	0	0	0	0	0	
COVID Relief re-charge	0	0	0	0	0	
Total Non Personnel	5,479,004	1,370,322	7,412,000	1,800,343	5,611,657	24%
Total Expenditures	6,339,740	1,583,035	8,220,000	1,985,636	6,234,364	24%
Net Income / (Loss) before debt service and other	5,526,926	4,105,602	5,221,000	3,593,971	(1,627,029)	
Debt Service	(10,624,783)	(2,656,196)	(8,607,000)	(2,151,630)	6,455,370	
Net transfers and encumbrances	(226,083)	8,017	0	234,100	234,100	
Fund Balance allotted	0	0	0	0	0	
General Service Fees	0	0	0	0	0	
General Fund Support	5,969,040	1,532,250	3,386,000	685,159	(2,700,841)	
Net Surplus / (Deficit)	\$645,100	\$2,989,673	\$0	\$2,361,600	\$2,361,600	

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY 2023 Budget and Actual Results for the three months ended September 30, 2022 with FY 2022 Comparisons**

EJ Thomas Performing Arts Hall		FY22		FY23				
		Pre-Audit		Original Budget	YTD September 30	Actual to Budget		
		YTD June 30	YTD September 30			\$	%	
Revenue		\$2,052,682	\$20,018	\$2,597,000	\$248,737	(\$2,348,263)		
	Total Revenues	2,052,682	20,018	2,597,000	248,737	(2,348,263)	10%	
Payroll		271,283	60,605	330,000	64,874	265,126		
Fringes		80,028	18,342	106,000	26,423	79,577		
	Total Compensation	351,311	78,947	436,000	91,297	344,703	21%	
Operating		1,993,260	58,608	2,355,000	506,214	1,848,786		
Utilities		206,677	25,150	204,000	23,584	180,416		
Plant Fund		1,036,852	0	0	0	0		
Athletic Scholarships		0	0	0	0	0		
COVID Relief re-charge		(1,598,587)	0	0	0	0		
	Total Non Personnel	1,638,202	83,758	2,559,000	529,798	2,029,202	21%	
	Total Net Expenditures	1,989,513	162,705	2,995,000	621,095	2,373,905	21%	
	Net Income / (Loss) before debt service and other	63,169	(142,687)	(398,000)	(372,358)	25,642		
Debt Service		(325,784)	(81,446)	(302,000)	(75,402)	226,598		
Net transfers and encumbrances		(65,260)	0	0	65,260	65,260		
Fund Balance allotted		0	0	700,000	175,000	(525,000)		
General Service Fees		0	0	0	0	0		
General Fund Support		613,558	157,500	0	0	0		
	Net Surplus / (Deficit)	\$285,683	(\$66,633)	\$0	(\$207,500)	(\$207,500)		

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY 2023 Budget and Actual Results for the three months ended September 30, 2022 with FY 2022 Comparisons**

Dining (Aramark)	FY22		FY23			
	Pre-Audit				Actual to Budget	
	YTD June 30	YTD September 30	Original Budget	YTD September 30	\$	%
Revenue	\$1,195,562	\$154,898	\$1,242,000	\$631,171	(\$610,829)	
Total Revenues	1,195,562	154,898	1,242,000	631,171	(610,829)	51%
Payroll	89,560	10,940	57,000	35,399	21,601	
Fringes	175,292	3,227	200,000	10,828	189,172	
Total Compensation	264,852	14,167	257,000	46,227	210,773	18%
Operating	957,952	485,317	935,000	459,351	475,649	
Utilities	190,873	37,488	250,000	36,282	213,718	
Plant Fund	0	0	600,000	150,000	450,000	
Athletic Scholarships	0	0	0	0	0	
COVID Relief re-charge	0	0	0	0	0	
Total Non Personnel	1,148,825	522,805	1,785,000	645,633	1,139,367	36%
Total Net Expenditures	1,413,677	536,972	2,042,000	691,860	1,350,140	34%
Net Income / (Loss) before debt service and other	(218,115)	(382,074)	(800,000)	(60,689)	739,311	
Debt Service	(774,222)	(193,556)	(306,000)	(76,385)	229,615	
Net transfers and encumbrances	(6,489)	81,510	0	87,999	87,999	
Fund Balance allotted	998,826	380,054	1,106,000	276,500	(829,500)	
General Service Fees	0	0	0	0	0	
General Fund Support	0	0	0	0	0	
Net Surplus / (Deficit)	\$0	(\$114,066)	\$0	\$227,425	\$227,425	

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY 2023 Budget and Actual Results for the three months ended September 30, 2022 with FY 2022 Comparisons**

Recreation & Wellness Services	FY22		FY23			
	Pre-Audit				Actual to Budget	
	YTD June 30	YTD September 30	Original Budget	YTD September 30	\$	%
Revenue	\$397,519	\$84,028	\$464,000	\$121,169	(\$342,831)	
Total Revenues	397,519	84,028	464,000	121,169	(342,831)	26%
Payroll	472,887	107,900	520,000	116,128	403,872	
Fringes	151,875	34,212	183,000	39,881	143,119	
Total Compensation	624,762	142,112	703,000	156,009	546,991	22%
Operating	1,090,943	217,297	1,176,000	321,023	854,977	
Utilities	269,817	40,575	304,000	37,267	266,733	
Plant Fund	0	0	0	103,000	(103,000)	
Athletic Scholarships	0	0	0	0	0	
COVID Relief re-charge	0	0	0	0	0	
Total Non Personnel	1,360,760	257,872	1,480,000	461,290	1,018,710	31%
Total Net Expenditures	1,985,522	399,984	2,183,000	617,299	1,565,701	28%
Net Income / (Loss) before debt service and other	(1,588,003)	(315,956)	(1,719,000)	(496,130)	1,222,870	
Debt Service	(1,659,428)	(414,857)	(1,647,000)	(411,842)	1,235,158	
Net transfers and encumbrances	(16,169)	3,187	0	19,356	19,356	
Fund Balance allotted	174,133	122,184	468,000	121,500	(346,500)	
General Service Fees	0	0	0	0	0	
General Fund Support	3,089,467	788,000	2,898,000	724,472	(2,173,528)	
Net Surplus / (Deficit)	\$0	\$182,558	\$0	(\$42,644)	(\$42,644)	

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY 2023 Budget and Actual Results for the three months ended September 30, 2022 with FY 2022 Comparisons**

Jean Hower Taber Student Union		FY22		FY23			
		Pre-Audit		Original Budget	YTD September 30	Actual to Budget	
		YTD June 30	YTD September 30			\$	%
Revenue		\$725,104	\$147,234	\$776,000	\$124,219	(\$651,781)	
	Total Revenues	725,104	147,234	776,000	124,219	(651,781)	16%
Payroll		485,358	125,377	594,000	134,700	459,300	
Fringes		165,466	44,802	205,000	60,623	144,377	
	Total Compensation	650,824	170,179	799,000	195,323	603,677	24%
Operating		906,499	216,223	1,030,000	242,655	787,345	
Utilities		479,823	98,816	499,000	93,723	405,277	
Plant Fund		0	0	0	0	0	
Athletic Scholarships		0	0	0	0	0	
COVID Relief re-charge		0	0	0	0	0	
	Total Non Personnel	1,386,322	315,039	1,529,000	336,378	1,192,622	22%
	Total Net Expenditures	2,037,146	485,218	2,328,000	531,701	1,796,299	23%
	Net Income / (Loss) before debt service and other	(1,312,042)	(337,984)	(1,552,000)	(407,482)	1,144,518	
Debt Service		(2,855,373)	(713,843)	(2,834,000)	(708,497)	2,125,503	
Net transfers and encumbrances		(16,753)	0	0	16,753	16,753	
Fund Balance allotted		142,610	110,302	920,000	153,333	(766,667)	
General Service Fees		0	0	0	0	0	
General Fund Support		4,041,558	1,028,750	3,466,000	792,070	(2,673,930)	
	Net Surplus / (Deficit)	\$0	\$87,225	\$0	(\$153,823)	(\$153,823)	

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY 2023 Budget and Actual Results for the three months ended September 30, 2022 with FY 2022 Comparisons**

Parking & Transportation Services	FY22		FY23			
	Pre-Audit				Actual to Budget	
	YTD June 30	YTD September 30	Original Budget	YTD September 30	\$	%
Revenue	\$5,240,643	\$2,450,035	\$5,088,000	\$2,309,524	(\$2,778,476)	
Total Revenues	5,240,643	2,450,035	5,088,000	2,309,524	(2,778,476)	45%
Payroll	191,954	41,508	198,000	40,023	157,977	
Fringes	56,009	12,350	63,000	12,838	50,162	
Total Compensation	247,963	53,858	261,000	52,861	208,139	20%
Operating	1,413,152	1,076,448	1,734,000	839,921	894,079	
Utilities	229,130	31,860	265,000	46,137	218,863	
Plant Fund	194,554	0	0	0	0	
Athletic Scholarships	0	0	0	0	0	
COVID Relief re-charge	0	0	0	0	0	
Total Non Personnel	1,836,836	1,108,308	1,999,000	886,058	1,112,942	44%
Total Net Expenditures	2,084,799	1,162,166	2,260,000	938,919	1,321,081	42%
Net Income / (Loss) before debt service and other	3,155,844	1,287,869	2,828,000	1,370,605	(1,457,395)	
Debt Service	(4,523,238)	(1,130,810)	(4,258,000)	(1,064,443)	3,193,557	
Net transfers and encumbrances	1,985	157,870	0	155,885	155,885	
Fund Balance allotted	0	0	0	0	0	
General Service Fees	0	0	0	0	0	
General Fund Support	1,365,409	350,500	1,430,000	342,074	(1,087,926)	
Net Surplus / (Deficit)	\$0	\$665,429	\$0	\$804,121	\$804,121	

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY 2023 Budget and Actual Results for the three months ended September 30, 2022 with FY 2022 Comparisons**

Wayne Student Union	FY22		FY23			
	Pre-Audit		Original Budget	YTD September 30	Actual to Budget	
	YTD June 30	YTD September 30			\$	%
Revenue	\$39,377	\$7,875	\$30,000	\$7,021	(\$22,979)	
Total Revenues	39,377	7,875	30,000	7,021	(22,979)	23%
Payroll	0	0	0	0	0	
Fringes	0	0	0	0	0	
Total Compensation	0	0	0	0	0	
Operating	3,479	0	30,000	8,091	21,909	
Utilities	0	0	0	0	0	
Plant Fund	904,844	0	0	0	0	
Athletic Scholarships	0	0	0	0	0	
COVID Relief re-charge	0	0	0	0	0	
Total Non Personnel	908,323	0	30,000	8,091	21,909	27%
Total Net Expenditures	908,323	0	30,000	8,091	21,909	27%
Net Income / (Loss) before debt service and other	(868,946)	7,875	0	(1,070)	(1,070)	
Debt Service	0	0	0	0	0	
Net transfers and encumbrances	0	0	0	0	0	
Fund Balance allotted	0	0	0	0	0	
General Service Fees	0	0	0	0	0	
General Fund Support	0	0	0	0	0	
Net Surplus / (Deficit)	(\$868,946)	\$7,875	\$0	(\$1,070)	(\$1,070)	

**The University of Akron  
Akron and Wayne Auxiliary Funds Combined  
FY 2023 Budget Assumptions**

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**Overall Assumptions**

Revenues

- Assumes five percent enrollment decline; and

Payroll

- Assumes no raise pool.

Fringes

- Benefits such as 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee parking permits; and
- Fringe Benefits rates as follows (pending approval):
  - 32.9 percent for full-time
  - 17.0 percent for part-time
  - 2.3 percent for graduate and student assistants.

Utilities

- Electric, natural gas, and water/sewer.

Debt Service

- \$22.9 million for auxiliary facilities.

**Athletics**

Revenues

- 94% of general service fee allocated to athletics;
- Externally generated revenues from various sources such as the MAC, game guarantees, naming rights, ticket sales, grants-in-aid, IMG, and Pepsi pouring rights;
- \$850,000 decrease in game guarantees; and
- \$115,000 decrease in Naming Rights revenue.

Payroll

- \$37,000 increase in graduate assistant salary to meet Title IX regulations; and
- \$50,000 volleyball coach assistant due to MAC regulations.

Operating

- Expenditures include athletic supplies, student assistants, game officials and guarantees, maintenance and team travel & recruiting.

Scholarships

- Approximately 220 Athletic financial aid awards.

**The University of Akron  
Akron and Wayne Auxiliary Funds Combined  
FY 2023 Budget Assumptions**

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**Residence Life & Housing**

Revenues

- Assumes residence hall occupancy of 2,319 and 2,064 (89 percent) spring;
- Fall students include 1,311 freshmen and 1,008 non-freshmen;
- Assumes revenues from summer conferences of \$275,000 and summer school revenue of \$250,000.

Payroll

- Three UAPD Officers' salaries permanently transferred to the General Fund.

Operating

- Expenditures include maintenance, resident assistant meals, student employment, and resident student events;
- Increased cost for student laundry due to new contract;
- Purchase a new minivan for the department; and
- Fully staff service desks at an average hourly student pay rate of \$10.

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

Revenues

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

Operating

- Assumes nine percent increase in IATSE union labor rates;
- Expenditures include artist fees, advertising, maintenance, stage & wardrobe, and student employment; and
- Assumes \$50,000 in cost of goods sold at the concession stand that will transfer to the administration account to cover operating costs.

Fund Balance

- Use \$700,000 of fund balance.

**Dining (Aramark)**

Revenues

- \$244,000 Aramark's financial commitment to the University of Akron; and
- Commission payment of \$497,500 for \$13 million in sales.

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY 2023 Budget Assumptions**

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Payroll

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

Operating

- Maintenance repairs.

Plant Fund

- Refresh Student Union Chick-Fil-A and replace POS system.

Fund Balance

- Use \$1.1 million of fund balance.

**Student Recreation & Wellness Services**

Revenues

- Externally generated revenues from various sources such as memberships, pool, locker, and facility rentals;
- Assumes increase in membership sales across campus, alumni, and community groups with lifted COVID restrictions; and
- Includes an increase in facility rental revenue opportunities with lifted COVID restrictions.

Payroll

- \$38,000 in salary increases to supplement seven job audits; and
- Restored two positions (Coordinator of Programs & Membership Personnel).

Operating

- Facility operating costs reflect increased usage patterns with lifted COVID restrictions.

Fund Balance

- Use remaining \$468,443 fund balance.

**Jean Hower Taber Student Union**

Revenues

- Externally generated revenues from various sources such as bookstore commission, bank commission, and room rentals;

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**FY 2023 Budget Assumptions**

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- 10 percent increase in room and AV rental income based on campus needs for the use of space as pandemic guidelines lessen; and
- Bookstore revenue to remain flat.

Operating

- Supplies & services, custodial labor, maintenance, and travel and hospitality.

Fund Balance

- Use remaining \$920,000 fund balance.

**Parking & Transportation Services**

Revenues

- Parking permits and transportation fee revenue decline five percent;
- Elimination of \$11,000 monthly rent from The Chapel for use of the East Campus Parking Deck. The lease agreement will terminate end of September; and
- Increase parking revenue with COVID restrictions lifted.

Operating

- \$100,000 expected rate increase for ABM Parking Services (Roo Express operator) to support the recruitment of bus drivers, which continues to be problematic. The deployment of three new buses to replace the current aging fleet. New buses will require financing for a UA purchase or a new/amended agreement;
- The agreement and expenditures with Akron METRO RTA is to remain unchanged; and
- Assumes \$90,000 for the replacement of expansion joints and concrete repairs to the top level of the Exchange Street Parking Deck, \$20,000 for concrete and joint repairs in the EJ Thomas PAH Parking Deck, and \$15,000 to address waterproofing issues with the electrical room in the South Campus Parking Deck.

**Wayne Student Union**

Revenues

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

Operating

- Expenditures include property, elevator, and fire insurance.
- Meal scholarship program for students to meet their educational goals.

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**Narrative of FY 2023 Budget and Actual Results for the three months ended September 30, 2022**

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**Athletics**

Revenues total \$717,000 or approximately eight percent of the \$9.1 million budget. The principal revenues include pouring rights (47 percent), ticket sales (26 percent), and gifts (19 percent). Unearned revenue for season and single tickets is realized in the fiscal year when the game is held. Currently, \$108,000 is unearned.

Payroll and fringes total \$2.4 million or 23 percent of the annual budget of \$10.2 million.

Operating expenditures total \$3.8 million or 52 percent of the \$7.2 million budget. The principal operating expenditures include supplies & services (72 percent) and travel & hospitality (26 percent). The largest supplies & services expenditures are athletic supplies (17 percent), game official & guarantees (13 percent), and memberships (13 percent). Travel and hospitality expenditures are for team travel and recruiting (70 percent) and team meals non-travel (15 percent).

<b>Description</b>	<b>Actual YTD</b>
Supplies & Services	\$2,709,000
Travel & Hospitality	989,000
Student Assistants	<u>57,000</u>
Total Operating	<u>\$3,755,000</u>

Plant Fund expense of \$103,000 represents Athletics share for the new ONAT Video Board.

Scholarships total \$2.6 million or 44 percent of the \$5.9 million budget.

YTD debt service of \$1.2 million, or 25 percent of the \$5 million budget, has been set aside for the debt service payment. The debt service is related to InfoCision Stadium and the Athletic Fieldhouse.

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 \$8,000 net transfers and encumbrances represent those types of commitments.

Other sources of funding include General Services Fees and General Fund Support budgeted at \$9.4 million and \$10.5 million, respectively. YTD general services fees received total \$2.3 million and general fund support received totals \$2.6 million. General fund support budget will be reduced by \$161,000 to cover excess FY 2022 expenses.

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**Narrative of FY 2023 Budget and Actual Results for the three months ended September 30, 2022**

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**Residence Life & Housing**

Revenues to date total \$5.6 million or 42 percent of the \$13.4 million budget. The principal revenues include residence hall occupancy and are predominately earned during the academic year. Currently, \$673,000 of Fall 2022 revenue is deferred.

Payroll and fringes total \$185,000 or 23 percent of the \$808,000 budget.

Operating expenditures total \$1.5 million or 25 percent of the annual \$6.2 million budget. The principal operating expenditures include supplies & services (83 percent) and travel & hospitality (12 percent). Maintenance accounts for 61 percent of the supplies & services expenditures and largely occurs over the summer preparing for the fall semester. Property, fire, and liability insurance amounts to 18 percent. Resident assistant meals account for 91 percent of the travel and hospitality expenditures.

Plant Fund expense of \$100,000 represents the North Quad piping replacement.

YTD debt service of \$2.2 million, or 25 percent of the \$8.6 million budget, has been set aside for the debt service payment. The debt service is related to renovation of four residence halls and construction of four new buildings.

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 \$234,000 net transfers and encumbrances represent those types of commitments.

General fund support is budgeted at \$3.4 million. To date, \$685,000 of general fund support has been received. General fund support will be reduced by \$645,000 to account for the remaining fund balance from FY 2022.

**EJ Thomas Performing Arts Hall**

Revenues total \$249,000 of the \$2.6 million budget. Ticket and rental sales are the primary revenue source. Revenue is considered unearned until the show is held.

**The University of Akron**  
**Akron and Wayne Auxiliary Funds Combined**  
**Narrative of FY 2023 Budget and Actual Results for the three months ended September 30, 2022**

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**EJ Thomas Performing Arts Hall (continued)**

Payroll and fringes total \$91,000 or 21 percent of the annual budget of \$436,000.

Operating expenditures approximate \$506,000 or 21 percent of the \$2.4 million budget. Supplies & services consist of 96 percent of the operating expenses and are primarily artist and consultant fees.

YTD debt service of \$75,000, or 25 percent of the \$302,000 budget, has been set aside for the debt service payment. The debt service is related to improvements and equipment. This debt service will be retired during the fiscal year ended June 30, 2029.

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 \$65,000 net transfers and encumbrances represent those types of commitments.

It is anticipated that \$700,000 of EJ Thomas fund balance will be used this fiscal year to balance the budget. The actual fund balance used may vary pending the fiscal year-end outcome.

**Dining Services (Aramark)**

Revenues total approximately \$631,000 or 51 percent of the \$1.2 million budget. The majority of revenue represents the Aramark facilities' support.

Payroll and fringes total \$46,000 or 18 percent of the annual \$257,000 budget. The \$200,000 budgeted fringe benefits cover the difference between SERS and FICA for CWA employees who remained with the University and certain Aramark employees performing work at the University. The labor will be higher than the budget for the year because Dining is now paying legacy union members' salaries. Aramark will reimburse some of the cost for the legacy union members, but the credit will go under cost share. Additional unanticipated salary cost includes retirement payouts for two employees.

Operating expenditures total \$459,000 or 49 percent of the annual budget of \$935,000. The principal operating costs include supplies & services (94 percent). Equipment repair is the largest supplies & services expense (81 percent), and most equipment costs are encumbered to pay the equipment maintenance contract.

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

YTD debt service of \$76,000, or 25 percent of the \$306,000 budget, has been set aside for the debt service payment. The debt service is related to various buildouts and renovations to dining hall and retail sites. The debt will be retired during the fiscal year ended June 30, 2033.

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 \$88,000 net transfers and encumbrances represent those types of commitments.

It is anticipated that \$1.1 million of Dining Services (Aramark) fund balance will be used this fiscal year to balance the budget. The actual fund balance used may vary pending the fiscal year-end outcome.

### **Recreation & Wellness Services**

Revenues total \$121,000 or 26 percent of the \$464,000 budget. Primary revenues include aquatic facility rentals (43 percent), memberships (27 percent), and on-campus facility rentals (18 percent).

Payroll and fringes total \$156,000 or 22 percent of \$703,000 budget.

Operating expenditures total \$321,000 or 27 percent of the \$1.2 million budget. The primary operating expenditures include supplies & services (73 percent) and student assistants (27 percent). Supplies & services expenses are primarily for maintenance and property & fire insurance.

Plant Fund expense of \$103,000 represents the SRWC share for the new ONAT Video Board.

YTD debt service of \$412,000, or 25 percent of the \$1.6 million budget, has been set aside for the debt service payment. The debt service is related to the facility and its retail space.

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 \$19,000 net transfers and encumbrances represent those types of commitments.

It is anticipated that \$468,000 of fund balance will be used this fiscal year to balance the budget. The actual fund balance used may vary pending the fiscal year-end outcome.

### **Recreation & Wellness Services (continued)**

General Fund Support is budgeted at \$2.9 million. To date, \$724,000 of General fund support has been received.

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

Revenues total \$124,000 or 16 percent of the \$776,000 budget. Principal sources of revenues include commission income (73 percent) and rental income (25 percent).

Payroll and fringes total \$195,000 or 24 percent of the annual budget of \$799,000.

Operating expenditures total \$243,000 or 24 percent of the \$1 million budget. Primary operating expenditures include supplies & services (77 percent) and student assistants (16 percent). Supplies & services primarily consists of maintenance repairs (65 percent) and property & fire insurance (12 percent).

YTD debt service of \$708,000, or 25 percent of the \$2.8 million budget, has been set aside for the debt service payment. The debt service is related to the facility and its retail space.

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 \$17,000 net transfers and encumbrances represent those types of commitments.

It is anticipated that \$920,000 of fund balance will be used this fiscal year to balance the budget. The actual fund balance used may vary pending the fiscal year-end outcome.

General Fund Support is budgeted at \$3.5 million. To date, \$792,000 of General fund support has been received. General fund support will be reduced by \$332,000 to account for the remaining fund balance from FY 2022.

### **Parking & Transportation Services**

Revenues total \$2.3 million or 45 percent of the \$5.1 million budget. Primary sources of revenues are the student transportation fee and parking permits (98 percent). Unearned income generated from parking permits purchased before the semester begins is recognized when earned.

### **Parking & Transportation Services (continued)**

Payroll and fringes total \$53,000 or 20 percent of the annual budget of \$261,000.

Operating expenditures total \$840,000 or 48 percent of the \$1.7 million budget. The primary operating expenditure is supplies & services (98 percent). Supplies & services expenses include transportation-related activities, including busing, parking lot, and deck maintenance (89 percent).

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 \$156,000 net transfers and encumbrances represent those types of commitments.

YTD debt service of \$1.1 million, or 25 percent of the \$4.3 million budget, has been set aside for the debt service payment. The debt service is related to the renovations and new construction of parking facilities.

General Fund Support is budgeted at \$1.4 million. To date, \$342,000 of General fund support has been received. General fund support will be reduced by \$62,000 to account for the remaining fund balance from FY 2022.

### **Wayne Student Union**

Revenues total \$7,000 or 23 percent of the \$30,000 budget. Earned income includes bookstore commission (100 percent).

Operating expenditures total \$8,000 or 27 percent of the \$30,000 budget. Direct operating expenditures include supplies & services (100 percent). Supplies & services primarily consist of property and fire insurance (61 percent) and zip card awards (39 percent). The Zip Card Award is a meal scholarship program. Students that receive the meal scholarship plan have a high GPA and improved retention. Wayne College aims to retain students by addressing food insecurity and helping them meet their educational goals.

**DEPARTMENTAL SALES AND  
SERVICES FUNDS**

**For the Three Months Ended September 30, 2022**

**The University of Akron**  
**Akron and Wayne Departmental Sales and Services Funds Combined**  
**FY 2023 Budget and Actual Results for the three months ended September 30, 2022 with FY 2022 Comparisons**

Departmental Sales and Services Combined	FY21		FY22		FY23		Actual to Budget		
	YTD	YTD	Pre-Audit	YTD	Original	YTD			
	June 30	September 30	YTD	September 30	Budget	September 30	\$	%	
Revenue	\$4,917,921	\$1,256,736	\$5,889,505	\$1,463,904	\$5,078,000	\$1,428,976	(\$3,649,024)		
Total Revenues	4,917,921	1,256,736	5,889,505	1,463,904	5,078,000	1,428,976	(3,649,024)		19%
Payroll	2,400,099	537,377	1,874,426	503,619	1,947,000	428,831	1,518,169		
Fringes	655,328	171,363	543,210	156,309	520,000	138,263	381,737		
Total Compensation	3,055,427	708,740	2,417,636	659,928	2,467,000	567,094	1,899,906		23%
Operating	1,741,175	863,231	2,690,308	1,030,567	2,344,000	1,447,186	896,814		
Plant Fund	117,946	32,186	65,571	33,872	10,000	32,251	(22,251)		
Total Non Personnel	1,859,121	895,417	2,755,879	1,064,439	2,354,000	1,479,437	874,563		63%
Total Expenditures	4,906,240	1,604,157	5,173,515	1,724,367	4,821,000	2,046,531	2,774,469		42%
Net Income / (Loss) before debt service and other	11,681	(347,421)	715,990	(260,463)	257,000	(617,555)	(874,555)		
Net transfers and encumbrances	110,799	176,323	43,844	224,127	181,000	320,188	139,188		
Fund Balance allotted	0	0	0	0	0	0	0		
Net Surplus / (Deficit)	\$122,480	(\$171,098)	\$759,834	(\$36,336)	\$438,000	(\$297,367)	(\$735,367)		

**The University of Akron**  
**Akron and Wayne Departmental Sales and Services Funds Combined**  
**FY 2023 Budget and Actual Results for the three months ended September 30, 2022 with FY 2022 Comparisons**

Continuing and Professional Education		FY22		FY23			
		Pre-Audit		Original Budget	YTD September 30	Actual to Budget	
		YTD June 30	YTD September 30			\$	%
Revenue		\$702,893	\$132,761	\$595,000	\$72,512	(\$522,488)	
	Total Revenues	702,893	132,761	595,000	72,512	(522,488) 12%	
Payroll		273,086	62,560	283,000	57,518	225,482	
Fringes		74,869	18,078	65,000	19,672	45,328	
	Total Compensation	347,955	80,638	348,000	77,190	270,810 22%	
Operating Plant Fund		299,787	65,406	253,000	153,922	99,078	
	Total Non Personnel	0	0	0	0	0	
	Total Expenditures	299,787	65,406	253,000	153,922	99,078 61%	
		647,742	146,044	601,000	231,112	369,888 38%	
	Net Income / (Loss) before debt service and other	55,151	(13,283)	(6,000)	(158,600)	(158,600)	
	Net transfers and encumbrances	(21,998)	0	6,000	21,998	15,998	
	Fund Balance allotted	0	0	0	0	0	
	Net Surplus / (Deficit)	\$33,153	(\$13,283)	\$0	(\$136,602)	(\$142,602)	

**The University of Akron**  
**Akron and Wayne Departmental Sales and Services Funds Combined**  
**FY 2023 Budget and Actual Results for the three months ended September 30, 2022 with FY 2022 Comparisons**

New Student Orientation Program		FY22		FY23			
		Pre-Audit		Original Budget	YTD September 30	Actual to Budget	
		YTD June 30	YTD September 30			\$	%
Revenue		\$401,335	\$30,630	\$395,000	\$38,320	(\$356,680)	
	Total Revenues	401,335	30,630	395,000	38,320	(356,680) 10%	
Payroll		103,515	30,258	148,000	36,442	111,558	
Fringes		38,496	10,031	52,000	12,695	39,305	
	Total Compensation	142,011	40,289	200,000	49,137	150,863 25%	
Operating Plant Fund		301,963	168,175	370,000	162,732	207,268	
	Total Non Personnel	0	0	0	0	0	
	Total Expenditures	301,963	168,175	370,000	162,732	207,268 44%	
	Total Expenditures	443,974	208,464	570,000	211,869	358,131 37%	
	Net Income / (Loss) before debt service and other	(42,639)	(177,834)	(175,000)	(173,549)	(173,549)	
	Net transfer and encumbrances	42,639	0	175,000	0	(175,000)	
	Fund Balance allotted	0	0	0	0	0	
	Net Surplus / (Deficit)	\$0	(\$177,834)	\$0	(\$173,549)	(\$348,549)	

**The University of Akron**  
**Akron and Wayne Departmental Sales and Services Funds Combined**  
**FY 2023 Budget and Actual Results for the three months ended September 30, 2022 with FY 2022 Comparisons**

Other	FY22		FY23			
	Pre-Audit				Actual to Budget	
	YTD June 30	YTD September 30	Original Budget	YTD September 30	\$	%
Revenue	\$4,785,277	\$1,300,513	\$4,088,000	\$1,318,144	(\$2,769,856)	
Total Revenues	4,785,277	1,300,513	4,088,000	1,318,144	(2,769,856)	32%
Payroll	1,497,825	410,801	1,516,000	334,871	1,181,129	
Fringes	429,845	128,200	403,000	105,896	297,104	
Total Compensation	1,927,670	539,001	1,919,000	440,767	1,478,233	23%
Operating	2,088,558	796,986	1,721,000	1,130,532	590,468	
Capital	65,571	33,872	10,000	32,251	(32,251)	
Total Non Personnel	2,154,129	830,858	1,731,000	1,162,783	558,217	67%
Total Expenditures	4,081,799	1,369,859	3,650,000	1,603,550	2,036,450	44%
Net Income / (Loss) before debt service and other	703,478	(69,346)	438,000	(285,406)	(285,406)	
Net transfers and encumbrances	23,203	224,127	0	298,190	298,190	
Fund Balance allocated	0	0	0	0	0	
Net Surplus / (Deficit)	\$726,681	\$154,781	\$438,000	\$12,784	\$12,784	

### **Overall Assumptions**

- Assumes five percent enrollment decline; and

#### Payroll and Fringes

- Assumes no raise pool;
- Benefits such as 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee parking permits; and
- Fringe Benefits rates as follows (pending approval):
  - 32.9 percent for full-time
  - 17.0 percent for part-time
  - 2.3 percent for graduate and student assistants.

### **Fund Assumptions**

#### **Continuing and Professional Education**

##### Revenues

- Open enrollment and contract training fee 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
- Continuing and Professional Education will monitor expenditures; however, the budgeted deficit will be offset by the Continuing and Professional Education carryover from fiscal year ended June 30, 2022.

#### **New Student Orientation Program**

##### Revenues

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

##### Operating

- New Roo Weekend, Akron Forefront, NSO programs, student assistants, supplies and services, and travel and hospitality; and
- New Student Orientation will monitor expenditures; however, the budgeted deficit will be offset by the New Student Orientation carryover from fiscal year ended June 30, 2022.

**The University of Akron**  
**Department Sales & Services**  
**FY 2023 Budget Assumptions**

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**Other**

Revenues

- Includes about 127 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.

Plant Fund

- Equipment purchases related to engineering testing services.

**The University of Akron**  
**Departmental Sales and Services**  
**Narrative of FY 2023 Budget and Actual Results for the three months ended September 30,**  
**2022**

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**Continuing and Professional Education**

Continuing and Professional Education revenues total \$73,000 or 12 percent of the \$595,000 annual budget.

Payroll and fringes total \$77,000 or 22 percent of the \$348,000 annual budget. Generally, payroll costs related to contract training are incurred prior to the associated revenue being collected.

Operating expenditures total \$154,000 or 61 percent of the \$253,000 annual budget. The principal operating expenditures include supplies & services related to training and instructional support.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$22,000 net transfers and encumbrances represent those types of commitments.

**New Student Orientation**

New Student Orientation revenues total \$38,000 or ten percent of the \$395,000 annual budget.

Payroll and fringes total \$49,000 or 25 percent of the \$200,000 annual budget.

Operating expenditures total \$163,000 or 44 percent of the \$370,000 annual budget.

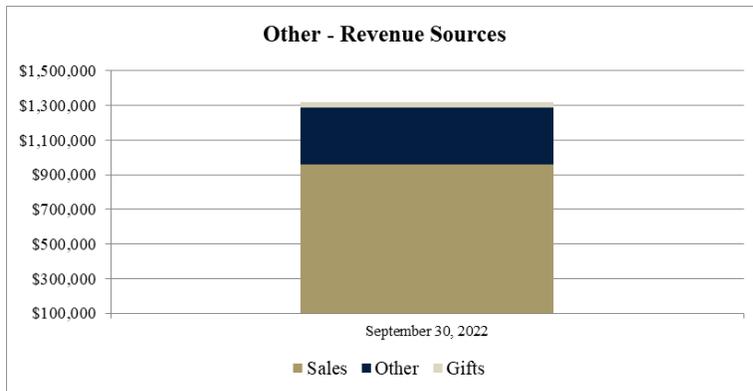
Expenditures increase late spring and summer for onboarding new students. The principal operating expenditures include New Roo Weekend (31 percent), student assistants (28 percent), and hospitality (24 percent).

**The University of Akron  
 Departmental Sales and Services  
 Narrative of FY 2023 Budget and Actual Results for the three months ended September 30,  
 2022**

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**Other**

The Other departmental sales and services revenues total \$1.3 million or 32 percent of the \$4.1 million annual budget. Revenues are generated from roughly 55 activities including Printing Services (16 percent) and College of Business Executive Education (nine percent).



Payroll and fringes total \$441,000 or 23 percent of the \$1.9 million annual budget.

Operating expenditures total \$1.1 million or 66 percent of the \$1.7 million annual budget. Supplies & services are the primary operating expense (94 percent). Capital expenditures total \$32,000. The

capital expenditures are associated with a collision cell assembly and static load cell for Engineering, and a trailer for the Training Center for Fire & Hazardous Materials.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year and become a liability and expenditure in that following year. The \$298,000 net transfers and encumbrances represent those types of commitments.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -22**

Acceptance of the Financial Report for the Three Months Ended September 30, 2022

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on December 7, 2022 accepting the Combined Statement, General Funds, Auxiliary Funds, and Departmental Sales and Services Funds Financial Report for the Three Months Ended September 30, 2022 be approved.

---

M. Celeste Cook, Secretary  
Board of Trustees

**FINANCE & ADMINISTRATION COMMITTEE**

**TAB 3**

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



DATE: November 15, 2022

TO: Shandra Irish  
Director of Purchasing

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

SUBJECT: Stop Loss Contract (Locally Funded)

The Department of Human Resources requested and received a proposal from Anthem Blue Cross and Blue Shield (Anthem), the University's incumbent provider. The request and proposal is for Stop Loss insurance regarding the University's self-insurance medical and prescription drug plans for calendar year 2023.

Anthem's proposed Per Employee Per Month (PEPM) rate will increase approximately 14.5 percent with a \$325,000 per member deductible. The CY2023 estimated cost is an estimate based on current insured subscriber headcount and will deviate based upon actual insured subscriber head count.

	Actual CY 2021		Projected CY 2022		Proposed / Estimated CY 2023	
Rate and Cost	\$66.34	\$1,111,389	\$71.31	\$1,169,769	\$81.69	\$1,339,387

The Department of Human Resources, in consultation with Willis Towers Watson, the University's benefits consultant, evaluated the quote. Those two units recommend acceptance of Anthem Blue Cross Blue Shield's \$81.69 (PEPM) proposal which is deemed legally acceptable by General Counsel's Office.

I recommend that an award be made to Anthem Blue Cross Blue Shield in the rate amount of \$81.69 (PEPM) with an estimated expenditure of \$1,339,387 and request your approval and that of the Board of Trustees at its meeting on December 7, 2022.



**DATE:** November 11, 2022

**TO:** Dallas Grundy  
Senior Vice President for Finance & Administration/CFO

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

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

As requested of me, I provide to you the following procurements, which exceed \$500,000, for Board of Trustees consideration and approval at its meeting on December 7, 2022.

**1. Center for Precision Manufacturing (Local Funds)**

The Office of Capital Planning and Facilities Management is proposing an award to Summit Construction Co., Inc. in the amount of \$3,016,165 to renovate the Akron Polymer Training Center facility into the new Center for Precision Manufacturing.

A project request was issued during October 2022, and seven bids were received as follows:

<b>Vendor</b>	<b>Bid</b>
<b>Summit Construction Co., Inc.</b>	<b>\$3,016,165</b>
Feghali Brothers LLC	\$3,103,000
Seitz Builders, Inc.	\$3,297,000
Massillon Construction and Supply, LLC	\$3,476,000
VendRick Construction, Inc.	\$3,493,050
Infinity Construction	\$3,562,200

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

I recommend that an award be made to Summit Construction Co., Inc. in the amount of \$3,016,165 and request approval of the Board of Trustees at its meeting on December 7, 2022.

**2. Infrastructure Improvements Phase III – Electrical (State Funds)**

The Office of Capital Planning and Facilities Management is proposing an award to Speelman Electric, Inc. in the amount of \$1,345,450 to connect the Fir Hill and Exchange Street Substations together to provide much needed redundancy in the university's electrical infrastructure and to connect Goodyear Polymer building to the new system as the first leg of a new engineering electrical loop.

A project request was issued during October 2022, and two bids were received as follows:

<b>Vendor</b>	<b>Bid</b>
<b>Speelman Electric, Inc.</b>	<b>\$1,345,450</b>
Lake Erie Electric	\$1,897,000

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

I recommend that an award be made to Speelman Electric, Inc. in the amount of \$1,345,450 and request approval of the Board of Trustees at its meeting on December 7, 2022.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -22**

Acceptance of Procurements for More Than \$500,000

BE IT RESOLVED, That the following recommendations presented by the Finance & Administration Committee on December 2, 2022 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 2023 at the rate of \$81.69 with an estimated expenditure of \$1,339,387.

Award to Summit Construction Co., Inc. a contract for the renovation of the Akron Polymer Training Center facility into the new Center for Precision Manufacturing, in the amount of \$3,016,165.

Award to Speelman Electric, Inc. a contract for connecting the Fir Hill and Exchange Street Substations together to provide much needed redundancy in the university's electrical infrastructure and to connect Goodyear Polymer building to the new system as the first leg of a new engineering electrical loop, in the amount of \$1,345,450.

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M. Celeste Cook, Secretary  
Board of Trustees

December 7, 2022

**FINANCE & ADMINISTRATION COMMITTEE**

**TAB 4**

**GIFT ATTAINMENT REPORT FOR  
JULY 1, 2022 THROUGH OCTOBER 31, 2022**

# WE RISE TOGETHER

The Campaign for  
The University of Akron

DATE: November 14, 2022

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

FROM: Terrie L. Sampson   
Director of Development, Stewardship

SUBJECT: Gift Attainment for Fiscal Year 2023 (July 1 – October 31, 2022)

Attached are a progress report for the We Rise Together Campaign and gift attainment charts for fiscal year 2023. **Attachment A** provides a summary of The University of Akron's progress toward the \$150 million campaign goal, and **Attachment B** details giving through cash, pledges due, bequests received, as well as gifts-in-kind from University of Akron constituents from July 1, 2022, through October 31, 2022.

Of note:

- As of October 31, 2022, total attainment for the first four months of fiscal year 2023 is \$5,632,106, a 49 percent increase in attainment over the same time period in the prior fiscal year.
- As of October 31, 2022, The University of Akron has generated \$72,489,582 in commitments for the We Rise Together Campaign, reaching 48 percent of the \$150 million goal since its inception in February 2020
- From July 1 to October 31, 2022, five commitments totaling \$8,465,000 have been designated to The University of Akron through estate gifts. Also during this period, \$2,405,295 has been received in bequests disbursements, more than three times the amount received during the same time period in fiscal year 2022.
- During the first four months of fiscal year 2023, \$933,447 has been received in support for scholarships, including \$477,928 for immediate use.

With your approval, I request submission of this report to the Board of Trustees for approval at its December 7, 2022, meeting.

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



The University of Akron  
 Campaign Progress to Goal  
 October 31, 2022 Report

**WE RISE  
 TOGETHER**

The Campaign for  
 The University of Akron

**February 1, 2020 – October 31, 2022**

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

<b>Total Gifts Received</b>	<b>\$44,621,645</b>
People	\$16,806,159
Place	\$2,560,015
Promise	\$25,255,471
<b>New Gift Pledges Not Yet Realized</b>	<b>\$6,431,661</b>
People	\$2,476,311
Place	\$0
Promise	\$3,955,350
<b>Research Grants (as of August 31, 2021)</b>	<b>\$4,790,376</b>
<b>New Bequests Pledges Not Yet Realized</b>	<b>\$16,645,901</b>
People	\$7,248,933
Place	\$5,400,001
Promise	\$3,996,967
# of New Bequest Pledges	40

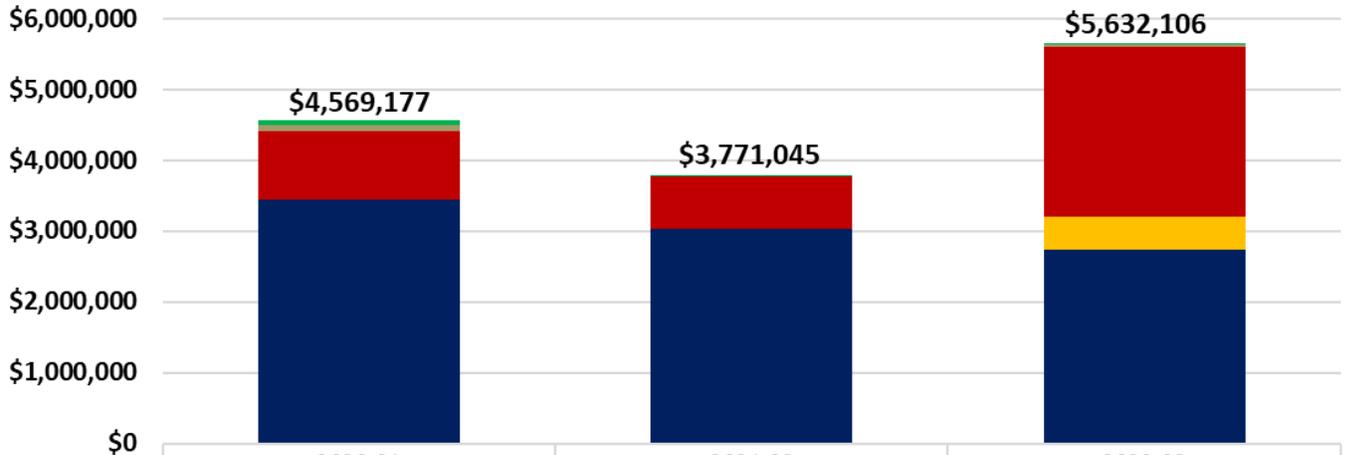
<b>Total Campaign Commitments</b>	<b>\$72,489,582</b>
<b>% To Goal</b>	<b>48%</b>

<b>Total Commitments - People</b>	\$26,531,402
<b>Total Commitments - Place</b>	\$7,960,016
<b>Total Commitments - Promise</b>	\$33,207,788
<b>Research Grants</b>	\$4,790,376

**Attachment B**

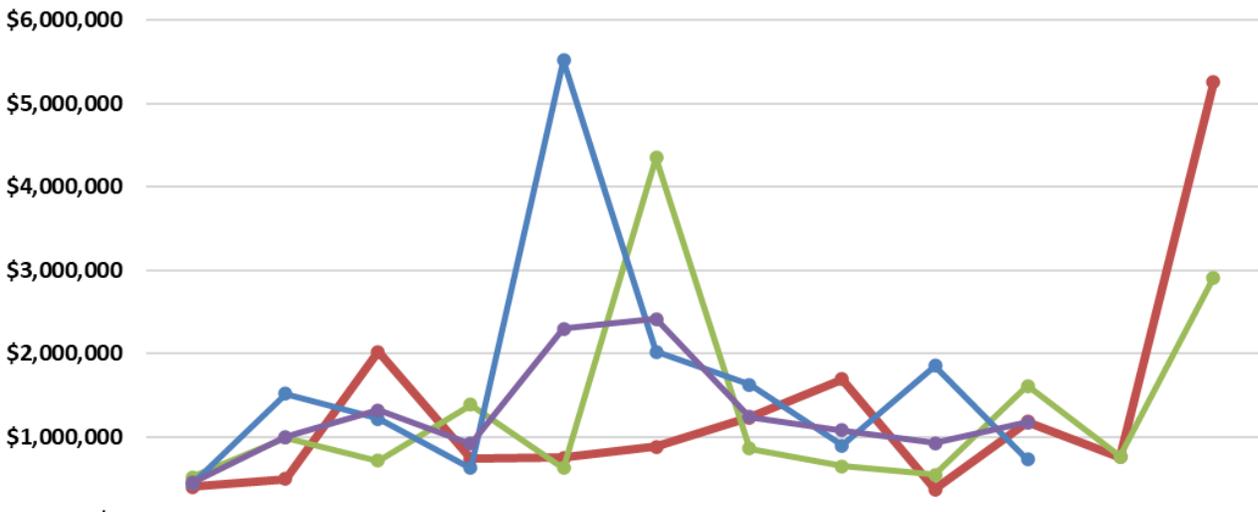
**DEPARTMENT OF DEVELOPMENT  
FY 2023 Attainment  
July 1 – October 31, 2022**

**The University of Akron and The University of Akron Foundation  
Gifts and Pledges  
July 1 - October 31 | FY2021 - FY2023**



	2020-21	2021-22	2022-23
■ Gifts-in-Kind - all others	\$79,692	\$2,840	\$4,129
■ Gifts-in-Kind - corporate	\$84,757	\$2,500	\$27,925
■ Bequests received	\$963,024	\$732,187	\$2,405,295
■ Pledges due	\$0	\$0	\$454,189
■ Cash	\$3,441,705	\$3,033,518	\$2,740,568

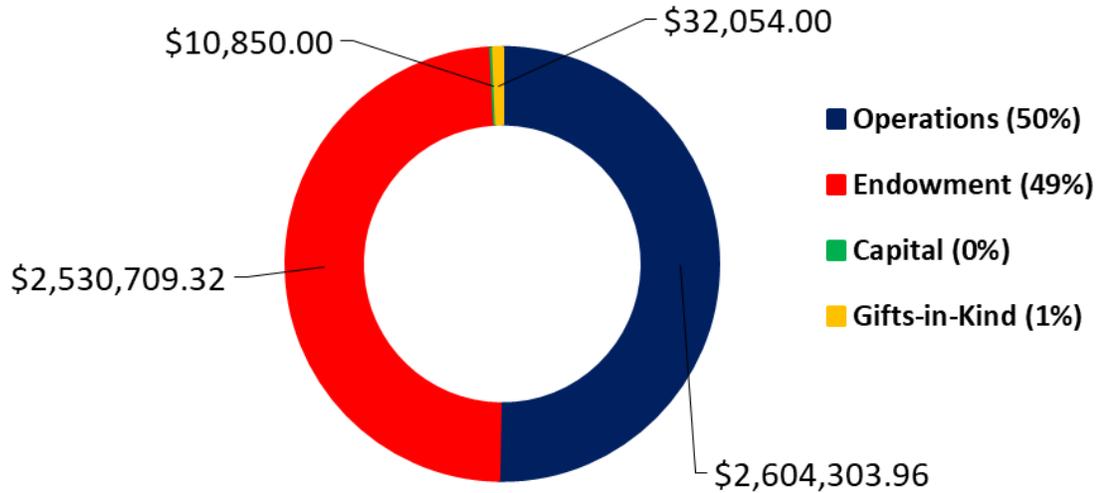
**The University of Akron and The University of Akron Foundation  
Monthly Trend Report - Giving  
Calendar Years 2020 - 2022**



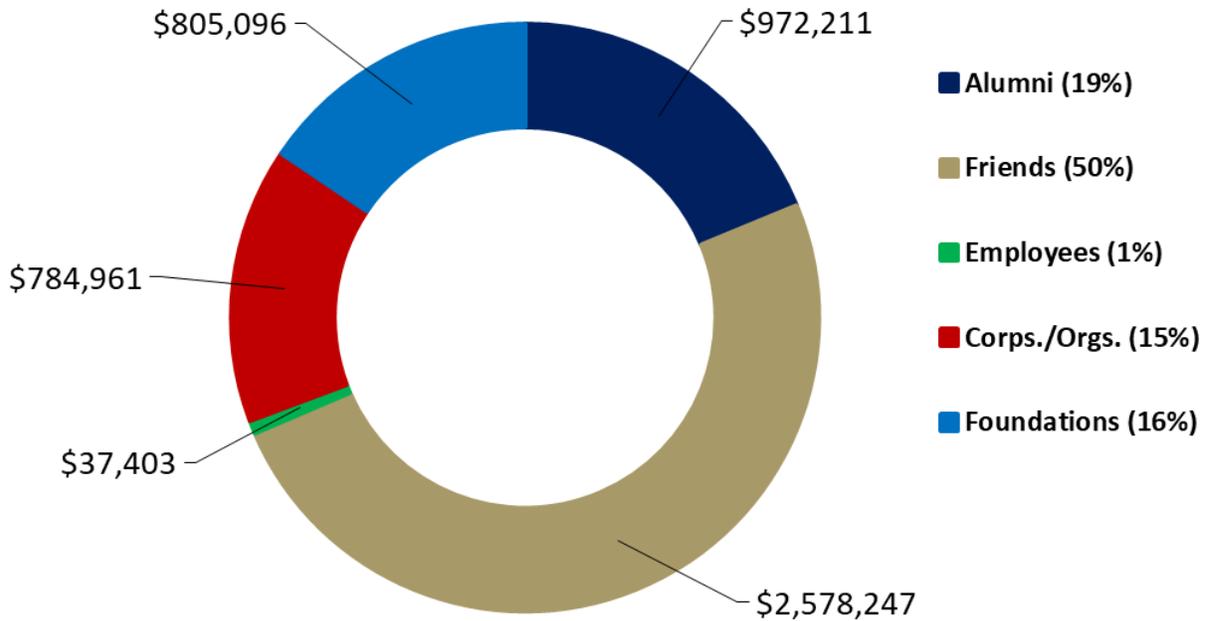
	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
— 2020	\$399,791	\$498,798	\$2,024,510	\$740,291	\$753,893	\$882,533	\$1,232,942	\$1,694,239	\$371,577	\$1,181,409	\$761,137	\$5,251,989
— 2021	\$523,672	\$996,624	\$716,241	\$1,387,823	\$630,317	\$4,350,368	\$865,333	\$651,444	\$547,515	\$1,613,458	\$767,895	\$2,915,173
— 2022	\$440,171	\$1,516,118	\$1,223,152	\$632,083	\$5,516,939	\$2,026,214	\$1,626,276	\$897,034	\$1,856,845	\$733,563		
— Avg 2020-2022	\$454,545	\$1,003,847	\$1,321,301	\$920,066	\$2,300,383	\$2,419,705	\$1,241,517	\$1,080,906	\$925,313	\$1,176,143		

Attachment B

The University of Akron and The University of Akron Foundation  
Gifts by Classification Type  
July 1 - October 31, 2022 | FY 2023

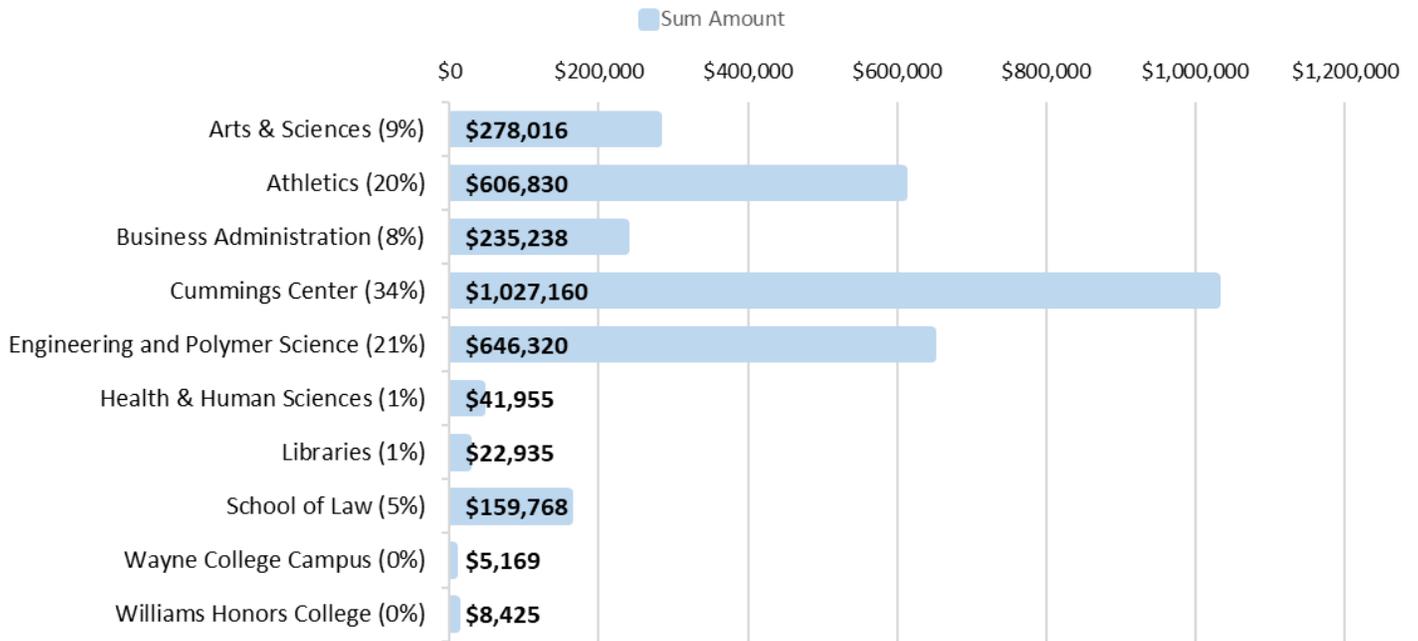


The University of Akron and The University of Akron Foundation Giving by  
Constituent Type  
July 1 - October 31, 2022 | FY 2023

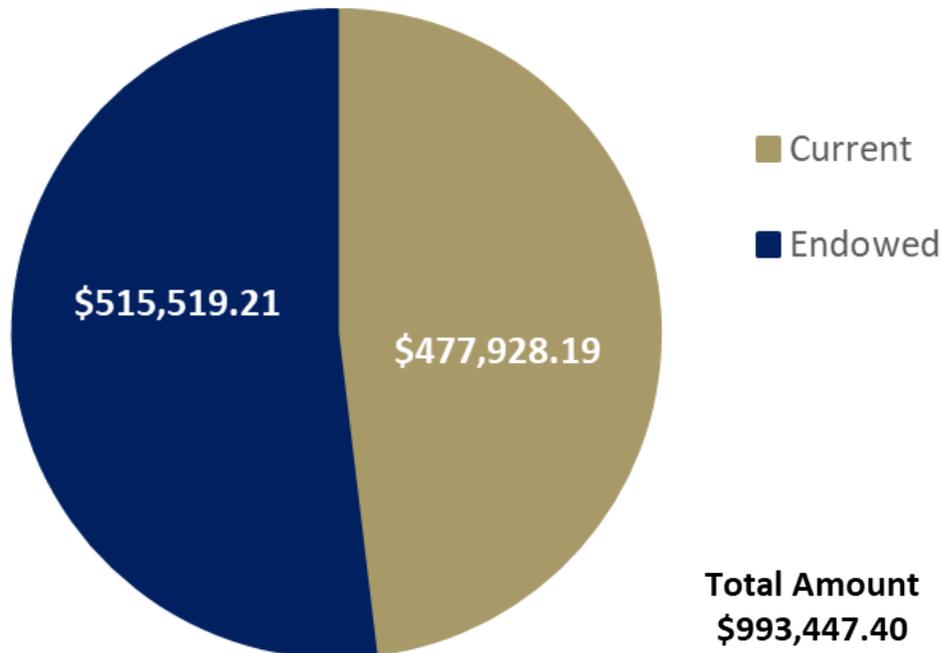


**Attachment B**

**THE UNIVERSITY OF AKRON AND THE UNIVERSITY OF AKRON FOUNDATION  
GIFTS (NO PLEDGES) BY ACADEMIC COLLEGE/AREA  
JULY 1 - OCTOBER 31, 2022 | FY 2023**



**The University of Akron and The University of Akron Foundation  
Giving to Scholarships by Fund Type | Includes Bequests  
July 1 - October 31, 2022 | FY 2023**



**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -22**

Acceptance of the Gift Attainment Report for July 1, 2022 Through October 31, 2022

BE IT RESOLVED, As recommended by the Finance & Administration Committee on December 7, 2022, that acceptance of the Gift Attainment Report for July 1, 2022 through October 31, 2022 be approved.

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M. Celeste Cook, Secretary  
Board of Trustees

**FINANCE & ADMINISTRATION COMMITTEE**

**TAB 5**

**INFORMATIONAL PURCHASE REPORTS**



**DATE:** November 7, 2022

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

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

**SUBJECT: Board Informational Reports: Purchases Between \$75,000 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 Report for October 2022 is 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 \$75,000 and \$500,000**  
**October 2022**  
**Informational Report**

<b>FUND</b>	<b>VENDOR NAME</b>	<b>P.O. No. or Pcard</b>	<b>AMOUNT</b>	<b>COMMENTS</b>
<b>Auxiliary</b>	GPC MGA LLC	105235	\$ 101,913	Insurance Policy For Athletic Coaches Incentives
		<b>Sub Total</b>	<b><u>\$ 101,913</u></b>	
<b>Plant</b>	Numerequip Inc.	105204	\$ 114,534	Surface Grinding Machine for Center Precision Manufacturing
		<b>Sub Total</b>	<b><u>\$ 114,534</u></b>	
		<b>Total</b>	<b><u><u>\$ 216,447</u></u></b>	

Note 1: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$75,000 and \$100,000, respectively.



**DATE:** November 11, 2022

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

**FROM:** Shandra Irish, 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 7, 2022. This informational report is intended to satisfy Board of Trustees Resolution 8-5-22 to initiate the competitive bidding process to procure furniture, fixtures, and equipment (FFE) for Crouse Ayer Hall Consolidation.

1. **Crouse Ayer Hall Consolidation FFE – (State Funded)**

- Bids on September 29, 2022
- Budget \$800,000 (Furniture Only)

<b>Item 1 – Classroom Furniture</b>	
<b>Low Bidder/Vendor</b>	<b>Bid</b>
<b>Contract Source</b>	<b>259,298</b>
APG	260,015
Inspire Workplace	268,628
Ohio Desk	292,767
American Interiors	303,532

<b>Item 2 – Laboratory Tables</b>	
<b>Low Bidder/Vendor</b>	<b>Bid</b>
<b>Assembled Product Specialists</b>	<b>217,272</b>
Spencer Virnoce	187,267
American Interiors	232,273
Inspire Workplace	236,328
APG	243,522
Ohio Desk	293,957

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

<b>Item 3 – Misc. Furniture</b>	
<b>Low Bidder/Vendor</b>	<b>Bid</b>
<b>Contract Source</b>	<b>90,211</b>
APG	98,594
American Interiors	99,253
Ohio Desk	109,941

<b>Item 5 – Existing Furniture Cleaning</b>	
<b>Low Bidder/Vendor</b>	<b>Bid</b>
<b>APG</b>	<b>2,834</b>

<b>Items 6 and 7 – Office Furniture</b>	
<b>Low Bidder/Vendor</b>	<b>Bid</b>
<b>Inspire Workplace</b>	<b>76,394</b>
Ohio Desk	80,018

Awards have been made to Contract Source (Items 1 and 3) \$349,510, Assembled Product Specialist (Item 2) \$217,272, APG (Item 5) \$2,834, and Inspire Workplace (Items 6 and 7) \$76,394.

A separate bid took place for Crouse Ayer Consolidation - Audio Visual Equipment.

<b>Items 4 – Audio Visual Equipment</b>	
<b>Low Bidder/Vendor</b>	<b>Bid</b>
<b>iVideo</b>	<b>283,149</b>
AVI	314,684

An award of \$283,149 has been made to iVideo.



**DATE:** December 2, 2022

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

**FROM:** Shandra Irish, 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 7, 2022.

1. **Electricity Supply contracting (General and Auxiliary Funded)**

The following summary is intended to satisfy Board of Trustees Resolution 8-5-22 which you sought during August's Board meeting as preauthorization to procure an Electricity Supplier.

The Departments of Purchasing and Capital Planning & Facilities Management, in consultation with Buckeye Energy Brokers, Inc., issued a Request for Proposal (RFP) seeking an Electricity Supplier.

On September 28<sup>th</sup>, eight proposals were received; however, all eight proposals were significantly higher than the Ohio Edison SSO (Standard Service Offer) through May 2023. The university opted to default to SSO through May 2023 at a rate of \$0.0545/kWh (anticipated SSO term spend of \$3,341,000 compared to low bid term spend of \$3,873,000).

On November 15<sup>th</sup>, the top three proposals were refreshed and evaluated. The responsive proposals by annual cost follow:

- Direct Energy - \$5,280,039 (\$0.06332 /kWh)
- Dynegy - \$5,194,985 (\$0.0623/kWh)
- Direct Energy - \$5,153,292 (\$0.06180 /kWh)

WGL Energy Services, Inc. (WGL) was selected as the best value for the University at a fixed rate for a 60-month term to commence in May 2023.

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

The Department of Purchasing awarded WGL Energy Services, Inc. a contract for Electricity Supply from May 2023 meter read date to the May 2028 meter read date. The contract was reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

**FINANCE & ADMINISTRATION COMMITTEE**

**TAB 6**

**CAPITAL PROJECTS REPORT**



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

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

FROM: Stephen Myers   
Chief Planning & Facilities Officer

DATE: November 4, 2022

SUBJECT: Capital Planning and Facilities Management: Informational Report for the Board of Trustees as of October 31, 2022.

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

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

Project Delivery Methods:

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

# **SECTION**

## **A**

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

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
ASEC Vivarium Air Handler Replacement (Design/Build) (BOT Approval: 12/11/19)	\$1,260,000 State* 200,000 Local <u>\$1,460,000</u> Total *State Capital Funds		Replace vivarium air handler and condensate piping and humidifiers. <u>Construction schedule: 05/2021 updated to 07/2021 - 10/2022.</u>		Closeout in progress.
Buckingham McClain Gallery (General Contracting)	\$357,000 State Capital Funds		Renovations and signage for the McClain Gallery. <u>Construction schedule: 3/22 - 11/22</u>		Construction 85% complete.
Campus Air Damper Replacements (General Contracting)	\$665,000 Grant Funds		Replace up to 34 air exhaust and return damper units in 11 campus buildings. Replace pneumatic controls as needed. <u>Construction schedule: 1/22 - 5/22</u>		Closeout in progress.
Campus Camera Initiative (General Contracting)	\$460,000 (Phase I) \$800,000* (Phase II) \$TBD (Phase III) Local Funds *\$360,000 of this Phase was funded by the Foundation and \$430,000 by Grant		Phase I: Add 206 digital cameras to entrance/exits of select buildings. Phase II: Add 150 digital cameras to parking decks, open areas, and athletic fields. Phase III: Replace 600 existing analog cameras. <u>Construction schedule Phase II: 3/22 - 11/22 Construction schedule Phase III: TBD</u>	 	Phase I closeout complete. Phase II - Construction 87% complete.
Center for Precision Manufacturing (General Contracting)	\$3,850,000 Donations		Renovate the Akron Polymer Training Center building to house the Center for Precision Manufacturing. <u>Construction schedule: 1/23-2/24</u>		Bid opening 10/26/22 Summit Construction apparent low.
Crouse/Ayer Hall Consolidation (CMR) (BOT Approval: 04/10/19 & 02/12/20)	\$23,260,000 State* 35,000 Local <u>\$23,295,000</u> Total *State Capital Funds		Rehabilitate/addition to Crouse Hall. Abate and raze Ayer Hall. Green space portion of existing Ayer Hall footprint. <u>Construction schedule: 08/2020 updated to 04/2021 - 01/2023.</u>		Construction 68% complete.
EJT Concrete Repairs (General Contracting)	\$365,000 Local Funds		Repair a portion of the parking deck ramp and portions of the concrete in lower level mechanical rooms. <u>Construction schedule: 06/2021 updated to 10/2021 - 06/2022 (to be completed when weather allows).</u>		Construction complete. Closeout in progress.

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

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

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
Exchange Parking Deck Expansion Joint Repair	\$114,000 Local Funds		Repair expansion joints at Exchange Deck. <u>Construction schedule: TBD</u>		Design in progress.
Exchange/ Sumner Street Realignment (General Contracting)	\$250,000 Local Funds		Realign and add a lane to Sumner Street entrance at Exchange Street. <u>Construction schedule: TBD</u>		To be completed in conjunction with the City of Akron Exchange Street Project.
Fire Alarm Upgrades Phase 6 (General Contracting)	\$840,000 State Capital Funds		Upgrade and replace antiquated fire alarm systems in Bierce Library, Olson Hall, and the College of Business Administration. <u>Construction schedule: 8/22 - 3/23</u>		Construction 25% complete.
InfoCision Stadium Turf Replacement (General Contracting)	\$650,000 Donations		Replacement of original turf in InfoCision Stadium. <u>Construction schedule: 5/22-7/22</u>		Closeout in progress.
Infrastructure Improvements - Electrical (General Contracting) (BOT Approval: 10/09/19)	\$1,502,220 State Capital Funds		Campus electrical improvements.		Phase II - Closeout complete. Phase III - Bids due 11/2022
JAR Lighting/Façade Repair (General Contracting)	\$470,000 Local Funds		Replace exterior light fixtures. Repair/replace window system at second floor south façade. <u>Construction schedule: 5/22 - 11/22.</u>		Construction 75% complete.
Korean War Memorial Emergency Dig	\$200,000/ TBD Local Funds		Replacement of failed HTHW direct bury pipe between mechanical vaults at Olin Hall and Korean War Memorial. <u>Construction schedule: ASAP</u>		Construction 50% complete.
Lee Jackson Field Track Renovation (General Contracting)	\$1,690,000 Foundation LOC The Foundation loaned \$1,690,000 to the University via a line of credit (LOC) for this project.		Renovate the Lee Jackson Field Track Facility. Replace and repair track surface. <u>Construction schedule: 5/22-12/22.</u>		Construction 75% 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	
North Quad Piping Replacement (General Contracting)	\$175,000 Local Funds		Replacement of existing piping and valves of the heating hot water supply return system in Spanton Hall. <u>Construction schedule: 5/22-9/22.</u> <u>On hold until fall changeover.</u>		Construction 95% complete.
North Quad Residence Halls FCU Replacement (General Contracting)	\$1,728,863 Grant Funds		Replace 296 fan coil units and controls in Bulger and Sisler Residence Halls. <u>Construction schedule: 05/2022 - 08/2022.</u>		Closeout in progress.
ONAT Video Board (General Contracting)	\$206,000 Local Funds		Replacement of Existing video/scoreboard at the Natatorium. <u>Construction schedule: TBD</u>		Design in progress.
Polsky Arts Center (General Contracting)	\$4,500,000 State* <u>2,000,000</u> Donations <u>\$6,500,000</u> Total *State Capital Funds		Renovate a portion of the Main Street level for an interdisciplinary arts center. Relocate affected occupants within Polsky. <u>Construction schedule: TBD</u>		Design in progress.
SRWC Blue Gym Renovation (General Contracting)	\$1,410,000 Foundation LOC The Foundation loaned \$1,410,000 to the University via a line of credit (LOC) for this project.		Renovate existing gymnasium for Athletics practice facility. <u>Construction schedule: 11/2022 - 10/2023.</u>		Bid opening 9/7/22. Contract awarded to Summit Construction.
Wonder Bread Site (General Contracting)	\$120,000 Local Funds		Relocate yard material to Lot 29 and aesthetically improve vacated site. <u>Construction schedule: 04/2021 - 06/2022 updated to Spring 2023.</u>		Construction 80% complete.

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

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

**SECTION**

**B**

**Change Orders**

**CHANGE ORDERS PROCESSED FROM SEPTEMBER 1, 2022 TO OCTOBER 31, 2022**ASEC VIVARIUM AIR HANDLER REPLACEMENT

014-01	Perform tasks for B226 to meet requirements called out by inspector	\$1,032
015-01	Upsize the breaker for the AHU and the heating recirculating pump using Design-Build contingency	\$1,209
		<u>\$2,241</u>

CAMPUS AIR DAMPER REPLACEMENTS

004-01	Replace one failed pneumatic actuator with a new electric Belimo actuator	\$4,529
		<u>\$4,529</u>

CAMPUS SURVEILLANCE CAMERA UPDATES

006-01	Supply chain issues, several cameras and Phybridge adaptors will be shipped in mid-November	\$0
		<u>\$0</u>

CROUSE/AYER HALL CONSOLIDATION

010-01	Additional fireproofing and concrete infills	\$59,716
011-01	Added Rail and Fabrication	28,478
012-01	Request for Building Management System to utilize a third party software, Reflow as HMI interface	9,748
013-01	Gas lines G1 through G6 are eliminated except for vacuum and compressed air lines	-7,840
014-01	Costs associated with parapet wall pinning work	\$10,581
		<u>\$100,684</u>

EJ THOMAS CONCRETE REPAIRS

005-01	Beam repair and additional expansion joint	\$5,622
006-01	Extend the waterproofing and replace deteriorated concrete	\$5,256
		<u>\$10,879</u>

NORTH QUAD PIPING REPLACEMENT

002-01	Provide 25 new EcoAirs	\$3,418
		<u>\$3,418</u>

Net \$121,750

# **SECTION**

# **C**

## **State Capital Appropriations**

**The University of Akron**  
**State Capital Appropriations**  
**As of the month ended 10/31/2022**

Description	Appropriation	Released	Encumbered	Expended	Not Yet Encumbered	Remaining (Unreleased)
BASIC RENOVATIONS	\$3,920,397					\$3,920,397
CAMPUS HARDSCAPE	3,500,000					3,500,000
CAMPUS INFRASTRUCTURE IMPROVEMENTS	3,290,123	40,123	40,123			3,250,000
POLSKY ARTS CENTER	4,500,000					4,500,000
CENTRAL HOWER RENOVATION	2,200,000					2,200,000
<b>Capital Appropriation FY23-24</b>	<b>\$17,410,520</b>	<b>\$40,123</b>	<b>\$40,123</b>	<b>\$0</b>	<b>\$0</b>	<b>\$17,370,397</b>

AUBURN SCIENCE & ENGINEERING CENTER VIVARIUM	\$500	\$500	\$500	\$0	\$0	\$0
BASIC RENOVATIONS	904,199	904,199	746,465	56,108	101,625	\$0
CROUSE/AYER HALL CONSOLIDATION	18,138,275	18,138,275	6,349,703	11,788,572	0	0
<b>Capital Appropriation FY19-22</b>	<b>\$19,042,973</b>	<b>\$19,042,974</b>	<b>\$7,096,668</b>	<b>\$11,844,681</b>	<b>\$101,625</b>	<b>\$0</b>

WORKFORCED BASED TRAINING & EQUIPMENT	148,169	148,169	148,169	0	0	0
<b>Community Projects FY23-24</b>	<b>\$148,169</b>	<b>\$148,169</b>	<b>\$148,169</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

ASHLAND COUNTY-W HOLMES CAREER WORKFORCE	\$300,000	\$0	\$0	\$0	\$0	\$300,000
CANTON JEWISH COMMUNITY PROJECT	50,000					50,000
MEDINA BATTERED WOMEN'S SHELTER	500,000					500,000
SUMMIT BATTERED WOMEN'S SHELTER	400,000					400,000
BATTERED WOMEN'S SHELTER MEDINA/SUMMIT	210,251	210,251	210,251	0	0	0
MCCLAIN GALLERY	326,756	326,756	326,756	0	0	0
<b>Community Projects FY19-24</b>	<b>\$1,787,007</b>	<b>\$537,007</b>	<b>\$537,007</b>	<b>\$0</b>	<b>\$0</b>	<b>\$1,250,000</b>

<b>Total</b>	<b>\$38,388,670</b>	<b>\$19,768,273</b>	<b>\$7,821,967</b>	<b>\$11,844,681</b>	<b>\$101,625</b>	<b>\$18,620,397</b>
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\$38,388,670    \$19,768,272

# **SECTION**

# **D**

## **Photos of Select Projects**

**Buckingham McClain Gallery**



**Campus Camera Initiative**



**Center for Precision Manufacturing**



**Center for Precision Manufacturing**



Crouse/Ayer Hall Consolidation



Crouse/Ayer Hall Consolidation



Crouse/Ayer Hall Consolidation



Fire Alarm Upgrades Phase 6 - Bierce



**InfoCision Stadium Turf Replacement**



**InfoCision Stadium Turf Replacement**



**JAR Lighting/Façade Repair**



**JAR Lighting/Façade Repair**



**Korean War Memorial Emergency Dig**



**Korean War Memorial Emergency Dig**



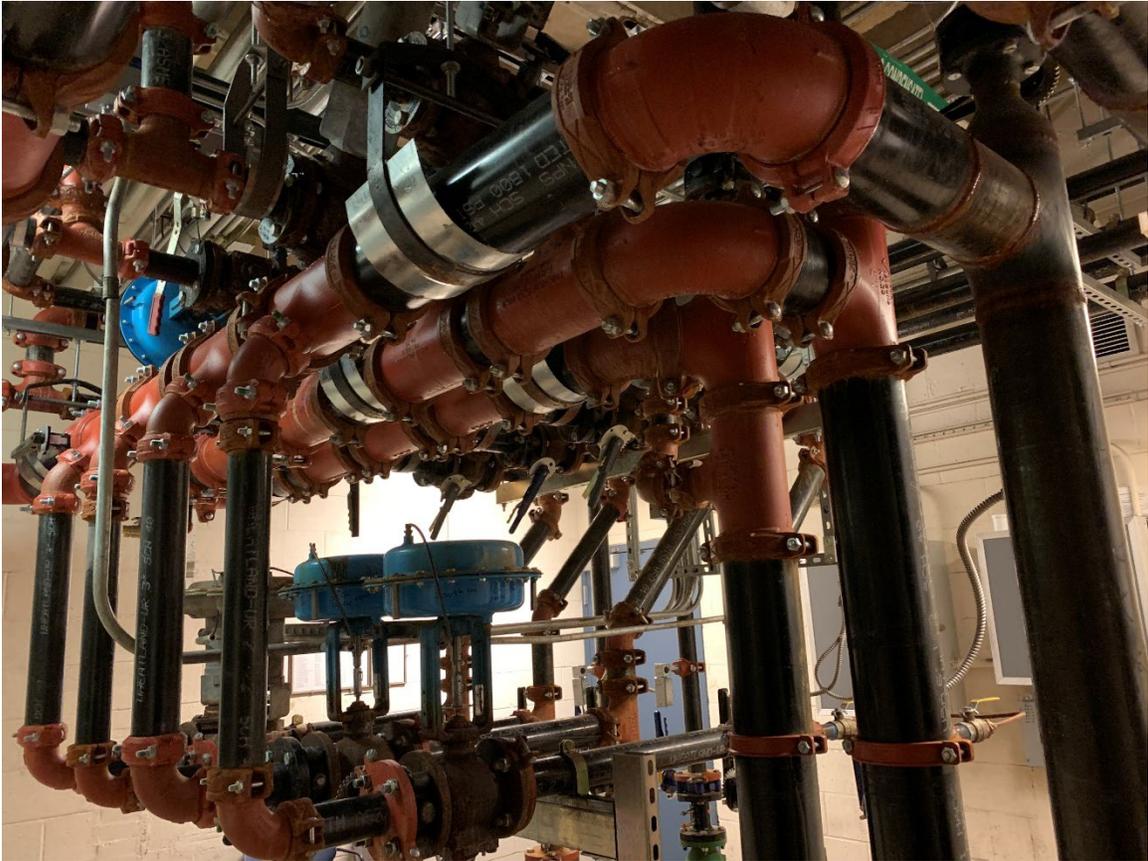
**Lee Jackson Field Track Renovation**



**Lee Jackson Field Track Renovation**



**North Quad Piping Replacement**



**Wonder Bread Site**



**FINANCE & ADMINISTRATION COMMITTEE**

**TAB 7**

**INFORMATION TECHNOLOGY REPORT**



**DATE:** November 14, 2022

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

**FROM:** John Corby   
Chief Information Officer

**SUBJECT: ITS Informational Report for the Board of Trustees**

As requested of me, I provide the accompanying report of the ITS Projects and Activities for the Board of Trustees information at its December 7, 2022 meeting. The accompanying report provides a Status of Projects and Activities.

# Information Technology Services

Informational Report for the Board of Trustees

December 7, 2022

*Prepared effective October 31, 2022*



# Information Technology Services

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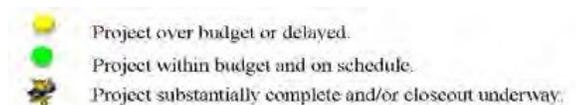
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
<b>APPLICATION SERVICES</b>					
New Portal Implementation	None  The University expects this will replace existing spend approximating \$40,000 annually.		Implement a portal platform using Microsoft Viva. This migration will provide state-of-the-art technology to replace the current portal. Initial work on this will be provided by Microsoft at no cost to the University. <u>Schedule: 07/2021- 08/2022 updated to 03/2023.</u>		Project activities 75% complete.
SaaS ERP System Selection and Implementation	\$19,824,676 General Fund  The University expects this will replace existing spend approximating \$2,200,000 annually		Select and implement a Software-as-a-Service (SaaS) enterprise resource planning (ERP) system to better manage and automate the University's financial, human resource, and student administration functions. Phase1: Release RFP and select SaaS ERP solution and implementation provider. <u>Schedule: 07/2021 – 12/2021.</u> Phase 2: Implement Workday HCM and Financials pillars. <u>Schedule: 12/2021 – 01/2023 updated to 04/2023.</u> Phase 3: Implement Workday Student pillar. <u>Schedule: 06/2022 – 09/2024.</u>		Phase 1 completed. Phase 2 activities 75% complete. Phase 3 activities 15% 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.

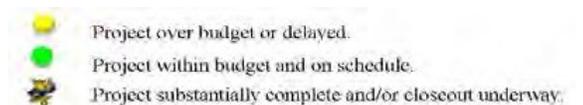
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS
<b>CYBERSECURITY SERVICES</b>				
Business Continuity (BC) and Disaster Recovery (DR) Program Initiative	None		<p>Create a policy and program for business continuity (BC) and disaster recovery (DR) for the university developing procedures for each functional unit to continue operations in the event of a system outage, or to recover from a critical outage. This program will improve insurability and reduce risk to the university by defining a process to manage system outages.</p> <p>Phase 1: Create a policy to outline the university's Business Continuity and Disaster Recovery program.  <u>Schedule: 03/2022 – 04/2022.</u></p> <p>Phase 2: Catalog each functional unit's critical processes and define business continuity options.  <u>Schedule: 05/2022 – 09/2022 updated to 02/2023.</u></p> <p>Phase 3: Define and test procedures for ITS and the functional units to implement BC/DR processes.  <u>Schedule: 09/2022 – 12/2022 updated to 04/2023.</u></p>	<p>● Phase 1 activities complete.          Phase 2 activities 80% complete.          Phase 3 activities not started.</p>
Data Classification and Governance Initiative	None		<p>Implement data governance program to define and mark all data and train all constituents to mark and handle data appropriately. This project will reduce the risk of accidental disclosure of sensitive information and reduce the financial risk of to the university.</p> <p>Phase 1: Create and document a policy to outline data classification.  <u>Schedule: 10/2021 – 02/2022.</u></p> <p>Phase 2: Define the data across the organization and apply appropriate classification.  <u>Schedule: 03/2022 – 12/2022 updated to 02/2023.</u></p> <p>Phase 3: Apply the appropriate classification labels to the data.  <u>Schedule: 09/2022 – 09/2023.</u></p> <p>Phase 4: Train constituents in how to properly treat data based on its classification.  <u>Schedule: 10/2022 – 12/2023.</u></p>	<p>● Phase 1 activities complete.          Phase 2 activities 65% complete.          Phase 3 activities 60% complete.          Phase 4 activities not started.</p>
Identity Management Process Improvement Initiative	None		<p>Improve the lifecycle management of user accounts. This will improve onboarding for new constituents and address appropriate access to systems automatically.</p> <p>Phase 1: Improve new hire process.  <u>Schedule: 10/2021 – 12/2022 updated to 08/2023.</u></p> <p>Phase 2: Improve employee separation process.  <u>Schedule: 10/2021 – 02/2022 updated to 02/2023.</u></p> <p>Phase 3: Improve process for role/department changes.  <u>Schedule: 02/2022 – 06/2022 updated to 06/2023.</u></p>	<p>● Phase 1 activities 80% complete.          Phase 2 activities 60% complete.          Phase 3 activities not started.</p>

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



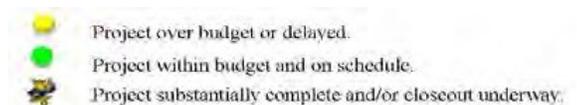
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
<b>INFRASTRUCTURE SERVICES</b>					
Virtual Machine Infrastructure Refresh	\$60,000 General Fund		Refresh end of life on-premises virtual machine (VM) storage and computation infrastructure. Migrate VMs to new, supported hardware to improve performance and reliability. <u>Schedule: 10/2022- 03/2023.</u>		Project activities 50% complete.
Phase II – Telecommunications System Modernization	\$40,000 General Fund		Second phase of the University telecommunications effort to implement digital capability to replace legacy analog technology. This effort replaces remaining analog phones primarily used for emergency purposes with switches using VOIP converters. This positions the eventual replacement of these emergency phones with VoIP phones. <u>Schedule: 10/2022- 06/2023.</u>		Project activities 10% 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
<b>USER TECHNOLOGY SERVICES</b>				
IT Asset Management System Implementation	None		<p>Implement system to track and monitor all University IT hardware and software assets. Leverages functionality provided with the new IT Service Desk System</p> <p>Phase 1: Setup functionality to use the IT Asset Management module in ServiceDesk Plus.  <u>Schedule: 09/2021 – 10/2021.</u></p> <p>Phase 2: Inventory and load information for IT hardware assets.  <u>Schedule: 11/2021 – 12/2021 updated to 12//2022.</u></p> <p>Phase 3: Inventory and load information for IT software assets  <u>Schedule: 10/2022 – 02/2023.</u></p>	● Phase 1 completed Phase 2 activities 90% complete.
IT Service Desk System Implementation	\$33,000 General Fund		<p>Complete migration from an on-premises to a cloud-based IT service desk system. The new system provides a much richer user experience utilizing current AI and automation technology. It is cloud based allowing for easier remote-level support and eliminates the need to refresh supporting hardware.</p> <p>Phase 1: Build out incident management and self-support knowledgebase pieces.  <u>Schedule: 03/2021 – 06/2021 updated to 08/2021.</u></p> <p>Phase 2: Build out change/project management and remaining features.  <u>Schedule: 05/2021 – 08/2021 updated to 1022022.</u></p>	● Phase 1 completed. Phase 2 activities 90% complete.

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



**FINANCE & ADMINISTRATION COMMITTEE**

**TAB 8**

**ADVANCEMENT REPORT**



## UA SOCIAL JUSTICE FUND RECEIVES ANONYMOUS \$1 MILLION ESTATE GIFT COMMITMENT

**Anonymous donors have generously made an estate gift commitment of \$1 million to support the Office of Multicultural Development Social Justice Fund, housed in The University of Akron Office of Multicultural Development.**

This commitment represents the largest gift to the Office of Multicultural Development in University of Akron history. The Office of Multicultural Development Social Justice Fund was established in 2021 to support the office's efforts in providing wrap-around services to UA students of color in their pursuit of college degrees and on into professional life.

"This generous donation will support our efforts in

**"This generous donation will support our efforts in recruitment, retention and advancement of students of diverse backgrounds, particularly those who are underrepresented at UA."**

—Dr. Sheldon Wrice, vice president of inclusion and equity and chief diversity officer

recruitment, retention and advancement of students of diverse backgrounds, particularly those who are underrepresented at UA," says Dr. Sheldon Wrice, UA's vice president of inclusion and equity and chief diversity officer. "This will be of great assistance as we carry out the primary mandate of this office to cultivate, sustain and enhance the requisite environment for diversity and multiculturalism on campus."

In addition to their estate gift, the donors have committed to annual gifts to the Office of Multicultural Development Social Justice Fund that will be available for immediate use. This University is grateful for their investment in Office of Multicultural Development and the students it serves.



# NEW NAMED FUNDS ESTABLISHED IN FY 2023

July 1–October 31, 2022

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

Jordin Andrews Commission/Scholarship

Dickerhoff Family Endowed Fund

The DiGirolamo Family Memorial Endowed Scholarship

The Joseph M. and Linda L. Gingo School of Law Dean's Chair Endowment

The Raymond K. and Sylvia L. Lee B-STEM Experiential Education Fund

The Fu-mei and Fu-Tyan Lin Endowed Scholarship in Polymer Science and Polymer Engineering

The Office of Multicultural Development Social Justice Fund *Established in the spirit of Proverbs 31:8-9*

The Oravec Family Endowed Scholarship/Award

Roseke Gallery Wall Fund

*To view details about these and previously created funds, visit:*

[uakron.edu/development/funds](http://uakron.edu/development/funds)

## 1870 GIVING SOCIETY

The 1870 Society recognizes benefactors who have named the University as a beneficiary of a planned or estate gift. Legacy gifts are part of a deeply rooted tradition at UA.

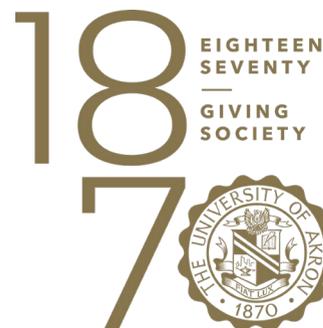
Those who establish a planned gift play a key role in securing the University's future. Planned gift donors have remembered UA through a bequest in a will or trust, beneficiary designation of a retirement plan, life insurance policy or life income arrangement. Members receive invitations to special events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

### Welcome New Members Fiscal Year 2023

Anonymous  
Joseph and Linda Gingo  
Michael and Eva Holian  
Mark Oravec

### Generous Planned Gifts Received Fiscal Year 2023

Ford Dickerhoff  
Wilma Dickerhoff  
R. Allen Gardner  
Louis Laurich





## ALUMNI SPOTLIGHT: DAVE '71, '75 AND PATRICIA GRUTZMACHER '71

### Akron Alumni Couple Shares Lifelong Joy of Music, UA Homecoming

**University of Akron alumni Dave and Patricia Grutzmacher have shared a life together, framed by their lasting commitment to each other and buoyed by their love of music, a comforting background accompaniment. Akron natives, Dave, a Kenmore high school graduate and Patricia, an Akron North high school alumna, met as freshmen in The University of Akron Marching Band.**

The Grutzmachers have been enthusiastic alumni band participants for several years; their alumni mates performing with Ohio's Pride every UA homecoming. Their efforts this year carried an additional meaning.

Pat recalls their 1967 meeting like it was yesterday, calling it a wonderful time when it seemed everything was new. "The band had gained a new director in Richard Jacoboice; we had new music, new uniforms." The harmony between Kenmore trumpet player and the clarinetist and oboist from Akron North would be the start of a lasting duet that has played throughout their more than 48 years of marriage together.

Both first-generation college students, the Grutzmachers marvel at the life they have seen together.

Dave holds two UA degrees, a 1971 Bachelor of Science degree in Chemistry and a master's degree in business administration in 1975. He worked in chemical engineering with BF Goodrich, Uniroyal, Michelin, and ProQuip. He retired earlier this year.



**Patricia and Dave Grutzmacher**

Patricia earned a Bachelor of Science degree in Music Education in 1971. Two years later she earned a master's degree in music education from Ohio State University and taught music in Wooster public schools and served as assistant band director at the high school. In 1978, she became a grad assistant in music education at Kent State, earning a doctorate in music education in 1985.

For the next 38 years, Patricia was a music professor at Kent State University's Stark branch, and later at Kent's main campus, where she was also coordinator of music education before retiring in 2016. *(continued on next page)*

# ALUMNI SPOTLIGHT: DAVE '71, '75 AND PATRICIA GRUTZMACHER '71

*(continued from previous page)*

Music has always served as a connector for the couple. As UA seniors, Dave assisted in Patricia's senior oboe recital, playing the trumpet. When Patricia founded a college/concert community band in 1996, she wanted Dave to play in it. "But I made him audition," says Patricia, who was awarded the Outstanding Music Educator Alumni Award by The University of Akron music department in 2009.

While always special, Homecoming had an additional meaning for the northern Wayne County couple this year. In May, Dave suffered a stroke that required surgery. They did not know if alumni band participation would be possible this year.

**While always special, Homecoming had an additional meaning for the northern Wayne County couple this year. In May, Dave suffered a stroke that required surgery. They did not know if alumni band participation would be possible this year.**

"Homecoming is always special, but it was especially so, this year. To be able to perform together, to rehearse with the other alumni band members and join in with the current college students, it was tremendously special," Dave says. "It was an experience unlike many others," he added.

The Grutzmachers, both 73, and who have two adult children, are thankful for The University of Akron's contribution to their lives and the sound footing it gave them to advance in life.

"We have gained so much from Akron," Patricia says. "The liberal arts education we received in various disciplines

including history, math, English, the sciences, the arts—all of our studies set us up for success in our careers."

## ZIPS – SPARTANS TAILGATE A SUCCESS!

More than 125 Akron alumni and friends came together to tailgate before the Akron Zips, Michigan State football game in East Lansing, Michigan on September 10.



Held just outside Spartan Stadium, the tailgate proudly displayed the new "A" and featured catered food and beverage. The tailgate was hosted by The UA Alumni Association in partnership with Akron Athletics.

# THOUSANDS JOIN UA HOMECOMING AND FAMILY WEEKEND FESTIVITIES

Akron alumni and friends were treated to another memorable Homecoming and Family Weekend in 2022. This year featured an expanded slate of programs for alumni, students and families. New additions for alumni included the Black Alumni Social on the stage of E.J. Thomas Hall and Ohio's Pride Alumni Social at R. Shea Brewing. Both events took place on Friday, September 30.



On Saturday, October 1, The University of Akron celebrated its 99<sup>th</sup> Homecoming. More than 1,800 people visited the "Forever A Zip" tailgate in Lot 10. The tailgate featured food trucks, inflatables, and games, and saw performances by Ohio's Pride and UA's cheer and dance teams. Additionally, members of UA's homecoming royalty were introduced and the 2021-22 MAC championship swimming and diving team received their championship rings.



**FINANCE & ADMINISTRATION COMMITTEE**

**TAB 9**

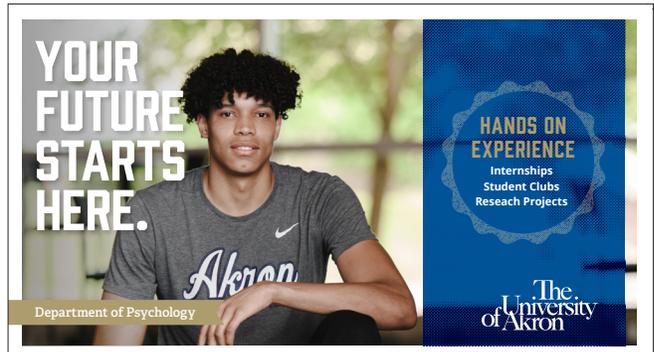
**UNIVERSITY COMMUNICATIONS AND  
MARKETING REPORT**



# UNIVERSITY COMMUNICATIONS AND MARKETING

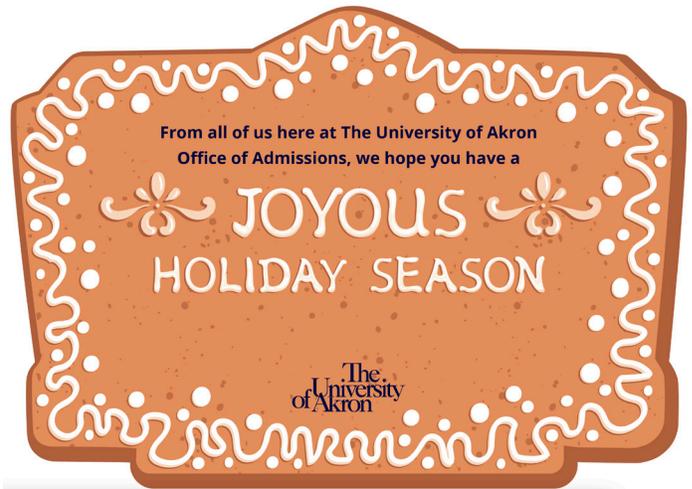
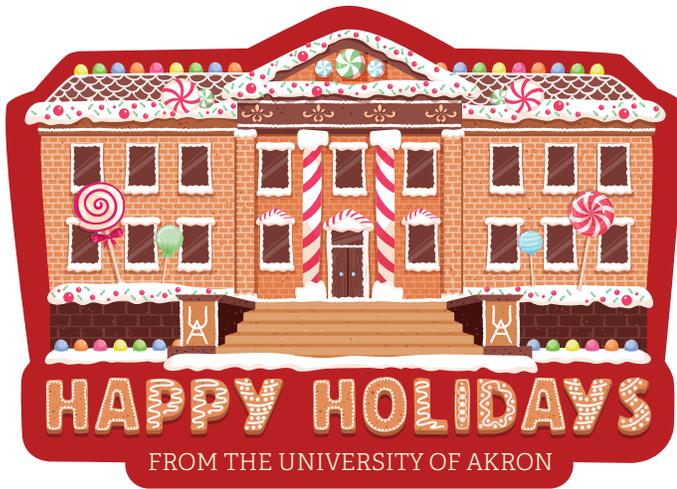
## Academic Direct Mail Campaign

In October, UCM worked with Admissions to create 12 postcards featuring different academic areas to encourage high school seniors to apply to UA. Academic areas included biology, business, communication, computing majors, criminal justice, education, engineering and engineering technology, exercise and nutrition science, fine arts, nursing, psychology and undecided/exploratory.



## Holiday Greetings from Admissions

This year's holiday card sent by Admissions to high school students features a droolworthy Buchtel Hall in gingerbread form. The card will be mailed to prospective students and given to high school counselors during the holiday season.



**SOCIAL MEDIA**

## Video Content

In the social media world, we have seen a large increase in video content and engagement with video content. The Admissions social media accounts have shifted their strategy to create and use more video content on our feed. As a result, we have seen reach increase by 1,337% (reach is the number of users who see our post) and engagement increase 466% (engagement is the number of times a user engaged with the post such as like, comment, share or save). We even had a video go mini-viral with more than 14,000+ plays, 11,800+ reach, and 688 engagements.

(Check it out here: <https://www.instagram.com/p/Cis9VZjgu8y/>)





## Financial Aid and Scholarships

The Free Application for Federal Student Aid (FAFSA) opened on October 1 and we have been creating content to inform prospective students on what the FAFSA is and how to apply for it. Along with content regarding the FAFSA, we have created content around the scholarship opportunities that The University of Akron offers. As a result of this content, we have seen an increase in saves and messages regarding financial aid for students.

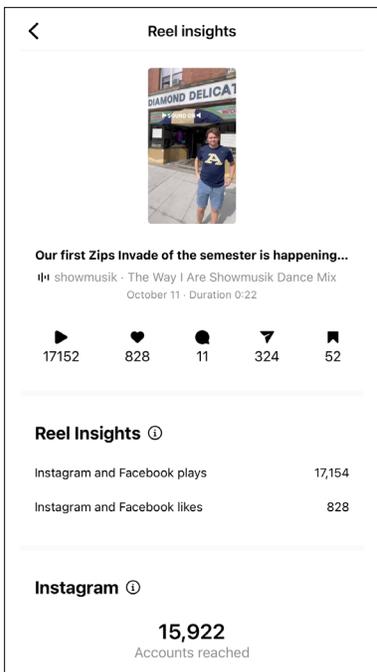
## Travel Season for Admissions Officers

Travel season has officially begun for The Office of Admissions. The admissions officers took photos and videos at their high school visits, college fairs and community college visits. We have shared those photos/videos on our social media accounts along with the location and description of visits. As a result, we have seen an increase in engagement from other high school accounts and community college accounts. This content has started to develop a social media community around our accounts.



## TikTok

The University of Akron TikTok page has been growing quickly with each video that is posted. From Sept. 11 to Nov. 9, 2022, our TikTok following grew by 14.16%.



## Zips Invade

On Oct. 12, we held our first Zips Invade of the semester. Hundreds of students showed up with their Zip Cards to get a free lunch from the Diamond Deli on Main Street. Funds from a Knight Foundation grant were used to provide 245 students with a free lunch.



## Halloween Costume:

Zippy's 2022 Halloween costume, "Roo-sula," inspired by the Disney movie "The Little Mermaid," was a huge success on campus. On Halloween, Zippy walked through the Jean Hower Taber Student Union and Bierce Library passing out candy to students, staff and faculty on campus.

## Transfer Week

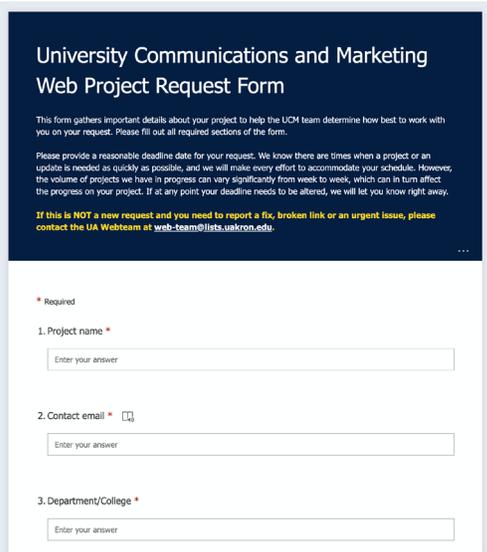
The week of Oct. 16, we featured transfer students in honor of National Transfer Student Week. Four student spotlights were posted throughout the week on Facebook, Instagram and Twitter.



WEB TEAM

# Launched Redesign of the Strategic Plan Website

This website is an important tool to give updates on the progress of the University's strategic plan and provides plan resources.

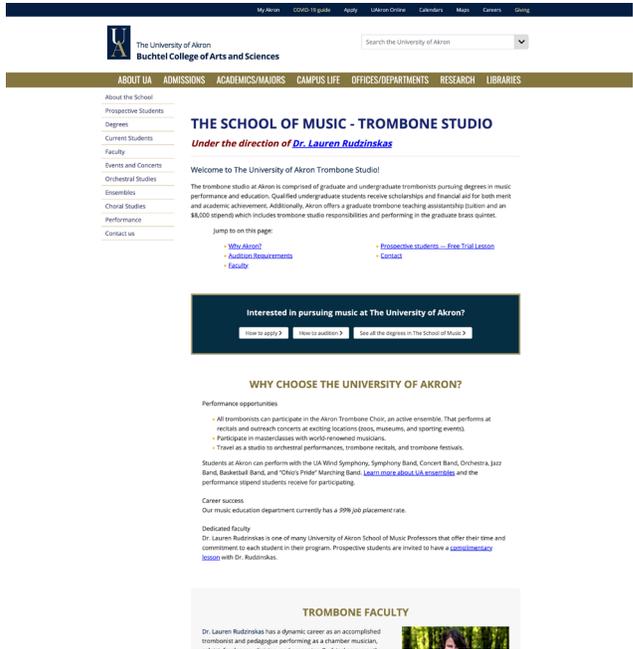
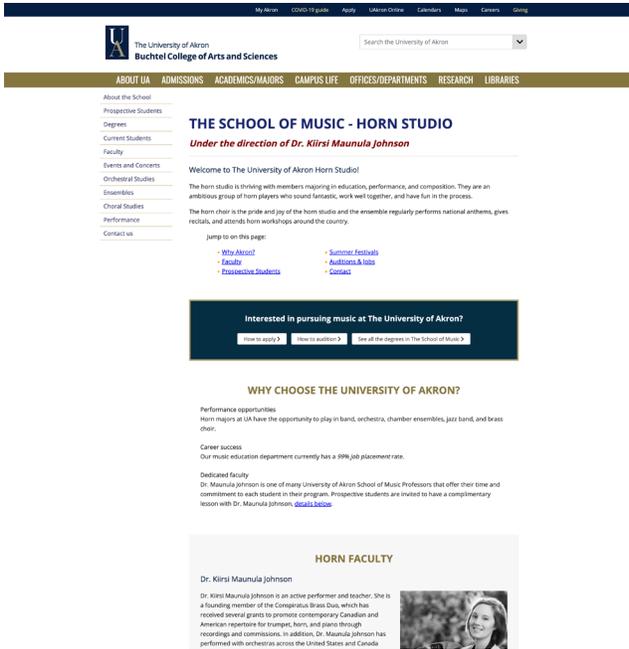


## Redesigned the Web Project Request Form

To streamline the submission process for web project requests, the UCM team began using a new submission form to manage all new web-related projects.

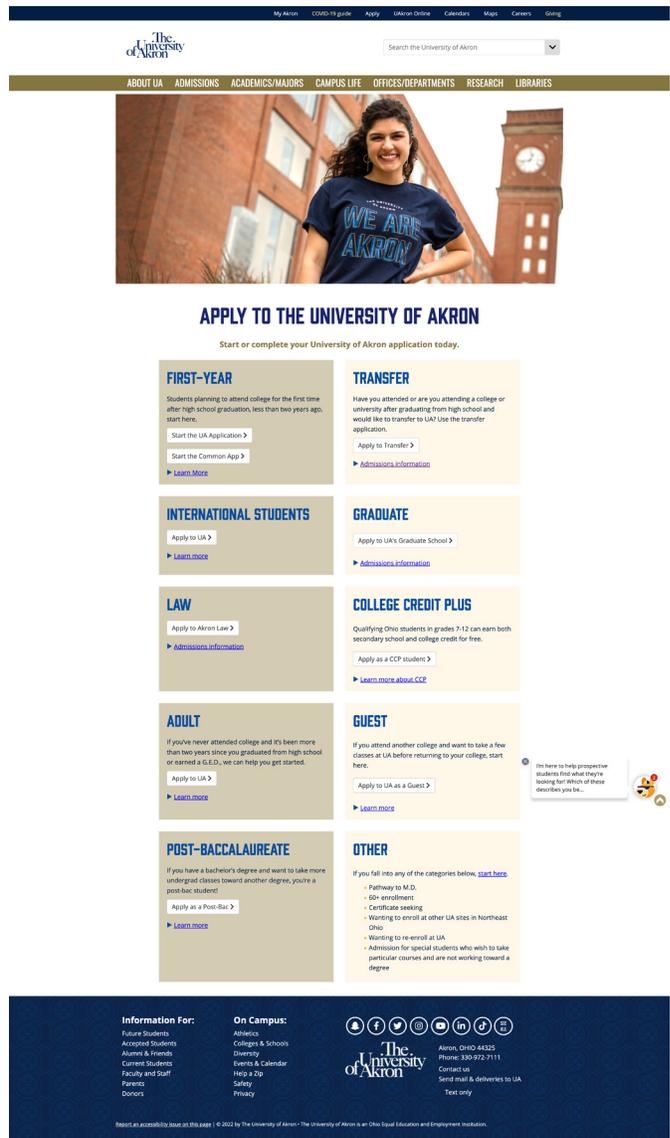
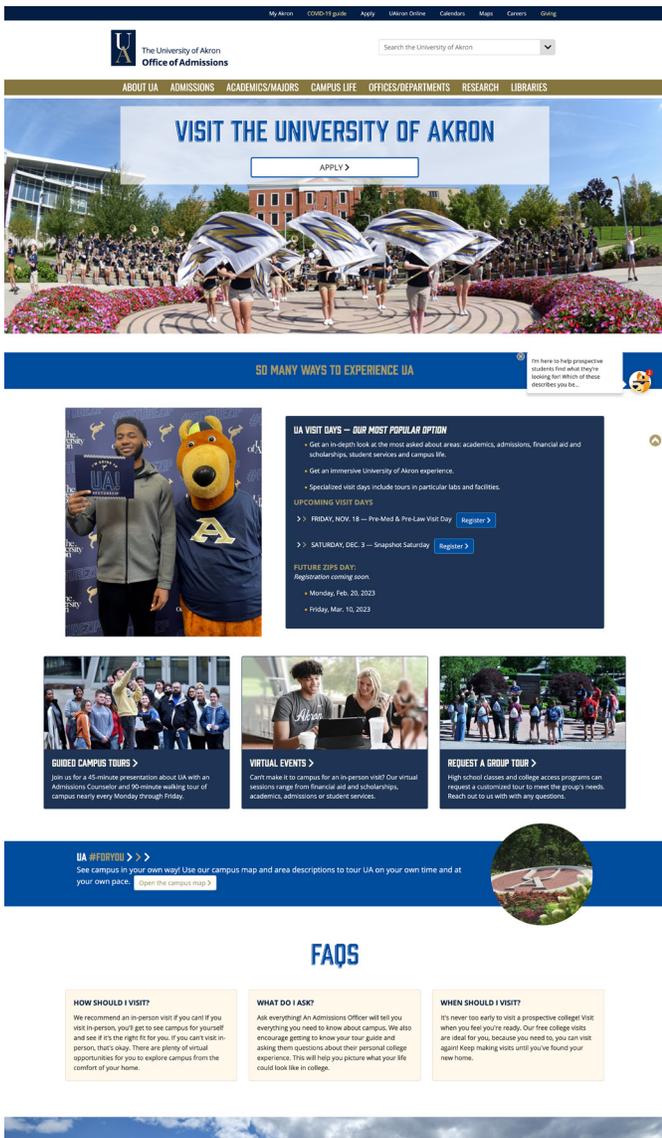
## School of Music Studio Pages

UCM created new landing pages for horn and trombone and will be utilizing this format as a template for all the other future instrument pages. The School of Music has many unique visit days and experiences that are highlighted better on individual pages and made easier for prospective students to find.



# Admissions Visit and Apply Pages

UCM reorganized and added some updated styles to make the pages more intuitive and not too overwhelming with less copy. These are high-level pages that needed to be made user friendly.



**MEDIA RELATIONS**

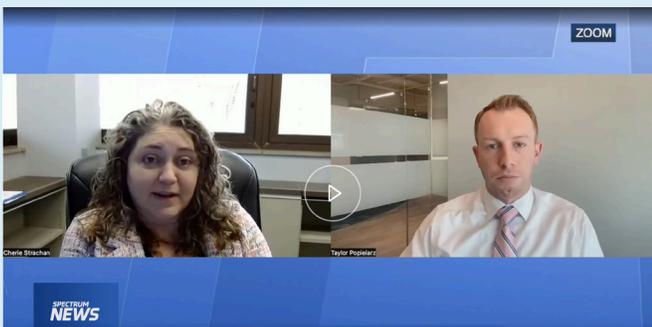
## Telling our story

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

- Midterm election coverage dominated the media, and UA faculty were very involved in the conversation:
  - Dr. David B. Cohen, professor of political science, director of the Applied Politics program and fellow with the Ray C. Bliss Institute, spoke about the impact of the June Supreme Court ruling that ended the constitutional right to abortion in the U.S. as an “energetic moment” for Democrats (Times of the News, msn.com); about the race between J.D. Vance and Tim Ryan (Daily Beast, WVXU-TV, 89.7FM-Ideastream, WOSU-TV); the impact of Liz Cheney’s endorsement for Democrats (the National Desk); and the issue of Social Security benefits (Bloomberg Government).
  - Dr. J. Cherie Strachan, political science professor and director of the Ray C. Bliss

Institute of Applied Politics discussed why abortion/reproductive rights were key issues driving voters out for the midterm election (WKYC-TV); the implications of Raphael Warnock vs. Herschel Walker in Georgia’s U.S. Senate race (WKYC-TV); and the fact that political candidates are always having conversations about what messages are resonating with voters and which ones are not (Toledo Blade).

- Bill D. Rich, emeritus professor of law, discussed the Akron charter amendment that created a civilian police oversight board in Akron (89.7FM-Ideastream).
- Dr. John C. Green, distinguished professor emeritus of political science and director emeritus, Ray C. Bliss Institute of Applied Politics, joined Ray Horner on 1590-WAKR’s Morning Show to talk about high voter turnout in the midterm election. The question of whether political debates matter was also discussed in the Columbus Dispatch, The Canton Repository and Ohio Capital Journal.



Regarding the midterm elections, Dr. Cherie Strachan said it makes sense for Democratic Senate candidate Tim Ryan to play up to the people who know and trust him, because Ohio has tilted toward the GOP (Spectrum News).

## UNIVERSITY COMMUNICATIONS AND MARKETING

*Continued from previous page.*

- The University of Akron is one of the schools featured in the highly anticipated 6th season of the innovative series, "The College Tour," from Emmy-nominated producers Alex Boylan, Lisa Hennessy and Burton Roberts. The show, now streaming on Amazon Prime, continues to break new ground with its intimate look at American colleges and universities told from the perspective of its student body. WTVM, WLBT, KKCO, WOWT and many other stations also highlighted the Amazon premiere.
- The University received a variety of coverage regarding significant rankings:
  - In a ranking of national collegiate programs, Daily Game selected UA's esports program as number two in the U.S., based on its quality facilities and success in gaming competitions.
  - The University is named in an article from EdSmart as one of the best-rated and most economical schools conferring pre-med degrees. UA offers an inexpensive Bachelor of Science in Biology degree and has partnered with several hospitals, including Summa Health, St. Thomas Hospital, Akron Children's Hospital and Akron General Hospital, to offer adequate hands-on skills to students.
  - U.S. News and World Report released its latest rankings that include UA in the category of national universities, which are set apart through doctoral degree offerings and research activity.

- The University of Akron's Post Card Club is making way for community members, students, staff and faculty to come together by taking a step back in time. Jennifer Bazar, assistant director of the Cummings Center for the History of Psychology, was interviewed for segments on WEWS-TV and Spectrum News. The story also appeared on Yahoo! News. Bazar and Archives Assistant Tony Pankuch also talked with WKYC about the Race and Psychology exhibit at the Center.



- Faculty served as experts on a variety of topics:
  - In an article with hotelexecutive.com about changes in the hotel industry, Amanda Weinstein, associate professor of economics at The University of Akron, said that any job with a lot of people interaction, but wasn't deemed as necessary, got cut. She also spoke with the Washington Post on why manufacturing booms in Ohio may not result in as many jobs as hoped for.
  - On the "This Week in Hearing" podcast, Dr. Kristine Sonstrom, associate professor and director of FETCHLAB™Akron at UA, discussed her career in animal audiology and what it's like to specialize in the hearing

*Continued from previous page.*

of dogs. Sonstrom also talked about her background in animal sciences and why she wanted to start a similar lab in UA's School of Speech-Language Pathology and Audiology.

- Dr. Ali Dhinojwala, the H.A. Morton Professor of Polymer Science, and his research team, conducted a study of the polar bear paw with a focus on the papillae—the microstructures on the footpad that help with traction. The results are outlined in Science News and also on phys.org, publicnewstime.com, newsupdate.uk, mydroll.com and other sites.

ScienceNews  
INDEPENDENT JOURNALISM SINCE 1921

NEWS ANIMALS  
Here's how polar bears might get traction on snow  
The protrusions on the bear's paws offer greater friction



Polar bears (two pictured) can walk easily across slippery surfaces.  
BRIAN MCCRAW/UNSPLOSH

- Tracy Thomas, director of the Center for Constitutional Law and the

Seiberling Chair of Constitutional Law at UA, spoke with WKYC-TV about women seeking abortions out of state. She noted that while there are strong indications from the U.S. Supreme Court that travel is protected, the Court hasn't said that it is. The segment also appeared on WTOL-TV.

- Senior Vice President and CFO Dallas Grundy spoke with WEWS-TV and the Akron Beacon Journal about the University increasing pay for its lowest paid employees to \$15 an hour. The wage hike comes as the Board of Trustees negotiated a new contract with the Communications Workers of America Union on campus.
- In an article with Cleveland Magazine that explores the value of a college education, Laura Carey, director of career services at UA, said that one way to impact marketability upon graduation is for students to seek jobs that are in demand.
- The Akron Beacon Journal and 1590-WAKR featured stories on Jalen Knight, a

University of Akron student, football player and member of the Army National Guard, who received a new vehicle through Progressive insurance company's Keys to Progress program.

- Students from various middle schools in the Akron district are venturing to The University of Akron Field Station at Bath Nature Preserve for activities that mesh with their cognitive and physical abilities. Missy Dreisbach, visiting professor at UA's School of Exercise and Nutrition Sciences, and Laura Roketenetz, field station director, led the activities featured in this article in the Akron Beacon Journal. WEWS-TV also provided coverage.

**'Thinking outside the box': UA, APS team up to teach students of all abilities about nature**

Katie Byard Carney Special to Akron Beacon Journal  
Published 6:07 a.m. ET Oct. 21, 2022 | Updated 7:33 p.m. ET Oct. 21, 2022

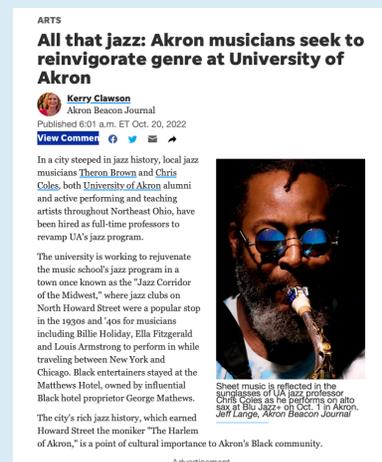


Laroi Ford spreads his arms out like a bird as he stands in an eagle's nest at the University of Akron Field Station at Bath Nature Preserve during a nature scavenger hunt on Tuesday in Bath Township. The University of Akron and Akron Public Schools are teaming up to bring lessons about our physical world to life for students with disabilities. *Katie Carney, Akron Beacon Journal*

*Continued from previous page.*

- The recent \$5.9 million gift from the estate of Dr. R. Allen Gardner to the Drs. Nicholas and Dorothy Cummings Center for the History of Psychology at The University of Akron was featured in Crain's Cleveland Business and the Akron Beacon Journal. The newly created Cummings Center Endowed Fund will help the Archives and Museum to care for its many irreplaceable collections, which focus on unique, iconic and breakthrough research in psychology.
- In an article in the Akron Beacon Journal, University officials indicate the campus is seeing signs of stabilization in enrollment numbers and trends may be showing a return to a sense of normalcy. Stephen McKellips, vice provost for enrollment management, said, "We feel like we're kind of moving past some of that unpredictability that we've experienced in the cycles before."

- In a city steeped in jazz history, local jazz musicians Theron Brown and Chris Coles, both University of Akron alumni and active performing and teaching artists throughout Northeast Ohio, have been hired as full-time professors to revamp UA's jazz program. The Akron Beacon Journal provided coverage.



- In 2020, Dr. James Eagan, assistant professor in the School of Polymer Science and Polymer Engineering, mixed butadiene and CO2 with a series of catalysts developed at Stanford University hoping to create a polyester that is carbon

negative, but he soon discovered something better: a polyester that degrades in high pH water into organic materials. He discussed how UA researchers are working to create a new kind of plastic; one that is degradable, more easily recyclable and made from renewable materials with Science News and 1590-WAKR.

- As Akron continues its evolution into a vibrant community with a thriving downtown, the John S. and James L. Knight Foundation is investing more than \$20 million to transform and rename the University of Akron's Polsky Building into a hub for civic engagement and in support of key arts organizations and initiatives that empower local artists. Coverage of the grant was found in the Akron Beacon Journal, Philanthropy Digest, Chronicle of Higher Education, WEWS-TV, 1590-WAKR and 89.7-Ideastream.

**VIDEO HIGHLIGHTS**

## Capturing student and faculty stories

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



### 50th Anniversary of Wayne College

Wayne College has reached its golden anniversary and we highlighted many of the people that have been impacted by UA's Orrville branch. Faculty and students from the early days to present day share stories and speak to the importance of the institution to this small community and surrounding region.



### Progressive Military Car Giveaway

One deserving UA student received a much-needed gift from a nationally recognized insurance company from Northeast Ohio. Progressive Insurance gave away a new car to a military member through their "Keys to Progress" contest. This year's winner, Jalen Knight, is not only a member of the Ohio National Guard but is also a senior at UA and a WR on the Zips football team.



### Speech-Language Pathology Tour

We give prospective students an inside look at all the great things that UA's Speech-Language Pathology program has to offer. From a very knowledgeable and helpful faculty, to all the latest therapy tools, this program will provide hands-on training for students to assist individuals young and old, who have various speech and language impairments.

**FINANCE & ADMINISTRATION COMMITTEE**

**TAB 10**

**PUBLIC LIAISON AND  
GOVERNMENT RELATIONS UPDATE**

## GOVERNMENT RELATIONS UPDATE

### November-December 2022

The University of Akron's government relations team communicates with local, state, and federal elected officials and staff about University priorities and objectives. We monitor and track legislation, regulations, and financial issues and opportunities that could impact higher education in general and the University in particular. During the months of 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 hundreds of public research universities, land-grant institutions, state university systems, and affiliated organizations across the country, to monitor and formulate legislative and budgetary requests to both state and federal governments. We worked closely with city and county officials and local government on a variety of issues. We participated in virtual and in-person meetings with elected officials and community leaders and connected them with our administration, our faculty and staff, and our students. A detailed state legislative update is found in this report.

#### November Election Results

Below is summary of Ohio federal and state election winners that are pertinent to The University of Akron.

##### **U.S. Senate**

J.D. Vance R

**U.S. House Note:** *In Ohio, Republicans control 10 of the 15 seats.*

13 Emilia Sykes D

**Ohio Statewide Offices Note:** *Republicans retained statewide offices.*

Governor Mike DeWine R

Attorney General Dave Yost R

State Auditor Keith Faber R

Secretary of State Frank LaRose R

Treasurer Robert Sprague R

**Ohio House Districts Note:** *Republicans will hold a super majority (likely 68-31) in the 135<sup>th</sup> GA.*

31 Bill Roemer R

32 Bob Young R

33 Tavia Galonski D

34 Casey Weinstein D

35 Steve Demetriou R (new)

**Ohio Senate Districts Note:** *Republicans will hold a super majority (26-7) in the 135<sup>th</sup> GA.*

27 Kristina Roegner R

## **FEDERAL UPDATE**



*U.S. Capitol Building*

### **Federal Program Funding Opportunities**

The University of Akron continues to collaborate with partners, such as the Greater Akron Chamber, to apply for federal grants, such as the National Science Foundation (NSF) Regional Innovation Engines program. We submitted an initial concept outline for a Phase II award in June 2022. After a review by NSF, we have been invited to submit a full proposal, which is due January 31, 2023. Phase II awards are up to \$160 million each, over a ten-year period, and the goal is to leverage existing innovation ecosystems and strong cross-sector partnerships to develop innovative solutions to address societal and economic challenges.

Our proposal aims to transform the polymer industry of Northeast Ohio into a carbon-neutral (and ultimately a carbon-negative) sector of the economy. Synthetic polymers are essential in modern society, and global waste accelerates the impact of climate change. We must drive innovation to achieve carbon neutrality (and ultimately carbon negativity) to become sustainable. We continue to educate our delegation about our work in these areas.

### **Ohio Holiday Reception**

The Ohio Holiday Reception, which will take place at the U.S. Capitol on Wednesday, December 14, from 5:30 to 7:30 p.m., brings together the Ohio congressional delegation, staffers, and sponsors for a celebration of Ohio. The reception, planned by The University of Akron, is popular among the Ohio delegation and is a great opportunity for networking. UA Government Relations will also meet with delegation members and staff to discuss UA priorities and funding opportunities while in Washington, D.C.



*Ohio Statehouse*

## **STATE UPDATE**

### **Legislative Meetings**

President Miller and UA Government Affairs continue to meet with UA’s legislative delegation, Chancellor Gardner, and key policymakers. Each of these has been an important means of informing key decision-makers of UA-related updates.

### **Events**



*An Impact Ohio Panel entitled “Looking ahead to the 118<sup>th</sup> Congress,” featuring Congressman Troy Balderson, Congressman Anthony Gonzalez, Congressman Mike Carey, and Ohio Chamber President and CEO Steve Stivers*

UA Government Relations attended the 2022 Impact Ohio Post General Election Conference at the Greater Columbus Convention Center on Thursday, November 10. This event brings Ohio's elected officials together to discuss priorities at both the state and federal levels for the upcoming sessions. Speakers included Ohio congressional members, the Lt. Governor, the Ohio Speaker of the House, the Ohio Senate Majority Leader, and many others. Impact Ohio offers the first post-election opportunity to hear directly from those who will shape Ohio's policy and political agenda for the upcoming biennium.



*Mr. Fletch Zimpher, Ohio Controlling Board President*

On Monday, November 28, Ohio Controlling Board President, Mr. Fletch Zimpher, visited UA and spoke to a Government and Politics class about the Ohio Controlling Board and the state of Ohio's finances. After class, UA senior leadership took President Zimpher on a tour of Quaker Square to show him the challenges associated with the property. If UA sells the property, the sale will need to be approved by the Controlling Board.



*Mr. Robert Sprague, Ohio Treasurer*

On Monday, November 28, Ohio Treasurer Robert Sprague’s office visited UA and presented the Compass Award to the H. Kenneth Barker Center for Economic Education. The award commends organizations, programs, and individuals across the state who are working to guide Ohioans toward financial literacy and empowerment. Here is a press release from Treasurer Sprague announcing the Award:

“Founded in 1974, the H. Kenneth Barker Center for Economic Education at The University of Akron has worked to advance instruction of financial literacy, entrepreneurship, and global economics in grades K-12 and college. Through workshops and other events, the organization trains Ohio’s educators who teach youth across the state. Through its programming, the organization connects teachers with various types of platforms and curriculum. In 2021, the center provided instruction to more than 1,000 Ohio teachers.

Additionally, through a variety of partnerships, the center works to bring fun, financially focused community events to students and families. These events provide instruction related to the fundamentals of personal finance and give families an opportunity to engage in meaningful conversations.”

The legislature now refocuses on unfinished business. There are five scheduled Senate session days and five scheduled House session days with four days of overlap between the two chambers and the last day of session being December 21. Having maintained their supermajorities, we expect a relatively smooth lame duck, as most members will be returning in January to begin the 135<sup>th</sup> General Assembly. There is some uncertainty about House leadership since the current Speaker, Bob Cupp, is term limited. There are currently four announced candidates.

The Senate, on the other hand, will continue under the leadership of current President Matt Huffman, with a few minor changes to his current leadership team as current President Pro Tempore Jay Hottinger is term limited.

The legislature will likely allocate mental health dollars in two different payments: one for \$85 million and another for \$90 million during lame duck. The \$85 million will be allocated for the mental health workforce and is a joint appropriation for both the Ohio Department of Higher Education and the Ohio Department of Commerce to increase Ohio's mental healthcare staff and front-line workers. This is especially necessary, as the state recently went live with its 988 line (similar to 911) for mental health emergencies, which can receive both calls and texts. The \$90 million appropriation will be used to create more mental health infrastructure, which includes, but is not limited to, mental health beds at state facilities, crisis and stabilization units, and mental health first aid training. While these dollars are currently located within SB 357, they may be pulled and either amended into a different lame duck bill or simply approved by the Ohio Controlling Board. The remaining \$1.9 billion in the second tranche of ARPA likely will be allocated within the operating budget next year in a manner and format similar to that of the capital budget.

Other bills that could affect higher education include House Bills 327, 514, 529, 569, and 616, and Senate Bills 132, 340, and 357. The full explanations of these bills are located at the bottom of this report. Some form of HB 327, HB 616, and SB 132 may be pushed through during lame duck. Each of these bills covers a current social issue, including critical race theory, teaching of LGBTQ+ issues, and trans individuals participating in athletics. This is happening as President Biden has asked the U.S. Department of Education to expand the federal Title IX regulations related to sex-based harassment and discrimination to include gender identity and sexual orientation. The State Board of Education of Ohio also is currently debating a resolution that would urge Ohio (and therefore the legislature) to disregard these Title IX changes.

HB 529 is another bill related to College Credit Plus (CCP) and CCP materials. The bill mandates the posting of curricula and other materials to make them publicly accessible. Like HB 327 and HB 616, some iteration of this may be included in an omnibus bill during lame duck.

HB 514, colloquially known as the GROW Act, may move through the House Ways and Means Committee or be amended into an omnibus bill and pass before the end of the year. If not, its sponsor, Rep. Cross, may push for its inclusion in the operating budget. Lastly,

SB 340, while quietly introduced over the summer, will likely be given a couple of hearings during lame duck, and then also be included in the upcoming operating budget. The bill establishes the Workforce Voucher Program for those students enrolled in institutions of higher education and enrolled in either certificate or degree programs that would lead to their employment in an in-demand job field. In addition to voucher funding for students while they work toward a degree or certificate, the bill also authorizes a tax credit for students who complete their degree or certificate, graduate, and begin working in an in-demand job field within Ohio.

The Ohio Department of Budget and Management (OBM) is working through each agency's FY24-FY25 operating budget proposals as they were submitted to OBM on October 28. Governor DeWine, having won reelection, has until the end of January 2023 to introduce his version of the operating budget. To this end, President Miller and UA senior leadership met with Chancellor Gardner to discuss UA's various budgetary needs for the upcoming operating budget. The IUC presidents have identified four key areas in which they would like to see more and/or continued investment: SSI, tuition flexibility, student need-based financial aid, and workforce. As inflation continues its upward trend, the first three priorities are pressing, especially if the economy enters into a full recession. The last item, workforce, is being driven by two exceptionally large and recent announcements of Fortune 500 companies to locate an advanced manufacturing facility and a lithium battery plant within Ohio (Intel in NE Columbus/SW Licking County and Honda Battery in Washington Courthouse). Without an educated workforce, both facilities will struggle and will have to import employees from other states.

### **Legislation Affecting UA**

#### **HB 514 – G.R.O.W. Act (Cross/Denson) *Re-referred to House Ways and Means Committee***

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

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

This bill would prohibit school districts, community schools, STEM schools, state universities, and state agencies from teaching, advocating, or promoting divisive concepts. This is one of two bills that deal indirectly with Critical Race Theory but the only one to list higher education in the bill's prohibitions. A substitute bill (one of many) was introduced and accepted and limited what divisive concepts were prohibited. HB 327 has not had a hearing since mid-February.

#### **HB 529 – Regards School Curriculum Posting (Hillyer/Roemer) *Pending in House Primary and Secondary Committee***

The legislation would require public and nonpublic schools and public colleges participating in the College Credit Plus Program to post course curricula and other related information online. The material would be posted by July 1 for the upcoming school year, and any adjustments made after the original posting would need to be added to the website in real time. The bill sponsors' goal is to ensure that parents know what is being taught to their children and to have easy access to related materials.

HB 616 – Regards promotion of teaching of divisive or inherently racist concepts in public schools (Schmidt/Loychik) **Pending in House State and Local Government Committee**

This legislation prohibits public and nonpublic schools from teaching or providing training that promotes or endorses divisive or inherently racist concepts, including critical race theory, intersectional theory, the 1619 project, diversity, equity, and inclusion learning outcomes, inherited racial guilt, and any other concept that the State Board of Education defines as divisive or inherently racist. Additionally, the bill prohibits public and nonpublic schools, and any employee or third party representing a school district or school, from providing instruction or materials on sexual orientation or gender identity to students in grades K-12 that is not developmentally or age-appropriate. The bill had its first hearing (sponsor testimony only) on May 31.

SB 132 – Enact Save Women’s Sports Act (Roegner) **Pending in Senate Workforce and Higher Education**

This legislation requires each K-12 school that participates in athletic competitions or events administered by an organization that regulates an interscholastic athletic conference or event to designate separate single-sex athletic teams based on the biological sex of the participants. It also requires state institutions of higher education and private, nonprofit colleges and universities that are members of the NCAA, NAIA, or NJCAA to designate separate single-sex athletic teams and sports based on the biological sex of participants. The bill also prohibits a state agency or political subdivision, accrediting organization, or athletic association that operates or has business activities in Ohio from taking adverse actions against a school, school district, college or university that complies with the contents of the bill. This bill was drafted in response to what many conservatives believe is an unfair advantage being given to transwomen (males who now identify as females) who are participating against biological females, particularly at the collegiate level. While the bill does require a physical for any individual whose sex is questioned, that requirement will likely be removed, and the sex of all those participating in sports will be verified by what appears on their birth certificate. The vehicle for this language will be SB 132, with its companion, HB 151, no longer being heard.

HB 569 – Authorize establishment – Ohio Hidden Hero Scholarship Programs (Holmes/White) **Pending in Senate Committee**

The legislation would authorize state institutions of higher education; private, nonprofit colleges and universities; and for-profit career colleges to establish Ohio Hidden Hero Scholarship Programs. These programs would cover the education costs of family members caring for 100 percent service-connected disabled veterans. The bill allows universities to provide 100 percent last-dollar tuition waivers, pay stipends, and grant college credits to scholarship recipients. Funding is provided solely by the institution of higher education, as the programs are optional. This legislation was passed out of the House unanimously and is awaiting hearings in the Senate Workforce and Higher Education Committee.

SB 340 – Establish Workforce Voucher Program (Schuring/Manning) **Pending in Senate Workforce and Higher Education Committee**

The legislation would authorize the creation of the Workforce Voucher program within the Ohio Department of Development, whose director shall award vouchers to eligible students and distribute them equally amongst students in public and private institutions in five separate

regions of the state (NE, NW, SE, SW, and central Ohio). The maximum annual amount of a voucher shall be the lesser of \$5,000 or 75 percent of the cost of tuition during the academic year. The vouchers shall be distributed to students while they are enrolled in a degree or certificate program at either a two- or four-year public or private institution that correlates with an in-demand job field. The bill also explicitly states that no public or private institutions that enroll a student using a voucher under this program shall use voucher money to underwrite a tuition increase and impose said increase on students attending the institution. Additionally, upon graduation, students who participated in most of the program shall receive a tax credit should they be employed in an in-demand job field. The legislation sets aside \$30 million over the biennium for the Ohio Department of Development to create and implement the program, as well as distribute the vouchers, with \$10 million in each fiscal year devoted specifically to the vouchers themselves. Lastly, the bill also sets aside \$5 million over the biennium for the Ohio Department of Education to promote the Workforce Voucher Program and fulfill their requirements within the bill to ensure that all 11<sup>th</sup> graders in Ohio are aware of this program prior to their senior year and graduation from high school.

**SB 357 – Regards criminal law, mental health, and firearms (Dolan) *Introduced***

The legislation has been described by its sponsor as a commonsense gun policy bill, having drawn on his experience with the STRONG Ohio bill. It incorporates agreed-upon elements of that bill to make up the brunt of what is SB 357. Of the many components of the bill, it:

1. Establishes a voluntary seller's protection certificate to protect a seller who is not a federally licensed firearms dealer from potential civil liability. This certificate is not a public record and does not create a database for firearms and their owners. County sheriffs and ODPS are not allowed to request said information unless a violent crime has been committed.
2. Establishes that for a safety protection order (SPO) to be issued, a person must have expressed an intent to harm themselves or others, and that a person's mental health condition cannot be the only condition used to limit their ownership of a firearm. This also allows for a person to petition the court to remove the SPO and regain their firearms.
3. Guarantees a person's due process rights, including confronting the prosecutor and witnesses at an SPO hearing.
4. Requires a co-signer aged 25 years or older to sign for a person aged 18-21 to buy another firearm outside of a single shot rifle.
5. Includes \$85 million in ARPA dollars for ODHE to help recruit, train, and retain a mental health workforce, as well as an additional \$90 million for critical mental health infrastructure such as crisis units, mental health beds, stabilization units, and mental health and intervention first aid programs.



## **LOCAL UPDATE**

The City of Akron and The University of Akron continue to meet regularly to discuss issues affecting both the University and the city. Over the past two months, we have addressed safety issues, property issues and the development of UA assets such as the Polsky Building and other issues.

### **Events**

UA Government Relations attended The Mayors Association of Portage, Stark, and Summit (MAPSS) meeting on Wednesday, October 26. Ohio Department of Development Director Lydia Mihalik was the speaker, and both UA and the City of Akron were able to speak with her about our proposal for an Akron Innovation District, which is before her office. UA Government Relations also attended the MAPSS Annual Reception on the evening of November 16. This is a great networking opportunity and a time to catch up with mayors from areas in UA's footprint.



## **The Ray C. Bliss Institute of Applied Politics Update**

Members of The Ray C. Bliss Institute of Applied Politics have spoken to local and national media and local business, economic, and civic groups about various political issues and elections during the past several months.

## Events



*Dr. Cherie Strachan, Director of the Ray C. Bliss Institute of Applied Politics, speaks with students about election results as Zippy listens*

## Election Night Watch Party

On November 8, 2022, the Ray C. Bliss Institute sponsored an election night watch party on campus for students. Bliss Institute leadership provided political commentary, and monitors displayed real-time election results. Food and door prizes were also provided. About 130 students attended, and News 5 Cleveland covered the event and interviewed students.

The Ray C. Bliss Institute of Applied Politics  
cordially invites you to attend

*A Post-Election Analysis Reception*

– featuring –

**DR. JOHN C. GREEN**

Director Emeritus, Ray C. Bliss Institute



**DR. J. CHERIE STRACHAN**

Director, Ray C. Bliss Institute



Drs. Green and Strachan will review the results of the 2022 midterm elections and discuss the upcoming state and federal elections in 2024.

.....

**TUESDAY, DECEMBER 13, 2022**

Reception - 5:00 P.M. | Program - 5:30 P.M.

DoubleTree Suites / Capital Club  
LeBistro Room

50 S. Front Street • Columbus, OH 43215

**Please RSVP to the Bliss Institute by December 5**

**Phone: 330-972-5155**

**Email: kh1@uakron.edu**

Bliss Institute leadership will travel to Columbus for a Post-Election Analysis Reception on Tuesday, December 13 at the DoubleTree Suites/Capital Club (50 S. Front St., Columbus).

Dr. John Green, Director Emeritus, and Dr. J. Cherie Strachan, Director, will review the results of the 2022 midterm elections and discuss the upcoming state and federal elections in 2024. The reception begins at 5:00 p.m., and the program begins at 5:30 p.m. Both Drs. Green and Strachan and UA Government Relations will also meet with state elected officials about issues related to UA and to the Bliss Institute.

Report of the Executive Vice President & Provost

December 7, 2022

Presiding:

Christine A. Mayer

1

\*Prospective Degree Candidates for Fall 2022

For Information Only:

2

Report to the Chancellor on Remediation of Students per ORC 3345.062

3

Research Report

4

Student Success Report

\*

CONSENT AGENDA:  
ITEM 1

Academic Issues & Student Success

**ACADEMIC ISSUES & STUDENT SUCCESS  
COMMITTEE**

**TAB 1**

**PROSPECTIVE DEGREE CANDIDATES**

**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		43	
Master of Studies in Law		1	
	<b>School of Law</b>		<b>44</b>
			<b>Law Degree Candidates 44</b>
Doctor of Philosophy		9	
	<b>Buchtel College of Arts and Sciences</b>		<b>9</b>
Doctor of Philosophy		23	
	<b>College of Engineering and Polymer Science</b>		<b>23</b>
Doctor of Nursing Practice		4	
Doctor of Philosophy		1	
	<b>College of Health and Human Sciences</b>		<b>5</b>
			<b>Doctoral Degree Candidates 37</b>
Master of Applied Politics		1	
Master of Arts		14	
Master of Arts in Education		2	
Master of Arts in Political Science		1	
Master of Fine Arts in Creative Writing		1	
Master of Science		3	
	<b>Buchtel College of Arts and Sciences</b>		<b>22</b>
Master of Polymer Science and Polymer Engineering		1	
Master of Science		5	
Master of Science in Chemical Engineering		1	
Master of Science in Civil Engineering		1	
Master of Science in Electrical and Computer Engineering		3	
Master of Science in Engineering		1	
Master of Science in Mechanical Engineering		5	
Master of Science in Polymer Engineering		1	
	<b>College of Engineering and Polymer Science</b>		<b>18</b>
Master of Business Administration		30	
Master of Science in Accountancy		2	
Master of Science in Management		6	
Master of Taxation		2	
	<b>College of Business</b>		<b>40</b>
Master of Arts		11	
Master of Arts in Education		3	
Master of Arts in Speech - Language Pathology		4	
Master of Science in Education		2	
	<b>College of Health and Human Sciences</b>		<b>20</b>

		<b>Masters Degree Candidates</b>	<b>100</b>
Bachelor of Arts		82	
Bachelor of Arts in Business and Organizational Communication		1	
Bachelor of Arts in Education		9	
Bachelor of Arts in Fashion Merchandising		1	
Bachelor of Arts in Multidisciplinary Studies		1	
Bachelor of Fine Arts		6	
Bachelor of Music		9	
Bachelor of Science		72	
Bachelor of Science in Education		37	
Bachelor of Science in Organizational Supervision		17	
Bachelor of Science in Political Science/Criminal Justice		1	
<b>Buchtel College of Arts and Sciences</b>			<b>236</b>
Bachelor of Science in Automated Manufacturing Engineering Technology		6	
Bachelor of Science in Civil Engineering		4	
Bachelor of Science in Computer Information Systems		14	
Bachelor of Science in Computer Science		13	
Bachelor of Science in Construction Engineering Technology		17	
Bachelor of Science in Electrical and Electronic Engineering Technology		3	
Bachelor of Science in Mechanical Engineering		24	
Bachelor of Science in Mechanical Engineering Technology		3	
<b>College of Engineering and Polymer Science</b>			<b>84</b>
Bachelor of Business Administration		66	
Bachelor of Science in Accounting		16	
<b>College of Business</b>			<b>82</b>
Bachelor of Arts		5	
Bachelor of Arts in Child and Family Development		7	
Bachelor of Arts in Speech - Language Pathology and Audiology		3	
Bachelor of Arts/Social Work		18	
Bachelor of Science		3	
Bachelor of Science in Allied Healthcare Administration		5	
Bachelor of Science in Education		13	
Bachelor of Science in Emergency Management and Homeland Security		10	
Bachelor of Science in Exercise Science		17	
Bachelor of Science in Food and Environmental Nutrition		2	
Bachelor of Science in Nursing		22	
<b>College of Health and Human Sciences</b>			<b>105</b>
		<b>Baccalaureate Degree Candidates</b>	<b>507</b>
Associate of Arts		26	
Associate of Science		16	
Associate of Technical Studies		1	
<b>Buchtel College of Arts and Sciences</b>			<b>43</b>
Associate of Applied Business in Computer Information Systems		3	
Associate of Applied Science in Advanced Manufacturing Engineering Technology		6	
Associate of Applied Science in Construction Engineering Technology		15	
Associate of Applied Science in Land Surveying		4	
Associate of Applied Science in Mechanical Engineering Technology		1	

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<b>College of Engineering and Polymer Science</b>	<b>29</b>
Associate of Applied Science in Emergency Medical Services Technology	6
Associate of Applied Science in Fire Protection Technology	3
Associate of Applied Science in Medical Assisting Technology	1
<b>College of Health and Human Sciences</b>	<b>10</b>
<b>Associate Degree Candidates</b>	<b>82</b>

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**770 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 2017							<b>209,519</b>
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
<b>AY 2017-2018</b>	<b>553</b>	<b>2,884</b>	<b>892</b>	<b>164</b>	<b>2</b>	<b>120</b>	<b>4,615</b>
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
<b>AY 2018-2019</b>	<b>519</b>	<b>2,856</b>	<b>769</b>	<b>151</b>	<b>2</b>	<b>129</b>	<b>4,426</b>
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
<b>AY 2019-2020</b>	<b>524</b>	<b>2,766</b>	<b>693</b>	<b>143</b>	<b>8</b>	<b>152</b>	<b>4,286</b>
Summer 2020	82	258	166	59			565
Fall 2020	73	692	151	39	3	32	990
Spring 2021	247	1,649	359	42	1	99	2,397
<b>AY 2020-2021</b>	<b>402</b>	<b>2,599</b>	<b>676</b>	<b>140</b>	<b>4</b>	<b>131</b>	<b>3,952</b>
Summer 2021	81	259	149	34			523
Fall 2021	68	594	109	32	2	26	831
Spring 2022	244	1,554	289	33	5	82	2,207
<b>AY 2021-2022</b>	<b>393</b>	<b>2,407</b>	<b>547</b>	<b>99</b>	<b>7</b>	<b>108</b>	<b>3,561</b>
Summer 2022	83	230	125	37			475
Fall 2022							
Spring 2023							
<b>AY 2022-2023</b>							
Total Degrees Awarded through Spring 2022							<b>230,359</b>

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall**

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Following are the names of prospective degree candidates who have applied by Friday, October 28, 2022. This list may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

In the event of extenuating circumstances where a student applies late or has been inadvertently omitted from this list, authority is hereby granted to the Senior Vice President and Provost to cause such student to be added to this list upon the recommendation of the respective faculty, appropriate dean and/or graduate dean.

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**Law Degree Candidates**

**School of Law**

**Juris Doctor**

Malcolm A. Acheampong  
Dan-Shmuel Allonce  
Carl J. Baab  
Andrew Barry  
Shara L. Baumgartel  
Max J. Bedell  
Christina Bertolino  
Phillip Bounthisavath  
Paul F. Boyle  
Sophia E. Brown  
Kamryn J. Campbell  
Andrew J. Castle  
Jared M. Cline  
Christian O. Cook  
Richard D. Cutlip  
Ashtin D. Dailey  
Alaa M. Elnakoury  
John W. Enderby  
Christian B. Ferrante  
Carrie J. Freeman  
Katelyn M. Greene  
Danny Guan  
Paige N. Kern  
Jordan R. Lint  
Frank A. Lucas  
Mary C. Melton  
Eashan Menon  
Cassandra A. Meyer

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall

Katelyn Miller  
Grant A. Morgan  
Kayleigh S. Nader  
Susan T. Neilan  
Nathan T. Nieschwitz  
Destiny Piccirillo  
Zachary T. Proch  
Jason Sanders  
Ian P. Sanderson  
Darius A. Sharpless  
Ian H. Shell  
Holly M. Spohn  
Mary Stanford  
Erin J. Thompson  
Emily C. Towers

**Master of Studies in Law**

Tiana T. Tavares

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall

Doctoral Degree Candidates

Buchtel College of Arts and Sciences

Doctor of Philosophy

Jason A. Bella  
Kathleen J. Dann  
Carrie L. Fister  
Thibaut Houette  
Megan T. Kimbrell  
Darcy N. McBride  
Julie A. Miller  
Syed Rafiquddin  
Leann Schaeffer

College of Engineering and Polymer Science

Doctor of Philosophy

Ali H. Alinkis  
Tariq A. Alqubaysi  
Abdullah H. Alzlfawi  
Arnob Banik  
Anik Chowdhury  
Puskar K. Dahal  
Joseph W. El Rassi  
Md Ehsanul Haque  
K. Zin Htut  
FNU Huhe  
Sainath A. Jadhav  
Daria S. Lazarenko  
Mohammad Arifur Rahman  
Alankar Rastogi  
Tarig Hyder Mekki Sadig  
Musaab Saeed  
Nathan D. Schmitz  
Ahsanul Kabir Sumon  
Mengyue Sun  
Apoorva Vishwakarma  
Sihan Wang  
Eshet T. Wodajo  
Dong Zhang

College of Health and Human Sciences

Doctor of Nursing Practice

Matthew A. Clingman  
Elizabeth A. Davis Walker

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall

Sarah R. Milligan  
Ellen N. Sunderland

Doctor of Philosophy

Aaron C. Ray

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall

Masters Degree Candidates

Buchtel College of Arts and Sciences

Master of Applied Politics

Kayla B. Fisher

Master of Arts

Hakam K. Almhairat  
Kelly A. Burke  
Bethany J. Decker  
Janessa Garcia  
Michael S. Kenney  
Amber R. Lewis  
Jeremy P. Lewis  
Amy M. Mellinger  
Christine M. Morris  
Johnathan Quinones  
Jacob W. Rife  
Samantha E. Ross  
Joren A. Tengesdal  
Gustavo A. Ugueto-Rey

Master of Arts in Education

Leonard S. Loftis  
Lesli A. Waller

Master of Arts in Political Science

Liberty A. York

Master of Fine Arts in Creative Writing

Margaret E. Perduyn

Master of Science

Trevor R. Dwyer  
Jo Ozaki  
Grace Vilem

College of Engineering and Polymer Science

Master of Science in Electrical and Computer Engineering

Israel O. Koiku  
William Myers

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall

Nicholas M. Seifert

**Master of Polymer Science and Polymer Engineering**

Harish Gudi

**Master of Science**

Taylor C. Burgess  
Mohan Chimata  
Nikhil Khandelwal  
Sai Jyothi Ongole  
Ravi Schwartz

**Master of Science in Chemical Engineering**

Mitchell R. Valaitis

**Master of Science in Civil Engineering**

Mohammad G. Farash

**Master of Science in Engineering**

Aaron W. Urban

**Master of Science in Mechanical Engineering**

Mohammed A. Alqahtani  
Badr Alshammari  
Omar D. Asbun  
Michael J. Carano  
Kelvin X. Tsagli

**Master of Science in Polymer Engineering**

Nilay G. Shah

**College of Business**

**Master of Business Administration**

Michelle D. Bisson  
Stacy E. Boyd  
Robert G. Bryan  
Aliyah T. Bullock  
Tarak P. Desai  
Desiree N. Easterwood  
Jhena L. Fajt  
Samuel U. George

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall

Jonah C. Green  
Holly A. Hogston  
Michelle E. Jenson  
Andrew J. Jones  
Claudia Kaeberlein  
Shannon E. McKnight  
Katelyn Miller  
Tiffany Moffat  
Luke M. Operhall  
Alexandria M. Petrof  
Trayjen J. Rarden  
Joseph D. Ritz  
Terrie L. Sampson  
Fernando A. Segovia  
Kairav T. Shah  
Erik F. Simone  
Cory Smigel  
Kyle A. Sobecki  
Ursula M. Stacks  
Ali M. Stem  
Jeffrey P. Storz  
Daniel B. Strachan

**Master of Science in Accountancy**

Vivian G. Campbell  
Matthew J. Lower

**Master of Science in Management**

Michael F. Dirne  
Gayathri Dondeti  
Esther F. Kilaja  
Waseem Mohammed  
Sai Pratyusha Pagadala  
Venkata Rama Sai Nithin Penjerla

**Master of Taxation**

Laura L. Franco  
Foram Modi

**College of Health and Human Sciences**

**Master of Arts in Speech - Language Pathology**

Tara M. Andreae  
Theresa A. Duff  
Allison C. Reece  
Abigail J. Teske

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall

**Master of Arts**

Kobi A. Bryant  
Re'Ana C. Dixon  
Jennifer L. Dobos  
David C. Hanna  
Jennifer M. Laeng  
Deana M. Miles  
Emeka Obinnakwelu  
Heather N. Perry  
Stephanie N. Powell  
Mina Sakamoto  
Alexandria Wick

**Master of Arts in Education**

Bridget M. Karboski  
Marc L. Smith  
Martina M. Weems

**Master of Science in Education**

Nicholas D. Atkinson  
Michael J. Sesto

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall

Baccalaureate Degree Candidates

Buchtel College of Arts and Sciences

Bachelor of Arts in Business and Organizational  
Communication

Kelley Smith

Bachelor of Arts in Fashion Merchandising

Cassandra A. Garcia

Bachelor of Arts in Multidisciplinary Studies

Megan M. Kovarik

Bachelor of Science in Organizational Supervision

Kassie D. Boland  
Evan K. Castner  
Letitia D. Collins  
Christina Dowdell  
Colby J. Ellis  
Keshawn Gadison  
Phal'len L. Hamilton  
Kaitlyn B. King Humphrey  
Arthur J. Miles  
Bria Neal  
Dustin L. Patterson  
Amber Shavers  
Michael B. Smith  
Onika R. Stallworth  
Victoria F. Thammachack  
Wayne T. Wilkins  
Anthony Williams

Bachelor of Science in Political Science/Criminal  
Justice

Abey Blue A. Duke

Bachelor of Arts

Femi S. Ademuyiwa  
Logan M. Anderson  
Marcus S. Anderson  
Nimra Asif  
Ian J. Badger  
Kalia G. Benner

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall**

Justin Boca  
Dominic E. Boland  
Samantha H. Bovee  
Yazmen K. Brandon  
Yazmen K. Brandon  
Chynna Brown  
Laura L. Caldwell  
Madelyn Carver  
Christian R. Cline  
Geordyn L. Conne  
Patrick T. Cook  
Collin Croasmun  
Elizabeth C. Davis  
Ryan L. Everett  
Hannah R. Fada  
Dane A. Fellenstein  
Julianne T. First  
Sophia B. Fisher  
Kelly J. Galambos  
Christopher J. Griffin  
David L. Hanno  
Kassidy G. Harkness  
Dana E. Harris  
Abigail R. Hayden  
Madison O. Hines  
Rex C. Hodges  
Mackenzie Holliday  
Judy K. Horn  
Brandon D. Hostetler  
Kendra J. Ivery  
Savannah M. Johns  
Cristin C. Johnson  
Alaina E. Kempf  
William A. Lagasse  
Zachary R. Lane  
Catherine S. Lee  
Maxwell D. Lombardi  
Alyssa E. Lorence  
Joshua C. Ludwig  
Mary Mabry  
Emily R. Magazine  
Hailey McCort  
Bailee M. McCullough  
Chase L. Mize  
Morgan A. Mizer  
Claudia H. Namenyi  
Claudia J. Napier  
Anauka A. Nelson  
Dana K. Penman  
Clare P. Phillips

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall

Erica M. Phillips  
Megan R. Porter  
Amy E. Quitter  
Hannah M. Ray  
Julia Rieser  
Rachael L. Ross  
Monica Rowles  
Adam F. Salzwimmer  
Megan K. Sheets  
Sarah Y. Shively  
Chelsie Small  
Madelynne Smith  
Amiya N. Smoot  
Antonio Spencer  
Abigail J. Stopka  
Sydney Stroll  
Jacob A. Stump  
Heather L. Suppan  
Hunter A. Terry  
Riley Thomas  
Anna Tomko  
Isaiah S. Truss  
Gina T. Tucciarelli  
Lydia N. Tucke  
Jenna M. Wright  
Leah N. Zook

**Bachelor of Arts in Education**

Catherine R. Farnsworth  
Joseph Gilroy  
Sarah Ritchey  
Hunter E. Sally  
Holden C. Shumate  
Andrew J. Trewin  
Kathryn E. Walker  
Jacob A. Williams  
Cody Yankello

**Bachelor of Fine Arts**

Savannah A. Frantisak  
Symon M. Graham  
Gregory V. Guarneri  
Macey B. Kowalski  
Micehl E. Rininger  
Katarina D. Zuder

**Bachelor of Music**

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall

Lauren Eckersley  
Scott P. Formhals  
Elizabeth M. Maiwurm  
Sophia J. Marshall  
Kathy L. Murphy  
Elizabeth R. Obermeier  
Jonas D. Piskach  
Joshua A. Sipe  
Sarah Sommers

**Bachelor of Science**

Marc Abrigg  
Brian D. Aliventi  
Shelby N. Allen  
Hana Arabi  
Adriana J. Ashford  
Sydney Asterino-Starcher-Best  
Samantha Beemer  
Sarah V. Blice  
Oceiana M. Bond  
Emma M. Brookshire  
Lakotah M. Cagle  
Brianna M. Chaffin  
Jaidyn L. Conyer  
Kayla G. Copiskey  
Melissa A. Criss  
Emily A. Czubaj  
Daryl Daniels  
Laura B. Dietrich  
Angelena K. Dorbish  
Catlain G. Freeman  
Olivia G. Fugate  
Jessica Galati  
Daniel C. Garvin  
Bersha Ghimirey  
Anthony J. Gorczyca  
Hannah F. Hein  
Daniel J. Hier  
Geoffrey Hilliard  
Amy Jagger  
Ashley E. Johnson  
Delaney M. Jones  
Colleen M. Kelly  
Courtney J. Kemp  
Ian J. Kenneally  
Angela Klebs  
Ashley L. Knicely  
Olivia L. Koval  
Emma Lassiter

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall

Jessica V. Leyva  
Lee Magistri  
Nathan Z. Martin  
Jordan I. Maul  
Michael D. Mileski  
David Morisak  
Andrew M. Nash  
Erica M. Ness  
Tracie M. Newsome  
Lucas W. O'Brien  
Sneh N. Patel  
Dina N. Phuyel  
Joseph Popov  
Sarah R. Saadani  
Ashleigh N. Sakiewicz  
Justin E. Sampson  
Lena L. Sawalha  
Meghan E. Schmitt  
Susami Seth  
Joseph D. Slaton  
Rachel Stalls  
John Stalnaker  
Emily K. Starkey  
Ryan J. Stimson  
Kyle Stockwell  
Jason L. Storey  
Jacob D. Stys  
Mahroosha Tareen  
Nebeyu M. Tedla  
Shiann M. Trego  
Christina M. Tucker  
Autumn N. Ulry  
Kristina Vidziunas  
Devorah M. Young

**Bachelor of Science in Education**

Hayleigh L. Arison  
Victoria A. Barco  
Mackenzie P. Barker  
Brooke Boyer  
Toniann L. Buddenberg  
Khristine Burgess  
James D. Cuckler  
Danielle E. Culver  
Shannon Dawson  
Sydney E. Dyke  
Chelsea L. Eichelberger  
Gillian G. Fannin  
Mariah J. Fleming

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall**

Austin J. Gambaccini  
Deanna Green  
Ann M. Hammon  
Madeleine K. Heimlich  
Kayley A. Huskonen  
Elizabeth A. Izvorski  
Julia M. Jones  
Hanna A. Kurilko  
Erin E. Lacey  
Sarina N. Layton  
Rena C. Loverink  
Clint J. Maibach  
Morgan Marquess  
Chloe G. Messner  
Marissa Myers  
Gloria J. Pearsall  
Julia M. Polaski  
Sally K. Schafer  
Shayna M. Schwartz  
Amanda L. Smith  
Alexis B. Sneed  
Nathan Tompkins  
Sierra M. Walker  
Sarah A. Zenner

**College of Engineering and Polymer Science**

**Bachelor of Science in Automated Manufacturing  
Engineering Technology**

Michael A. Dudich  
Jacob M. Godby  
Joseph M. Harr  
Jonathan A. Hussing  
Matthew Kitko  
Alexander P. Vue

**Bachelor of Science in Computer Information Systems**

Basil M. Alfraiheen  
Lawrence R. Anderson  
Tzviah Dank  
Evan D. Kern  
Ibrahim O. Oladimeji  
Andrew P. Ozanich  
Robert A. Pereira  
Jackson T. Richards  
Andrew C. Silvis  
Jared Stanley  
Jason M. Stopar

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall

Nicholas Z. Tirpak  
Jared E. Tomlinson  
Dominick S. Trevino

**Bachelor of Science in Construction Engineering  
Technology**

Daniel Ash  
Benjamin Burke  
Lukas Gilbert  
Victoria Hite  
Johnathon S. Klein  
Neshaunda J. Lockett  
Michael T. Mundy  
Logan F. O'Neil  
Ian M. Oros  
Andrew G. Pastir  
Benjamin T. Podnar  
Logan P. Povich  
Brydan G. Rahrig  
Joshua S. Rawson  
Tanner J. Voiers  
Roger K. Wellsjr  
Timothy Wright

**Bachelor of Science in Electrical and Electronic  
Engineering Technology**

Austin X. Bleininger  
Rilouvinnx Isaac  
Riley A. Restorick

**Bachelor of Science in Mechanical Engineering Technology**

Devin Dunn  
Adam R. Hinkle  
Raymond N. Kovalchick

**Bachelor of Science in Civil Engineering**

Kevin A. Dickon  
Antonio L. Simoni  
Brandon T. Verardi  
Trevor J. Wood

**Bachelor of Science in Computer Science**

Michael Y. Ameteku  
Duncan A. Campbell  
Graham L. Campbell

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall**

Madeline E. Gesquiere  
Buddhi Ghimire  
Walter W. Hart  
Chandler F. Lofland  
Joseph S. Marella  
Nicholas L. Miller  
Ken Mills  
Zachary T. Pallotta  
Justin R. Planovsky  
Matthew R. Sluder

**Bachelor of Science in Mechanical Engineering**

Garrett J. Best  
Alex B. Chiples  
Jeramie Cooper  
Zachary Domonkos  
Kayla J. Dremann  
Andrew R. Duff  
Jacob M. Eveleth  
Hunter S. Fuhrer-Hostutler  
Edward P. Harhager  
David J. Held  
Ryan G. Hosso  
Chidubem F. Igweagu  
Douglas A. Indermuhle  
Benjamin C. Kasper  
Paul M. Lindemann  
Nicholas W. Luther  
William J. Mccullough  
Jason McLean  
James A. Murray  
Joel Proben  
Christian H. Reilly  
Thomas k. Scheu  
Abigail J. Steineman  
Ian C. Stober

**College of Business**

**Bachelor of Business Administration**

Jennifer M. Adams  
Michael E. Barta  
Dominic E. Boni  
Jared N. Borodkin  
Veighjanae Burks  
Brittany Calvin  
Xavier M. Castaneda  
Armando V. Consolacion

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall**

Kennedy M. DeLong  
John DiPronio  
Bailey E. Draper  
Zachary A. Evans  
David L. Fahey  
Marina E. Fascione  
Andrew C. Flowers  
Cierra Foster  
Riley Furey  
Chandra L. Gajmer  
Darius Glocar  
Taylor Golston  
Andrew Gore  
Peter C. Grandon  
Austin Haddon  
Elizabeth S. Hahn  
Maxwell L. Hanreck  
Bryce A. Hasman  
Brett D. High  
Sarah Hoffman  
Ryan M. Horton  
Jared M. Housum  
Alexander Ickes  
Renato Kauzlaric  
Matthew W. Kenney  
James J. Keslar  
Caylin K. Knous  
Lauren T. Latka  
Matthew Lester  
Emani Malone  
Shyan Manteghi  
Peyton A. Mazander  
Emma C. Miller  
Michael A. Miller  
Nathan Mizell  
Logan B. Mueller  
Adam A. Najem  
Vincent T. Nguyen  
Alec W. Oxley  
Goldielyn Pagaspas  
Luka Pajic  
Jarred J. Pasterchek  
Austin C. Patterson  
Casey P. Potter  
Adam L. Poulos  
Jordan Radcliff  
Kaylee A. Riggins  
Ghadi P. Sabbagh  
Matthew D. Shaffer  
Kaitlyn Shoemaker

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall**

Ama L. Shows  
Brian Smith  
Spencer Steele  
Jared L. Weingart  
William G. Weiser  
Gregory J. White  
Zoe E. Williams  
Jerrod D. Willoughby

**Bachelor of Science in Accounting**

Nicholas A. Adolph  
Lucas Chaudrue  
Patrick J. Clark  
Gabrielle P. Daetwyler  
Bryce A. Hasman  
Adam J. Helmling  
Hannah Hoehn  
Caleb Kelly  
Isaac King  
Tyler J. Kuna  
Madison N. Lacourse  
Angela L. Provens  
Isabella H. Steiger  
Caitlin M. Stemple  
Autumn M. Torday  
Cassidy M. Vaughn

**College of Health and Human Sciences**

**Bachelor of Arts in Child and Family Development**

Kayla A. Brewer  
Alyssa P. Gohlke-Lee  
Madalyn M. Morse  
Kayla Prinkleton  
Nina E. Starks  
Celina Thomas  
Madeline A. Wallace

**Bachelor of Arts in Speech - Language Pathology and  
Audiology**

Emily A. Clemson  
Clare K. Laffin  
Angelena G. Mazzolini

**Bachelor of Science in Allied Healthcare Administration**

Tabitha Y. Boakye

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall

Kasey B. Collins  
Jordan M. James  
Patience Midzi  
Efficencial Muah

**Bachelor of Science in Emergency Management and Homeland Security**

Kyle B. Bauman  
Maxwell C. Davis  
Emma Harrison  
Zachary M. Hudson  
Jacob E. Mccory  
Damon J. Parmenter  
Jesse Regan  
Antonio J. Remedios  
Carson A. Wasco  
Sydney Yonally

**Bachelor of Science in Food and Environmental Nutrition**

Chyann M. Farlin  
Jessica A. Wainilko

**Bachelor of Arts**

Alexis Adams  
Riley R. Alchier  
Baylee Gilchrist  
Sydney K. Nikodem  
Madison P. Oldfield

**Bachelor of Arts/Social Work**

Lisa C. Bake  
Shirley M. Banks  
Lillie N. Barker  
Julie R. Beachy  
Hannah Fenstemaker  
Jennifer K. Franczak  
Victoria Furin  
Sydney D. Haines  
Mary E. Hooper  
Casandra A. Huggins  
Toni L. Jones  
Jason D. Jordan  
Madison S. Lance  
Olivia Laws  
Rickyah A. Minard  
Taylor M. Nicholson

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall

Nicole D. Perkins  
Jackie L. Wiley

**Bachelor of Science**

John A. Krochka  
Kelly J. Lacko  
Melissa M. Langford

**Bachelor of Science in Education**

Jordan C. Daniels  
Jacob R. Gmerek  
Alexander J. Huffman  
Morgan M. Jankowski  
Brian J. Kiel  
Jalen A. Knight  
William T. Portman  
Kyle J. Romenick  
Derek T. Schumacher  
Ronald J. Shaffer  
Eve C. Steiger  
Dominick J. Swindall  
Jared A. Twitty

**Bachelor of Science in Exercise Science**

Sydney A. Bowman  
Olivia M. Carder  
Joey Coudriet  
Nicholas Dottore  
Ryan A. Feora  
Sydney Franklin  
Brittany C. Goldinger  
Jonathan M. Harter  
Austin T. Johnson  
Hawa Kabia  
Tommie E. Kurtz  
Paije Lewis  
Morgan A. Manning  
Ava E. Sabo  
Allyson M. Swider  
Brooke L. Tipton  
Rachael L. Ward

**Bachelor of Science in Nursing**

Nicholas E. Alvarez  
Beth Carter  
Gift T. Chikumbu

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall**

Hailie F. Conrad  
Cademon Cook  
Lauren R. Frigyes  
Kelsey J. Haines  
Rachel K. Hinkle  
Xun Kang  
Alexis M. Malish  
JuliAnna Miller  
Selina Moccia  
Madeline Patton  
Curtis G. Perry  
Alena Plaga  
Kristie C. Ramjit  
Lilly E. Smucker  
Vitaliy Smuk  
Ariel C. Snyder  
Candence R. Stopka  
Betty Vang  
Chloe A. Wise

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall

Associate Degree Candidates

Buchtel College of Arts and Sciences

Associate of Arts

Brianna C. Baxter  
Cordelia M. Cerett  
Shamna P. Chuwan  
Caitlin R. Contino  
Joey Coudriet  
Swa B. Da  
Mark D. Dingle  
Gillian G. Fannin  
Allison S. Gortner  
Joanna L. James  
Jeanetta F. Knox  
Madison S. Lance  
Sa'Kiyha Matthews  
Bailee M. McCullough  
Jessica L. Piekarz  
Bethanie R. Schaefer  
Michael B. Smith  
Noah Smith  
Liam C. Swift-Stewart  
Sierra M. Walker  
Ruth A. Webb  
Rocco V. Wellington  
Jenna M. Wright  
Trishchin J. Yates  
Andrew J. Youngdahl  
Katarina D. Zuder

Associate of Science

Dominic E. Boni  
Hailie F. Conrad  
Cademon Cook  
Faith Decker  
Aicha Diao  
Mark Dittman  
Ryan L. Everett  
Edward P. Harhager  
Deven J. Horvath  
Douglas A. Indermuhle  
Austin T. Johnson  
Julia C. Lunsford  
Jarred J. Pasterchek  
Matthew R. Sluder  
Hannah E. Thompson

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall

Jalen White

**Associate of Technical Studies**

Stacie K. Hurd

**College of Engineering and Polymer Science**

**Associate of Applied Business in Computer Information Systems**

Anthony C. Di Salvo  
Adam S. McClure  
Nicholas M. Morgan

**Associate of Applied Science in Construction Engineering Technology**

Daniel Ash  
Samuel J. Baltzly  
Benjamin Burke  
Halley M. Deorio  
Bradley R. Dieterich  
Lukas Gilbert  
Victoria Hite  
Johnathon S. Klein  
Neshaunda J. Lockett  
Ian M. Oros  
Logan P. Povich  
Joshua S. Rawson  
Austin P. Shepherd  
Tanner J. Voiers  
Roger K. Wellsjr

**Associate of Applied Science in Land Surveying**

Cole E. Devinney  
Nicholas Green  
Dalton R. Lott  
Kimberly Morgan

**Associate of Applied Science in Advanced Manufacturing Engineering Technology**

James R. Burger  
Rosemarie Daley  
Michael A. Dudich  
Joseph M. Harr  
Evan D. Jenson  
Alexander P. Vue

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2022 Fall

Associate of Applied Science in Mechanical Engineering  
Technology

Arthur Hart

College of Health and Human Sciences

Associate of Applied Science in Emergency Medical  
Services Technology

Alex Bakita  
Kyle A. Fogle  
Emma Harrison  
Nolan E. Jones  
Makena M. Talbot  
Colin R. Wilson

Associate of Applied Science in Fire Protection  
Technology

Kyle B. Bauman  
Jeffrey Bolin  
Rhandy W. Grainger

Associate of Applied Science in Medical Assisting  
Technology

Desheia M. Herring

770 Total Degrees

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -22**

Prospective Degree Candidates for Fall 2022

BE IT RESOLVED, As recommended by the Academic Issues & Student Success Committee on December 7, 2022, that The University of Akron Prospective Degree Candidates for Fall 2022, contingent upon candidates' fulfillment of requirements, be approved.

---

M. Celeste Cook, Secretary  
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS  
COMMITTEE**

**TAB 2**

**REPORT TO THE CHANCELLOR ON  
REMEDICATION OF STUDENTS**

# 2022 University Remediation Report

**Name of University:**

**The University of Akron**

Ohio Revised Code Section 3345.062 requires the president of each state university to issue a report by December 31, 2017, and each thirty-first day of December thereafter, regarding the remediation of students. The report must include the following areas:

## 1. The number of enrolled students that require remedial education (FY22 actual).

Number of Students	Description (if needed)
1490	Unduplicated student count

## 2. The cost of remedial coursework that the state university provides (FY22 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	\$ 774,872	Compensation/Benefits (Akron and Wayne)
Costs to the university	\$ 60,286	Operating Expenditures (Akron and Wayne)
Costs to the university	\$ 434,282	IDC (Akron and Wayne)
Costs to the student	\$ 5,560,580	Tuition and Fees (Akron and Wayne)(10,740 SCH total at \$517.77 / SCH)
Costs to the state	\$ 36,158.00	SSI Final Worksheet FY22

## 3. The specific areas of remediation provided by the university.

Subject Area	Description
Math	Basic Math I & II
Math	Fundamentals of Math V
Writing	Basic Writing
Study Strategies	College Reading & Study Skills

## 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 registration. 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.

**ACADEMIC ISSUES & STUDENT SUCCESS  
COMMITTEE**

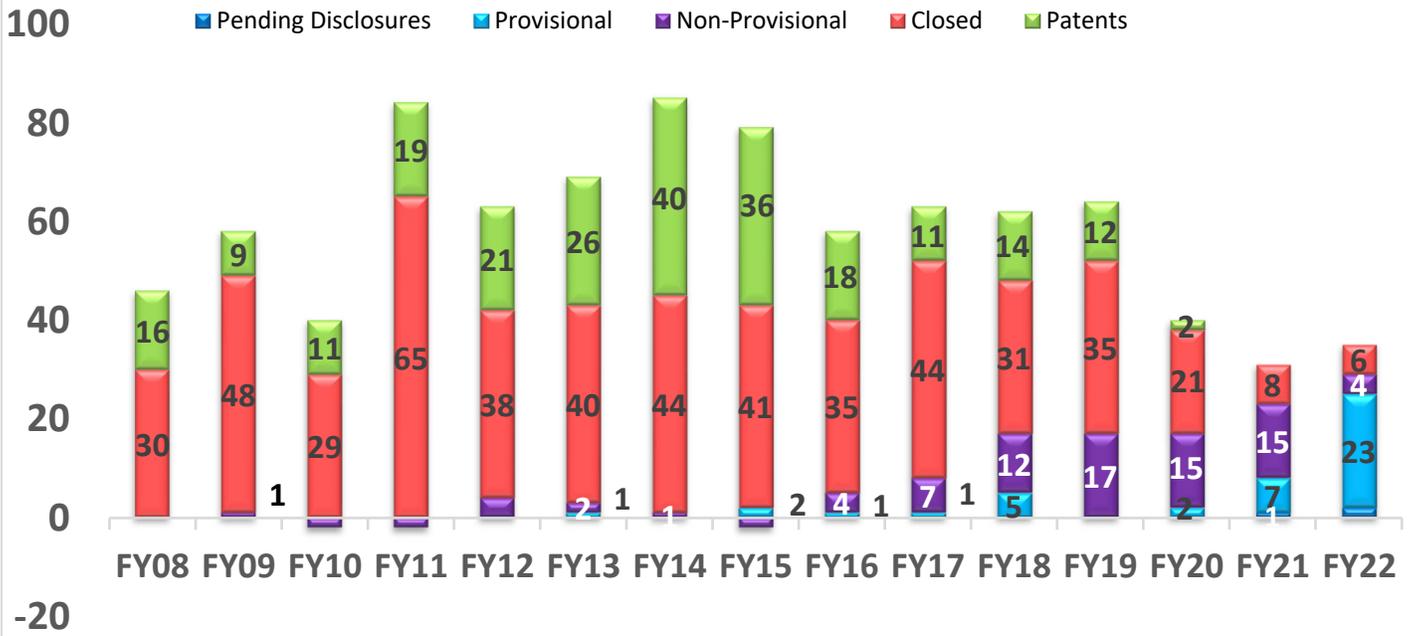
**TAB 3**

**RESEARCH REPORT**

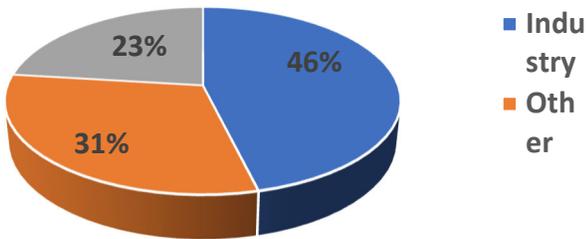
# BOT Research Report

July 1-October 31

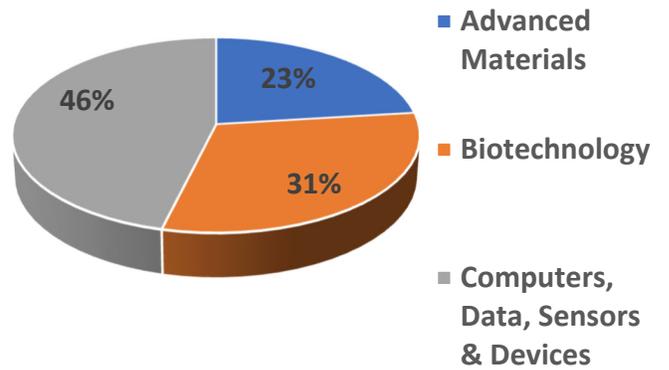
### UA Disclosures: FY08 - Present



### Disclosures by Funding Source - FY23TD



### Disclosures by Technology - FY23TD



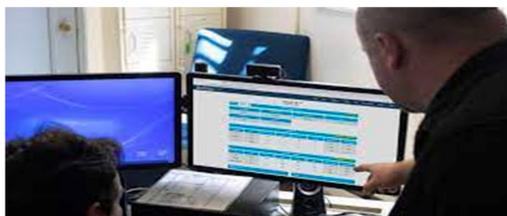
## Technology Transfer and UA Research Foundation Updates

### Northeast Ohio company licenses UA corrosion detection technology

A Cleveland-based company, Corrolytics, has licensed UA technology that can differentiate between microbially influenced corrosion and other types of corrosion, which can lead to better corrosion treatments and fewer pipeline leaks. The technology, which was based on research by Dr. Monty-Bromer and Associate Professor of Geosciences & Biology John Senko, has the potential to enable corrosion treatments and fewer pipeline leaks. Corrolytics is using the UA technology to develop a first of its kind oil and gas pipeline test kit. Corrolytics has received more than \$350,000 of R&D funding from the National Science Foundation and Ohio Third Frontier to support its prototyping and testing efforts.



Corrolytics' test kit uses UA technology to better diagnose the cause of corrosion



Fontus Blue's "Decision Blue" software in use in water treatment plants

### UA licensee Fontus Blue works with water treatment plans to improve water quality

Fontus Blue, an Akron-based software company that has licensed UA algorithms, is helping water treatment plants to provide exceptional water quality while reducing their operating expenses. Fontus' "Decision Blue" software optimizes water treatment plant chemical use to ensure compliance and high quality water without wasting chemicals. The company was

formed in 2011 to commercialize technology from UA Professor of Civil Engineering Chris Miller's lab. It got a major boost from the I-Corps program where its team explored how to scale the business. Fontus' software is currently in use in water plants in 6 states, serving 3 million customers. The company employs 4 UA graduates and has hosted many UA student interns.

### UA I-Corps Site trains its largest cohort

UA's I-Corps Site program will soon graduate its largest cohort yet. This fall, I-Corps trained 33 teams and 100 individuals in the "I-Corps method," an iterative process through which teams test their business assumptions by interviewing potential customers.

UA was one of the first three locations nationwide selected as an I-Corps Site by the National Science Foundation (NSF). Since 2013, the program has trained nearly 400 teams with more than 1,000 faculty members, students and business mentors participating. Graduating teams have gone on to raise R&D funding and start 60 Ohio-based companies. The I-Corps program is supported by the NSF, Burton D. Morgan Foundation, Ohio Third Frontier and Ohio Board of Regents.

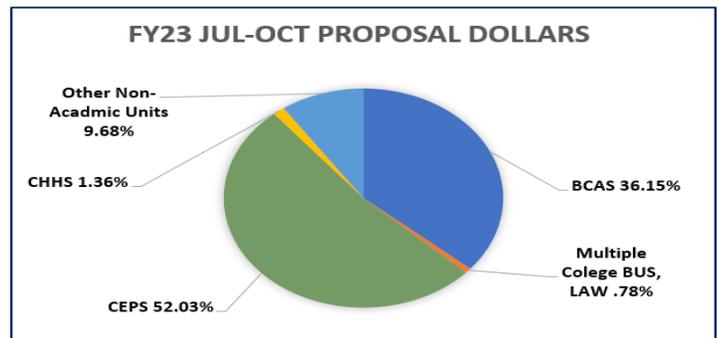
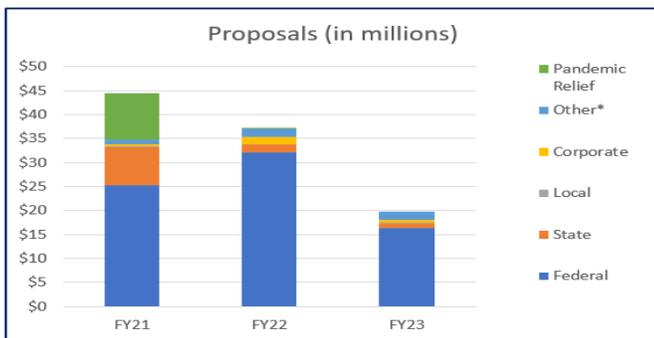


## Research and other Sponsored Project PROPOSALS (New and Continuing)

<b>FY21</b>				
(Jul-Oct)	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	64	25,283,708	6,522,879	2,140,073
State	11	8,050,119	1,517,075	94,222
Local	2	15,926	3,286	-
Corporate	14	481,453	57,874	-
Other*	22	1,002,053	65,940	-
<b>Total</b>	<b>113</b>	<b>34,833,259</b>	<b>8,167,054</b>	<b>2,234,295</b>
Pandemic Relief	1	9,533,149	-	-
<b>Adjusted Total</b>	<b>114</b>	<b>44,366,408</b>	<b>8,167,054</b>	<b>2,234,295</b>

<b>FY22</b>				
(Jul-Oct)	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	77	32,052,469	5,789,183	172,207
State	10	1,690,466	475,673	13,679
Local	3	60,697	15,719	-
Corporate	10	1,600,402	371,348	-
Other*	14	1,696,363	242,796	5,000
<b>Total</b>	<b>114</b>	<b>37,100,398</b>	<b>6,894,719</b>	<b>190,886</b>
Pandemic Relief	2	5,000	-	-
<b>Adjusted Total</b>	<b>116</b>	<b>37,105,398</b>	<b>6,894,719</b>	<b>190,886</b>

<b>FY23</b>				
(Jul-Oct)	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	47	16,356,400	4,543,269	320,822
State	5	936,253	29,067	-
Local	5	288,513	52,106	-
Corporate	17	517,491	109,894	-
Other*	23	1,613,057	185,294	559,796
<b>Total</b>	<b>97</b>	<b>19,711,714</b>	<b>4,919,630</b>	<b>880,618</b>



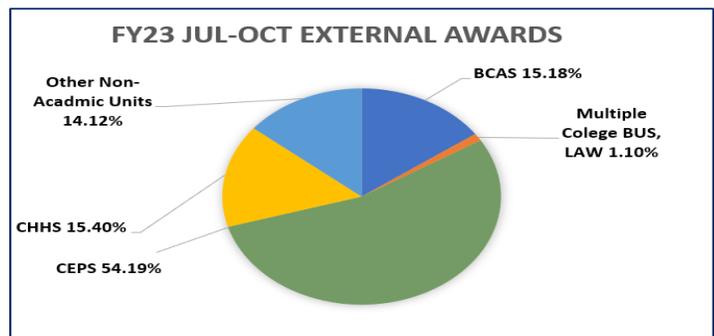
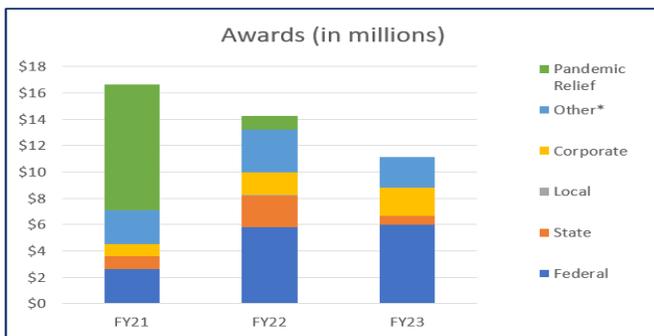
\*Other sponsor types are foundations, nonprofit, individual, non-U.S. gov't and other universities.  
This report may co-report with UA's Development Office

## Research and other Sponsored AWARDS

<b>FY21</b> (Jul-Oct)	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	18	2,603,819	369,896	114,514
State	5	997,044	99,328	240,990
Local	2	15,926	3,286	-
Corporate	23	921,039	166,384	-
Other*	26	2,582,131	538,442	-
<b>Total</b>	<b>74</b>	<b>7,119,958</b>	<b>1,177,336</b>	<b>355,504</b>
Pandemic Relief	1	9,533,149	-	-
<b>Adjusted Total</b>	<b>75</b>	<b>16,653,107</b>	<b>1,177,336</b>	<b>355,504</b>

<b>FY22</b> (Jul-Oct)	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	31	5,775,928	1,076,551	367,304
State	7	2,421,299	40,452	2,046,300
Local	5	75,355	5,937	-
Corporate	22	1,703,185	421,540	-
Other*	28	3,242,863	511,853	305,548
<b>Total</b>	<b>93</b>	<b>13,218,630</b>	<b>2,056,333</b>	<b>2,719,152</b>
Pandemic Relief	1	1,065,725	-	-
<b>Adjusted Total</b>	<b>94</b>	<b>14,284,355</b>	<b>2,056,333</b>	<b>2,719,152</b>

<b>FY23</b> (Jul-Oct)	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	33	5,984,503	945,360	375,648
State	4	681,705	125,338	-
Local	3	21,517	3,202	-
Corporate	28	2,091,344	445,521	-
Other*	23	2,350,527	505,280	59,796
<b>Total</b>	<b>91</b>	<b>11,129,597</b>	<b>2,024,700</b>	<b>435,444</b>



\*Other sponsor types are foundations, nonprofit, individual, non-U.S. gov't and other universities.

This report does not include testing agreements.

This report may co-report with UA's Development Office

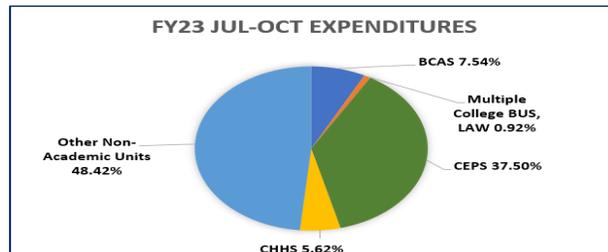
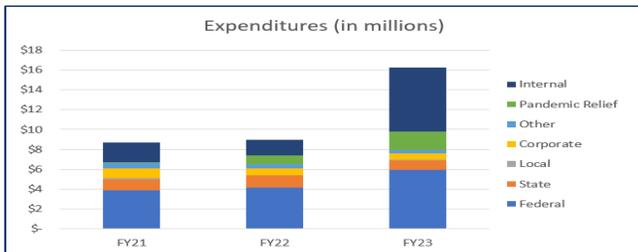
# RESEARCH and other SPONSORED PROJECT EXPENDITURES

<b>FY21 (Jul-Oct)</b>	<b>Total \$</b>	<b>Actual IDC \$</b>	<b>Actual Cost Share \$</b>
External	6,616,820	1,280,762	
Federal	3,925,014	992,510	
State	1,059,277	24,161	
Local	110,516	2,434	
Corporate	1,008,509	242,963	
Other*	513,505	18,695	
Internal	1,947,705		99,010
<b>Sub Total</b>	<b>8,564,525</b>	<b>1,280,762</b>	<b>99,010</b>
Pandemic Relief	96,366		
<b>Adjusted Total</b>	<b>8,660,891</b>	<b>1,280,762</b>	<b>99,010</b>

<b>FY22 (Jul-Oct)</b>	<b>Total \$</b>	<b>Actual IDC \$</b>	<b>Actual Cost Share \$</b>
External	6,480,717	1,210,071	
Federal	4,156,698	961,148	
State	1,226,586	49,060	
Local	35,769	2,672	
Corporate	679,389	180,424	
Other*	382,274	16,767	
Internal	1,550,366		250,418
<b>Sub Total</b>	<b>8,031,082</b>	<b>1,210,071</b>	<b>250,418</b>
Pandemic Relief	909,835		
<b>Adjusted Total</b>	<b>8,940,917</b>	<b>1,210,071</b>	<b>250,418</b>

<b>FY23 (Jul-Oct)</b>	<b>Total \$</b>	<b>Actual IDC \$</b>	<b>Actual Cost Share \$</b>
External	7,934,067	1,447,663	
Federal	5,921,645	1,210,086	
State	988,496	66,338	
Local	34,406	1,141	
Corporate	635,650	159,644	
Other*	353,871	10,453	
Internal	6,480,499		4,821,171
<b>Sub Total</b>	<b>14,414,567</b>	<b>1,447,663</b>	<b>4,821,171</b>
Pandemic Relief	1,823,701		
<b>Adjusted Total</b>	<b>16,238,268</b>	<b>1,447,663</b>	<b>4,821,171</b>

\*\*Includes Choose Ohio First Cost Share \$2,484,879 for FY21 and \$1,943,235 for FY22



\*Other sponsor types are foundations, nonprofit, individual, non-U.S. gov't and other universities.

External expenditures include expenditures on research and other sponsored programs.

Internal research expenditures include specific research-related accounts such as start-up funding.

**ACADEMIC ISSUES & STUDENT SUCCESS  
COMMITTEE**

**TAB 4**

**STUDENT SUCCESS REPORT**

# REPORT TO THE ACADEMIC ISSUES AND STUDENT SUCCESS COMMITTEE DECEMBER 2022

## HOMECOMING AND FAMILY WEEKEND



*Pictured right to left: President Gary Miller, Homecoming Queen Lexi Currie, Homecoming King Tyrone Johnson, Mrs. Georgia Miller*



*Zippy with 2022 Homecoming Royalty*

Homecoming and Family Weekend was a time of celebration for the entire UA community. There were 43 Homecoming royalty nominees this year, with over 1350 students voting to elect our 2022 Homecoming King, Tyrone Johnson, and Homecoming Queen, Lexi Currie. President Gary Miller and Mrs. Georgia Miller crowned them October 1 during halftime of the Homecoming game between our football Zips and the Bowling Green Falcons.

Events during Homecoming Week included a t-shirt giveaway September 26 by the Office of Student Life and Office of Inclusion and Equity and a September 29 pep rally and cookout on Coleman Common, hosted by the Alumni Association and Student Life, with more than 450 students participating.

## HOMECOMING ROYALTY LEAD BY EXAMPLE



Appreciation and congratulations to Homecoming Royalty BreAnna Piorkowski (slimed by Grace Mousty), Brett Porter, Tyrone Johnson (slimed by Zakia Rasheed and future Zip TK Mike), and Lexi Currie, who were slimed to raise funds for Alternative Spring Break during the September 29 Homecoming Cookout.

## MAKE A DIFFERENCE DAY



More than 250 students enveloped on the city of Akron October 22 to complete almost 500 total service hours in honor of Make a Difference Day. This was the 18<sup>th</sup> anniversary of The University of Akron's participation in this national initiative. Projects ranged from making beds and peeling apples to building a gabion wall and playing games with kids with disabilities. We were honored to work with 23 community

partners, including the Salvation Army, Haven of Rest, Stan Hywet Hall and Gardens Big Brothers Big Sisters, Akron Children's Museum, YMCA Rotary Camp, and the Campus Cupboard campus garden.

## MILITARY TIMES RANKS UA AMONG TOP 100 "BEST FOR VETS"

In addition to The University of Akron being designated a Purple Star Collegiate Campus by Governor Mike DeWine in September, UA was ranked 85<sup>th</sup> among colleges and universities nationwide on the 2022 [Military Times "Best for Vets"](#) list. Rankings were based, in part, on the range of services and programs specific to active-duty, veteran, or families and dependents of servicemembers offered, student success metrics, and admissions policies.

## STUDENT WINS NEW VEHICLE THROUGH PROGRESSIVE INSURANCE PROGRAM



*Jalen Knight with mother Alrae Green, left, and grandmother Cynthia Taylor, right*

Jalen Knight, a University of Akron student and member of the Army National Guard, received a new vehicle in November through Progressive Insurance company's Keys to Progress program. "It's life changing for him," said Jennifer Mueller, a coordinator for [UA's Military Services Center](#). "It's going to work wonders for me and my family," said Knight, a 2018 Archbishop Hoban High School graduate who won three football state titles with the Knights and is a backup wide receiver for the Zips. Knight commutes to school and juggles sports business coursework with football, National Guard obligations, a summertime security gig in Cleveland and a job

with the LeBron James Family Foundation as museum curator at House Three Thirty in the former Tangier restaurant and entertainment complex. He plans to graduate from UA this month.

Progressive's Keys to Progress program donates vehicles to veterans or active military personnel. The prize package also includes six months of Progressive insurance, a warranty plan through Pep Boys Auto Service & Tires and donations from Progressive employees. Knight said he received some college scholarship offers from Division II football programs, but he still would have needed to pay about \$5,000 in tuition per semester. He instead decided to join the Army National Guard in July 2018 and UA's football team as a walk-on.

"Where I come from, we just didn't have that type of money [for college]," Knight said. "I just took it upon myself to join the Army, and they said my tuition would be paid for. It was kind of cool to stay close to home for college and still look out for my little sister and mom." Knight's sister, mom and maternal grandmother, Cynthia Taylor, were with him when he heard the good news. Dr. John Messina, Vice President for Student

Affairs, told Knight he would be attending a photo shoot and his family that he would be receiving an award. They were all elated upon discovering the plot twist. "I'm proud of him," Taylor said. "I'm just overwhelmed with joy for him."

## BCAS PRESENTS AWARD TO CAREER SERVICES LEADER



Mitchell McKinney, Ph.D., Dean of the Buchtel College of Arts and Sciences (BCAS), presented the October 2022 "Above and Beyond" Award to Mary Cooke, Assistant Director of Career Services & Student Employment, for her exemplary work as the liaison to BCAS.

## COLLEGE OF BUSINESS AND CAREER SERVICES PARTNER FOR SUIT-UP WEEK

The College of Business collaborated with Career Services & Student Employment to host Fall 2022 Suit-Up Week in October. Eighteen companies and 20 business professionals shared timely insights and guidance with 200 student participants in career-related prep sessions that took place in virtual, in-person, and hybrid settings. Participating employers were FirstEnergy Corp., Progressive Insurance, Fastenal, Penske, Northwestern Mutual, Westfield, LinkedIn Learning, and BDO.



Career Services & Student Employment hosted an in-person event Friday, September 16 at the JCPenney at Market Square Montrose Mall. The event coupon was redeemable throughout October and students were able to shop for career apparel and accessories at a discounted cost for interviews, career fairs, or their job.



## NORTHEAST OHIO REGIONAL VIRTUAL INTERVIEW & EXPLORATION DAY

Career Services & Student Employment hosted The Northeast Ohio Regional Virtual Interview & Exploration Day September 21. This collaborative fair included 11 northeast Ohio institutions of higher education and approximately 200 employers. While this fair served as the primary recruiting event for many institutions, UA also hosted an in-person fair for UA students and alumni.

## UA INTERNSHIP AND CAREER FAIR



The UA Internship and Career Fair welcomed 117 employers representing private, government, and non-profit organizations, to campus in October, including Sherwin-Williams, Progressive, Goodyear, JM Smucker, FirstEnergy, Cintas, KeyBank, Westfield, Parker Hannifin Corp., Cleveland Clinic, University Hospitals, Mercy Health, U.S. General Services Administration (GSA), United Way of Summit and Medina, Court Appointed Special Advocates (CASA) Summit County Juvenile Court, Ohio Department of Natural Resources, Summit County Children Services, National Inventors Hall of Fame and more. Several hundred students and alumni met with these employers and had the opportunity to schedule interviews as early as the next day.

## NURSING NETWORKING NIGHT

The University of Akron Student Nursing Association partnered with Career Services & Student Employment to host a Virtual Nursing Networking Night October 17. Eight Ohio hospitals, including Aultman Health Foundation, Cleveland Clinic Akron General, Summa Health System, and University Hospitals, participated in an employer panel discussion. Following the discussion, a networking career fair took place.



## LAUNCH TO GRADUATION

The Buchtel College of Arts and Sciences, College of Health and Human Sciences, and College of Business hosted four Launch to Graduation events. Seniors graduating in 2022 and 2023 were invited to meet with Career Services, Academic Advising, Office of the University Registrar, Student Accounts, the Alumni Association, and UA's Graduate School to ensure they were ready for their upcoming graduation.



## EMPLOYER ENGAGEMENT



Career Services & Student Employment hosted employers seeking to recruit students for internships, co-ops, and part-time/full-time positions throughout fall semester. Employers staffed tables in the Student Union to network with students, including the Akron Zoo, FedEx, Opportunities for Ohioans with Disabilities, Partners Personnel, Spectrum, TQL, and the U.S. Secret Service.

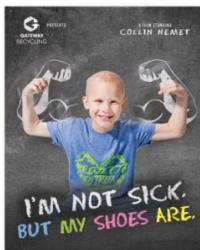


## CLEVELAND CLINIC MEET AND GREET

The Cleveland Clinic worked with Career Services to host a Meet and Greet in the Student Union Monday, October 24 to connect with nursing students about their organization and job opportunities. The Cleveland Clinic utilized Career Services' Employer Toolkit to plan this onsite event.



## STUDENT RECREATION AND WELLNESS SERVICES



On Saturday, September 10, Student Recreation and Wellness Services (SRWS) hosted a community event, Kindness Runs the World, for Project Outrun, a local non-profit organization. The organization used the Student Recreation and Wellness Center Freezone Walkway and Indoor Track as the site for a kids run and bake sale with the goal of raising money for personalized shoes for local kids who are battling pediatric cancer and their families. A cake pop dash for kids under 8 years of age was the highlight of the event. Local bakeries graciously donated all baked goods.

## OUTDOOR ADVENTURE PROGRAM



The Outdoor Adventure Program teamed up with Dr. John Peck, Professor, Geosciences, to help provide meaningful experiences to students in the Geosciences Program. Dr. Peck writes, “Jon Dent and the Outdoor Adventure Center have always been accommodating and helpful in my efforts to take the class on an all-day canoe trip down the Middle Cuyahoga River. On this trip, students learn firsthand how to measure various fluvial parameters. The data they collect during the canoe trip is then used all semester long as the students prepare substantial research papers.”



The Outdoor Adventure Program Area has been booming throughout the Fall '22 Semester. Drop-in usage of the Rock Wall and Bouldering Arch is consistently busy, and usage will surpass 2,500 individual participations throughout the semester.

Great weather contributed to successful Adventure Trips throughout the semester, including Kayaking 6.2 miles on the Cuyahoga River and a 2.5 day climbing trip to Red River Gorge in Kentucky. The group climbed 26 routes across four different crags.



## DIVERSITY WEEK

Campus Programs hosted numerous programs and events November 7-11 during Diversity Week, all of which were designed to acknowledge and understand myriad identities and experiences present on our campus.

Highlights of the week included:

- Drag Bingo | Monday, November 7
- Lunch and Learn with Ace Epps | Tuesday, November 8
- International Coffee Hour | November 8
- Election Watch Party | November 8
- Zips Around the World | November 10

Students, faculty, and staff had the opportunity to explore distinct cultures, engage in discussions that brought new perspectives, and celebrate contributions made by all.

## ALCOHOL AWARENESS WEEK

Alcohol Awareness Week, held October 17-21, engaged the campus community in recognizing the importance of safety and responsibility through a series of educational and co-curricular activities relating to alcohol. Alcohol Awareness Week held 6 programs throughout the week with more than 600 students participating. Highlights of the week included Avoid a Scary Situation, ZPN Mocktails, Root Beer Kegger, and a self-defense class.

## FRATERNITY AND SORORITY LIFE

Fraternity and Sorority Life hosted Dr. Lori Hart for Collegiate Issues October 24. Lori's keynote lecture, *Better Fraternity: Better You*, centered on problem analysis, expectations, and new ways to formulate solutions. After the keynote, she held a workshop for one member of each chapter to dive deeper into the material. 252 students attended the keynote.

The Office of Fraternity and Sorority Life partnered with the Interfraternity and Panhellenic governing councils to present Greek Week 2022, The Greek Games, from October 3-6. The 22 participating chapters were broken into 5 teams to compete in events throughout the week including a relay race night, family feud trivia night, social media challenge, drop-in service event, and the annual Greek God and Goddess pageant. 347 students participated in the week's events. The 2022 Greek Week champions were District 11, comprised of Delta Gamma, Phi Delta Theta, and Sigma Nu.



*District 11 (Delta Gamma, Phi Delta Theta, and Sigma Nu) pose for a photo following the Greek God and Goddess pageant*

Interfraternity and Panhellenic governing councils held a joint event during Alcohol Awareness Week on October 17. The event consisted of guest speakers from Alcoholics Anonymous (AA), who shared their experiences with alcohol use and abuse. Afterward, 128 attendees participated in a variety of interactive activities, including a Know Your Pour exercise and field sobriety tests using drunk goggles. The councils and the Office of Fraternity and Sorority Life partnered for New Member Convocation November 14. All Fall 2022 new members were in attendance to get to know their peers in other chapters, review risk management items (hazing, title IX, alcohol), and participate in a values-based leadership activity, The Great Greek Garage Sale.

## **INTERFRATERNITY COUNCIL**

The Interfraternity Council (IFC) executive board hosted roundtables November 7 to bring chapter officers together for discussion and collaboration. Additionally, the council hosted a workshop series to review community recruitment rules for 2023 and present a program on managing burnout in collaboration with the Department of Psychology. The council continued to support chapter recruitment efforts with more than 80 bids going out this semester.

## **PANHELLENIC COUNCIL**



*The five Panhellenic chapters and their new members on Bid Day*

The Panhellenic Council (PHC) held their primary recruitment process September 16-18, consisting of 3 rounds of mutual selection, followed by bid day. Chapters welcomed 42 new members through this process. The council supported continued open bidding (COB) efforts following primary recruitment and with more than 21 additional bids going out this semester. PHC hosted roundtables October 5 to bring chapter officers together

for discussion and collaboration. In addition, the council held a Halloween themed sisterhood event October 13, an academic program with the Career Center October 20, a self-defense class with UAPD November 3, and a spelling bee to support Circle of Sisterhood November 17.

## SERVEAKRON

At the midpoint of the semester, 800 students have engaged in serveAkron projects and contributed approximately 1,220 hours of community service throughout Akron. serveAkron maintained ongoing relationships with community partners such as One of a Kind Pets and Summit County Coalition Against Sexual Assault, while developing new relationships with North Coast Community Homes and Hickory Ridge Nursing Home and Rehab Center. serveAkron also sent volunteers into new community events to support local partners, including the Kohl Family YMCA's "PS, I Love You 5K", the Akron Marathon Health and Fitness Expo, and the Campus Cupboard Community Garden.



*Left to right: Service Engagement Guides Nina White, Brianna Cox, Nadia Moore, and Braydn Harris dressed as Paw Patrol characters during Trunk or Treat at Leggett Community Learning Center on October 26*

serveAkron is particularly proud to have presented 3 programs in October. On October 15, serveAkron students worked together to introduce eight middle school students from the Students With a Goal (SWAG) program at Summit Lake to all the University has to offer, including a day of games, a campus tour, and UA football. Next, serveAkron hosted the 18<sup>th</sup> Annual Make a Difference Day, a tradition that enabled nearly 300 students to volunteer with 25 community partners. Finally, on October 26, serveAkron, with 17 student organizations and campus departments, engaged Leggett Community Learning Center during the annual Trunk or Treat, during which 372 children and families received candy, donuts, and apple cider from volunteers.

serveAkron continued to host weekly drop-in services and regular Super Service Saturday projects in November with a focus on hunger and homelessness agencies, culminating during Hunter and Homelessness Awareness Week November 14-18. serveAkron also collaborated with the Ray C. Bliss Institute of Applied Politics, College Democrats, College Republicans, Graduate Student Government (GSG), and Undergraduate Student Government (USG) to host an Election Night Watch Party November 8 to watch election results as a campus community.

## STUDENT ORGANIZATION RESOURCE CENTER (SOURCE)

In September and October, 148 students from 14 student organizations traveled on behalf of a student group with assistance from the SOuRCe. Staff also assisted with processing travel requests for Professional Enrichment Grant recipients, totaling 16 students since the start of Fall semester. Undergraduate Student Government and Graduate Student Government have continued the budget allocation process. Since September, close to \$44,000 in allocations have been awarded to 38 student organizations. In addition, the SOuRCe staff has received 20 new student organization applications. Two groups, Art for Everyone and Phi Sigma Rho, are now fully recognized student organizations.

## ZIPS PROGRAMMING NETWORK

Zips Programming Network (ZPN) presented 11 events in September and October. The executive board appreciates the importance of collaboration across campus and connected with nine different student organizations and departments during this period. These events brought together more than 2,000 UA students. “Hispanic Heritage Month: Latinx Celebration of Flavor” was a festival on Coleman Common with authentic Hispanic and Latin cuisine, music, and dancing presented by ZPN, UA Latinos, Office of Multicultural Development, Office of Inclusion and Equity, and Campus Programs. ZPN also provided 70 discounted tickets to Cedar Point for HalloWeekends and held its first dodgeball tournament, which turned out to be a big success.

## RESIDENCE LIFE AND HOUSING



*NRHH Bingo*



*Puppy Paw-ty*



*Careless Vibez*

More than 1000 students participated in events sponsored by Residence Life and Housing during the month of October.

Events, with attendance figures, include:

- National Residence Hall Honorary (NRHH) Bingo: 444
- Emerging Leader’s (EL) class with Tom Varano: 121
- Singing group Careless Vibez: 283
- Puppy Paw-ty: 250
- EL class with Elaine Pasqua presenting “Sex and Excess: Surviving the Party”: 116
- Root Beer Kegger: 81

## RESIDENCE HALL PROGRAM BOARD (RHPB) ATTENDS REGIONAL CONFERENCE



Nine delegates from RHPB attended the National Association of Campus Activities (NACA) Regional Conference in Fort Wayne, Indiana, October 20 – 23. At this conference, members of RHPB interacted with entertainers and agents in the college market as program boards plan spring semester activities for residential students. Conference attendees included RHPB’s advisor, Tom Faessel (pictured left), members of the RHPB executive board, and several members of the Emerging Leaders program.

## ROTC NEWS



ROTC Cadets organized and hosted on Coleman Common a recruiting and fundraising event October 25 to engage the community called “Bold Warrior Challenge.” A physical fitness assessment test, Army Trivia Challenge, and an Army HMMVW (High-Mobility Multipurpose Wheeled Vehicle) pull contest were conducted. Proceeds from the event were donated to a local food bank and all participants won prizes. The highlight for this day was hosting students from the LeBron James Family Foundation, who accepted our challenge and achieved winning results by working as a team.

## ESPORTS ON THE ROAD



Akron Esports traveled to Columbus twice to play in Local Area Network (LAN) events at the collegiate level and will travel to both Atlanta and Philadelphia in the coming weeks.

Nate Meeker, Director of Akron Esports, delivered presentations at NAECAD (National Association of Esports Coaches and Directors) conferences in Fargo, North Dakota, and Fresno, California.



## ESPORTS CLUB AND 3<sup>RD</sup> ANNUAL ROOTOWN RUMBLE



Club tryouts have concluded with more than 100 teams formed across dozens of games. Competition for most games started in early October. Some club students battled alongside our varsity teams during a competition in Atlanta. The Super Smash Brothers Club played host to 200 college students from across the region November 19 for the 3<sup>rd</sup> annual RooTown Rumble event.

## ZIPASSIST



Family Weekend, a series of activities presented in conjunction with Homecoming, drew more than 1,200 participants. Led by Anna Ball, associate director of ZipAssist, event highlights included pumpkin painting in the campus community garden, a barbeque, photo booths, seven downtown/Akron themed tours, a family service project, disc golf, and a carnival.



## CAMPUS CUPBOARD

- The Campus Cupboard received a grant from Swipe Out Hunger, a leading national nonprofit committed to ending college student hunger. Funds will be used to introduce an inventory and visitors tracking software program that will help the Cupboard better serve students.
- The Campus Cupboard was presented with a generous donation from the Clearstead Foundation on October 28.



Alison Doehring, director of ZipAssist, represented the Division of Student Affairs at the 2022 Coalition of Urban and Metropolitan Universities Annual Conference in October. Participants learned ways to continue to enhance the University of Akron's community engagement opportunities and strengthen town/gown relationships. Colleagues in attendance included Anoo Vyas, J.D., and Christin Seher, Ph.D., co-directors of the EX[L] Center for Engaged Learning; Amber Farris, Ph.D., Associate Professor, School of Communication; Sandie Crawford, Ed.D.,

Director, Office of Inclusion and Equity; and Megan Delong, Habitat for Humanity of Summit County.



The Campus Cupboard renewed an agreement with the Akron-Canton Regional Foodbank to continue the monthly pop-up program into 2023. Occurring on the second Thursday of each month, more than 150 students receive grocery items at each event.



Members of the ZipAssist team (pictured left to right: Greg Hustak, Heather Barhorst and Deniesha Newby) volunteered with the Akron-Canton Regional Foodbank during National Hunger Awareness Month in October. The team packaged over 4,000 lbs. of food during their volunteer shift.

## HEALTH SERVICES



- Health Services is again offering Influenza vaccine to interested employees and degree-seeking students. Four pop-up vaccine clinics were scheduled this season, including one on Wayne campus. Vaccine is still available in Health Services by appointment. Enrolled students with who have difficulty covering the \$20.00 fee for the vaccine may seek assistance through ZipAssist or Health Services.

• Klein's pharmacy is administering COVID-19 vaccinations on campus in Bierce Library by appointment or walk-in. Primary and bivalent booster vaccines from Moderna and Pfizer are available.

## COUNSELING AND TESTING CENTER

The Counseling and Testing Center (CTC) presented National Depression Screening Day October 6 at lunch time in the Jean Hower Taber Student Union. Students took 10-minute screenings online through their phones and were provided resources about depression and mental health. Over 230 students participated and received feedback about their scores.



December 7, 2022

Presiding:

Bryan C. Williams

1

\*Revisions to University Rule 3359-1-05, President of the university

2

\*Revisions to University Rule 3359-9-01, Appointments to the classified and unclassified civil service

3

\*Revisions to University Rule 3359-3-05, Office of human resources



CONSENT AGENDA:  
ITEMS 1, 2, 3



Office of the Vice President &  
General Counsel

DATE: November 14, 2022

TO: Dr. John M. Wiencek  
Executive Vice President & Provost

FROM: John J. Reilly  
Associate Vice President and Deputy General Counsel  
Assistant Secretary, Board of Trustees

RE: **Summary of Agenda Items for the December 2, 2022, Meeting of  
the Rules Committee of The University of Akron Board of Trustees**

The Rules Committee will be asked to consider revisions to the following Rules at its meeting on December 2, 2022.

**1. O.A.C. 3359-1-05 - President of the university.**

The proposed updates to this Rule include modifications to new Section (E) (former Section (F)) and deletion of duplicate text in former Section (E.) The proposed updates delegate authority to the President, or the President's designee(s), to employ, set compensation for, and remove all university employees other than individuals employed pursuant to a personal multi-year employment agreement (e.g., the President, Director of Athletics, and head coaches.) These revisions eliminate the requirement for the Board of Trustees to approve any employment matter related to individuals whose total compensation exceeds \$75,000. If the President delegates this authority, such delegation will be in writing and shall be reported to the Board of Trustees by the President.

**2. O.A.C. 3359-9-01 – Appointments to the classified and unclassified civil service.**

The proposed revisions to this Rule correlate with the revisions to O.A.C. 3359-1-05. Revisions to Sections (B)(C) and (D) align with the delegation of authority to the President, or the President's designee, to employ, set compensation for and remove all university employees other than individuals employed pursuant to a personal multi-year employment agreement. Revisions to Section (D) also eliminate the need to present to the Board of Trustees special conditions of employment separate from a personal multi-year employment agreement.

These changes, in concert, will further update and streamline University Rules to provide greater organizational flexibility and operational efficiencies, while reducing potential delays in making non-conditional offers of employment, which can position the University at a hiring disadvantage in a competitive marketplace. The delegation of hiring authority also brings the University's human resource operations more-in-line with the practices with other Ohio public universities.

**3. O.A.C. 3359-3-05 – Office of human resources.**

The proposed revisions to this rule update the title of the Vice President of Human Resources and Chief Human Resources Officer and clarify the administrative reporting line to make it consistent with changes approved recently by the Board of Trustees for other vice-presidential rules.

Please let me know if you have any questions or if I can be of further assistance.

cc: Gary L. Miller  
M. Celeste Cook  
Paula Neugebauer

**3359-1-05      President of the university.**

- (A) The board shall elect a president of the university to hold office at its discretion, in accord with its authority set forth in section 3359.03 of the Revised Code. The following procedures shall serve to guide the selection process, unless revised as provided herein.
- (1) In recognition of the legitimate concerns and interests of faculty, staff, academic and senior administration, students, alumni and community leaders, the search committee will involve such appropriate constituencies in the search process as follows:
    - (a) Prior to the invitation for nominations or applications of candidates, the presidential advisory and screening committee shall offer university constituency groups the opportunity to provide input concerning the proposed criteria, process and scheduling for the search process. The representative constituency and advisory groups may include, but are not limited to a representative from: the council of deans; department chairs; faculty senate; senior administration; contract professional advisory committee (CPAC); staff employee advisory committee (SEAC); university council; the Akron chapter of the American association of university professors (Akron AAUP); students, and community leaders.
    - (b) The board will consider the recommendations from all constituency groups, but retains the final authority to determine the criteria, process and schedule for the search.
  - (2) Pursuant to the bylaws of the board of trustees, the chairperson of the board shall name four voting trustees as a presidential advisory and screening committee with the following responsibilities:
    - (a) To make initial and ongoing recommendations to the full committee regarding the criteria, process, and scheduling for the search for the president;
    - (b) To recommend executive search firms for consideration by the full committee; and
    - (c) To conduct those activities related to the search as may be assigned by the chairperson of the search committee.
  - (3) The presidential search committee shall consist of:
    - (a) The entire board of trustees, including student trustees and advisory trustees, convened as a committee of the whole; and
    - (b) The elected leader (i.e. president or chair) of the following constituency groups:
      - (i) University council;
      - (ii) Faculty senate;

- (iii) CPAC;
  - (iv) SEAC;
  - (v) Undergraduate student government; and
  - (vi) Akron AAUP.
- (c) Members of the search committee who are not members of the board of trustees shall be required to execute a confidentiality agreement as a condition of participating on the search committee.
- (d) Members of the search committee shall participate in all discussions and meetings of the presidential search committee and shall have access to all presidential search materials.
- (4) The search committee shall recommend by consensus those individual(s) to be considered for employment as president by the board of trustees.
- (5) The foregoing procedures for the selection of the president by the board of trustees shall not be construed to limit, reduce, modify or relinquish any authority, responsibility, or discretion of the board to employ the president and govern the university consistent with the powers conferred upon the board by law. The board has the final authority to select and employ the president. Notwithstanding anything herein to the contrary, these procedures shall not be deemed to be mandatory, but shall be considered directory in nature; and, may be revised, in whole or in part, upon a majority vote of the board of trustees at any regular or special meeting, without the necessity of prior notice thereof.
- (B) The president is the executive head of all university colleges, branches, schools, and departments and thus, responsible for general supervision of all its interests. Within general policies of the board, the president shall lead in fostering and promoting education, instruction, research and scholarly activity, and public service as its primary aims. Each year the president shall submit to the board a report on the institution's activities, plans, current and future needs and other relevant data. The president shall attend all meetings of the trustees and address to them matters of institutional importance. The president is the official medium of communication between the university, the board and its committees, possessing the exclusive right to transmit proposals from the faculty and staff--either as a group or as individuals--to the board. This exclusive right of the president shall not abridge the right of trustees to communicate directly with faculty, staff, or other employees of the university; and, no employee shall incur any penalty or sanction whatsoever in connection with such communications.
- (C) By virtue of administrative assignment, the president is a member of the faculty senate and of each college faculty and thus, may preside at every meeting thereof, if the president so wishes. The president shall appoint all committees of the faculty senate unless their memberships are designated by rule. The president shall see that measures of the faculty senate, which have been properly submitted to and approved by the board,

are implemented and shall ensure that directives of the board relative to internal administration are carried out.

- (D) The president has authority in all matters of student discipline in accordance with the rules and regulations of the board. The president shall oversee preparation of the annual budget and advise the board on all financial matters; shall preside at commencement and all other public academic occasions; and shall confer such appropriate degrees and honors of all colleges and schools as are granted by the institution. The president shall have authority and responsibility to oversee intercollegiate athletics and ensure compliance with NCAA and conference rules. The president shall oversee and foster relationships with legislative representatives, community, and municipal leaders, state and national higher education officials, professional associations, other educational institutions, business leaders, and other various publics of the university and higher education. The president shall assume a primary role in fund raising on behalf of the university.
- ~~(E) The president, or the president's designee, is authorized to recommend to the board of trustees for employment, including compensation therefor, or for removal, all full-time administrative officers, faculty, contract professionals, and unclassified staff members whose total annual earnings exceed seventy-five thousand dollars. Although the president may delegate authority to appropriate officials, the president shall retain final authority and responsibility for administration of the university in accord with the bylaws and regulations of the board. Delegation of major areas of authority or responsibility shall be in writing and shall be reported to the board of trustees prior to implementation.~~
- ~~(F)~~ (E) The board delegates authority to the president or the president's designee(s) to employ, set compensation for and remove all full-time administrative officers, faculty, contract professionals and unclassified staff members, other than those individuals whose employment is pursuant to a personal multi-year employment agreement ~~whose total annual earnings are less than seventy-five thousand dollars~~, and all part-time employees and classified staff. Any authority or responsibility of the president may be delegated by the president to any other full-time administrative officers, members of the faculty or contract professionals of the university, subject to any limitations set forth by action of the board of trustees. Delegation of appointing ~~major areas of~~ authority or responsibility shall be in writing and shall be reported to the board of trustees by the president ~~prior to implementation~~.
- ~~(G)~~ (F) The president is authorized and empowered to compromise, adjust, and settle any and all claims, actions, causes of action, demands, costs, expenses, and any and all other damages in connection with any lawsuit filed for or against the university in an amount not to exceed two hundred fifty thousand dollars, upon such terms and conditions as the president shall deem reasonable and best. All such settlements shall be made in privileged consultation with the chair of the board of trustees, the chair of the finance and administration committee of the board of trustees, and the general counsel. All such settlements shall be subject to any necessary approval of the attorney general and the

court in which the action is pending, and such other requirements as are mandated by law. Further, the president is empowered to execute such agreements of settlement and perform such acts as are reasonable and necessary to effect this settlement authority.

- ~~(H)~~ (G) When in the judgment of the president the safety and well-being of students, faculty or staff, or university property is endangered, or when necessary to comply with the requirements of federal or state laws or regulations or when circumstances require the promulgation of rules without the benefit of prior review and approval of the board of trustees and/or the faculty senate and university council, the president, upon advice of the general counsel, is authorized and empowered to promulgate rules for the governance of the university and provide for filing of such rules in compliance with section 111.15 of the Revised Code. The president shall immediately inform the board of trustees and when appropriate the faculty senate and university council of any rules promulgated pursuant to this authority.
- ~~(H)~~ (H) Subject to the authority of government vested by law in the board of trustees, the authority and responsibility for the internal administration of the university is delegated to the president of the university of Akron and shall in fact be exercised by the president. The president may consult extensively with appropriate student, faculty, employee, and administrative groups. However, administrative decisions in all matters of operation of the university of Akron shall be the responsibility of the president, subject to appropriate review and/or approval by the board of trustees, notwithstanding any other delegation of authority or responsibility to any student, faculty, employee, or administrative group. Any delegation of authority by the president shall be accompanied by appropriate standards of guidance in the exercise of such delegated authority and shall be accompanied by periodic review.
- ~~(H)~~ (I) For reasons of protocol or otherwise, the president shall have the right to execute or by express written direction to delegate the authority to execute any contract. Contracts may only be executed on behalf of the university of Akron as authorized in the bylaws, regulations, and rules of the board; and except as expressly provided, no employees, agents, or other representatives whatsoever of the university of Akron shall have any contracting authority to bind the university of Akron. Contracts shall not be authorized unless executed in accord with policies and rules established by the board and the president. Except for routine contracts and purchases authorized by rules of the board, contracts shall be reviewed for legal form and sufficiency by the office of general counsel prior to their execution.
- ~~(K)~~ (J) When authorized by the board of trustees, the president may serve on corporate boards in a representative capacity on behalf of the university. In such instances, the president shall keep the board of trustees informed regarding such activities and shall consult with and obtain prior approval from the board of trustees, unless otherwise authorized by the board of trustees, regarding the president's participation in any change in the mission, governance or legal structure of the entity or any commitment of university assets in connection with the president's service while acting in a representative capacity with the entity. For purposes of this provision, the term "assets" shall be liberally and broadly construed to include anything of value, including but not be limited to capital, real or

personal property, financial resources, personnel, "in-kind" contributions as that term is commonly known in higher education, or other such form of value.

Effective: [12/17/2022](#)

Certification:

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M. Celeste Cook  
Secretary  
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 11/04/1977, 02/16/1987, 07/20/1990, 05/22/1991,  
12/23/1995, 09/04/1997, 11/24/2001, 06/25/2007,  
02/27/2009, 12/26/2013, 02/01/2015, 12/15/2018,  
[05/07/2022](#)

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -22**

Revision of Rule 3359-1-05  
President of the university

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 2, 2022 to revise rule 3359-1-05 be approved.

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M. Celeste Cook, Secretary  
Board of Trustees

**3359-9-01 Appointments to the classified and unclassified civil service.**

- (A) The board recognizes that the civil service of the state is "... divided into the unclassified service and the classified service..." and, that the "...unclassified service shall comprise the following positions, which shall not be included in the classified service...":

"...All presidents, business managers, administrative officers, deans, assistant deans, instructors, teachers, and such employees as are engaged in educational or research duties connected with..." the university of Akron as determined by the board of trustees, as defined in division (A)(7)(a) of section 124.11 of the Revised Code.

- (B) Pursuant to the rules of the board of trustees, the president and the president's designee(s) are empowered to employ, set compensation for and remove full-time administrative officers, faculty, contract professionals and unclassified staff members ~~whose total annual earnings are less than seventy five thousand dollars,~~ and all part-time employees and classified staff, and to perform all other personnel actions, except as otherwise provided in rules 3359-1-02 and 3359-7-01 of the Administrative Code. All appointments shall identify the classified or unclassified status of the position. By virtue of appointment to the classified or unclassified service, such employee shall be subject to the authority of the president, or the president's designee(s) who shall have the discretion at any time during the term of appointment to make or to authorize assignments, reassignments, or other administrative changes in an individual's duties or responsibilities, including but not limited to changing administrative designations or reporting relationships.
- (C) Certificates of appointment, letters, job descriptions, or other instruments documenting or issued by the ~~secretary of the board or~~ appointing authority ~~evidencing board action on the president's nominations for appointment or other personnel recommendations or actions~~ shall not be constructed to limit the discretion and authority of the president, or the president's designee(s), ~~and the board to make such administrative changes as provided in these regulations.~~
- (D) Employment and compensation of employees of the university of Akron is the responsibility of the board, and the board has authorized the president and the president's designee(s), but no other officer or employee of the university of Akron, to employ, remove, fix the compensation of, or in any manner whatsoever create any expectancy of employment or reemployment, except as expressly authorized in the bylaws, rules, and regulations of the board, and consistent with the authority and limitations of this rule, and rules 3359-1-05, 3359-20-06.1 and 3359-22-01 of the Administrative Code. All offers of employment shall be subject to the approval of the board of trustees and/or the president or the president's designee(s), and no person shall be entitled to rely upon any verbal or written representation to the contrary.
- (E) The board of trustees will act upon all personnel actions that involve full-time administrative officers, faculty, contract professionals, and unclassified staff members

whose employment is pursuant to a personal multi-year employment agreement.

(F) The office of general counsel shall provide advice and counsel with respect to the negotiation and terms of such contractual arrangements and shall review all such documents for legal form and sufficiency. Prior to any board meeting at which board approval will be requested for the employment of such individual(s), the document(s) containing all proposed terms of employment shall be provided to the board of trustees for its review.

(G) This rule shall not apply to undergraduate, graduate or professional students.

~~(E)~~

~~The board of trustees will act upon all personnel actions that involve full-time administrative officers, faculty, contract professionals, and unclassified staff members whose total annual earnings exceed seventy five thousand dollars, including but not limited to contractual arrangements pertaining to the employment of vice presidents, deans, directors, coaches, and other such officers and employees, as designated by the board of trustees.~~

~~The office of general counsel shall provide advice and counsel with respect to the negotiation and terms of such contractual arrangements and shall review all such documents for legal form and sufficiency. Prior to any board meeting at which board approval will be requested for the employment of such individual(s), the document(s) containing all proposed terms of employment shall be provided to the board of trustees for its review.~~

~~Personnel actions involving the employment of full-time administrative officers, faculty, contract professionals, or other employees that include special conditions of employment, such as financial or other commitments by the university in the amount of ten thousand dollars or more beyond the individual's base salary and regular employee benefits, including but not limited to "start-up" funding for research, multi-year employment terms, provision for automobile, stipends, one-time payments, liquidated damages, deferred compensation, etc., shall require specific approval by the board of trustees and the document(s) containing all such terms shall be made subject to board approval and shall be provided for review by the board of trustees prior to requesting board approval. This rule shall not apply to undergraduate, graduate or professional students.~~

Effective: [12/17/2022](#)

Certification: \_\_\_\_\_  
M. Celeste Cook  
Secretary  
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: Prior to 07/20/1990, 09/21/1995, 08/09/1996,  
01/31/2015, 09/11/2016, [12/15/2018](#)

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -22**

Revision of Rule 3359-9-01  
Appointments to the classified and unclassified civil service

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 2, 2022 to revise rule 3359-9-01 be approved.

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M. Celeste Cook, Secretary  
Board of Trustees

December 7, 2022

**3359-3-05 Office of human resources.**

- (A) The president of the university, as specified in rule 3359-1-05 of the Administrative Code, the president is executive head of all university colleges and departments possessing duties, responsibilities and powers as delineated in the bylaws.
- (B) The vice president of human resources and chief human resources officer (the "chief human resources officer") shall be appointed by the ~~board upon recommendation of the~~ president, ~~and~~ shall hold office at the discretion of the president, and shall report to the president consistent with the administrative reporting line then in effect. ~~be responsible to the president through the senior vice president and provost.~~
- (1) The chief human resources officer shall plan and direct policies and initiatives to attain short-term and long-term goals as established by the president ~~and senior vice president and provost~~ in accordance with the policies and rules established by the board and the president.
- (2) The chief human resources officer is responsible for:
- (a) Creating and maintaining a compensation and classification philosophy and system that supports performance enhancement and measurement strategies;
  - (b) Supervision of the university's office of equal employment opportunity and affirmative action, including development of an annual affirmative action plan;
  - (c) Refining talent acquisition, retention, and advancement strategies and programs to support effectiveness and efficiency in the use and deployment of human talent;
  - (d) Recommending and implementing human resources policies and procedures consistent with a collaborative and integrated teamwork approach to institutional advancement;
  - (e) Administration of employee programs such as performance planning and management, employee development and recognition, employee benefits, labor relations, and employee relations;
  - (f) Complying with federal and state employment regulations and maintaining employee records;
  - (g) Negotiation and administration of all ~~non-faculty~~ collective bargaining agreements;
  - (h) Administration of all disciplinary actions, including suspension or termination of classified, unclassified, contract professional, and ~~non-faculty~~ collective bargaining unit employees; and
  - (i) Serve as the university appointing authority, including signatory authority for personnel actions, as delegated by the president.

Effective: 12/17/2022

Certification: \_\_\_\_\_  
M. Celeste Cook  
Secretary  
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 04/28/1997, 11/24/2001, 05/25/2002, 04/11/2003,  
06/25/2007, 06/30/2011, 01/31/2015, 12/15/2018

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -22**

Revision of Rule 3359-3-05  
Office of human resources

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 2, 2022 to revise rule 3359-3-05 be approved.

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M. Celeste Cook, Secretary  
Board of Trustees

December 7, 2022

December 7, 2022

Presiding:

Trina M. Carter

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\*Acceptance of the June 30, 2022 Financial Statement Audits

**Audit & Compliance**



CONSENT AGENDA:  
ITEM 1

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -22**

Acceptance of the June 30, 2022 Financial Statement Audits

BE IT RESOLVED, That the recommendation of the Audit & Compliance Committee on December 7, 2022, to accept the annual financial statements and footnotes as presented by personnel of the University, Foundation, and Research Foundation, including Crowe's audit opinions and reports thereon, as of and for the year ended June 30, 2022, be approved.

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M. Celeste Cook, Secretary  
Board of Trustees

December 7, 2022



**Proposed Consent Agenda  
Meeting of The University of Akron's Board of Trustees  
December 7, 2022**

<b>Item</b>	<b>Description</b>	<b>Committee</b>	<b>Tab</b>
1	Minutes for October 12, 2022	None	Board of Trustees
2	Financial Report for the Three Months Ended September 30, 2022	Finance & Admin.	2
3	Procurements for More Than \$500,000	Finance & Admin.	3
4	Gift Attainment Report for July 1, 2022 through October 31, 2022	Finance & Admin.	4
5	Prospective Degree Candidates for Fall 2022	Academic Issues & Student Success	1
6	Revise Rule 3359-1-05, President of the university	Rules	1
7	Revise Rule 3359-9-01, Appointments to the classified and unclassified civil service	Rules	2
8	Revise Rule 3359-3-05, Office of human resources	Rules	3
9	Acceptance of the June 30, 2022 Financial Statement Audits	Audit & Compliance	1

Presiding:  
Chair  
Joseph M. Gingo  
December 7, 2022

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New Business