

Presiding:
Chair
Joseph M. Gingo
April 19, 2023

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 Rules Committee
7	Consideration of Recommendations of the Academic Issues & Student Success Committee
8	Consideration of Recommendations of the Finance & Administration Committee
9	Consideration of Recommendations of the Nominating Committee
10	Consideration of New Business
11	Next Regular Meeting: Wednesday, June 14, 2023 Student Union, Room 339
12	Adjournment

Board of Trustees

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Meeting Minutes
Wednesday, December 7, 2022
Jean Hower Taber 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
--------------------	---------------

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. 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. and thanked all participants.

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 or official, 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 meeting with legal counsel concerning litigation involving the University, pursuant to O.R.C. 121.22(G)(3).

The meeting returned to public session on a 9-0 vote at 9:45 a.m.

REPORT OF THE CHAIR

Day in the Life of UA Faculty

Mr. Gingo began his report by sharing his experience of spending Wednesday, November 16 observing the work of several of the University’s faculty members. He stated that, “I was impressed with the tremendous knowledge, enthusiasm, and creativity of our faculty. During my day, I had the opportunity to:

- Learn about a National Science Foundation-funded research project on The Evolution of Walking and attend a genetics lab course on fingerprinting in the Department of Biology;
- Visit with faculty and participate in a critical care nursing course in the School of Nursing;
- Attend a cross-discipline Carnegie community engagement discussion; and
- Visit the student makerspace in the School of Art.

I was both surprised and impressed with the integration of technology, including 3-D, polymer and computer engineering into the fine arts and computer gaming, and the incredible works of art and projects that our students were making through the use of that technology.”

Mr. Gingo expressed his thanks to the faculty members who had been so generous with their time and to Dr. Jordan Renna for having arranged the dynamic and varied agenda including a quick tour of his impressive lab. Mr. Gingo especially thanked Dr. Toni Bisconti, who had invited him for the visit on behalf of the Akron AAUP.

Mr. Gingo further stated that “I totally enjoyed the experience. I encourage other members of our Board who may be interested in participating in a similar experience, either for a day or half day in the future, to contact Executive Vice President and Provost John Wiencek so that they too may see and experience the dedication of our faculty to their students and their disciplines. It was an extremely worthwhile day.”

Engagement with Shared Governance Leadership

Mr. Gingo reported that on the following day, Thursday, November 17, the executive leadership of the Faculty Senate welcomed him to attend their monthly meeting, which he described as “a very constructive tradition each semester and one that I am happy to continue.” He further stated that “I appreciate deeply these opportunities to learn about the Senate’s initiatives and share perspectives with its leaders. On behalf of the Board, I would like to, once again, express our appreciation and respect to the individuals who represent the University’s constituency groups and for their dedicated work to further the objective of shared governance.”

Bevilacqua Gift

Mr. Gingo then called the Board’s attention to the recent \$1 million gift commitment from Frank and Marie Bevilacqua, who are generous alumni supporters of the University. This gift will support the Frank P. and Marie L. Bevilacqua Endowed Scholarship in Education, which will assist rising juniors and seniors in pursuing their degrees and make meaningful differences in the communities that they go on to serve. Mr. Gingo stated “on behalf of the Board, I would like to express the University’s deep gratitude for the generosity of Frank and Marie and for their commitment to the University and its students”

2022 Commencement

Mr. Gingo noted that this was the last regularly scheduled Board meeting for Calendar Year 2022 and the fall academic semester. He congratulated the graduates who would receive their degrees that coming Saturday during fall commencement ceremonies. Mr. Gingo acknowledged and congratulated former Trustee and Vice Chair Dr. Al Ciraldo, who would receive his honorary Doctor of Humane Letters degree in recognition of his noteworthy achievements, selfless dedication, and valuable service to the University. This would be Dr. Ciraldo’s second degree from the University, from which he previously earned his undergraduate degree in Biology.

On a related note, Mr. Gingo expressed hearty congratulations, both personally and on behalf of the Board, to former Student Trustee McKenzie Gerzanics, who had passed the fall 2022 bar exam on her first attempt. He led the Board in a round of applause in recognition of her achievement.

Conclusion

Finally, for himself and on behalf of the entire Board, Mr. Gingo wished everyone healthy and happy holidays.

REPORT OF THE PRESIDENT (See Appendix C.)

REPORT OF THE STUDENT TRUSTEES

Mr. Smith reported that the fall semester, which was wrapping up with finals week, was a success in many ways. Many new and returning students had found new friends, clubs to join, and events to attend around campus. He noted that fall sports had ended, with winter sports getting underway:

- The men's soccer team finished the regular season as Mid-American Conference champions, giving them a bid to the NCAA Tournament in which they hosted a home game for the second round (and men’s soccer would be joining the Big East Conference starting with the 2023-2024 season);
- Men’s basketball was off to a successful start; and
- The Zips Esports Rocket League team recently won the DreamHack Atlanta tournament.

He reported that ZipAssist is adding many new, exciting, and useful resources that are available to students across campus. One resource is RooBoost, a peer-to-peer accountability program. Students can meet with a mentor to discuss refocusing, learn what resources are available to help them, and track their progress. Also this spring semester, students enrolled in the Zips Recharge Together course will begin an eight-week journey to renovate the space located directly above the Student Union Starbucks into a mental health oasis. Students will work with community members to create new color schemes and relaxation stations with updated furniture and many more unique elements.

Mr. Smith concluded by wishing everyone the best of luck on finals and a relaxing winter break.

Ms. Campbell introduced featured student speakers and 2022 Homecoming King and Queen, senior Computer Science – Systems Track major Mr. Tyrone Johnson and senior Political Science major Ms. Alexis Currie, (see Appendix F), to come forward and share their Akron experiences 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 on Friday, December 2.

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

By consensus, the proposed action to approve the minutes of the Board of Trustees’ meeting of October 12, 2022 was placed on the consent agenda.

RESOLUTION 12-1-22 (See Appendix B.)

REPORT OF THE FINANCE & ADMINISTRATION COMMITTEE presented by Trustee Saxon

- Report of the Senior Vice President, Finance/Chief Financial Officer (See Appendix D.)
- Personnel Actions recommended by Dr. Miller as amended (Tab 1)

RESOLUTION 12-2-22 (See Appendix B.)

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

- Financial Report for the Three Months Ended September 30, 2022 (Tab 2)

The report covers budget-versus-actual revenue and expenditures during the first three 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 September 30	Original Budget	YTD September 30	Actual to Budget	
					\$	%
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 and 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	144,556,326	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%
Compensation [Payroll & Fringe Benefits]	157,157,353	31,965,462	173,045,000	35,720,946	(137,324,054)	20.6%
Non-Personnel [Operating, Utilities, Plant Fund, Student Extracurricular, Strategic Initiatives]	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

RESOLUTION 12-3-22 (See Appendix B.)

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

1. Stop Loss Insurance (Local Funds)

An award was proposed to Anthem Blue Cross & Blue Shield for Calendar Year 2023 stop loss insurance regarding the University's self-insurance medical and prescription drug plans in the rate amount of \$81.69 per employee per month with an estimated expenditure of \$1,339,387. The proposal had been evaluated and recommended by the Department of Human Resources in consultation with Willis Towers Watson, the University's benefits consultant, and deemed legally acceptable by the Office of General Counsel.

2. Center for Precision Manufacturing (Local Funds)

An award was proposed 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. The Office of Capital Planning and Facilities Management and the Department of Purchasing recommended the award based on the lowest responsible bid. The vendor award would occur pending review for legal form and sufficiency by the Office of General Counsel.

3. Infrastructure Improvements Phase II – Electrical (State Funds)

An award was proposed to Speelman Electric, Inc. in the amount of \$1,345,450 to connect the Fir Hill and Exchange Street substations together, which would provide redundancy in the University’s electrical infrastructure. The Goodyear Polymer building would be connected to the new system as the first leg of a new engineering electrical loop. The Office of Capital Planning and Facilities Management and the Department of Purchasing recommended the award based on the lowest responsible bid. The vendor award would occur pending review for legal form and sufficiency by the Office of General Counsel.

RESOLUTION 12-4-22 (See Appendix B.)

- Gift Attainment Report for July 1, 2022 through October 31, 2022 (Tab 4)

For the first four months of Fiscal Year 2023, The University of Akron recorded total gift attainment of cash, pledges due, bequests received, and gifts-in-kind of \$5,632,106, a 49-percent increase over the same time period in the prior fiscal year. Commitments for the We Rise Together Campaign reached \$72,489,582, or 48 percent of the \$150 million goal, since its inception in February 2020.

In addition, Ms. Cole shared news of a \$1 million estate gift supporting the Office of Multicultural Development, Social Justice Fund, housed in the UA Office of Multicultural Development. She noted that Dr. Sheldon Wrice had worked closely with the donors on this gift, and she invited him to comment.

Dr. Wrice said that this commitment represents the largest gift commitment to the Office of Multicultural Development in the history of The University of Akron. The funding would support efforts to provide wrap-around services, particularly the award-winning peer-mentoring program, as under-represented students pursue their college degrees and move into professional life. It also will support the office’s efforts in recruitment, retention, and advancement of students from diverse backgrounds. He concluded by thanking the anonymous donor for their outstanding generosity and acknowledged the leadership of Vice President Kim Cole and her staff for helping to shepherd this major donation.

RESOLUTION 12-5-22 (See Appendix B.)

- Purchases \$75,000 to \$500,000 Report (Tab 5a) INFORMATION ONLY
- Purchases Over \$500,000 Report (Tab 5b) INFORMATION ONLY
- Capital Projects Report (Tab 6) INFORMATION ONLY

- Information Technology Report (Tab 7) INFORMATION ONLY
- Advancement Report (Tab 8) INFORMATION ONLY
- University Communications and Marketing Report (Tab 9) INFORMATION ONLY
- Public Liaison and Government Relations Update (TAB 10) INFORMATION ONLY

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Chair Mayer

- Provost's Report (See Appendix E.)
- Prospective Degree Candidates for Fall 2022 (Tab 1)

The proposed tentative list of 770 total degrees to be conferred for fall 2022 consisted of 37 doctoral, 44 law, 100 master's, 507 baccalaureate and 82 associate, contingent upon candidates' fulfillment of requirements.

RESOLUTION 12-6-22 (See Appendix B.)

- Report to the Chancellor on Remediation of Students per O.R.C. 3345.062 (Tab 2) INFORMATION ONLY
- Research Report (Tab 3) INFORMATION ONLY
- Student Success Report (Tab 4) INFORMATION ONLY

REPORT OF THE RULES COMMITTEE

presented by Committee Chair Williams

Mr. Williams thanked Mr. Waltermire for having presided over the Rules Committee meeting in his absence on December 2.

- Revise University Rule 3359-1-05, President of the university (Tab 1)

The proposed updates to this rule included modifications to new Section (E) (former Section (F)) and deletion of duplicate text in former Section (E). Authority would be delegated 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 would 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 would be in writing and be reported to the Board of Trustees by the President.

RESOLUTION 12-7-22 (See Appendix B.)

- Revise University Rule 3359-9-01, Appointments to the classified and unclassified civil service (Tab 2)

The proposed updates to this rule would correlate with the revisions to University Rule 3359-1-05 (above). 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 would eliminate the need to present to the Board of Trustees special conditions of employment separate from a personal multi-year employment agreement.

RESOLUTION 12-8-22 (See Appendix B.)

Mr. Williams said that the proposed revisions to the above two rules would update and streamline them to provide greater operational flexibility and efficiencies in the hiring process, eliminate offers of employment that are conditioned upon future Board approval, which has been a disadvantage in the competitive marketplace, and would align University hiring processes with those used by the majority of other Ohio public universities.

- Revise University Rule 3359-3-05, Office of human resources (Tab 3)

The proposed updates to this rule would 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.

RESOLUTION 12-9-22 (See Appendix B.)

REPORT OF THE AUDIT & COMPLIANCE COMMITTEE

presented by Committee Chair Carter

- Acceptance of the June 30, 2022 Financial Statement Audits (Tab 1)

The proposed resolution would accept the June 30, 2022 annual financial statements and footnotes of the University, University of Akron Foundation and University of Akron Research Foundation including audit opinions and reports from external auditors, Crowe LLP.

RESOLUTION 12-10-22 (See Appendix B.)

CONSENT AGENDA VOTE

Mr. Gingo said that each of the nine items on the consent agenda had been thoroughly discussed at committee meetings held on Friday, December 2 and had been recommended for approval by the appropriate committee, which also had approved the addition of the items to the consent agenda.

**ACTION: Adkins motion, Needles second for approval of Consent Agenda
Resolutions 12-1-22 and 12-3-22 through 12-10-22, passed 9-0**

The Board returned to executive session at 10:38 a.m. on a 9-0 vote for the stated purposes of— considering the appointment, employment, dismissal, discipline, promotion, demotion or compensation of a public employee or official pursuant to O.R.C. 121.22(G)(1); considering real estate matters, pursuant to O.R.C. 121.22(G)(2); and meeting with legal counsel concerning litigation involving the University, pursuant to O.R.C. 121.22(G)(3). The meeting returned to public session at 12:45 p.m. on a 9-0 vote.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 12:45 p.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

April 19, 2023

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

Anthony E. Barnes, Senior Manager, Alumni and Development Communication

Christine Boyd, Senior Director, External Communications

Katie Byard Carney, Akron Beacon Journal

Lexie Currie, Featured Student

Emily Janoski-Haehlen, Dean, School of Law

Tyrone Johnson, Featured Student

Dr. Stephen McKellips, Vice Provost Enrollment Management

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

Fedearia A. Nicholson-Sweval, Vice Provost Student Pathways and Dean, Williams Honors College

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

APPENDIX B: RESOLUTIONS

RESOLUTION 12-1-22: Pertaining to Approval of Board Meeting Minutes

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

RESOLUTION 12-2-22: 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.

RESOLUTION 12-3-22: 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.

RESOLUTION 12-4-22: Acceptance of Procurements for More Than \$500,000

BE IT RESOLVED, That the following recommendations presented by the Finance & Administration Committee on December 7, 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.

RESOLUTION 12-5-22: 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.

APPENDIX B: RESOLUTIONS, Page 2

RESOLUTION 12-6-22: 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.

RESOLUTION 12-7-22: Revision of Rule 3359-1-05, President of the university

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 7, 2022 to revise Rule 3359-1-05 be approved.

RESOLUTION 12-8-22: 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 7, 2022 to revise Rule 3359-9-01 be approved.

RESOLUTION 12-9-22: Revision of Rule 3359-3-05, Office of human resources

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 7, 2022 to revise Rule 3359-3-05 be approved.

RESOLUTION 12-10-22: 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.

APPENDIX C: REPORT OF THE PRESIDENT

Thank you, Chair Gingo, and good morning. I hope everyone here had a wonderful Thanksgiving and start to the holiday season. I certainly did.

Holiday Break

I would like to begin by thanking this Board for, again this year, approving additional paid leave days between year-end holidays. This time off is really valuable to all, including non-bargaining unit staff, contract professionals, and administrative faculty, as a way to relax, spend time with family, and prepare for the spring semester. These folks have been working very, very hard this semester.

We will, of course, continue to rely on a core crew of workers to keep the campus safe and running during the holidays. We very much appreciate their dedication. We are particularly grateful to the Physical Facilities Operations Center and The University of Akron Police Department for their work in between the holidays.

We'll also have colleagues in Information Technology, Athletics, Residence Life and Housing, Dining Services, and E.J. Thomas Performing Arts Hall working during the break, so I want to thank all of them for their work.

2022 Fall Commencement

I would like to congratulate the 770 UA students who will graduate Saturday during two commencement ceremonies. This is, of course, a tremendous milestone, and we are very proud of the determination and grit of these students during their time here to get their degrees, particularly during COVID. They will join a global network of over 180,000 alumni worldwide. No matter where they go next, we are encouraging all of them to keep in touch with us and visit Akron often.

Alumni Generosity

Regarding the strong alumni network, I want to share a couple of updates about Zips who are making impacts around the world.

First, I want to recognize the generosity of UA alumni Raymond K. and Sylvia L. Lee. They have made a \$1 million gift commitment to support The Raymond K. and Sylvia L. Lee B-STEM Experiential Education Fund. This gift will support UA summer camp experiences for middle-school students onsite at Akron Public Schools' East Community Learning Center, which is where Ray attended as a child. UA has for years offered summer camps and other youth programs in the STEM areas of science, technology, engineering, and math. The Lees' gift will add a B component—B stands for business—to the existing STEM summer camp program.

APPENDIX C: REPORT OF THE PRESIDENT, Page 2

The participants in this program will continue to learn about STEM concepts along with lessons about materials and labor costs, accounting, and budgeting skills. Their experience also will include career readiness, teamwork, and digital technology training. UA faculty and others from the College of Engineering and Polymer Science will help facilitate the B-STEM camp, which will be free for participants. We are deeply grateful to Ray and Sylvia Lee for continuing to open doors and expand opportunities for young people in this community, and we thank them for their kindness and generosity.

The second alumni highlight of note is related to a trip I took to Houston last month. I, along with UA representatives including College of Engineering and Polymer Science Dean Craig Menzemer, met with Stephen Koerner, deputy director of the NASA Johnson Space Center. Stephen is a 1992 University of Akron mechanical engineering graduate who oversees a huge range of the human spaceflight program. He has been deputy director since 2021 and, prior to that, held a variety of posts since joining NASA in 1992 after serving a one-year internship offered through UA’s co-op program.

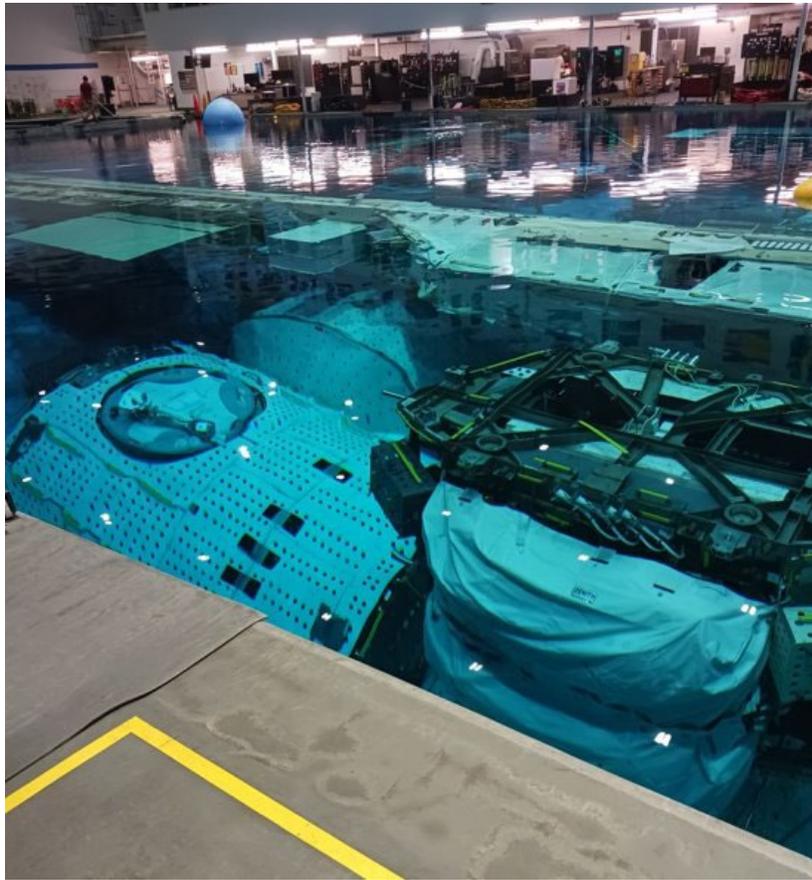


UA tour was led by Mr. Stephen A. Koerner '92, Deputy Director NASA Johnson Space Center (second from right).

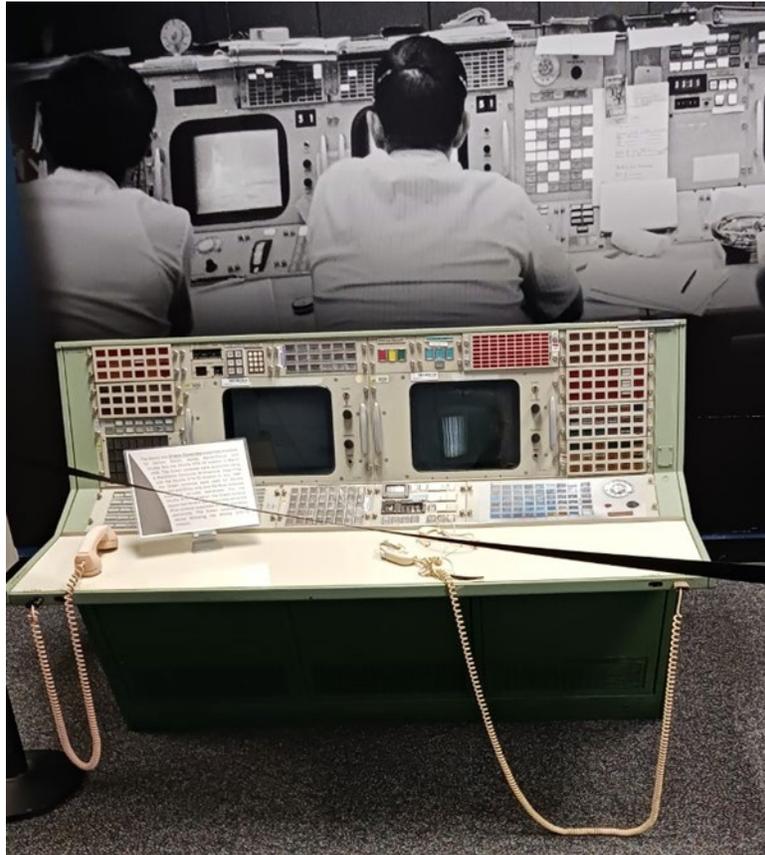
During our visit, as you can see from these photos, Stephen gave us a thorough tour of the NASA campus, including the new Neutral Buoyancy Laboratory, the Space Vehicle Mockup facility, and the historic Mission Control.

In fact, we actually met three astronauts on the floor of the training facility when we were there, one who had just returned several weeks earlier.

APPENDIX C: REPORT OF THE PRESIDENT, Page 3



APPENDIX C: REPORT OF THE PRESIDENT, Page 4



We had a great visit with Stephen. He was excited to hear about our engineering efforts. He came to our event that evening, and he was particularly interested in our groundbreaking student rocket design team, the Akronauts. We are in discussions with him now about potential opportunities, and we will explore where developments might lead.

APPENDIX C: REPORT OF THE PRESIDENT, Page 5

I want to tell you that we did have a chance to sit in the Orion capsule in the training facility. I sat in the commander’s seat (of course), and I have some great pictures. I can tell you that, even though this capsule is larger than the Apollo capsule, it is pretty claustrophobic. We were lucky to be able to do that, primarily because we were with Stephen.



Recent Developments

We had a couple of pieces of good news in the past few weeks from the state level that I would like to share with you.

First, Governor DeWine announced that The University of Akron has received nearly \$423,000 in funding from the 2022 Campus Safety Grant Program. Our award was the largest of the 33 grants to Ohio public higher education institutions. UA’s funding will support the purchase and use of metal detectors at the entrances of our campus, sport, and entertainment venues. The use of metal detectors will be a valuable piece of our efforts to secure our facilities. We are very grateful to the legislature for approving this funding.

APPENDIX C: REPORT OF THE PRESIDENT, Page 6

Secondly, the Ohio Treasurer's office announced that the University's H. Kenneth Barker Center for Economic Education is the recipient of a Compass Award. This is a monthly recognition program for organizations and programs across the state that are working on financial literacy and empowerment in Ohio. The Barker Center, which is a nonprofit partnership of education and business leaders, is based in the Buchtel College of Arts and Sciences, and it works to advance financial literacy in schoolchildren, college students, and their families. We want to congratulate the Barker Center for that honor.

The University of Akron Magazine

By now, you should all have received The University of Akron Magazine. I am particularly excited about this issue, which highlights our ongoing efforts to build strong connections with the Akron community in light of our role as a public urban research university. Please spread the word about the magazine, which also is available to view on the UA website. Of course, I want to thank the University Communications and Marketing team led by Tammy Ewin for its great effort on publishing this and The University of Akron Foundation for its support of this effort.

UA Esports

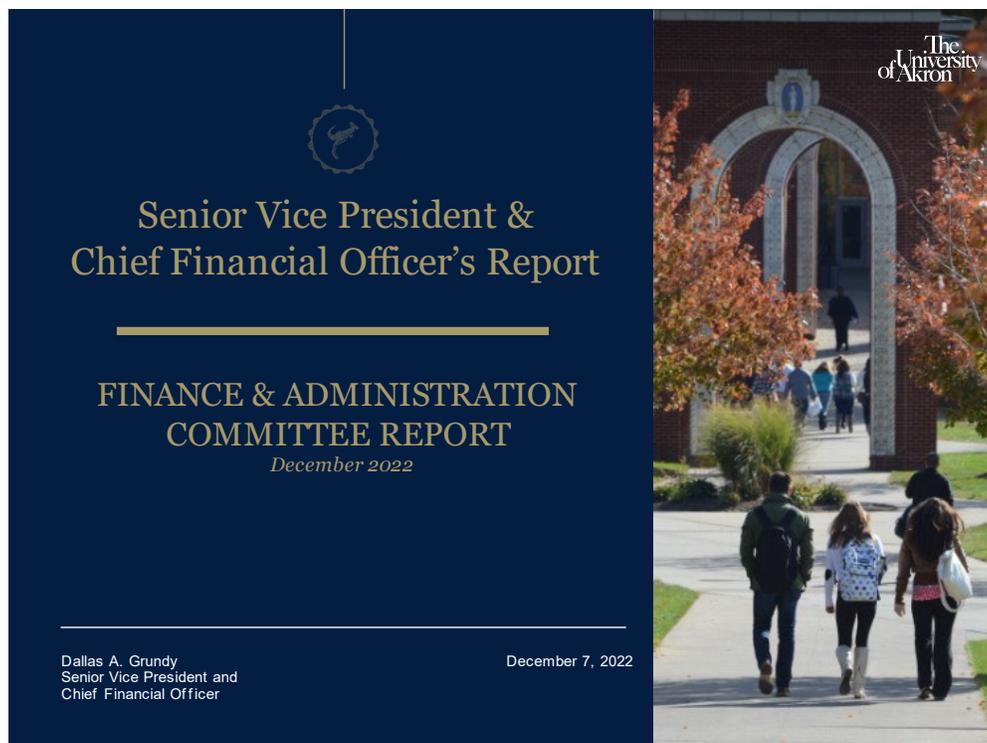
I want to congratulate UA's esports program for being recognized as one of the best in the country. According to the new ranking by DailyGame, which is an international online magazine covering video game sports and news, UA is ranked second in the country in esports. The magazine cited access to early classes, a practice arena and other top-notch facilities, tutoring and other academic support, and access to scholarships as the rationale behind the ranking.

I want to congratulate Nate Meeker, who is director of our esports program, for elevating this program to national prominence over the last couple of years. Nate estimates that nearly ten percent of the UA student body is involved in esports, which I think is really remarkable. Clearly, this has become an important part of our offerings and provides a unique opportunity for prospective students.

Conclusion

One final note, Georgia and I wish everyone here a warm, safe, and happy holiday season and a restful winter break. Thank you.

**APPENDIX D: REPORT OF THE SENIOR VICE PRESIDENT, FINANCE/
CHIEF FINANCIAL OFFICER**



CONSENT AGENDA

- **For Approval:**
 - **TAB 2:** Financial Report for Three Months Ended September 30, 2022
 - **TAB 3:** Purchases Over \$500K
 - Stop Loss Contract
 - Center for Precision Manufacturing
 - Infrastructure Improvements- Phase III
- **Information Only:**
 - **TAB 5:** Purchases Between 75K– 500K (Informational)
 - **TAB 6:** Capital Projects Report (Informational)
 - Crouse Ayer Hall Consolidation
 - Energy Contracting Authority– Electricity Supply
 - **TAB 7:** Information Technology Report (Informational)
 - **Campus Culture**
 - Controller’s Office Hires

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

PHYSICAL CAMPUS STRATEGY

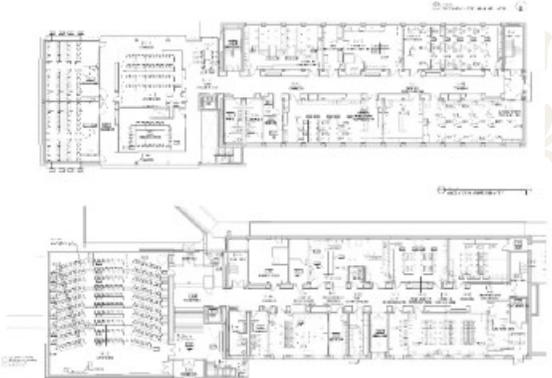
CROUSEAYER CONSOLIDATION F,F,&E

Funding Source: State Funded.
Bids Closed: September 28, 2022
Budget: \$800,000 (Furniture only)
Award made to:

Contract Source (Item 1 and 3) = \$349,510
Assembled Product Specialists (Item 2) = \$217,272
iVideo (Item 4) = 283,149
APG (Item 5) = \$2,834
Inspire (Item 6 and 7) = \$76,394

Total Furniture = \$646,021
Total AV = \$283,149

Project Description:
Fixtures, Furniture, and Equipment for the Crouse Hall/ Ayer Hall Consolidation. Includes classroom, office, lab, and lounge furniture. A separate bid for AV equipment was also issued.



This informational report is intended to satisfy preapproval Resolution 8-5-22 dated August 10, 2022, to initiate the competitive bidding process to procure construction contracts for the Fixtures, Furniture, and Equipment (FFE) for the Crouse Ayer Hall consolidation. Seven separate awards were made, as follows, none of which exceeded \$500,000 individually:

Low Bidder/Vendor	Bid
Contract Source	\$259,298
Assembled Product Specialists:	217,272
Contract Source	90,211
APG	2,834
Inspire Workplace	76,394
iVideo	283,149

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

PHYSICAL CAMPUS STRATEGY

**ENERGY
PROCUREMENT-
ELECTRICITY**

Funding Source: Locally Funded.

Bids Closed: September 28, 2022

Bid Refresh: November 15, 2022

Project Description:

Per the recommendation of the university's contracted energy consultant, refreshed electricity commodity pricing on 11/14 and 11/15.

There were 3 shortlisted providers, Direct Energy, WGL, and Dynegy.

WGL was the ultimate low bid at \$0.06180/kWh for a **60 month** fixed price term with an unlimited tolerance band. (approx. \$5,153,292/year)

The next low was Dynegy at \$0.0623/kWh (approx. \$5,194,985/year).

An award was made to WGL Energy Services, Inc.



Also in August, Resolution 8-6-22 preapproved bidding for the University's electric contract. After proposals received in September were significantly higher than the Ohio Edison Standard Service Offer through May 2023, proposers were asked to refresh their pricing in November.

Subsequently, the top three proposals were evaluated. WGL Energy Services, Inc. was selected as the best value for the University at a fixed rate of \$0.06180 per kWh, approximately \$5,153,292 per year, for 60 months to commence in May 2023.

This is a locally funded expenditure.

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

RISK MANAGEMENT

Workday November Accomplishments

- **Platform**
 - **HCM Success Factors**
 - **E2E Testing Cycle 1 and Cycle 2 ** (milestone!)**
 - 2,100+ testing scenarios completed
 - **E2E Testing Assistance from Partners**
 - Additional remote calls for Grants and Absence
 - On-site visits for Finance and Benefits
 - **E2E Close Out**
 - **Start Parallel Testing Prep Tasks**
- **Student**
 - **Integration Discovery Sessions**
 - **Project Team Training**
 - **Project Testing Kickoff**
 - **Weekly Cross-Functional Meetings**



6

Progress on the Workday implementation continues to move forward, and I want to recognize the approximately 60 University staff professionals who have been working diligently since last January on this change program. The team of project managers, directors, and workstream leads have made significant efforts since September toward the March 2023 launch.

Two cycles of end-to-end testing including more than 2,100 testing scenarios were completed for the Finance and Human Resources platform. End-to-end testing was closed out, and preparation for parallel testing of the entire system began. Collaboration with project partners to solve challenges toward implementation remained ongoing.

Work on the student module began with an integration discovery session, continued project team training, project testing, and weekly cross-functional meetings. Training is highly encouraged and will be accessible for everyone impacted by Workday. See the Workday website for updates at: <https://www.uakron.edu/workday/training/>.

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

CAMPUS CULTURE

Staffing and Organizational Development

- **Controller's Office**
 - **Doug Brumbaugh, Controller**
 - **Brett Riebau, Director of Financial Reporting**



I am happy to report that we have two individuals assuming leadership positions in the Chief Financial Officer division:

- Doug Brumbaugh, our chief audit executive, has accepted the position of controller.
- Brett Riebau has accepted the position of director of financial reporting.

If there are no questions, that concludes my remarks. Thank you very much.

APPENDIX E: REPORT OF THE EXECUTIVE VICE PRESIDENT & PROVOST



TOPICS

- **Graduation – Our Graduates for Fall 2022**
- **New Leaders – OAA stability and bench -depth**
- **Faculty and Staff Recognition and Awards**
- **Research Highlight – I-Corps Program**
- **National Champion and Powerhouse**

We are here today to approve the list of graduates and to prepare ourselves to celebrate this weekend's commencement here on campus at the James A Rhodes Arena. I did share with you at the Committee meeting last week a detailed profile of graduating students, which I will summarize briefly here.

APPENDIX E: REPORT OF THE EXECUTIVE VICE PRESIDENT & PROVOST

Page 2

After somewhat of an extended journey of over a year, we have worked very diligently and successfully in identifying the stability we need within the Office of Academic Affairs and leadership. We have concluded all the leadership position searches that we had in front of us—15 to 18 positions, depending on how you count them—and I want to highlight the most recent leaders who have been added to the team.

As us our normal practice, we do have a lot going on on campus. Our faculty and our staff are very involved and being recognized as such. A handout in your folders today highlights many of their accomplishments. I would encourage you to read that, but I will touch on a few of those. Our Research office also is continuing to move forward in a very productive manner under the new leadership of Sue Bausch. Finally, much recognition has been given to this already, but we do have a national champion among our programs here, which I want to recognize.



First, I want to welcome Gwen Price, who will join us in just a matter of weeks as our senior vice provost. This is a position that was recently vacated by Cher Hendricks as she accepted a job as provost at Colorado Mesa University. Gwen has received a lot of support from people on campus, and we are excited to get her here. This is going to really allow us that much more bandwidth within OAA to pursue some of the efforts that we have been talking about with the Board over the last six months.

Dan Friesner will join us as the dean of the College of Health and Human Sciences. Dan is an economist, so a bit of an unusual background, but he looks at the intersection of healthcare systems on local economic development. I think that perspective is really going to help us quite a bit going

APPENDIX E: REPORT OF THE EXECUTIVE VICE PRESIDENT & PROVOST

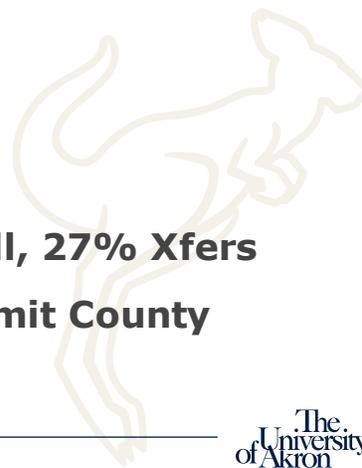
Page 3

forward within the college. It has a lot of opportunities here within the city of Akron, where we have many major medical systems, and we all know how much that impacts the local economy.

FALL 2022 GRADUATES

Summary Handout Provided

- **767 students receiving 808 degrees**
- **50% Males – notable nationally**
- **Average Age 27 yrs**
- **25% 1st Gen, 7% Athletes, 50% Pell, 27% Xfers**
- **92% Ohio, 83% NE Ohio, 37% Summit County**



4

As far as our fall 2022 graduates, roughly 770 students receiving 808 degrees, some students received more than one degree, obviously. We have many students, for example, who pursue a bachelor's and master's at the same time.

I do want to take note that most universities nationally are seeing a shift where men are not enrolling. It is not unusual to see percentages decline into the 30s, believe it or not. I have noticed this from day one since being here. We had a pretty solid 50/50 mix, and I think that is something that really will be important going forward as far as impact to society and the local workforce needs.

The average of our graduates is 27, which speaks to the fact that we do have a significant number of adults, and we do have graduate programs as well.

There are some other interesting statistics:

Roughly, a quarter are first-generation students, half are Pell recipients, another quarter are transfer students joining us from other institutions.

Not surprising, the majority of our students are coming from the state of Ohio, Northeast Ohio in particular. I do think it is interesting to note that Summit County comprises a lot of our students, but those other neighboring six Northeast Ohio counties that we serve provide a significant number of our students who graduate, return home, work, and contribute to society and the economy locally.

APPENDIX E: REPORT OF THE EXECUTIVE VICE PRESIDENT & PROVOST

Page 4

FACULTY AND STAFF KUDOS
First Year Experience Taskforce

The Task Force’s recommendations will create a seamless student experience and overall support for all students entering and completing their first year through enhanced student engagement, curricular and co-curricular experiences, as well as further increase academic success, persistence, and completion. This integrated approach to a student’s first year will encompass all aspects ranging from enrollment and orientation to advising, curricular and co-curricular engagement.



5



I do want to recognize work under the direction of Fedearia Nicholson-Sweval that is focused on first-year experience. We do talk a lot about recruiting and retaining students. We can look at facts and numbers, but a lot of this has to do with relationships and support. The first-year experience really is about creating that sense of belonging to make sure students understand how to connect on campus and integrating what happens, not only in the classroom but outside the classroom, for a meaningful experience that will get them to return to campus and continue their studies all the way to graduation.

FACULTY AND STAFF KUDOS
Focus on student success and retention

The First -Year Experience (FYE) Taskforce, Dr. Fedearia Nicholson - Sweval (Chair) focusing on:

1. Learning Communities
2. The Akron Experience Course
3. Academic Support Services
4. The Transfer Experience
5. DEI and Belonging

Taskforce Members :

Dr. Julie Zhao
Greg Dieringer
Dr. Tim McCarragher
Dr. Jenny Hebert
Ashley Rini
Caroline Tuesday
Dr. Ann Usher
Sarah Psihountakis
Terry Vance
Kimberly Heffernan
Brandon Mikulski
Dr. Deborah Owens
Bill Torgler
Dr. Sandi Crawford
Carly DeBord
Katie Stoynoff
Gordon Holly
Kim Gentile
Dr. Janet Bean
Christine Rose
Deniesha Newby
Kimberly Snowden
Dr. John Messina
Scott Roberts

6



APPENDIX E: REPORT OF THE EXECUTIVE VICE PRESIDENT & PROVOST

Page 5

This will be a significant amount of work over the next several months, and I do want to recognize the task force members, which is quite an extensive list as you can see. Some of the major topics that they will be covering are listed as well. This is very important activity, and we will be sure to report what the task force recommends when they conclude their work.

FACULTY AND STAFF KUDOS

Dr. John Green, director emeritus of the Ray C. Bliss Institute of Applied Politics, was awarded the **Samuel Eldersveld Career Achievement Award**. The award recognizes a scholar whose lifetime professional work has made an outstanding contribution to the field.

Green's book "[Secular Surge: A New Fault Line in American Politics](#)" received the **2022 Society for the Scientific Study of Religion Distinguished Book Award**. The committee was impressed by the book's novel theoretical and empirical contributions and the wealth of new data brought together to support the argument.



7

The
University
of Akron

I want to recognize our director emeritus of the Ray C. Bliss Institute and former interim president. Dr. John Green, who received the Samuel Eldersveld Career Achievement Award recently for his work. Dr. Green is well recognized in the state and political science in trying to get beyond the political divisions of our party system and focusing on how to move forward as a society leveraging the advantages of having the two-party system.

FACULTY RESEARCH KUDOS

Dr. Chrys Wesdemiotis in the Department of Chemistry, along with **Dr. Mark D. Foster** and **Dr. James M. Eagan** from the School of Polymer Science and Polymer Engineering received \$525,000 in National Science Foundation funding for a mass spectrometer.

Materials composed of manmade molecules are indispensable in modern solutions to challenges in improving health care, reducing emissions, saving fuel and protecting the security of the United States. Determining the molecular make up, size and purity of manmade polymers requires special analytical tools. A key tool is mass spectrometry, which gains information about molecular properties by precisely and accurately determining molecular masses.



8

The
University
of Akron

APPENDIX E: REPORT OF THE EXECUTIVE VICE PRESIDENT & PROVOST

Page 6

I want to recognize some of the many research efforts being conducted on campus:

Dr. Chris Wesdemiotis of the Department of Chemistry along with Dr. Mark D. Foster and Dr. James M. Eagan from the School of Polymer Science and Polymer Engineering received an equipment grant from the National Science Foundation for a \$525,000 mass spectrometer. A mass spectrometer allows the analysis of molecules. This research applies to materials made of polymers, which are very challenging spectrometry subjects, especially mass spectrometry. This equipment is very specialized, which makes it very relevant to the many industries that are here in Northeast Ohio. Congratulations to that team of researchers.

RESEARCH THAT MATTERS/ECONOMIC DEVELOPMENT



UA trains its largest cohort

I-Corps program

- Catalyzes exploration of team projects and other entrepreneurial opportunities
- Builds on basic research through targeted early-stage programs
- Tests business assumptions by interviewing potential customers

Fall 2022 cohort

- 33 teams and 100 individuals from Ohio IHE and NEO communities subawards - UA, Kent State, Bowling Green, U Cincinnati, Ohio U

Since 2013

- ~400 teams with >1,000 faculty, students, business mentors
- Graduating teams - raised R&D funding; started 60 Ohio-based companies



The Research office houses a lot of our work around developing technology and getting small businesses formed. We have for many years been an I-Corps leader in the area.

I-Corps is a National Science Foundation sponsored program, or structure, which connects entrepreneurs with resources to help guide them through to success. There is a lot of training, a lot of awareness of building around the customer and the importance of the customer. Your idea can be perfect in your mind, but it needs to be something in which the customer is really interested and wants and will pursue.

We have had a history of providing this grant program to local recipients, and the program continues to have great success and has trained its largest cohort in recent history.

APPENDIX E: REPORT OF THE EXECUTIVE VICE PRESIDENT & PROVOST

Page 7

GO ZIPS!



According to DailyGame, an international online gaming magazine, **The University of Akron has the second best esports program in the country based on: varsity competition success, general student engagement, esports facilities and curriculum offerings.**



Akron's Rocket League team recently competed in the MAC Rocket League (Esports Collegiate Conference) championship. Akron's Rocket League team is undefeated in MAC play and their record now stands at 43-0

- UA teams have won more than 20 national championships
- UA one of the first 50 universities in the country to varsity compete
- 10% of the UA student body participates in esports
- Varsity, club, intramural and recreational gaming programs offered
- Varsity and Red Shirt Scholarship Programs
- Interactive Game & Game Engine Design courses
- Certificate in Esports Business



Rescue Royale

Charity Stream-A-Thon & Esports Tournament that Helped People Affected by Hurricane Ian. Some Esport students livestreamed gameplay on their Twitch channels to raise awareness of this drive.

Finally, I want to join the remarks of President Miller, Luke, and others who are talking in the hallways; we have a real gem in our esports team. This idea really took off and was embraced by our students. My younger son wants to come and be a Zip here at the University, and the reason he wants to come here is that he is really good at Rocket League. The University just won the MAC Conference and won several national championships in Rocket League. This is very important to students these days. Gaming and the environment it provides is a platform for social interaction but also is competitive. Kudos to the University for being out in front, and this is the exact kind of thing we need to find to do next.

Thank you all for your time.

APPENDIX F: FEATURED STUDENTS

ALEXIS CURRIE

Alexis “Lexi” Currie is a senior majoring in Political Science with a minor in Criminal Justice & Homeland Security and a certificate in Basic Addiction Services. She plans to graduate a year early this May, then continue her education in the UA graduate program for Intelligence and Security Studies in the fall.

Lexi participates in several on-campus organizations, including Emerging Leaders, Pre-Law Society, National Residence Hall Honorary, Center for Intelligence and Security Studies as a Student Fellow, Residence Hall Council, and Sigma Lambda Honorary. She also participates in intramural sports.

Lexi was elected the 2023 Homecoming Queen.

TYRONE JOHNSON

Tyrone Johnson is a senior from Columbus, Ohio majoring in Computer Science – Systems Track with a minor in Computer Information Systems Programming. He has accepted a summer 2023 internship with Goodyear and plans to graduate in May 2024.

Tyrone’s involvement on campus has included working as a University Liaison, Resident Assistant, IDEAS Ambassador, and as a student cast member of the UA segment of The College Tour television program. He is the founder/president of Collegiate100, participates in the Student African American Brotherhood as a member/mentor, and serves as the membership chair for the National Society of Black Engineers.

Tyrone was elected the 2023 Homecoming King.

**THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
FINANCE & ADMINISTRATION COMMITTEE**

Meeting Minutes

Wednesday, February 15, 2023

Jean Hower Taber Student Union, Room 339

Committee Members Present:

William A. Scala, Chair**

Lewis W. Adkins, Jr.* ***

Trina M. Carter

Christine Amer Mayer

Thomas F. Needles*

Michael J. Saxon

Thomas A. Waltermire

Bryan C. Williams

Brooke M. Campbell

Luke D. Smith

Joseph M. Gingo, ex officio

*Via teleconference

**Left meeting at 9:30 a.m.

***Left meeting at 9:55 a.m.

Staff Officer of the Board Present:

M. Celeste Cook, Secretary; Vice President and General Counsel

John J. Reilly, Assistant Secretary; Associate Vice President and Deputy General Counsel

Administrative Officers Present:

Dr. Gary L. Miller, President

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

Kimberly M. Cole, Vice President, Advancement

Tammy Ewin, Vice President/Chief Communication and Marketing Officer

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

Dr. Paul E. Levy, Vice President, Chief of Staff

Others Present:

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

Doug Brumbaugh, Controller

Dr. Stephen McKellips, Vice Provost, Enrollment Management

Misty M. Villers, Director, Office of Resource Analysis & Budget

MEETING OF THE FINANCE & ADMINISTRATION COMMITTEE

Mr. Scala called the meeting to order at 8:32 a.m. and thanked all participants. He then called on Senior Vice President, Finance/Chief Financial Officer Dallas Grundy to lead the discussion¹ (see Appendix A).

- Budget and Actual Financial Results for the Six Months Ended December 31, 2022.

Mr. Grundy reported that, overall, the consolidated Akron and Wayne General Fund, Auxiliary Funds, and Departmental Sales and Services Funds budget revenues are on track to approximately meet fiscal year-end projections. The \$1 million underperformance on the revenue side is being balanced by the overperformance on the expense side. Salary and non-salary expenses are being closely evaluated. Mid-year budget reviews are being conducted to provide consultation and information to budget managers.

- Investment Report for the Six Months Ended December 31, 2022

Mr. Grundy reported that investment results, overall, are progressing as expected and continue to reflect a challenging economic situation this fiscal year. Performance of holdings and various managers is being continuously monitored.

- Campus Hardscape – Buchtel Common

Mr. Grundy shared the proposal to move forward with improvements to the Buchtel Common walkway area in the front of campus. The Office of Capital Planning and Facilities Management is seeking approval to enter into a contract with the Osborn Engineering Company for \$713,885 for engineering and design services related to the renovation of Buchtel Common.

This project had been included in the University's capital submission to the State of Ohio for the biennial 2023-2024 Capital Appropriations bill. The first of two phases would be funded from that allocation, with the second half to be funded in the next biennial. Local funds are not being used. The total cost is estimated to be approximately \$8 million. The University is scheduled to present and support the project before the Controlling Board on March 20.

Mr. Grundy paused for any questions then requested the Board's consensus to allow him to proceed accordingly, with the understanding that the contract will be brought at the April 2023 Board meeting for its final ratification.

The Board then confirmed its consensus to Secretary Cook.

¹ Mr. Grundy's slide show is included in these minutes as Appendix A.

- Mid-year Budget Review Process

Mr. Grundy reported that, for the second year, he is conducting individual meetings with the respective budget managers for each vice president and dean to review their annual budgets. Objectives of these meetings are to share tracking and trending of budget performance compared to the two previous years, to provide projections for Fiscal Year-end 2023, and for consultation and clarification to confirm that the data being used by the budget office for planning Fiscal Year 2024 budgets agree with the respective organization's records.

Mr. Grundy pointed out that the budget review is a critical extension of shared governance, and the University Council's Budget and Finance Committee, with which he meets frequently, is apprised of this process. In addition to several other established points of contact, this is his office's way to formally extend time to share information and answer questions one-on-one, which has been well received by the individual organizations. Finally, the most important step is to start a conversation around strategic needs and planning for the upcoming fiscal year.

These review meetings are expected to be complete by the end of February and serve as the launch point for the formal planning process to achieve a ratified 2023-2024 annual budget by the end of this fiscal year.

Mr. Gingo asked Mr. Grundy whether any departments or colleges had expressed concerns to him during the review process. Mr. Grundy replied that there always is some feedback regarding staffing and non-salary parts of the budget. The conversation usually lends itself to the strategic, such as "what can we do to increase enrollments or move the ball forward?" Mr. Grundy said he makes that a collaborative conversation and looks for common themes to address some of those concerns at a higher level as opposed to an individual-unit level, and the conversations have been good in that way.

Dr. Miller suggested that Mr. Grundy review his thoughts about this process with the Board at its regular meeting this April and, going forward, do so routinely each April. Mr. Grundy agreed to do so.

At 8:44 a.m., the Committee adjourned into executive session on a 9-0 vote for the stated purposes of—considering the appointment, employment, dismissal, or compensation of a public employee or official, pursuant to O.R.C 121.22(G)(1); and considering real estate matters, pursuant to O.R.C. 121.22(G)(2). At 11:44 a.m., the meeting returned to public session on a vote of 7-0 and was adjourned by consensus.

William A. Scala
Chair Finance & Administration Committee

M. Celeste Cook
Secretary, Board of Trustees

April 19, 2023



Senior Vice President & Chief Financial Officer's Report

FINANCE & ADMINISTRATION COMMITTEE REPORT

February 2023

Dallas A. Grundy
Senior Vice President and
Chief Financial Officer

February 15, 2023



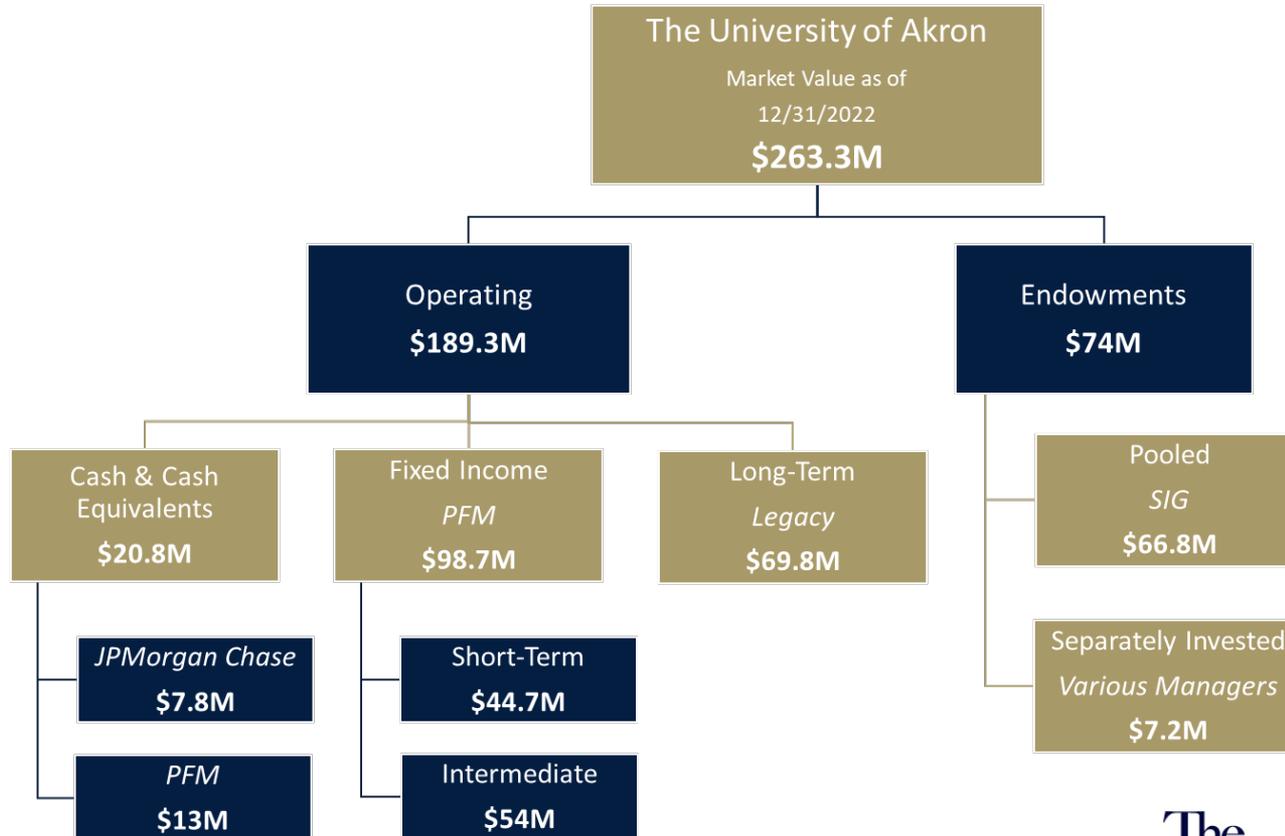
APPENDIX A, Page 2

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 six months ended December 31, 2022 with FY 2022 Comparisons										
Consolidated	FY21		FY22			FY23				
	YTD 31	Pre-Audit YTD June 30	YTD December 31	Original	YTD	Actual to Budget		Projected June 30	Projection to Budget	
				Budget	December 31	\$	%		\$	%
Tuition	\$77,709,806	\$136,235,173	\$71,077,181	\$134,426,000	\$65,886,366	(\$68,539,634)		\$126,285,825	(\$8,140,175)	
General Service Fees	6,156,346	10,437,000	5,468,220	10,136,000	5,002,134	(5,133,866)		9,547,399	(\$588,601)	
Other Fees	9,585,612	18,764,458	9,859,681	19,457,000	9,435,262	(10,021,738)		17,956,726	(\$1,500,274)	
Scholarships*	(27,456,443)	(59,661,280)	(31,048,536)	(57,116,000)	(22,981,371)	34,134,629		(50,805,654)	\$6,310,346	
Net Tuition & Fees	65,995,321	105,775,351	55,356,546	106,903,000	57,342,391	(49,560,609)	53.6%	102,984,296	(3,918,704)	96.3%
State Share of Instruction	45,222,266	95,504,251	47,752,126	87,349,000	43,783,573	(43,565,427)		87,567,145	\$218,145	
Indirect Cost Recovery	1,804,936	3,709,846	1,760,493	3,631,000	2,068,897	(1,562,103)		4,359,738	\$728,738	
Investment Income	2,547,129	7,258,697	2,922,829	7,000,000	1,389,188	(5,610,812)		3,500,000	(\$3,500,000)	
Miscellaneous Income	2,957,092	1,850,484	590,580	1,520,000	1,451,321	(68,679)		2,000,000	\$480,000	
COVID Revenue Recovery	-	-	-	-	-	-	N/A	2,000,000	\$2,000,000	
Auxiliary Revenue	10,348,026	30,343,542	12,976,454	32,919,000	12,590,554	(20,328,446)		31,667,415	(\$1,251,585)	
Sales and Services Revenue	2,275,151	5,889,505	2,828,863	5,078,000	2,865,492	(2,212,508)		5,190,000	\$112,000	
Total Other Revenues	65,154,600	144,556,325	68,831,345	137,497,000	64,149,025	(73,347,975)	46.7%	136,284,298	(1,212,702)	99.1%
Total Revenues	131,149,921	250,331,676	124,187,891	244,400,000	121,491,416	(122,908,584)	49.7%	239,268,594	(5,131,406)	97.9%
Payroll	55,381,617	121,893,910	59,132,258	126,100,000	60,840,924	(65,259,076)		125,747,836	352,164	
Fringes	19,130,360	35,263,443	17,169,399	46,869,000	23,637,336	(23,231,664)		48,583,048	(1,714,048)	
Total Compensation	74,511,977	157,157,353	76,301,657	172,969,000	84,478,260	(88,490,740)	48.8%	174,330,884	(1,361,884)	100.8%
Operating	22,165,124	48,980,794	28,253,552	58,156,000	34,082,694	(24,073,306)		54,257,940	3,898,060	
Utilities	4,396,231	12,243,057	4,427,495	12,554,000	3,663,356	(8,890,644)		12,509,171	44,829	
Plant Fund	663,788	4,331,208	1,355,174	1,610,000	1,142,181	(467,819)		1,956,258	(346,258)	
Student Extracurricular Activities	250,127	575,000	575,000	605,000	575,000	(30,000)		575,000	30,000	
Strategic Initiatives	-	3,519,902	98,432	4,223,000	5,797,082	1,574,082		5,797,082	(1,574,082)	
COVID Relief re-charge	(248,626)	(2,207,007)	-	-	-	-		-	-	
Total Non Personnel	27,226,644	67,442,954	34,709,653	77,148,000	45,260,313	(31,887,687)	58.7%	75,095,451	2,052,549	97.3%
Total Expenditures	101,738,621	224,600,307	111,011,310	250,117,000	129,738,573	(120,378,427)	51.9%	249,426,335	690,665	99.7%
Net Income / (Loss) before debt service and other	29,411,300	25,731,369	13,176,581	(5,717,000)	(8,247,157)	(2,530,157)		(10,157,741)	(4,440,741)	
Debt Service	(12,889,865)	(26,560,782)	(13,280,392)	(30,946,000)	(19,492,102)	11,453,898		(30,945,292)	708	
Net Transfers and encumbrances	2,683,161	(1,030,163)	3,535,697	181,000	4,580,633	4,399,633		2,239,635	2,058,635	
Fund Balance allotted	2,264,000	1,315,569	1,225,078	11,756,984	10,168,984	(1,588,000)		12,680,389	923,405	
Net Surplus / (Deficit)	\$21,468,596	(\$544,007)	\$4,656,964	(\$24,725,016)	(\$12,989,642)	\$11,735,374		(\$26,183,009)	(\$1,457,993)	

*Includes athletic scholarships

FINANCIAL STABILITY

Investment Report for Six Months Ended December 31, 2022



Note:
 FY21 and FY22 revenues adjusted - change in accounting of GA remissions from scholarship to fringe benefit



CAMPUS HARDSCAPE - BUCHTEL COMMON

Funding Source: State Funded.

RFQ Issued : October 2022

Short listed firms:

Osborn Engineering

The Kleingers Group, Inc.

Sheeser Buckley Mayfield, LLC

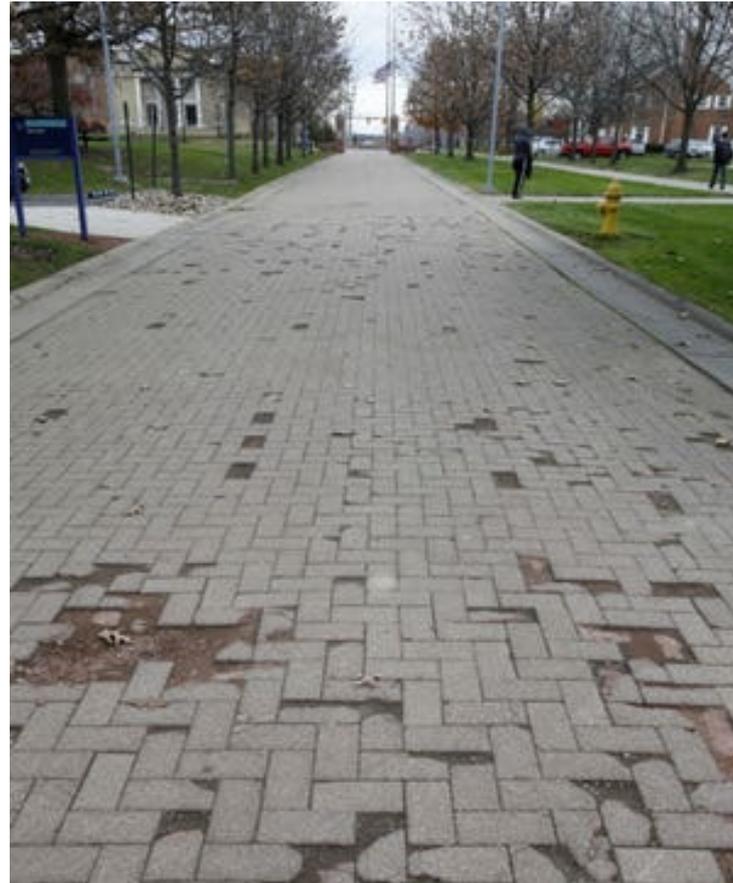
A/E Recommended Award: Osborn
Engineering \$713,885

Design through contract documents for Phase
1 and 2. Construction Administration for
Phase 1.

Project Description:

Phase 1 \$3.5M, Phase 2 \$4.5M (Funded in
next biennia). Complete renovation of Buchtel
Common.

Phase 1 construction to be bid Fall 2023, with
construction beginning early Spring 2024.



MID YEAR BUDGET REVIEWS

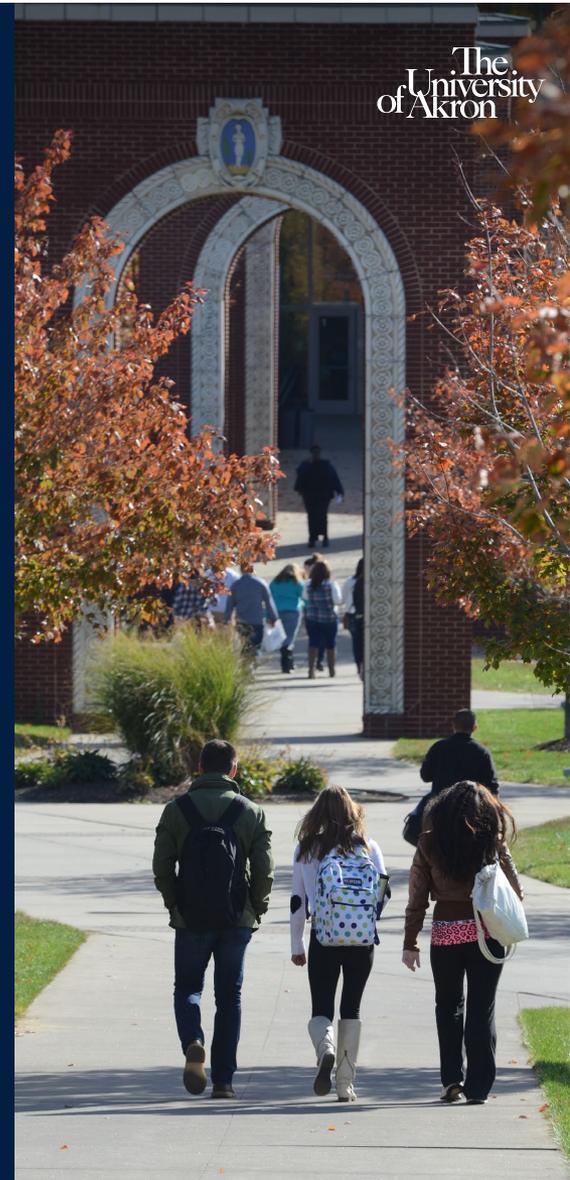
- **Purpose**
- **Review Key Unit Trends**
 - Staffing (Faculty, Staff)
 - Enrollment (Student Credit Hours)
 - All Funds Budget Review
- **Review of Budget Process**
 - Current Working Budget Review
 - Budget vs Actual
 - FY23 Forecast
 - Budget Consultation
 - Five Strategic Goals
 - Yearly Budget Time Life Cycle
 - Budget Principles
- **Strategic Discussion**



Questions?

Dallas A. Grundy
Senior Vice President and Chief
Financial Officer

February 15, 2023



THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees' meeting of December 7, 2022 and the Finance & Administration Committee meeting of February 15, 2023 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

Action Items for Consent Agenda Consideration:

April 18-19, 2023

Presiding:

Bryan C. Williams

		Action Items for Consent Agenda Consideration:
	1	Revise University Rule 3359-1-02, Officers of the board and their duties
	2	Revise University Rule 3359-1-03, Committees of the board
	3	Revise University Rule 3359-10-01.1, The university of Akron rules of the university council
	4	Revise University Rule 3359-20-03.10, Guidelines for initial appointment, reappointment, tenure, and promotion of full-time faculty in the school of law
	5	a) Rescind University Rule 3359-22-01, Contract professional information, and b) Reissue 3359-22-01 as Professional staff information
	6	a) Rescind University Rule 3359-25-01, Classification of positions, b) Replace with new, consolidated 25-01, Classification of positions, and c-m) Rescind 25-02, 25-03, 25-04, 25-05, 25-06, 25-07, 25-10, 25-11, 25-12, 25-13 and 25-20
	7	Revise 3359-43-01, Undergraduate student government constitution
	8	Revise 3359-60-03.4, Academic reassessment and discipline
	9	Revise 3359-60-03.6, Graduation
	10	Revise 3359-60-06.2, Graduate student standards
	11	Revise 3359-60-06.4, Doctoral degree requirements



MEMORANDUM

TO: John M. Wiencek, Executive Vice President and Provost

FROM: John J. Reilly, Deputy General Counsel

DATE: March 29, 2023

RE: Summary of Agenda Items for the April 18, 2023, 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 April 18, 2023.

1. 3359-1-02: "Officers of the Board and Their Duties."

There are two proposed changes to this Rule: (a) the update of language concerning the timing of Nominating Committee activities to reflect the revised Board meeting schedule, and (b) the designation of the Vice Chairperson of the Board as the chair of the Board's Strategic Issues Committee. This second recommendation is made at the request of the current Board Chair.

2. 3359-1-03: "Committees of the Board."

The revised version of this Rule updates and further clarifies the roles of the various Board committees and their relationship to the University administration. Please note that the specific recommendations in the redline version include, for clarity and simplicity:

- a. Changing the name of the Academic Issues and Student Success Committee to the Academic Affairs Committee;
- b. Removing references to "intercollegiate athletics" in (A)(1)(a)(ii) and eliminating section (A)(1)(a)(iv) and placing both in (A)(3) Strategic Issues Committee, since both of these topics have enormous strategic importance to the University;
- c. Discontinuing the Personnel and Compensation Committee and folding those discussions into the Finance and Administration Committee; and

- d. Significantly updating the Audit and Compliance Committee text to streamline the descriptions of committee responsibilities and to include reference to the chief compliance and risk officer and the responsibilities of that individual.

The proposed changes to these two Rules have been reviewed by the Executive Vice President and Provost, the Senior Vice President and CFO, and the Office of General Counsel.

3. 3359-10-01.1: "The University of Akron Rules of the University Council." Updating the title and purpose for the Campus Wellness Committee. The University Council has approved these changes.
4. 3359-20-03.10: "Guidelines for Initial Appointment, Reappointment, Tenure, and Promotion of Full-Time Faculty in the School of Law." Establishment of a new position: non-tenure track library professor. The Law School has approved these changes.
5. 3359-22-01: "Contract Professional Information." The Office of Human Resources is bringing forward the proposed revisions to this Rule in conjunction with the new employee classification plan, which will consolidate unclassified exempt staff and contract professionals into the single classification of professional staff. This change will eliminate the need to maintain multiple benefit-eligibility classifications for similarly situated employees and will align with the new University employee classification plan.

(Please note that consistent with Ohio Legislative Service Commission requirements, this Rule is being rescinded and reissued, since greater than one-half of the text is being modified. However, a redline version of the Rule is also included for your convenience, so that the substantive changes can be viewed more easily by the Rules Committee.)

6. 3359-25-01, 3359-25-02, 3359-25-03, 3359-25,04, 3359-25-05, 3359-25-06, 3359-25-07, 3359-25-10, 3359-25-11, 3359-25-12, 3359-25-13, and 3359-25-20 (position classification Rules.) The Office of Human Resources recommends that these Rules (many of which are a single paragraph) be rescinded and replaced by a consolidated new Rule 3359-25-01, "Classification of Positions." Substantive changes that are part of this consolidation include (a) elimination of outdated language that references policies and procedures no longer utilized by Human Resources, and (b) granting authority to the University's appointing authority and designee (Human Resources) to maintain classification plans, job profiles, pay grades, and pay ranges. These revisions will align the University's classified civil service structure with other state institutions.

Office of the Vice President and General Counsel

Akron, OH 44325-4706
330-972-7830 • 330-972-2611 Fax

March 29, 2023

Page 3

7. 3359-43-01: "Undergraduate Student Government Constitution." Updates made to reflect operational and organizational changes in Undergraduate Student Government. The Undergraduate Student Government has approved these changes.
8. 3359-60-03.4: "Academic Reassessment and Discipline." Updates establish the parameters for academic reassessment due to discontinuation of courses. The Faculty Senate has approved these changes.
9. 3359-60-03.6: "Graduation." Clarification of the process and criteria for posthumous degrees. Proposed language originated from the Faculty Senate and has been approved by the Office of Academic Affairs.
10. 3359-60-06.2: "Graduate Student Standards." Updates the definition of full-time enrollment to include doctoral students participating in accreditation-mandated internships in excess of thirty hours per week. The change was proposed by the Graduate Council and approved by the Faculty Senate and the Office of Academic Affairs.
11. 3359-60-06.4: "Doctoral Degree Requirements." Updates and clarifies the requirements for residency in doctoral programs and aligns the requirements with the revisions in Rule 3359-60-06.2. The changes were proposed by the Graduate Council and approved by the Faculty Senate and the Office of Academic Affairs.

These proposals have been shared by the President with Bryan Williams, chair of the Rules Committee. Please let me know if you have questions or want to discuss any of these proposals.

c: Gary L. Miller
Dallas Grundy
Gwyneth Price
M. Celeste Cook
Paul E. Levy
Paula Neugebauer

Office of the Vice President and General Counsel

Akron, OH 44325-4706
330-972-7830 • 330-972-2611 Fax

3359-1-02 Officers of the board and their duties.

(A) Officers.

The officers of the board shall be a chairperson and a vice chairperson, who shall be members of the board, a secretary of the board, and an assistant secretary who need not be members of the board. The nominating committee shall meet annually ~~in and May, so that~~ its report and recommendations may be voted upon at the subsequent board's regular meeting of the board in June annually. The newly elected officers shall ~~be elected at the board's regular meeting in June and~~ shall take office at the first regular meeting of the board in each fiscal year beginning the first of July and shall serve until their successors are elected.

(B) Duties of officers.

The duties of the officers of the board shall be as follows:

(1) Chairperson.

- (a) The chairperson shall preside at all meetings of the board and shall decide all questions of order. It shall be the chairperson's duty to see that the bylaws of the board are complied with; that the duties of the executive officers of the university, as prescribed in the regulations of the board, are followed; and that the resolutions and documents of the board are properly executed. The chairperson shall be an ex-officio member of all committees of the board.
- (b) The chairperson shall, for and on behalf of the university and the board, sign instruments, contracts, minutes, resolutions, diplomas, and other documents authorized by the board, or authorize the president of the university or the secretary to so act in the chairperson's behalf.
- (c) The chairperson shall perform such other duties as these bylaws shall hereinafter prescribe or as may be, from time to time, delegated to the chairperson by the board.

(2) Vice chairperson.

During the absence or incapacitation of the chairperson, the vice chairperson shall be invested with the powers and discharge the duties of the chairperson. The vice chairperson shall serve as the chair of the board strategic issues committee.

(3) Secretary and assistant secretary.

- (a) The secretary and assistant secretary, as officers of the board, shall be the custodians of the seal of the university of Akron, of all records, books, deeds, contracts, documents and papers of the board. The secretary or assistant secretary shall attest by signing all instruments, contracts, diplomas, certificates, and other documents executed on behalf and in the name of the university and

the board by the chairperson of the board and/or the president of the university, and shall have contract authority with respect to the execution of contracts as authorized by the board of trustees or as provided in the rules of the board of trustees.

- (b) The secretary and assistant secretary shall attend all meetings of the board and committees of the board and shall keep accurate and complete records of minutes of said meetings in a manner consistent with the requirements of Ohio law respecting the records of public meetings. In implementing this requirement with respect to regular or special meetings of the board, such meetings shall be mechanically recorded and thereafter reduced to writing with the aid and benefit of such recordings. The written minutes shall be submitted for formal approval by the board of trustees to ensure that such minutes are accurate and complete in memorializing the proceedings, decisions, and actions of the board in such meetings. Upon approval of the minutes by the board of trustees, the mechanical recordings shall no longer be required to be kept.

Minutes of the meetings of committees of the board shall also be mechanically recorded, but inasmuch as committees of the board are not authorized to act on behalf of the board of trustees, such mechanical recordings shall constitute the complete record of minutes of said meetings, without the necessity of being reduced to writing or otherwise require formal approval by the respective committee. However, in the event such committee meeting minutes are reduced to writing, then such minutes shall constitute the complete record of minutes of said committee meeting without the necessity of retention of the mechanical recording of such meeting. Such recordings shall be kept according to the applicable records retention schedule. The secretary or assistant secretary shall, prior to consideration by the board of approval of the record of any meeting, transmit by mail or deliver to each member a copy of the written record of the regular or special meeting and shall give notice to the members of the board and to the president of the university of all meetings of the board, both regular or special; and, when requested by the chairperson of any committee of the board, shall give notice of the meeting of such committee to the members thereof.

- (c) When elected thereto by the board, the secretary and assistant secretary may, if not a member of the board, occupy an administrative position in the university, in addition to being an officer of the board. Otherwise, the secretary and assistant secretary, when elected thereto by the board, shall be made an unclassified contract professional employee of the university and shall hold office and be employed thereafter at the sole discretion of the board, and pursuant to terms and conditions established by the board. The secretary and assistant secretary shall report directly to the board through the chairperson of the board, and shall work in close cooperation and coordination with the president. This reporting arrangement shall not preclude the right of trustees and the secretary and assistant secretary to communicate directly with the other at any time on all matters the board, individual trustees, or chairperson shall require.

- (d) The secretary and assistant secretary shall provide for a system of filing university rules in compliance with Chapter 111. of the Revised Code. The secretary and assistant secretary shall only file those rules properly promulgated by the board of trustees and the faculty senate, in accordance with the bylaws and regulations of the board of trustees. The secretary and assistant secretary, at the direction of the vice president and general counsel, shall be authorized to make such changes to university rules as are necessary to comply with the requirements of law, rule filing requirements by the secretary of state or other legislative agency, provide for consistency in related rules, and avoid duplication and unintended consequences of grammatical or other stylistic provisions in the rules.
- (e) The secretary or assistant secretary shall receive and respond to routine correspondence, inquiries, and requests to the board of trustees, with the copies thereof to the chairperson. The secretary or assistant secretary shall receive all transmittals to the members of the board of trustees and shall be responsible for providing copies of same to individual board members. Proposals from faculty and staff, either as a group or as individuals, shall be referred to the president pursuant to paragraph (B) of rule 3359-1-05 of the Administrative Code, with a copy thereof to the chairperson. Requests to address the board or any committee of the board shall not normally be considered unless submitted in writing to the secretary or assistant secretary at least two weeks prior to any regularly scheduled meeting. Such requests shall include information requested by the secretary, including, but not limited to, the purpose of the request and a summary of the topic to be addressed. The chairperson of the board, in consultation with the chairperson of any committee of the board, as appropriate, shall, for and on behalf of the board or committee, determine if and when the matter should be scheduled upon the agenda of the board or committee of the board. In the event the chairperson determines not to schedule the matter on the agenda of the board or committee of the board, the chairperson shall direct the secretary or assistant secretary to provide notice of such request to members of the board for their information.
- (f) The secretary or assistant secretary shall confer with each member of the board of trustees concerning the procedure each trustee prefers regarding receipt of anonymous transmittals. Individual trustees may direct the secretary or assistant secretary in writing to retain their copies of anonymous transmittals for reference in the board office. Otherwise, the secretary or assistant secretary shall forward such transmittals by regular mail or personal delivery. Such transmittals shall not be delivered by facsimile copy.
- (g) The assistant secretary shall assist the secretary in the execution of duties outlined in these rules for the secretary, and shall substitute in the secretary's absence.
- (h) The responsibilities of the secretary and assistant secretary shall be assigned by the chairperson of the board and shall include, but not be limited to, the daily management of the board office and operations, direct oversight of board communications, coordination of trustee development and strategic planning initiatives as directed by the chairperson of the board or committee chairs, serve

as board liaison in connection with major university initiatives and with campus, community, governmental, or other constituencies as directed by the chairperson of the board.

- (i) The assistant secretary shall assist members of the board as they may request in carrying out their fiduciary duties to the board.

Effective: ~~5/3/2021~~[04/29/2023](#)

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 11/04/77, 02/16/87, 11/20/89, 07/20/90,
09/30/93, 12/23/95, 08/09/96, 09/28/97,
11/24/01, 12/02/04, 06/25/07, 05/23/10,
04/11/11, 10/06/11, 01/31/15, 08/24/15,
[05/03/2021](#)

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Revision of Rule 3359-1-02
Officers of the board and their duties

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 19, 2023 to revise rule 3359-1-02 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

3359-1-03 Committees of the board.

(A) Standing committees.

The members, chairperson and, if deemed necessary or desirable, vice chairperson(s) of each standing committee shall be appointed annually by the chairperson of the board. Each such committee shall be self-governed and may subdivide its work among subcommittees and perform its functions in such manner as the committee deems advisable. It may initiate proposals or act on proposals delegated to it by the board, or made to it by the board chairperson or president of the university, and shall make recommendations to the board for action. The functions of the standing committees, including such special duties as may be delegated by the board, shall in general be as follows:

(1) Academic ~~affairs issues and student success~~ committee.

- (a) Review, consider, Consider and make recommendations concerning all policy matters requiring attention or action of the board and relating to the following matters prepared by and brought to the committee by university administrators:
 - (i) ~~Faculty appointment, tenure, and status; academic~~ Academic planning and governance and educational policies; ~~areas of instruction and degree~~ and certificate programs; areas of research and related activities; student admissions; and other matters of policy governing or pertaining to academic and curricular affairs.
 - (ii) Areas of student ~~Student~~ engagement and success including enrollment services, advising, and counseling, and academic support programs; student development and conduct; student financial aid and scholarships; ~~internships, student assistantships,~~ intercollegiate athletics; and other non-academic matters affecting students.
 - (iii) Alumni structures, strategies and policies, including the promotion of relations with the university's alumni.
 - (iv) Communication and marketing strategies, ~~including positioning in rankings.~~

(2) Finance and administration committee.

- (a) Review, consider, Consider and make recommendations concerning all policy matters requiring attention or action of the board and relating to the following matters prepared by and brought to the committee by university administrators:
 - (i) The university budget and financial operations and its; ~~as well as budget~~ alignment with academic objectives and priorities, business organization, and practice; the capital budget and plan; personnel appointments, employment and compensation policies, practices and procedures, changes of status, and

salary adjustments consistent with review requirements prescribed elsewhere in university rules ; ~~and other personnel changes;~~ the placing and renewal of ~~all~~ insurance; the borrowing of funds and issuance of bonds and notes; student tuition, fees, and other sources of university income; custody and investment of any funds ~~which~~ that are now under or may in the future come under control of the board ~~of trustees~~;

- (ii) Institutional fiscal health indicators, including but not limited to those required by Senate Bill ~~senate bill~~ 6 and by applicable licensure and accrediting entities ~~measures of the higher learning commission of the north central association of colleges and schools.~~
- (iii) The ~~Submission~~ submission of appropriation requests; and other such matters that involve the expenditure or commitment of funds related to capital planning and capital projects for the university; and, ~~as well as facilities' quality and use for the academic mission; the location, planning, construction, renovation, demolition and maintenance of the university's physical plant, streets, grounds and capital equipment;~~ the purchase, sale, and lease of real estate; ~~the procedure for implementation of locally administered projects, and for the selection process for architects, engineers, construction managers and contractors.~~
- (iv) Development policies, including the solicitation ~~Solicitation~~ of funds ~~for present and future needs of the university; development policies~~ and oversight of investment policies ~~investments~~ to support university needs, including academic priorities; coordination of activities with the university of Akron foundation; the naming of buildings and other honorary designations; and relations with local, state and federal legislative and administrative agencies.
- (v) The preparation, conduct, or review of negotiations or bargaining sessions by university administrators with bargaining agents for university employees ~~concerning their compensation or other terms or conditions of employment.~~

(b) This committee shall constitute the board's "investment committee" as required by section 3345.05 of the Revised Code, and shall be authorized to exercise that authority and responsibility provided by law for the investment committee.

(3) Strategic issues committee.

- (a) Consider the university administration's ~~and make~~ recommendations concerning the university's strategic positions, plans, and ~~of the university and the strategic issues and~~ priorities that, from time to time, require the board's focused attention. The chairperson of the board shall assign such priorities ~~Such issues shall be~~

~~assigned~~ to the committee for review, as appropriate, ~~by the chairperson of the board and reflect areas critical to the successful performance of the institution's mission. In making assignments, the chairperson of the board~~ but shall avoid unnecessary duplication with the responsibilities of other standing committees.

- (b) Review information and ~~Collect and analyze~~ data relevant to understanding and considering strategic recommendations and priorities ~~utilizing, when appropriate, comparisons, trends, goals and objectives, trend analysis, market comparisons, peer comparisons, norm comparisons, environmental comparisons, impact analysis, projections and forecasts, resource allocation models, presentation methods, and other similar measures.~~
- ~~(e)~~ Identify and, from time to time, inform the board and make recommendations with respect to local, state, national and international issues involving higher education and their potential impact upon the university of Akron.
- ~~(d)~~ (c) Coordinate with the chairperson of the board the ~~regular and structured~~ delivery of reports to and reviews by the board of trustees ~~from the administration through information sessions, executive sessions, and regular or special meetings of the board of trustees, as appropriate.~~
- ~~(e)~~ (d) Identify, ~~prioritize~~ and assign projects related to strategic plans and priorities ~~issues~~ to other committees of the board, as appropriate.
- ~~(f)~~ (e) Consider and make recommendations to the board concerning the organization of the board and the individual involvement and fiduciary and legal role of trustees; the bylaws regarding the operation of the board and its committees; the board's operation and matters related to board and trustee assessment, trustee selection and trustee orientation; the expectation of trustees' comportment within the board and with the president and internal and external constituencies; the avoidance of conflict of interest or commitment or the appearance of same; board size, composition and organization; calendaring of university events for the board, its committees and individual trustees (including commencement); trustee roles ~~and learning~~ and professional development for trustees; ~~a community business collaboration policy;~~ and other matters assigned by the board or the ~~chair~~ chairperson of the board.

(4) Rules committee.

- (a) Consider and make recommendations concerning the adoption, amendment, and repeal of rules of the university required to be filed with the ~~secretary of~~ state. Such rules shall include but not be limited to, ~~(f)~~ any rule, regulation, bylaw, or standard adopted by the board of trustees, or pursuant to their rule-making

~~authority; and, (ii) any rule, regulation, bylaw, or standard which has a general and uniform effect when applied to students, faculty, staff, or the general public, or to any identifiable class of students, faculty, staff, or the general public.~~

(5) Audit and compliance committee.

- (a) The primary responsibility of the audit and compliance committee is to provide oversight of the university's financial practices, compliance policies, internal controls, fiscal responsibility ~~financial management~~, and standards of conduct.
- (b) The chairperson of the university of Akron board of trustees shall appoint the members and chairperson of the audit and compliance committee, which shall be comprised of five members of the board who are independent (as defined in this paragraph). The audit and compliance committee chairperson shall be one of these five members. The board chairperson shall be an ex-officio member of the audit and compliance committee who has the right, but not the obligation, to participate and vote in the proceedings of the committee, but is not counted in determining the number required for a quorum unless fewer than three voting members of the audit and compliance committee are present, in which case the chairperson may be counted for purposes of establishing a quorum. In making appointments to the audit and compliance committee, the chairperson of the board of trustees shall attempt to provide for reasonable continuity such that annually the committee includes one or more members who have had previous service on the audit and compliance committee.
- (c) Definition. "Independent" shall refer to a person who, other than in his or her capacity as a member of the audit and compliance committee, the board of trustees, or any other board committee:
 - (i) Does not accept any consulting, advisory, or other compensatory fee from the university, its related entities, or its external auditor(s), unless consistent with the requirements, limitations, and prohibitions of the Ohio ethics law; and
 - (ii) Has not accepted such compensation at any time in the year preceding the member's appointment to the audit and compliance committee, unless consistent with the requirements, limitations, and prohibitions of the Ohio ethics law.

~~(d) Eligibility. Each member of the audit and compliance committee shall be a voting member of the board and shall be independent.~~

~~(e)~~ (d) Consultants. The audit and compliance committee may obtain or may authorize university administrators to obtain legal counsel, financial experts, or other expertise to advise the committee, or to assist in the conduct of an investigation and. ~~The audit and compliance committee~~ may enlist the assistance of the

university's administrators and employees as needed.

- ~~(f)~~(e) Review. The audit and compliance committee shall review and reassess this rule as needed ~~annually~~ and recommend any proposed changes to the board through its rules committee, including changes that it deems to be necessary as a result of its work and/or new laws or regulations.
- ~~(g)~~(f) Meetings. The audit and compliance committee shall meet at least twice per year. The audit and compliance committee may ask university administrators ~~members of the university administration~~ or others to attend its meetings and provide pertinent information as necessary.
- ~~(h)~~(g) Executive sessions. The audit and compliance committee may conduct audit conferences as provided by law and may conduct executive sessions as with the ~~university's outside auditors, its general counsel, or outside counsel, or anyone else as desired by the audit and compliance committee and~~ permitted by ~~the~~ Ohio law "open meetings act."
- ~~(i)~~(h) Responsibilities. The audit and compliance committee shall:
- (i) Chief audit executive. Review and concur in the appointment, replacement, reassignment, or dismissal of the chief audit executive, who shall have a dual reporting responsibility ~~to the senior vice president, provost and chief operating officer (COO)~~ and to the Board through the audit and compliance committee for functional matters and for administrative matters to the president through the administrative reporting line then in effect. The audit and compliance committee shall follow the guidance of the "Institute of Internal Auditors ~~Practice Advisory 1110-2~~" with respect to the distinction between functional and administrative reporting and shall develop and recommend for approval by the board of trustees for inclusion in this rule, those circumstances in which the university chief audit executive shall report directly to the audit and compliance committee of the board of trustees, without prior or subsequent reporting to any institutional officer.
 - (ii) Selection/retention of outside auditors. ~~Recommend appointment of the outside auditors to be engaged by the university and which auditors shall report to the board through the audit and compliance committee, establish the audit fees of the outside auditors, and pre-approve any non-audit services provided by the outside auditors before the services are rendered. In general, the outside auditors may provide non-audit services to the extent that they are not auditing their own work, fulfilling the university administration's role, or advocating externally for the university.~~

- (a) Review the university administrators' proposed selection for outside auditors and recommended to the board for approval the Recommend appointment of the outside auditors to be engaged by the university, and which auditors shall report to the board through the audit and compliance committee, establish the audit fees of the outside auditors, and pre-approve any non-audit services provided by the outside auditors before the services are rendered. In general, the In addition to audit services, outside auditors may be engaged to provide non-audit services to the extent that they are not auditing their own work, fulfilling the university administrators' functions administration's role, or advocating externally for the university.
- (b) Audit function. Review with the appropriate university administrators the outside auditors, and the chief audit executive, the intended scope and plans for the audit, the completeness of completeness of coverage, reduction of redundant efforts, and the effective use of audit resources. Review as needed written communications between the outside auditors and university administrators.
- (c) Financial statements. Review with university administrators and outside auditors the university's audit report, including financial statements and footnotes, including any difficulties experienced by the outside auditors in completing the audit and any recommended changes to university practices or internal controls arising from the audit.
- (d) Duration of audit partners. In consultation with university administrators, use best efforts to ensure that the lead or concurring audit partner from the outside auditors serves in such capacity for a period of responsible duration, consistent with then best practices for non-profit entities.
- (e) Evaluation of outside auditors. In consultation with university administrators, review and evaluate the performance of the outside auditors and review with the full board any proposed discharge of the outside auditors.
- (iii) Chief compliance and risk officer. The chief compliance and risk officer shall work with the chief audit executive and other university administrators to oversee university risk management and compliance and shall report to the president through the administrative reporting line then in effect.
- ~~(iii) Evaluation of outside auditors. Review and evaluate the performance of the outside auditors and review with the full board any proposed discharge by the audit and compliance committee of the outside auditors.~~
- ~~(iv) Duration of audit partners. Ascertain that the lead or concurring audit partner, as well as any partner other than the lead or concurring partner, from the outside auditors serves in such capacity for a period of reasonable duration, consistent with then best practices for non-profit entities.~~

- ~~(v) Communications with outside auditors. Review all material written communications between the outside auditors and university administrators, such as any management letter, schedule of findings, or schedule of unadjusted differences.~~
- ~~(vi) Risks. Inquire of university administrators, the chief audit executive, and the outside auditors about significant risks or exposures facing the university; assess the steps the university administration has taken or proposes to take to minimize such risks to the university; and periodically review compliance with such steps.~~
- ~~(vii) Audit function. Review with the university's administrators and the outside auditors, the vice president for finance and administration and "CFO," and the chief audit executive, the audit scope and plans of the chief audit executive and the outside auditors; and address the coordination of audit efforts to assure the completeness of coverage, reduction of redundant efforts, and the effective use of the audit resources.~~
- ~~(viii) Internal reviews. Conduct internal reviews by reviewing with the university administration and the chief audit executive:
 - ~~(a) Significant findings on internal audits during the year and the university administration's responses thereto;~~
 - ~~(b) Any difficulties the internal audit team encountered in the course of their audits, including any restrictions on the scope of their work or access to required information;~~
 - ~~(c) Any changes required in the scope of their internal audit;~~
 - ~~(d) The internal auditing office budget and staffing;~~
 - ~~(e) The internal auditing office charter; and~~
 - ~~(f) Policies and procedures with respect to officers' expense accounts and prerequisites, including their use of university assets and any available review of these areas.~~~~
- ~~(ix) Controls. Review with the outside auditors and the chief audit executive:
 - ~~(a) The adequacy of the university's internal controls including computerized information system controls and security; and~~
 - ~~(b) Any related significant findings and recommendations of the outside auditors and internal auditing office together with the university's responses thereto.~~~~
- ~~(x) Laws and regulations. Review with the general counsel and the chief audit executive legal and regulatory matters that, in the opinion of university administrators, may have a material impact on the financial statements,~~

~~related university compliance policies, and programs and reports received from regulators.~~

~~(xi) Financial statements. Review with the university's administrators and the outside auditors:~~

~~(a) The university's annual financial statements and related footnotes;~~

~~(b) The outside auditors' audit of the financial statements and their reports thereon;~~

~~(c) Any significant changes required in or indicated for the outside auditors' audit plan; and~~

~~(d) Any serious difficulties or disputes with the university's administrators which are encountered during the audit.~~

~~(xii) Codes of conduct. Periodically review applicable federal and state laws regarding codes of conduct and similar compliance requirements and standards, including, but not limited to, the university's conflict of interest, conflict of commitment, scholarly misconduct, and ethical conduct policies and procedures located in rule 3359-11-17 of the Administrative Code, to ensure that they are adequate and up-to-date, easy to access and understand, widely communicated, clear as to how to report concerns or ask questions, and complete with a conflict of interest policy; and review with the chief audit executive and the general counsel the results of their monitoring of compliance of such policies and procedures.~~

~~(xiii) Alerts. Review procedures for the receipt of information, anonymous or otherwise, raising concerns regarding questionable accounting or auditing matters or wrongdoing, and review any submissions that have been received, the current status, and the resolution, if one has been reached.~~

~~(xiv) (iv) Compliance and internal reviews. Coordinate with the chairperson of the board the regular and structured delivery of reports to and reviews by the board of trustees from the administration through information sessions, executive sessions, and regular or special meetings of the board of trustees, as appropriate on subject matters that may include, but shall not be limited to:~~

~~(a) Risks. Inquire of university administrators, the chief audit executive, the chief compliance and risk officer, and the outside auditors about significant risks or exposures facing the university; assess the steps university administrators have taken or propose to take to minimize such risks to the university; direct the chief audit executive or the chief compliance and risk officer and university administrators, as appropriate, to investigate or review issues related to university risk management and compliance.~~

- (b) Coordinate as necessary the delivery of reports on university compliance and risk management issues by appropriate university administrators to the board.
- (c) Controls. Review with the chief compliance and risk officer, the chief audit executive, other university administrators and the outside auditors, as applicable the adequacy of the university's internal controls and any related recommendations.
- (d) Laws and regulations. Periodically review with the general counsel and, if applicable, the chief compliance and risk officer, the chief audit executive, or other university administrators any legal and regulatory matters that may materially impact university programs, operations, or finances.
- (e) Codes of conduct. Periodically review with the chief compliance and risk officer, the chief audit executive, or other university administrators, as applicable, the university's conflict of interest, conflict of commitment, scholarly misconduct, and ethical conduct policies and procedures for compliance with applicable law and to ensure that such policies are current, easily accessible and understandable, and widely communicated.
- (f) Alerts. Periodically review with university administrators the established procedures for the receipt of information, anonymous or otherwise, the potential violation of applicable laws and/or university conflict of interest and conflict of commitment polices, and the process to investigate and address such issues, if they were to occur.

~~(a) Legal reviews;~~

~~(b) Health, safety and environmental reviews for all property owned, leased, or operated by the university;~~

~~(c) Intellectual property, technology transfer and entrepreneurial activity reviews;~~

~~(d) Affiliated entity reviews;~~

~~(e) Compliance reviews; and~~

~~(f) Corporate governance, fiduciary and conflict reviews.~~

~~(xv)~~ (v) General. Perform such other functions as may be required by law, the university of Akron board of trustees' bylaws, or the university of Akron board of trustees.

~~(j)~~ (i) Reporting. The audit and compliance committee ~~shall~~ regularly shall apprise the board of its activities and recommendations.

~~(6) The personnel and compensation committee.~~

~~(a) Oversee on behalf of the board of trustees the overall employment and compensation practices, policies and procedures of the university, and recommend to the board of trustees the adoption of policies to guide such practices. This committee shall consider and make recommendations to the board of trustees on matters of employment involving the president of the university, and recommendations of the president regarding university officers. The personnel and compensation committee shall be authorized to engage the professional services of consultants as deemed warranted by the committee and shall be authorized to enlist the assistance of other members of the board of trustees and of the administration as needed.~~

~~(7)~~ (6) The chairperson of the board and the president of the university shall be ex-officio members of each standing committee. Whereas the chairperson shall have power to vote, the president shall be without power to vote. Questions involving assignments or duties of committees of the board shall be decided by the chairperson.

~~(8)~~ (7) Between meetings of the board, the board may request its standing committees to make recommendations within their respective assigned areas of responsibility spheres as they deem necessary and to report any recommendations they make by virtue of this authority to the board at a regular or special meeting for consideration ratification by the board. ~~However, committees~~ Committees shall not be empowered to act for the board; but committees may act or recommend action, ~~within their respective spheres~~ subject to approval or ratification by the board. It is the purpose of this provision to establish that the board shall conduct its business and take official action only at regular or special meetings of the board as provided in these bylaws. Moreover, each individual committee shall ~~annually~~ review periodically its charge and work with a view of keeping with best practice.

(B) Special committees.

Special committees may be appointed by the chairperson for such purposes as the board may, from time to time, authorize and direct.

(C) Advisory committees.

Advisory committees may, from time to time, be authorized by the board and appointed by the chairperson for permanent or temporary service in a consultative or advisory capacity. Persons who are not members of the board shall be eligible for membership thereon.

~~Replaces: 3359-1-03~~

Effective: ~~01/31/2015~~ [04/29/2023](#)

Certification:

~~Ted A. Malle~~
[M. Celeste Cook](#)
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 07/20/94, 12/23/95, 08/09/96, 04/28/97, 05/13/98,
10/14/01, 12/28/01, 06/29/02, 10/28/02, 03/31/05,
05/28/05, 07/03/05, 07/29/05, 06/25/07, 11/22/10,
12/26/10, 10/06/11, [01/31/2015](#)

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Revision of Rule 3359-1-03
Committees of the board

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 19, 2023 to revise rule 3359-1-03 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

3359-10-01.1 The university of Akron rules of the university council.

(A) Name. The name of this body is the university council.

(B) Defining shared governance. The university council will operate under the principle of consultative decision-making whereby the opinion and advice of the university council membership are sought, but decision-making authority remains with the board of trustees and its appointed agent, the university president. Thus, the university council will function in a manner consistent with information sharing and discussion rather than joint decision-making. The university council provides open lines of communication and informs university administration on matters of planning, policy, and programs that are pertinent to the fulfillment of the university's mission. University council recommendations shall be referred to the president, as provided for in these bylaws. The faculty senate remains the sole body which proposes curricular and academic changes to the board through the president.

(C) Duties:

- (1) The university council is the primary shared governance body of the university that deliberates and makes recommendations to the president on matters such as strategic planning, university policy, and other substantive matters that pertain to the strategic direction, and operations of the university. University council helps to ensure that the goals and objectives of the strategic plan are realized.
- (2) Based on input from university council committees and its own deliberations, university council contributes to ensuring that university policy is based on sound principles of shared governance, sound reasoning and adequate information.
- (3) The university council receives topic submissions from members of the university community. Through the executive committee, topics are referred to the appropriate committee, campus administrator, or campus unit for discussion and recommendation to university council.
 - (a) All recommendations passed by the university council shall be forwarded to the president.
 - (b) Within forty-five calendar days of receipt of a passed recommendation, the president shall do one of the following:
 - (i) Forward the recommendation to the board of trustees for consideration;
 - (ii) Put the recommendation into effect if the president deems it unnecessary to send the matter to the board of trustees;
 - (iii) Send the recommendation back to university council with a request for more information;
 - (iv) Send the recommendation back to university council with an explanation for disapproval.

- (c) The president will notify university council of the disposition of each recommendation, indicating whether the recommendation has been approved, referred to the board of trustees, sent back for more information, or sent back with an explanation for disapproval.
 - (4) University council will record its recommendations in minutes of meetings that are publicly available on its website and communicated to its members by email.
- (D) Membership of university council.
- (1) University council has three components: The university council, the university council executive committee and subcommittees (e.g., standing, ad hoc, and special).
 - (2) The university council and its standing committees shall be composed of representatives from campus groups: faculty senate, deans/senior administration, department chairs/school directors, contract professional advisory committee (CPAC), staff employee advisory committee (SEAC), graduate student government (GSG) and undergraduate student government (USG).
 - (3) Council members and standing committee members shall be selected or elected by each of the campus groups as defined in paragraph (D)(2) of this rule in a manner which each campus group deems appropriate. Terms shall be for three years with the exception of USG and GSG which will each have one year terms. Employees who retire from the university and continue employment pursuant to a re-employment agreement may, if they wish, continue to fulfill the duties of their unexpired terms, but may not run for another term. Continuation of terms shall be subject to the approval of the constituency group that selected or elected them.
 - (4) The university council shall consist of twenty-five voting members:
 - (a) Fifteen members: Three members from each of the following constituent groups: faculty senate, SEAC, CPAC, USG and GSG. At least one of the three representatives from each constituency shall be from its representative body. A representative may be from its respective at-large community, i.e., not a member of the representative body.
 - (b) One member: dean from the council of deans.
 - (c) One member: department chair from the association/caucus of department chairs/school directors.
 - (d) Chairs of the standing committees.
 - (e) The president and executive vice president and provost shall be ex officio but non-voting members.
 - (f) Appointed administrators for support shall be ex officio but non-voting members of their respective committees.

- (5) Election of officers.
- (a) The members of the university council who are elected as chair, vice chair and secretary are also the officers of the executive committee.
 - (b) Terms of officers are for two years. If the seat is held by a member of USG or GSG, the term shall be for one year.
 - (c) Officers must be a representative of faculty senate, CPAC, SEAC, USG or GSG.
- (6) Membership of the executive committee.
- (a) The executive committee shall be comprised of eight voting members:
 - (i) The officers of university council are the officers of the executive committee.
 - (ii) There shall be five additional members, one from each of the constituency groups (faculty senate, CPAC, SEAC, USG, and GSG). They shall be elected by their constituency's elected/selected representatives to university council from amongst themselves.
 - (iii) Terms for executive committee members shall be for two years except USG and GSG terms which shall be for one year.
 - (b) The executive vice president and provost will be an ex officio non-voting member.
 - (c) Elections shall be held by secret ballot.
- (7) Each standing committee shall consist of twelve elected/selected members, as defined in paragraph (D)(3) of this rule, and one appointed administrator for support:
- (a) Membership.
 - (i) Ten members: two members from each of the following constituent groups: faculty senate, CPAC, SEAC, USG and GSG. At least one of the two representatives from each constituency may be from its respective at-large community.
 - (ii) One member: dean or their representative from the council of deans.
 - (iii) One member: department chair/school directors from the association of department chairs.
 - (iv) One member: An appointed administrator for support shall be designated and appointed by the executive vice president, and provost. The appointed administrator for support shall be an official from the office of academic affairs or the vice president that is most closely associated with the standing committee's topical areas. The appointed administrator for support is a voting member of the standing committee who is responsible for convening the first meeting every year to elect committee officers and providing

administrative support to the officers of the committee sufficient to achieve the work of the committee.

(b) Officers.

- (i) At the first meeting of the university council year, the appointed administrator for support shall coordinate an election for the chair, vice chair and secretary of the committee, if necessary. The appointed administrator for support may not be an officer of a committee.
- (ii) Terms of office for committee officers are two years. If the officer is a student representative, the term shall be one year.
- (iii) The duties of the chair are to preside over committee meetings, which determine their own agenda. The university council or executive committee may refer matters to the committees directly. The chair of the committee shall coordinate support for committee activities with the appointed administrator for support.
- (iv) The duties of the vice chair are to assist the chair in such ways as the latter may request; and in the absence of the chair, the vice chair presides over the meetings of the committee.
- (v) The duties of the secretary are to record, transcribe and distribute the proceedings of the committee to committee members and the university council, assist the chair in such ways as the latter may request, arrange for orderly conduct of the business of the committee, and in the absence of the chair and vice chair, the secretary presides over the meetings of the committee.

(8) Vacancies.

- (a) University council may, at its discretion, declare vacant any university council seat and each standing committee may, at their discretion, declare vacant any standing committee seat for which the relevant council member:
 - (i) Is no longer a member of the group from which they were selected, unless this is due to retirement from the university. Employees who retire from the university and continue employment pursuant to a re-employment agreement may, if they wish, continue to fulfill the duties of their unexpired terms, but may not run for another term. Continuation of terms shall be subject to the approval of the constituency group that selected or elected them. If this approval is not granted, a vacancy may be declared.
 - (ii) Is unable to regularly attend meetings due to conflicting professional duties, imperative personal affairs, illness, or student class schedule.
 - (iii) Has, without notice, missed more than three regular meetings of the university council or of regular meetings of standing committees during the

previous twelve months.

(b) Should a university council vacancy occur the university council chair shall notify the appropriate unit to select a new member to fill the vacant seat for the balance of the unexpired term.

(c) Should a standing committee vacancy occur, the committee chair shall notify the university council chair to notify the appropriate unit to select a new member to fill the vacant seat for the balance of the unexpired term.

(E) Service support.

- (1) Membership on university council or its committees contributes significantly to the university and is therefore an essential component of university service by faculty, staff, contract professionals and students.
- (2) The administrative and academic units shall recognize that active service on university council and its standing committees, where not in conflict with established unit performance guidelines, is critical to the functioning of the shared governance system of the university and recognize such service accordingly. Administrators who find that such service is in conflict with established unit performance guidelines shall communicate that finding in writing to the executive committee.
- (3) Membership carries expectations of attendance at and preparation for committee meetings. The chair, appointed administrator for support, vice chair, and secretary of each committee has the responsibility to encourage all committee members to contribute in a substantial manner to committee activities.
- (4) Supervisors or instructors of members of university council are expected to support all university council committee member activities and consider such service as both professional development and part of the member's work duties.
- (5) University council membership work shall be planned to the greatest extent possible and should not diminish unit-level activities.
- (6) Contributions to university council shall be considered in the annual assessment of employee performance and shall be recognized appropriately in the compensation decision-making process. Supervisors may choose to secure feedback from the chair and appointed administrator for support on the level of involvement of their employees in university council activities.

(F) Material and record support.

- (1) Material support. The university shall, subject to approval of the board of trustees, provide suitable office space, a budget for appropriate expenditures including funds for providing reassigned time or stipends to officers, and at least one full-time staff person for support of the university council activities.
- (2) Appointed administrators for support for standing committees are responsible for

providing materials support to the committee to which they are assigned.

- (3) Records. All inactive documentary material and related records of the council shall be handled in a manner consistent with rule 3359-11-11 of the Administrative Code.

(G) Meetings.

(1) Meeting requirements.

- (a) Meeting agendas of university council and each standing committee shall be distributed with the meeting announcement.
- (b) Meetings shall be held in physical or digital form where all members are able to communicate synchronously. Email can be used to inform the activities of a meeting, but cannot be used to replace a meeting.
- (c) Members cannot miss more than three regular meetings of the university council or of regular meetings of standing committees during the previous twelve months without notice. Members cannot designate individuals to substitute for them when they are unable to attend a meeting.
- (d) For purposes of conducting business, a quorum of the council shall be a majority of the filled council seats.
- (e) For purposes of conducting business, a quorum of any standing committee shall be a majority of the filled committee seats.
- (f) Voting. To ensure the ability of members to provide effective independent inputs, all votes shall be made by secret ballot.
- (g) Scheduling of university council and standing committee meetings shall be determined by their respective chairs. The university council shall meet at least once a month, year round and standing committees shall meet at least once a month, year round.
- (h) All meetings of the university council and standing committees shall be open to the public.

(2) Specific guidelines on meetings.

(a) University council.

- (i) Announcement of meeting dates and an agenda shall be available electronically at least one calendar week prior to each regularly scheduled meeting accompanied by the minutes of the previous meeting.
- (ii) Requests to have items placed on the agenda of the council shall be submitted in writing to the secretary of the council by a university council member at least two calendar weeks prior to a meeting of the council.
- (iii) Special meetings may be called at any time with one week's notice by the

chair of the university council.

- (iv) Items referred to the council by the president shall be automatically placed on the agenda of the council.

(b) Standing committees.

An agenda shall be made available electronically at least two full business days prior to each meeting, accompanied by the minutes of the previous meeting.

(H) University council executive committee.

The executive committee is responsible for agenda-setting and coordination of the work of university council to facilitate deliberation, communication and action. Executive committee recommendations shall be considered in a timely manner by the standing committee to which it is referred.

(1) Duties of chair, vice-chair and secretary.

- (a) Duties of the chair of the university council/executive committee: Presides over meetings of the university council and executive committee, calls special meetings of the university council, acts as or designates the official spokesperson for the university council in all of its external communications, forwards to the president all recommendations passed by the university council, supervises the clerical staff of the university council, and undertakes such tasks as are directed by the council. Upon the expiration of the chair's term of office, the ex-chair shall for one year be a non-voting member, ex officio of the university council if that individual they otherwise would not be a member. During that period, the ex-chair shall also be a non-voting member ex officio of the executive committee.
- (b) Duties of the vice chair of the university council/executive committee: Assists the chair in such ways as the latter may request; and in the absence of the chair, the vice chair presides over the meetings of the university council/executive committee.
- (c) Duties of the secretary: oversees the preparation and posting of council agendas and minutes to all constituent groups and interested members of the university community, assists the chair in such ways as the latter may request. In the absence of the chair and vice chair, the secretary presides over meetings of the university council.

(2) Responsibilities of the executive committee.

- (a) The executive committee shall forward university council policy recommendations to the president, and monitor their disposition.
- (b) When policies are enacted by the board of trustees, the executive committee may monitor their implementation or may delegate such monitoring to a standing committee.

- (c) The executive committee shall ensure that all policy questions that come to the university council will be referred to the appropriate standing committee for discussion and recommendations to university council. It shall also ensure that their disposition is managed through a system that will be available to all members of the university community.
 - (d) The executive committee shall accept items for consideration by university council or one of the university council standing committees, from the president, or the executive vice president and provost, or from a member of the university council constituency groups.
 - (e) The executive committee shall oversee and monitor the operations of the standing committees and ensure that the business of the standing committees and ad-hoc committees are completed in a timely fashion.
 - (f) The executive committee shall receive reports of standing committees and transmit them to the university council for disposition. Each such report must be on the university council agenda.
 - (g) The executive committee shall recognize and notify, prior to the first meeting of the university council in each council year, all new members as having been duly chosen based on information provided by the presiding member of each constituency group. Notifications are to be provided to the persons selected, the constituency, the chair of the standing committee and such others as the executive committee may designate.
 - (h) The executive committee shall participate in meetings with the president at least once per semester (fall, spring, summer).
 - (i) The executive committee shall ensure that university council and its committees convene in joint session, once per year.
 - (j) Orientation of new university council members: The executive committee shall oversee appropriate orientation of new members (prior to October first of each year) to the university council. Orientation should consist of university council history, organizational structure and operational protocol at a minimum.
 - (k) Members of the executive committee serve on the university planning group (or its equivalent). The university planning group (or its equivalent) shall be responsible for creation, updating and execution of the strategic plan.
- (3) Special committee and awards and recognition.
- (a) The special committee on awards and recognition (awards special committee) is responsible for overseeing the nomination, selection and recognition of faculty, staff and contract professionals through the achievement award function. Further, the committee is responsible for studying, monitoring and making recommendations on employee achievement and recognition issues in collaboration with staff, contract professionals and faculty in appropriate

departments.

- (b) Members of the awards special committee shall consist of volunteers and past award recipients from university council and the campus community. The special committee may ask for additional volunteers to serve only during the selection of finalists in order to ensure a robust and diverse working group for selection of finalists. An appointed administrator for support who is from the rank of vice president and is most closely aligned with the special committee's topical area shall be designated by the executive vice president and provost. This appointed administrator shall provide administrative support to the special committee sufficient to achieve the work of employee awards and recognition. Members shall not serve in the selection of finalists in an award category in which they have nominated a colleague and must recuse themselves due to the conflict of interest.
- (c) At the first meeting of the special committee for the new university council year, the appointed administrator shall facilitate the selection of a chair, vice chair and secretary for the special committee as appropriate based on expiration of terms or vacancies. Terms and conditions for officers and duties for each shall follow those outlined for standing committees.

(I) Standing committees.

(1) General charges/responsibilities of each standing committee:

- (a) Recommends mid and long-range plans for standing committee work.
- (b) Provides recommendations for action on policy, operations, organization and other matters related to the committee domain to the university council.
- (c) Develops procedures and measures to be used to evaluate progress toward achieving the goals of the mid and long-range plan(s).
- (d) Conducts an annual assessment of the progress toward achieving the goals of the mid and long-range plans(s) based on the procedures and measures referenced above.
- (e) Reports monthly to the full university council in writing made available electronically.
- (f) Participates in evaluation of the development of objectives, strategies, initiatives, and action steps for academic support units to enable the academic units to successfully accomplish the academic mission of the university.

(2) The standing committees of university council are:

- (a) Student engagement and success committee.

The student engagement and success committee is responsible for studying, monitoring and making recommendations regarding the university's student

engagement and success strategies and practices in collaboration with staff, contract professionals and faculty in appropriate departments.

(b) Information technology committee.

The information technology committee is responsible for studying, monitoring and making recommendations regarding information technology planning, policies, strategies and practices in collaboration with staff, contract professionals and faculty in appropriate departments.

(c) Budget and finance committee.

The budget and finance committee is responsible for studying, monitoring and making recommendations to university council on the development of all university budget, finance and purchasing policies and resource allocations in collaboration with staff, contract professionals and faculty in appropriate departments.

(d) Physical environment committee.

The physical environment committee is responsible for studying, monitoring and making recommendations related to overall campus planning, safety, and the use and assignment of university space, physical facilities and equipment in collaboration with staff, contract professionals and faculty in appropriate departments.

(e) Communications committee.

The communication committee is responsible for: assessing and making recommendations regarding the university's internal/external communication strategies and practices; providing/receiving feedback to/from university council on systemic communication issues; tracking issues that have a direct institution-wide impact and recommend action as appropriate; gathering feedback from the constituents that each committee member represents and bring attention to issues for consideration by the whole committee in collaboration with staff, contract professionals, faculty and students in appropriate departments.

(f) ~~Recreation and wellness committee.~~ Campus wellness committee

The campus wellness committee ~~recreation and wellness committee~~ is responsible for developing policy in support of building a campus community that provides a foundation for the life-long wellbeing of each ~~studying, monitoring and making recommendations on strategies and policies regarding intercollegiate athletic and recreational sports and wellness issues in~~ collaboration with student, employee, partner, and alumnus. It is an institutional priority to continually mold thriving individuals to be citizens that use a lifelong model for reflection, resilience, meaning, and lifelong happiness. ~~staff, contract professionals and faculty in appropriate departments.~~

(g) Talent development and human resources committee.

The talent development and human resources committee is responsible for studying, monitoring and making recommendations on the development of all university policies and practices relating to inclusive excellence and to the wellbeing of employees of the university, subject to existing contractual agreements. Issues of wellbeing would include but are not limited to fringe benefits, insurance, employee performance, recreation and wellness and other aspects of working conditions in collaboration with staff, contract professionals and faculty in appropriate departments.

(h) Institutional advancement committee.

The institutional advancement committee is responsible for studying, monitoring and making recommendations on development and alumni issues in collaboration with staff, contract professionals and faculty in appropriate departments.

(J) Rules. The parliamentary authority for the university council shall be "Robert's Rules of Order," in its most recent edition. In any conflict between the university council bylaws and "Robert's Rules of Order," the council bylaws take priority. A person who is not a member of the university council may be appointed parliamentarian by the chair of the university council.

(K) Amendments.

- (1) Amendments to these bylaws may be proposed in writing by a member of university council at any regularly scheduled meeting.
- (2) A vote by the university council on a proposed amendment may be taken only at a subsequent regular or special meeting of the university council.
- (3) To pass, a proposed amendment requires a positive vote by at least two-thirds of the voting members present at a regular or special meeting of the council.
- (4) Amendments shall take effect upon approval by the board of trustees.

(L) Bylaws revision

- (1) University council bylaws will undergo a complete review every three years or earlier if circumstances warrant a review.
- (2) The executive committee of the university council will oversee the process and present recommendations to university council for approval.

(M) Authority of board of trustees. Notwithstanding the preceding, Ohio law vests full authority and responsibility for the operation of the university in its board of trustees which retains and reserves exclusively to itself all rights, powers, prerogatives, responsibilities, and authority vested in it, whether exercised or not. Nothing in this rule shall be construed to limit, reduce, modify, or relinquish any authority or power of the

board to govern the university consistent with the powers conferred on the board by law. Any delegation of authority by the board may be enlarged, reduced, modified, or withdrawn at the discretion of the board.

Effective: ~~6/25/2022~~ [04/29/2023](#)

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 09/11/2016, 12/18/2017, 02/24/2020, [06/25/2022](#)

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Revision of Rule 3359-10-01.1
The university of Akron rules of the university council

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 19, 2023 to revise rule 3359-10-01.1 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

3359-20-03.10 Guidelines for initial appointment, reappointment, tenure, and promotion of full-time faculty in the school of law.

(A) Categories of full-time faculty.

The full-time faculty of the university of Akron school of law comprises all school of law employees who have been appointed as full-time faculty by the board of trustees. The following constitute the categories of full-time faculty of the university of Akron school of law and the responsibilities of those within each category:

(1) Tenured and tenure-track law school faculty.

- (a) The tenured and tenure-track faculty of the law school is composed of all full-time law school faculty who have been awarded indefinite tenure or are eligible to be awarded indefinite tenure. Such faculty hold the rank of professor, associate professor, or assistant professor or the title of distinguished professor.
- (b) Members of the tenured or tenure-track law school faculty generally have a full range of responsibilities, including teaching, research, scholarship and other creative professional work, and service to the unit, the university and the public.

(2) Non-tenure-track law school faculty (NTTLS faculty).

- (a) The non-tenure-track law school faculty comprises all clinical professors of law library professors, and professors of legal writing. Such faculty hold the title of clinical professor of law, associate clinical professor of law, assistant clinical professor of law, professor of legal writing, associate professor of legal writing, ~~or~~ assistant professor of legal writing, assistant library professor, associate library professor, or library professor. The expectation for NTTLS faculty positions is that the positions will continue as long as the university identifies the need for them, and that if the university's needs or goals change, such positions may be modified or eliminated.
- (b) Members of the non-tenure-track law school faculty generally have a full range of responsibilities, including teaching, research, scholarship and other creative professional work, and service to the unit, the university and the public, to the extent determined appropriate by the law school.

(B) Nature of appointment of full-time school of law faculty.

Without limiting the authority of the board as conferred and defined by law to act in such matters upon its own motion, the following principles and rules shall govern the appointment and position status of school of law faculty:

- (1) University school of law faculty shall be appointed by the board upon recommendation of the president of the university. The appointment shall normally be for an initial period of one year, but the board may make the initial period longer than one year in appropriate circumstances, as determined by the board.

- (2) Unless the university has awarded tenure or a fixed-term contract, all appointments of full-time faculty are on an annual, temporary, or probationary basis, renewable each academic year at the discretion of the university.
 - (3) Non-tenure-track law school faculty shall be subject to annual reappointment and shall receive annual notices of reappointment if their continued service is desired, except that the board may grant longer appointments for such faculty as set out in paragraphs (B)(4) and (B)(5) of this rule.
 - (4) The board may grant fixed-term appointments longer than one year to NTTLS faculty. During the term of such appointments, these appointments may be terminated only for just cause related to the performance of the incumbent or for programmatic or economic reasons related to the characteristics of the position. Except as set out in paragraph (B)(5) of this rule, these appointments create no expectation of reappointment, and the board may decline to reappoint an incumbent in its sole discretion.
 - (5) The board may grant fixed-term appointments as set out in paragraph (B)(4) of this rule with a presumption that the incumbent will be reappointed unless the incumbent's performance does not support reappointment or unless the position is terminated for programmatic or economic reasons. Such appointments do not constitute tenure and do not establish any of the rights or protections of tenure beyond the rights or protections described in paragraphs (B)(4) and (B)(5) of this rule.
 - (6) Upon appointment, every faculty member receives from the secretary or assistant secretary of the board of trustees a certificate or letter of appointment as tenured or tenure-track or non-tenure track law school faculty stating the rank or designation appropriate to the faculty member's status, annual salary or periodic salary if part-time, and length of appointment.
 - (7) Academic year and vacations. The academic year begins on the first day of classes in the fall semester and continues through spring semester commencement. Full-time law school faculty members on an academic year contract shall be expected to be on duty during fall and spring semesters, continuing through the date that grades are due, and shall be entitled to all academic vacations during that period, but shall not earn or accrue any other vacation credits. Full-time law school faculty and designated others with academic rank serving on a twelve-month contract shall have twenty-two days of vacation to be accrued and used in accordance with the vacation policy in rule 3359-11-03 of the Administrative Code.
- (C) Procedures for initial appointment of school of law faculty.
- (1) The dean shall submit a request for a faculty position to the provost. This request shall include: a strategic rationale for the position; its relationship to the goals and direction that the university is pursuing; a description of the duties and responsibilities of the position; and a suggested makeup of the search committee membership with a rationale that takes into account the areas of academic expertise

of the suggested committee members with respect to the areas upon which the search is concentrated.

- (2) The provost (or designee) may seek further information or clarification from the dean. Approval of a position request may include modifications to the request, including the addition of committee members. If the provost gives his/her approval, the search committee shall be formed.
- (3) The search committee shall develop a search plan in conformity with legal requirements and university and school of law guidelines.
 - (a) The offices of the provost and human resources shall approve the plan or recommend changes as deemed appropriate. If changes to the search plan are recommended, representatives from these offices will communicate and discuss the changes with the search committee chair.
 - (b) The search committee shall execute the approved plan in conformity with legal requirements and university and school of law guidelines.
- (4) Approval of candidates.
 - (a) The process of initial appointment is defined as a deliberative process. Therefore, those eligible who do not participate in or attend the deliberations are not permitted to vote. The law school's guidelines may allow for absentee ballots in extenuating circumstances for persons who have been participants in the deliberations.
 - (b) After the completion of the interview process, the school of law faculty shall select by secret ballot candidates to recommend for appointment. A simple majority vote is required. The faculty should recommend more than one candidate in priority order.
 - (c) The search committee will generate a recommendation to the dean relaying the votes and ranking by the faculty as well as supporting evidence such as lists of perceived strengths and weaknesses of each candidate. In cases of appointment at advanced rank with or without tenure, the supporting evidence shall indicate how the candidates meet the rank/tenure criteria and reflect an additional positive vote by those in the school eligible to vote on said rank/tenure.
 - (d) The dean shall make a separate recommendation with regard to which candidates to recommend for appointment/rank/tenure, and both recommendations shall be forwarded to the provost by the dean.
 - (e) If the provost approves making offers to any of the candidates recommended for appointment, that information shall be transmitted to the dean. Otherwise, the search will either be reopened, or declared failed, by the provost. If approval to make an offer to a candidate is granted, the candidate may be contacted by the dean and offered employment at the university pending approval of the board. The provost's approval of, and countersignature on, all letters of offer are

required.

- (f) The appointment of faculty members is subject to the approval of the board. No officer, dean, committee, or other such entity shall have the authority to employ, set the compensation or other terms of employment except the board. All offers of employment shall be subject to this condition.

(D) Reappointment and tenure.

- (1) All full-time law school faculty are subject to annual reappointment following their initial appointment until any grant of tenure or long-term appointment, except that in their first year of service they shall not be reviewed for reappointment.
- (2) Tenure-track faculty may receive indefinite tenure, according to the following provisions:
 - (a) Faculty on the tenure track may be granted indefinite tenure. That is, they may be appointed for an indefinite term without the necessity of reappointment each year. A faculty member on the tenure-track may be granted tenure not later than the end of the twelfth full semester of active service on the tenure track at the university subject to the conditions outlined in this rule.
 - (i) If tenure is granted, it shall be effective either at the beginning of the academic year of service after which the candidate was recommended for tenure, or as specified in the certificate of appointment issued by the board.
 - (ii) If at the end of six years (twelve semesters) in a tenure-track position, indefinite tenure has not been received, notice shall be given that employment terminates at the end of the seventh year of service.
 - (b) Full-time appointment for two semesters shall equal one year of active service. Summer sessions or leaves without compensation granted for one-half or more of any semester may not be counted toward the probationary period for tenure. Leaves for professional development count toward the probationary period for tenure.
 - (c) A candidate's application for indefinite tenure shall normally be initiated during the tenth full semester of active service. For faculty starting at the beginning of the fall semester, the application will be made at the beginning of their eleventh semester.
 - (d) In cases where there are clearly extenuating circumstances, the probationary period may be extended by one year provided that the request is initiated by the candidate, recommended by the dean, and approved by the provost.
 - (e) Faculty must have U. S. citizenship or permanent residency to receive tenure. The university shall in good faith endeavor to petition for such status for those individuals who need it, and to extend the probationary period for those tenure candidates whose applications for permanent residency have not yet been

approved.

- (f) Early tenure may be granted before the sixth year, contingent upon the candidate's successful completion of the following criteria:
 - (i) The candidate shall have completed at least two years of active service at the university before application for early tenure can be made.
 - (ii) The candidate must at least meet the minimum school of law criteria for tenure.
 - (iii) The school of law tenure committee shall vote to determine if the candidate may apply for early tenure. The decision of the tenure committee is final and cannot be appealed.
 - (g) A candidate may apply for early tenure only once. Should early tenure be denied, the candidate shall be awarded reappointment for the next academic year, and shall complete the time remaining in the standard probationary period before making reapplication for tenure.
 - (h) In exceptional circumstances, the board may grant indefinite tenure upon initial appointment to scholars who are nationally or internationally recognized and only upon the affirmative recommendation of the tenure committee and dean, the provost and the president.
 - (i) Faculty who hold the rank of assistant professor may be awarded tenure only if they are granted promotion to associate professor at the same time.
 - (j) Faculty who hold the rank of associate professor without tenure may seek and be awarded tenure without promotion.
- (3) Notification of appointment, reappointment, tenure, and promotion of faculty shall occur as follows:
- (a) The board usually acts upon recommendations for appointment, reappointment, promotion, and the granting of indefinite tenure at its April meeting.
 - (b) Recommendations for appointment, reappointment, promotion, and the granting of indefinite tenure may be considered at other board meetings as appropriate.
 - (c) The appointment, reappointment, tenure, and promotion of faculty are subject to the approval of the board. No officer, dean, committee, or other such entity shall have the authority to employ, set the compensation or other terms of employment except the board. All offers of employment shall be subject to this condition.
 - (i) Following the board's approval, the secretary or assistant secretary of the board shall send a certificate of appointment detailing the agreement reached between the faculty member and the university. It shall include an endorsement of acceptance that the faculty member shall sign and return to

the secretary or assistant secretary of the board within the time period stipulated.

- (ii) In the event a faculty member adds or deletes terms to the certificate of appointment, or fails to sign or return the endorsement, the secretary or assistant secretary of the board shall submit the issue to the board at their next regular meeting for consideration of rescinding the certificate of appointment.

(E) General considerations.

- (1) The criteria to be considered for reappointment, tenure and promotion include but are not limited to:

- (a) Quality of teaching.

- (i) Effective instruction as evidenced by student and peer evaluations and by documented participation in assessment of learning outcomes. Quantitative data from university approved student evaluations of teaching are required.
- (ii) Effective advising, as appropriate.
- (iii) Appropriate curricular development.
- (iv) Participation in activities related to accreditation.

- (2) Quality of research and scholarly activity.

- (a) Scholarship and/or creative activity as appropriate to the school of law including activities in the discipline and in the scholarship of teaching and learning.
 - (i) Publications.
 - (ii) Presentations, scholarly and creative.
 - (iii) Grant funding and/or development activity.

- (b) Professional development.

- (c) Professional recognition.

- (3) Quality of service.

- (a) To professional organizations, including leadership positions.

- (b) To the university.

- (c) To the college and/or department.

- (d) Discipline related service to the community.

- (4) Professional conduct as defined in written standards including but not limited to the

following:

- (a) Sexual harassment policy of the university.
 - (b) Conflict of interest, conflict of commitment, scholarly misconduct, and ethical conduct policy of the university.
 - (c) Affirmative action policy of the university.
 - (d) Alcohol policy of the university.
 - (e) Drug-free workplace policy of the university.
 - (f) Adherence to the "Statement on Professional Ethics" as published by the American association of university professors.
 - (g) Other professional ethics policies as approved by the American association of university professors committee on professional ethics published by the American association of university professors.
 - (h) Disseminated codes of conduct and ethics as defined by relevant professional disciplines.
 - (i) Professional responsibilities as set out in university rules.
- (F) The law school shall develop individual criteria for reappointment, tenure, and promotion.
- (1) The school of law guidelines shall be available in the office of the dean and the office of the provost.
 - (2) The guidelines shall comply with the applicable provisions of this rule.
 - (3) The guidelines shall enumerate the specific materials that are to be included in the candidate's reappointment, tenure, long-term appointment, and promotion file.
 - (4) The school of law guidelines shall enumerate clear and specific minimum criteria that a candidate must meet to be recommended for reappointment, tenure, long-term appointment, or promotion. Such criteria may include both quantitative and/or qualitative criteria relevant to the school of law.
 - (5) The school of law may permit promotion to associate professor before tenure. If so, the school of law guidelines shall enumerate clear and specific minimum criteria that a candidate must meet to be recommended for such a promotion. However, such a promotion to associate professor does not guarantee a subsequent recommendation for tenure.
 - (6) The school of law guidelines shall enumerate clear and specific minimum criteria that clearly distinguish the requirements of the professor rank from those for obtaining tenure.
 - (7) In case of conflict, the applicable provisions of this rule supersede school of law

guidelines.

(G) Approval of guidelines. Guidelines shall be approved before they can be applied to faculty members.

- (1) The guidelines prepared by the school of law must be formally approved by at least two-thirds of its tenure track faculty.
- (2) The school of law dean and the provost shall also formally approve the guidelines before they become effective.
- (3) The guidelines shall include a process to review and, if necessary, revise them.

(H) Candidate files shall include at least:

- (1) A current vita;
- (2) Narrative statement by the candidate addressing the meeting of university-wide and school of law criteria;
- (3) A table of contents of materials included in the reappointment, tenure, and promotion (RTP) file, which shall be amended to reflect any additions or deletions to the RTP file;
- (4) All previous reappointment, tenure, long-term appointment, and promotion recommendations;
- (5) Quantitative evidence of work performance, including results of formal teaching evaluations, as well as additional materials required by school of law guidelines (such as peer evaluations of teaching or letters of support);

If required by school of law guidelines, qualitative evidence of work performance, which may include, for example, peer evaluation of teaching, written student evaluation comments (along with the rationale for the material included), letters of support for the candidate (along with provenance of such letters), etc., shall also be included;

- (6) Evidence of professional activity;
- (7) Evidence of service;
- (8) External review letters for tenure and promotion files.

(I) RTP committees must have a quorum present in order to conduct business. For this purpose, a quorum is defined as two-thirds of the eligible members. In the case where there are fewer than six eligible members, a quorum is defined to be at least three members. The faculty of the school of law shall formulate procedures to add committee members from outside the school of law if there are fewer than three eligible faculty in the school of law to form the committee. These procedures shall be included in the RTP guidelines of the school of law.

- (J) The processes of RTP are deliberative. Eligible committee members who do not participate in or attend the deliberations shall not be permitted to vote.
- (1) To be eligible to vote, a member shall review candidate-submitted materials and shall attend all committee meetings in which the candidate is discussed. Exceptions are as follows:
 - (a) The committee may, by a majority vote of members present, permit a member who has not attended all meetings, but who has otherwise substantially met the participation standards of the school of law, to vote on the candidate. The reason for the exception shall be included in the committee recommendation.
 - (b) The school of law guidelines may allow for absentee ballots in extenuating circumstances for persons who are otherwise eligible to vote. The committee may determine eligibility for an absentee ballot by a majority vote of members present and voting. Extenuating circumstances include death in the immediate family, serious illness, and inability to attend due to events beyond one's control. The nature of the extenuating circumstances and the vote shall be included in the committee recommendation.
 - (2) For the purposes of RTP for the faculty member, a simple majority vote in the affirmative, at the minimum, is necessary for adoption. School of law guidelines may specify additional requirements for a minimum affirmative vote beyond a simple majority. When there is a tie vote, the motion is rejected. While it is the duty of every member who has an opinion on a question to participate in these important deliberations, to arrive at an informed opinion, and to express it by his or her vote, he or she cannot be compelled to do so. He or she may prefer to abstain from voting, fully realizing that the effect is the same as if he or she voted on the prevailing side. Abstentions are not counted in the number of votes cast and are considered blank ballots. However, they are included in the report. For example, a vote of three positive, one negative and seven abstentions represents a seventy-five percent positive vote and would be reported: three positive, one negative, seven abstentions.
- (K) For purposes of any reappointment, tenure, long-term appointment, or promotion matter, all university employees shall comply with the university's conflict of interest policy and voluntarily remove themselves from any discussion, voting, or participation of any kind when the candidate is:
- (1) A member of that faculty member's immediate family (e.g. spouse, son, daughter, or other family member residing in that family member's household).
 - (2) A member of that faculty member's extended family (e.g. siblings, parents, grandparents, cousins, uncles, aunts, or other next of kin).
 - (3) Any other person where there would exist the appearance of conflict of interest as defined by university rules.
- (L) "Robert's Rules of Order," in the most recent edition, shall be accepted as the authority on all questions of parliamentary procedure.

(M) Calendar of events.

(1) Timeline.

Date(s)	Action Required
By March 15	School of law dean holds organizational meetings to elect chairs of the RTP committees
By April 1	School of law dean sends letters of notification to candidates
By April 15	Candidates send letters of intent to school of law dean - for tenure and promotion applications, the letters of intent shall be accompanied by materials for external reviewers and a list of at least three potential external reviewers submitted by the candidates
Friday of spring semester finals week	Materials sent to external reviewers
Friday of week two of fall semester	Candidates send files to committees; external reviewer letters due
Friday of week twelve of fall semester	Committees send recommendations to candidate and school of law dean
Friday of week sixteen of the fall semester	Dean forwards negative recommendations to candidates and the provost, with copy to appropriate committee chairs
Friday of week two of spring semester	Dean forwards positive recommendations to candidates and the provost, with copy to appropriate committee chairs
Friday of week nine of spring semester	Provost forwards negative recommendations to candidates, with copy to dean and relevant committee chairs
First Wednesday in April, usually	Provost forwards positive recommendations to the President and the board, with copy to dean and relevant committee chairs
Fourth Wednesday in April, usually	Board votes on recommendations

(2) In the event that the deadline for completion of a step cannot be met, a request for extension and supporting rationale shall be forwarded to the committee chair, school of law dean, or provost, as appropriate, prior to said deadline. The request and rationale shall be included in the candidate's file.

- (a) The committee chair, dean, or provost shall accept or reject the request for extension within one week of its receipt. Rationale for the decision shall be included in the candidate's file.
- (b) Extension of the deadline at any level does not automatically extend future deadlines.

(N) RTP procedures.

- (1) Candidates who are applying for reappointment, tenure, long-term appointment, or promotion to associate professor shall be evaluated under the school of law criteria in effect at the official date of appointment to the candidate's current position. If the criteria have been revised since the date of the initial appointment, the candidate shall have the option to choose the original or amended criteria under which he/she shall be reviewed. Once a choice is made, the candidate may not reverse his/her decision. However, the candidate may choose each time criteria are revised and are approved by the provost. It is the responsibility of the candidate to inform the committee in the letter of intent of the criteria set the candidate has elected to be used.
- (2) Candidates who are applying for promotion to professor shall be evaluated under the school of law criteria in effect either at the time of the candidate's last official promotion or the school of law criteria in effect five years prior to the candidate's application, whichever is more recent.
- (3) Composition of RTP committees: All tenured faculty of the school of law who have completed at least one year of service at the university, including those whose tenure has been approved by the board but whose tenure has not yet become effective, are eligible to serve on reappointment and tenure committees. Only those tenured and with rank above that of the candidate may serve on promotion committees. Distinguished professors are eligible to serve on all RTP committees.
- (4) A chairperson, or co-chairs if the committee chooses, shall be elected at the organizational meeting and shall serve for one year. If co-chairs are elected, the duties of the chair shall be divided between the co-chairs. In the remainder of this section, the term "committee chair" refers to the chair or co-chairs.
- (5) Committee members shall be responsible for the maintenance of minutes and the documentation of the committee proceedings.
- (6) Persons within the college who are required to provide a separate recommendation for a specific candidate (e.g. school of law dean or his/her designees) cannot be a member of that candidate's committee, but may, at the committee's request, attend for informational purposes.
- (7) All committee members must review the file and participate in deliberations on each candidate in order to be eligible to vote.

(O) Duties and responsibilities of the RTP committee.

- (1) The RTP committees shall review the qualifications of any faculty member of the school of law who has requested reappointment, tenure and/or promotion and shall make recommendations to the school of law dean regarding the granting or denial of the request.
- (2) The recommendations shall include documentation of the committee's procedures, a

report of the vote, and an explanation of the application of the criteria as established in this rule and the school of law guidelines.

- (3) The recommendation letter shall be reviewed and approved by the committee before dissemination. Minority reports are not permitted.

(P) Duties and responsibilities of the dean.

- (1) The dean shall evaluate all previous recommendations and materials from the candidate's RTP file to formulate his/her own recommendation.
- (2) If the dean's recommendation differs from that of the RTP committee, the dean shall discuss his/her recommendation with the RTP committee.
- (3) If procedural error or inadequate consideration is identified at any level, the dean shall act to correct the problem.

(Q) Process for RTP of tenure track faculty members.

- (1) The dean shall call an organizational meeting to elect appropriate committee chairs and send out notifications to candidates per the timelines above.
- (2) Faculty in their first year of service shall not be reviewed for reappointment.
- (3) Eligible candidates shall submit to the dean a letter of intent to apply for reappointment, tenure and/or promotion per the timelines above. Those applying for tenure and/or promotion shall also submit external review materials and a list of at least three potential reviewers with the letter of intent. These individuals shall have no perceived conflict of interest, as defined by university rules.
- (4) The candidate may withdraw his/her application at any time by submitting a letter to the dean. The dean shall inform all committee members involved in the candidate's RTP review up to that point in time that the application has been withdrawn, and shall retrieve the candidate's file and return it to him/her. External review letters shall be sealed and kept by the school of law dean, and may be used within two years as part of a subsequent application if the candidate and the RTP committee agree.
- (5) Each candidate eligible for reappointment, tenure and/or promotion shall submit his/her RTP file to the appropriate committee chair per the timelines above.
 - (a) The committee chair shall notify the candidate, all committee members, and the dean of the location and availability of the candidate's file.
 - (b) The committee chair shall notify the candidate, all committee members, and the dean of any additions to the RTP file. The table of contents shall be amended to reflect any additions.
 - (c) With the exception of the recommendation letters which are a result of the deliberative process, only the candidate can make additions and/or deletions to

the file. Deletions shall be limited to materials submitted by the candidate. The candidate shall amend the table of contents to reflect any additions and/or deletions.

- (d) To maintain a quality standard relative to comparable law programs, review of scholarly publications and/or creative activities, external to the university, is required for tenure and/or promotion.
 - (i) The school of law shall develop instructions for the external reviewer including the materials and bases by which the materials shall be assessed. These instructions will be included in the RTP guidelines of the school.
 - (ii) A pool of potential reviewers sufficient to guarantee three letters of external review shall be created. The candidate, the RTP committee, and/or the dean may provide names of potential reviewers. The candidate shall be apprised of the full list of names considered by the committee.
 - (a) It is expected that reviewers will ordinarily be from academic institutions and;
 - (i) Shall be at or above the requested rank of the candidate;
 - (ii) Shall be from institutions that are comparable in the discipline.
 - (b) Reviewers with expertise appropriate to address the candidate's meeting of the school of law criteria may be from other reputable external organizations relevant to the discipline, for example, from industry, business, or government.
 - (c) Reviewers shall not be current or former students of the candidate, shall not be a current or former employee of the university, and shall not have any perceived conflict of interest, as defined by university rules.
 - (iii) The committee, with the approval of the dean, shall select the initial set of reviewers to be solicited, at least one-third of which shall be from the candidate's list.
 - (iv) If the initial set of reviewers does not yield a sufficient number of responses, the committee shall select subsequent sets of reviewers as needed. These sets may or may not include reviewers from the candidate's list. The committee may consult with the candidate to select these additional reviewers, if it so desires. The dean must approve each subsequent set before the committee may contact the potential reviewers.
 - (v) Once a set of reviewers has been approved, the committee chair shall contact the reviewers to request review letters bearing the reviewer's affiliation and signature; this contact may include offers of honoraria. These reviews shall not be questionnaires or surveys, but in the form of letters.
 - (vi) At least three reviews shall be required. The file shall not be considered

complete and shall not go forward until three letters of external review have been included. If three reviews have not been received by Wednesday of week eleven of the fall semester, the dean may permit the file to go forward if compelling circumstances, documented by the committee chair, justify the absence of any of the external reviews.

- (vii) The committee shall include copies of the text of all requested and received external reviews in the candidate's file.
 - (a) The identity of the external reviewers and the review letters shall be deemed by the university and the candidate as confidential to the extent permitted by law. No letters of recommendation submitted by university personnel as part of the candidate's RTP process shall identify the names or affiliations of the external reviewers. In addition, any quotations from external review letters used in any university recommendation letter shall be carefully chosen or redacted so as to not identify the names or affiliations of the external reviewers.
 - (b) The reviewer shall be apprised that the review may be subject to disclosure under such circumstances including but not limited to subpoena, validly issued court order, or public records request.
- (e) The candidate shall provide all materials relevant to external review as determined by the school of law guidelines to the chair of the tenure and/or promotion committee per the timelines above.
- (6) The RTP committee chair shall convene all meetings, other than the organizational meeting referred to in the timelines above, and preside at these meetings.
- (7) The RTP committee chair shall invite the candidate to meet with the committee before the recommendation is made.
- (8) The RTP committee chair shall inform the candidate in writing of the committee's recommendation per the timelines above. Reappointment letters shall include a statement of how the candidate can enhance performance toward meeting the goal of tenure and promotion.
- (9) The RTP committee chair shall transmit copies of the committee's recommendations and the candidate's RTP file to the school of law dean per the timelines above.
- (10) The dean shall transmit his/her recommendation to the provost along with the candidate's RTP file per the timelines above with a copy to the candidate, and the relevant committee chair.
- (11) The provost shall transmit his/her recommendation to the candidate per the timelines above with a copy to the dean and chair of the committee involved in the candidate's review process. The RTP file shall then be returned to the dean, where external review letters shall be removed and stored as part of the candidate's permanent personnel record before the RTP file is returned to the candidate.

- (12) The provost shall transmit his/her positive recommendations to the president. If the president concurs, these recommendations are forwarded to the board for consideration, usually at the April board meeting.
- (R) In all cases, the candidate may appeal an adverse decision from the RTP committee, the dean, or the senior vice president and provost to the university faculty rights and responsibilities committee.
- (1) During any appeal process, the candidate may appeal only once to the university faculty rights and responsibilities committee. For example, should the candidate appeal the decision of the dean to the university faculty rights and responsibilities committee, he/she cannot then appeal the decision of the senior vice president and provost.
 - (2) The university faculty rights and responsibilities committee shall follow its own procedures found in rule 3359-20-03.6 of the Administrative Code.
 - (3) Within two weeks of its final action, the university faculty rights and responsibilities committee shall forward any findings and recommendations to the administrative officer issuing the adverse recommendation under appeal with copies to the candidate.
 - (4) The president of the university is the candidate's last point of institutional appeal and shall inform all parties of his/her decision within thirty days from receipt of any appeal.
 - (5) In the case of a violation of the procedures, it is not intended that appointment, reappointment, promotion or tenure be awarded by default.
- (S) Distinguished professor.
- (1) The title of distinguished professor shall be awarded only to one already at the rank of professor at the university for five or more years. The title of distinguished professor is an honor recognizing a career that demonstrates substantial professional accomplishments.
 - (a) The school of law shall develop criteria for distinguished professor including those expressed below in this section. Such criteria cannot be implemented without approval by both the dean and the provost.
 - (b) The nominee shall excel in teaching in the school of law at a level significantly beyond the current expectations for the rank of professor.
 - (c) The nominee shall excel in scholarly activity (pedagogical or discipline specific) in the school of law at a level significantly beyond the current expectations for the rank of professor.
 - (d) The nominee shall have made sufficient contributions to the discipline to be nationally recognized.

- (2) Nominations for distinguished professor shall be made by tenured or tenure-track members in the school of law. The nomination shall be submitted to the tenured faculty of the school for review and recommendation.
 - (a) Upon receiving a nomination the dean call a meeting of the tenured members, excluding the nominee, to form the school of law distinguished professor review committee. The committee shall consist of all tenured professors. If there are not at least three tenured professors then tenure-track faculty shall be added to the committee in order of seniority (years of service at the school of law) until there are three committee members. If there are several tenure track faculty with equal seniority whose addition to the committee would raise the membership above three, then names shall be chosen by lot to add to the committee so that the total membership does not exceed three. The committee shall elect a chair from among its members.
 - (b) The committee shall review the nomination and submit its recommendation - positive or negative to the dean, with a copy to the nominee. A simple majority of those voting is required for a positive recommendation.
 - (c) The nominee shall have the right to submit clarifications to the letters, to be included in the application. If the nominee wishes, his/her nomination can be withdrawn at this stage.
- (3) The nominee shall provide his/her file to this committee, which shall include:
 - (a) Current vita;
 - (b) Narrative statement of qualifications;
 - (c) Supporting documentation which may include letters of support solicited by the nominee;
 - (d) A proposed list of external reviewers, with at least six entries;
 - (e) School of law criteria for distinguished professor;
 - (f) Letters of recommendation by the dean shall include a summary of how the candidate meets the criteria for the title of distinguished professor;
 - (g) External letters of recommendation:

The committee shall request at least six external letters of recommendation from a list of external nationally recognized individuals in their discipline, including at least two from the nominee's list. The dean may add other references if they so wish.
 - (i) The list shall include the credentials of the potential reviewers and his/her relationship to the candidate. The list will include all names provided by the nominee as well as any that the school of law tenured faculty and dean provide.

- (ii) Letters of request shall include:
 - (a) School of law criteria for the title of distinguished professor;
 - (b) Request that the reviewer address the context of the candidate's work as it relates to the discipline;
 - (c) Candidate's vita and narrative statement;
 - (d) Due date.
- (4) Procedures of the school of law distinguished professor recommendation committee shall be determined by the committee and shall include the following:
 - (a) The committee shall consider each candidate individually;
 - (b) Following discussion and deliberation of the individual candidate, the committee shall vote;
 - (c) If a two-thirds majority of the review committee votes favorably, it shall forward the recommendation to the provost. Otherwise, the file is returned to the nominee with a statement indicating the rationale for the rejection;
 - (d) The committee shall forward its positive recommendations to the provost by April first.
- (5) Procedures of the school of law distinguished professor recommendation committee may include, but are not limited to the following:
 - (a) The committee may interview the dean;
 - (b) The committee may interview the candidate;
 - (c) The provost shall forward each recommendation, with his/her recommendation, to the president. If the president approves, the recommendation is forwarded to the board for consideration at the next board meeting. Once approved by the board, the title becomes effective at the beginning of the following fall semester;
 - (d) The successful candidate(s) shall be recognized by the university community at an appropriate public event.
- (6) A compensatory award shall be added to the successful nominee's base salary.

Effective: ~~08/24/2015~~[04/29/2023](#)

Certification:

~~Paul A. Herold~~[M. Celeste Cook](#)
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359.01

Prior Effective Dates: 10/22/10, 01/31/15, [08/24/2015](#)

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Revision of Rule 3359-20-03.10
Guidelines for initial appointment, reappointment, tenure, and
promotion of full-time faculty in the school of law

BE IT RESOLVED, That the recommendation presented by the Rules Committee on
April 19, 2023 to revise rule 3359-20-03.10 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

TO BE RESCINDED

3359-22-01 Contract professional information.

- (A) Contract professionals. Contract professionals are full-time or part-time non-teaching professional personnel of the university to whom the president or the president's designee(s), on the recommendation of the administration, grants recognition and benefits. Any contract professional originally appointed prior to July 1, 1986 shall be designated as a member of the general faculty as long as the person continues in such positions. Contract professionals do not hold regular faculty rank (e.g., instructor, assistant professor, associate professor, professor). The minimum requirement for this employment category is a baccalaureate degree.
- (B) Appointments.
- Contract professionals' appointments generally do not include a specific end date. Contract professionals are not eligible for indefinite tenure.
- (C) Separation from employment without cause other than for a reduction in workforce. The procedure to be followed in the separation from employment of contract professionals without cause, other than for a reduction in workforce as outlined in paragraph (D) of this rule, shall be as follows:
- (1) If a contract professional, other than contract professionals in the department of athletics classified as "coach," is to be separated from employment without cause, the immediate supervisor shall notify said contract professional in writing not later than:
- (a) Three months prior to the date of separation during the contract professional's initial two years of continuous employment with the university of Akron, or
 - (b) Six months prior to the date of separation in the event the contract professional has served more than two years of continuous employment with the university of Akron.
 - (c) If a contract professional in the department of athletics classified as "coach" is to be separated from employment without cause, the immediate supervisor shall notify said contract professional in writing not later than three months prior to the date of separation. For the purposes of this rule, "coach" will include those contract professionals classified as a coach and contract professionals' positions that are directly related to an athletic team as determined by the director of athletics. For coaches who are currently employed pursuant to a one-year contract, this rule will not apply until their current contract term expires.
 - (d) Contract professionals, including coaches, who have individual employment agreements are not affected by these provisions.

- (D) Reduction in workforce. Conditions may arise that necessitate the reduction of the university work force. Reduction of two or more contract professional positions, including coaches, in this manner may occur for a variety of reasons including but not limited to, budgetary constraints, changing priorities, lack of work, reasons of economy, efficiency improvements, reorganization, or due to extraordinary or catastrophic circumstances or events beyond the university's control.
- (1) Employees with less than five years of continuous employment with the university of Akron will be provided with at least thirty calendar days' written notice prior to the effective date of termination.
 - (2) Employees with five years or more of continuous employment with the university of Akron will be provided with at least forty-five calendar days' written notice prior to the effective date of termination.
 - (3) Employees shall be entitled to paid leave at their current rate of pay with benefits during the first thirty days of the notice period, subject to the following conditions:
 - (a) The paid leave will start on a date to be determined by the employee's supervisor in consultation with human resources and may be immediate, or may be delayed, but will begin no later than fourteen calendar days after notice of the reduction in force is given.
 - (b) Employees with five or more years of continuous employment at the university of Akron may choose to utilize their accrued vacation leave to be paid for any days past the first thirty days of the notice period. Otherwise, this time shall be considered a leave of absence without pay.
 - (c) If an employee obtains a full-time position with the university or any other employer before the completion of the applicable notice period, the paid leave shall terminate on the date of the new employment.
- (E) Termination of appointment for cause. The appointment of a contract professional may be terminated for cause at any time upon the recommendation of the appropriate vice president and approval by the president or the president's designee(s).

Prior to the vice president's recommendation to the president or the president's designee(s), the contract professional shall be advised by the immediate supervisor or appropriate administrative officer in writing of the supervisor's (or administrative officer's) decision to recommend to the vice president the contract professional's dismissal for cause not less than thirty calendar days prior to the effective date of such dismissal, except in case of conduct involving moral turpitude or public safety. Prior to the decision to recommend such dismissal, and during the thirty-day period, the contract professional shall have a hearing on the reason for termination before the president or the president's designee(s). The contract professional shall be notified of the date, time, and procedures for the hearing.

In the case of conduct involving moral turpitude or public safety, the contract professional shall be immediately placed on administrative leave with or without pay, pending the vice president's recommendation and action by the president or the president's designee(s).

- (F) Deprivation of a "liberty" or "property" interest. If, in cases other than a reduction in workforce, the contract professional believes that the separation from employment without cause constitutes a deprivation of a "property interest" or "liberty interest," protected by the due process clause of the United States Constitution, the contract professional may be afforded a hearing upon request before the president or the president's designee.
 - (1) Hearing procedure. The contract professional shall request the hearing on the alleged deprivation, in writing within ten calendar days following the date of notification of separation and shall provide the specific reasons why the contract professional believes termination was a violation of either their "liberty or "property" interest. Upon request of such hearing, the president or president's designee shall decide whether a hearing is necessary. If it is determined that a hearing is necessary, the contract professional shall be notified of the date, time and procedures for the hearing.
 - (2) The contract professional shall have the right to be assisted by an advisor or attorney at his or her own cost, but such advisor or attorney shall not actively participate in the hearing, other than to privately counsel and advise the contract professional.
- (G) Resignation. A contract professional who proposes to resign from the university of Akron should give sufficient notice to obviate serious embarrassment and difficulty to the university in filling the position. Once a resignation has been submitted and accepted by the employee's immediate supervisor, it may not be withdrawn without the specific approval of the immediate supervisor and the chief human resources officer.
- (H) Vacation. Contract professionals on annual appointment are entitled to one hundred seventy-six hours of vacation at a time approved by the president or the president's designee (see rule 3359-11-03 of the Administrative Code).
- (I) Leave of absence. Leaves of absence without compensation may be granted by the president or the president's designee(s) upon recommendation of the appropriate vice president. Leaves of absence without compensation for the purpose of career development will be considered on an individual basis, considering the value of the experience to the individual and to the institution and the capabilities of the individual's department to manage the individual's responsibilities during the absence.
- (J) Furloughs. Contract professionals shall be subject to furloughs as provided in rule 3359-11-02.1 of the Administrative Code (Furloughs for non-bargaining unit employees).
- (K) Retirement. Any contract professional who proposes to retire from the university of Akron should give notice early enough to avoid serious interruption to the university operation, the length of time necessarily varying from the circumstances of the contract professional's particular case.

Effective: 05/03/2021

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 12/22/1989, 07/20/1990, 05/13/1998, 12/21/2001,
12/28/2001, 05/28/2005, 12/26/2010, 10/01/2012,
05/09/2014, 02/01/2015, 08/24/2015, 12/15/2018,
06/08/2020

3359-22-01 ~~Contract p~~Professional staff information.

- (A) ~~Contract p~~Professionals Staff. ~~Contract p~~Professionals staff are full-time or part-time non-teaching professional personnel of the university ~~to whom the president or the president's designee(s), on the recommendation of the administration, grants recognition and benefits.~~ Any ~~contract~~-professional staff originally appointed prior to July 1, 1986 shall be designated as a member of the general faculty as long as the person continues in such positions. ~~Contract p~~Professionals staff do not hold regular faculty rank (e.g., instructor, assistant professor, associate professor, professor.). The minimum requirement for this employment category is ~~a baccalaureate degree~~an exemption from the fair labor standards act.
- (B) Appointments.
- (1) ~~Contract~~Regular professionals' staff appointments ~~generally~~ do not include a specific end date. ~~Contract p~~Professionals staff are not eligible for indefinite tenure.
 - (2) Temporary professional staff have a specific end date at the time of appointment. Temporary professional staff shall have no expectation of employment beyond their end date. However, based on university business needs, the end date for temporary professional staff may be extended. Temporary professional staff may be separated at any time without notice based on university discretion, and paragraphs (C), (D), (E), (F), and (K) do not apply to temporary professional staff.
 - (3) Full-time appointments will be forty (40) hours per week.
 - (4) Part-time appointments will be less than forty (40) hours per week.
- (C) Separation from employment without cause, other than for a reduction in workforce, for professional staff. ~~The procedure to be followed in the separation from employment of contract professionals without cause, other than for a reduction in workforce as outlined in paragraph (D) of this rule, shall be as follows:~~
- (1) ~~If a~~A ~~contract~~ professional staff member, other than ~~contract~~-professionals staff members in the department of athletics classified as "coach," may is to be separated from employment without cause at any time upon the recommendation of; the immediate supervisor and with approval of the appropriate dean or vice president and of the chief human resources officer ("CHRO.") ~~shall notify said contract professional in writing not later than:~~Notice shall be given:
 - (a) Three (3) months prior to the date of separation during the ~~contract~~-professional's staff's initial two (2) years of continuous employment with the university of Akron, or
 - (b) Six (6) months prior to the date of separation in the event the ~~contract~~-professional staff member has served more than two (2) years of continuous employment with the university of Akron.

- (e)(2) ~~If a~~ A contract-professional staff member in the department of athletics classified as "coach" ~~is to~~ may be separated from employment without cause at any time upon the recommendation of, the immediate supervisor and approval of the director of athletics and the CHRO. The immediate supervisor shall notify said ~~contract-professional~~ staff member in writing not later than three (3) months prior to the date of separation. For the purposes of this rule, "coach" will include those ~~contract-professionals~~ staff members classified as a coach and ~~contract-professionals'~~ staff positions that are directly related to an athletic team as determined by the director of athletics. ~~For coaches who are currently employed pursuant to a one-year contract, this rule will not apply until their current contract term expires.~~
- (d)(3) ~~Contract p~~ Professionals, staff, including coaches, who have individual employment agreements are not affected by these provisions and shall be subject to the notice provisions of their individual employment agreement.
- (D) Termination of appointment for cause. The appointment of a professional staff member may be terminated for cause at any time upon the recommendation of the supervisor and the appropriate vice president and with approval by the CHRO. The professional staff member shall be given thirty (30) calendar days' written notice of the date of separation by the CHRO, or the CHRO's designee(s), during which time a hearing on the reason for dismissal will be conducted. The professional staff shall be notified of the date, time, and procedures for the hearing. In the case of conduct involving moral turpitude or public safety, the professional staff member shall be immediately placed on administrative leave with or without pay, pending the vice president's recommendation and action by the CHRO or the CHRO's designee(s).
- (E) Deprivation of a "liberty" or "property" interest. If, in cases other than a reduction in workforce, the professional staff member believes that the separation from employment constitutes a deprivation of a "property interest" or "liberty interest," protected by the due process clause of the United States Constitution, the professional staff may request a hearing before the CHRO or the CHRO's designee.
- (1) Hearing procedure. The professional staff member shall request the hearing on the alleged deprivation in writing to the CHRO or the CHRO's designee within ten (10) calendar days following the date of notification of separation and shall provide the specific reasons why the professional staff member believes termination was a violation of either their "liberty" or "property" interest. Upon request for such a hearing, the CHRO or the CHRO's designee shall decide whether a hearing is necessary. If it is determined that a hearing is necessary, the professional staff member shall be notified of the date, time, and procedures for the hearing. In cases of an alleged deprivation of a liberty interest, the procedures for the hearing shall be determined by the university proportionate to any alleged reputational harm.
- (2) The professional staff member shall have the right to be assisted by an advisor or attorney at their own cost, but such advisor or attorney shall not actively participate in

the hearing, other than to privately counsel and advise the professional staff member.

(F) Reduction in workforce. Conditions may arise that necessitate the reduction of the university work-force. Reduction of two (2) or more ~~contract~~-professional staff positions, including coaches, in this manner may occur for a variety of reasons including but not limited to, budgetary constraints, changing priorities, lack of work, reasons of economy, efficiency improvements, reorganization, or due to extraordinary or catastrophic circumstances or events beyond the university's control.

- (1) Employees with less than five (5) years of continuous employment with the university of Akron will be provided with at least thirty (30) calendar days' written notice prior to the effective date of termination.
- (2) Employees with five (5) years or more of continuous employment with the university of Akron will be provided with at least forty-five (45) calendar days' written notice prior to the effective date of termination.
- (3) Employees shall be entitled to paid leave at their current rate of pay with benefits during the first thirty (30) days of the notice period, subject to the following conditions:
 - (a) The paid leave will start on a date to be determined by the employee's supervisor in consultation with human resources and may be immediate, or may be delayed, but will begin no later than fourteen (14) calendar days after notice of the reduction in force is given.
 - (b) Employees with five (5) or more years of continuous employment at the university of Akron may choose to utilize their accrued vacation leave to be paid for any days past the first thirty (30) days of the notice period. Otherwise, this time shall be considered a leave of absence without pay.
 - (c) If an employee obtains a full-time position with the university or any other employer before the completion of the applicable notice period, the paid leave shall terminate on the date of the new employment.

~~(E) Termination of appointment for cause. The appointment of a contract professional may be terminated for cause at any time upon the recommendation of the appropriate vice president and approval by the president or the president's designee(s).~~

~~Prior to the vice president's recommendation to the president or the president's designee(s), the contract professional shall be advised by the immediate supervisor or appropriate administrative officer in writing of the supervisor's (or administrative officer's) decision to recommend to the vice president the contract professional's dismissal for cause not less than thirty calendar days prior to the effective date of such dismissal, except in case of conduct involving moral turpitude or public safety. Prior to the decision to recommend such dismissal, and during the thirty-day period, the contract professional shall have a hearing on the reason for termination before the president or the president's designee(s).~~

~~The contract professional shall be notified of the date, time, and procedures for the hearing.~~

~~In the case of conduct involving moral turpitude or public safety, the contract professional shall be immediately placed on administrative leave with or without pay, pending the vice president's recommendation and action by the president or the president's designee(s).~~

~~(F) Deprivation of a "liberty" or "property" interest. If, in cases other than a reduction in workforce, the contract professional believes that the separation from employment without cause constitutes a deprivation of a "property interest" or "liberty interest," protected by the due process clause of the United States Constitution, the contract professional may be afforded a hearing upon request before the president or the president's designee.~~

~~(1) Hearing procedure. The contract professional shall request the hearing on the alleged deprivation, in writing within ten calendar days following the date of notification of separation and shall provide the specific reasons why the contract professional believes termination was a violation of either their "liberty or "property" interest. Upon request of such hearing, the president or president's designee shall decide whether a hearing is necessary. If it is determined that a hearing is necessary, the contract professional shall be notified of the date, time and procedures for the hearing.~~

~~(2) The contract professional shall have the right to be assisted by an advisor or attorney at his or her own cost, but such advisor or attorney shall not actively participate in the hearing, other than to privately counsel and advise the contract professional.~~

(G) Resignation. A ~~contract~~ professional staff member who proposes to resign from the university of Akron should give sufficient notice to obviate serious ~~embarrassment and~~ difficulty to the university in filling the position. Once a resignation has been submitted and accepted by the employee's immediate supervisor, it may not be withdrawn without the specific approval of the immediate supervisor and the CHRO~~chief human resources officer~~.

(H) More information regarding separation from employment of professional staff is outlined in rules 3359-26-05 of the Administrative Code.

~~(HI) Vacation. Contract~~Full-time professionals staff with a twelve (12) month on-annual appointment are entitled to one hundred seventy-six (176) hours of vacation per year, as further detailed in ~~at a time approved by the president or the president's designee (see rule 3359-11-03 of the Administrative Code).~~

~~(I) Leave of absence. Leaves of absence without compensation may be granted by the~~ CHRO ~~president~~ or the ~~president's~~CHRO's designee(s) upon recommendation of the appropriate vice president. Leaves of absence without compensation for the purpose of career development will be considered on an individual basis, considering the value of the experience to the ~~employee~~individual and to the institution and the capabilities of the ~~individual~~employee's department to manage the ~~individual~~employee's responsibilities during the absence.

(JK) Furloughs. ~~Contract~~ ~~p~~ Professionals staff shall be subject to furloughs as provided in rule 3359-11-02.1 of the Administrative Code, ~~— (“Furloughs for non-bargaining unit employees).”~~

(KL) Retirement. Any ~~contract~~ professional staff member who proposes to retire from the university of Akron should give notice early enough to avoid serious interruption to the university operation, the length of time necessarily varying from the circumstances of the ~~contract~~ professional's staff member's particular case.

Effective: 045/2903/2023+

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 12/22/1989, 07/20/1990, 05/13/1998, 12/21/2001, 12/28/2001, 05/28/2005, 12/26/2010, 10/01/2012, 05/09/2014, 02/01/2015, 08/24/2015, 12/15/2018, 06/08/2020, 05/03/2021

3359-22-01 Professional staff information.

(A) Professional Staff. Professional staff are full-time or part-time non-teaching professional personnel of the university. Any professional staff originally appointed prior to July 1, 1986 shall be designated as a member of the general faculty as long as the person continues in such position. Professional staff do not hold regular faculty rank (e.g., instructor, assistant professor, associate professor, professor.) The minimum requirement for this employment category is an exemption from the fair labor standards act.

(B) Appointments.

(1) Regular professional staff appointments do not include a specific end date. Professional staff are not eligible for indefinite tenure.

(2) Temporary professional staff have a specific end date at the time of appointment. Temporary professional staff shall have no expectation of employment beyond their end date. However, based on university business needs, the end date for temporary professional staff may be extended. Temporary professional staff may be separated at any time without notice based on university discretion, and paragraphs (C), (D), (E), (F), and (K) do not apply to temporary professional staff.

(3) Full-time appointments will be forty (40) hours per week.

(4) Part-time appointments will be less than forty (40) hours per week.

(C) Separation from employment without cause, other than for a reduction in workforce, for professional staff.

(1) A professional staff member, other than professional staff members in the department of athletics classified as coach, may be separated from employment without cause at any time upon the recommendation of the immediate supervisor and with approval of the appropriate dean or vice president and of the chief human resources officer ("CHRO.") Notice will be given:

(a) Three (3) months prior to the date of separation during the professional staff's initial two (2) years of continuous employment with the university of Akron, or

(b) Six (6) months prior to the date of separation in the event the professional staff member has served more than two (2) years of continuous employment with the university of Akron.

(2) A professional staff member in the department of athletics classified as coach may be separated from employment without cause at any time upon the recommendation of the immediate supervisor and approval of the director of athletics and the CHRO. The immediate supervisor shall notify said professional staff member in writing not later than three (3) months prior to the date of separation. For the purposes of this rule, coach will include those professional staff members classified as a coach and professional staff positions that are directly related to an athletic team as determined by the director of athletics.

- (3) Professional staff, including coaches, who have individual employment agreements are not affected by these provisions and shall be subject to the notice provisions of their individual employment agreement.
- (D) Termination of appointment for cause. The appointment of a professional staff member may be terminated for cause at any time upon the recommendation of the supervisor and the appropriate vice president and with approval by the CHRO. The professional staff member shall be given thirty (30) calendar days' written notice of the date of separation by the CHRO, or the CHRO's designee(s), during which time a hearing on the reason for dismissal will be conducted. The professional staff shall be notified of the date, time, and procedures for the hearing. In the case of conduct involving moral turpitude or public safety, the professional staff member shall be immediately placed on administrative leave with or without pay, pending the vice president's recommendation and action by the CHRO or the CHRO's designee(s).
- (E) Deprivation of a "liberty" or "property" interest. If, in cases other than a reduction in workforce, the professional staff member believes that the separation from employment constitutes a deprivation of a "property interest" or "liberty interest," protected by the due process clause of the United States Constitution, the professional staff may request a hearing before the CHRO or the CHRO's designee.
- (1) Hearing procedure. The professional staff member shall request the hearing on the alleged deprivation in writing to the CHRO or the CHRO's designee within ten (10) calendar days following the date of notification of separation and shall provide the specific reasons why the professional staff member believes termination was a violation of either their "liberty or "property" interest. Upon request for such a hearing, the CHRO or the CHRO's designee shall decide whether a hearing is necessary. If it is determined that a hearing is necessary, the professional staff member shall be notified of the date, time, and procedures for the hearing. In cases of an alleged deprivation of a liberty interest, the procedures for the hearing shall be determined by the university proportionate to any alleged reputational harm.
- (2) The professional staff member shall have the right to be assisted by an advisor or attorney at their own cost, but such advisor or attorney shall not actively participate in the hearing, other than to privately counsel and advise the professional staff member.
- (F) Reduction in workforce. Conditions may arise that necessitate the reduction of the university workforce. Reduction of two (2) or more professional staff positions, including coaches, in this manner may occur for a variety of reasons including but not limited to, budgetary constraints, changing priorities, lack of work, reasons of economy, efficiency improvements, reorganization, or due to extraordinary or catastrophic circumstances or events beyond the university's control.
- (1) Employees with less than five (5) years of continuous employment with the university of Akron will be provided with at least thirty (30) calendar days' written notice prior to the effective date of termination.

- (2) Employees with five (5) years or more of continuous employment with the university of Akron will be provided with at least forty-five (45) calendar days' written notice prior to the effective date of termination.
- (3) Employees shall be entitled to paid leave at their current rate of pay with benefits during the first thirty (30) days of the notice period, subject to the following conditions:
- (a) The paid leave will start on a date to be determined by the employee's supervisor in consultation with human resources and may be immediate, or may be delayed, but will begin no later than fourteen (14) calendar days after notice of the reduction in force is given.
- (b) Employees with five (5) or more years of continuous employment at the university of Akron may choose to utilize their accrued vacation leave to be paid for any days past the first thirty (30) days of the notice period. Otherwise, this time shall be considered a leave of absence without pay.
- (c) If an employee obtains a full-time position with the university or any other employer before the completion of the applicable notice period, the paid leave shall terminate on the date of the new employment.
- (G) Resignation. A professional staff member who proposes to resign from the university of Akron should give sufficient notice to obviate serious difficulty to the university in filling the position. Once a resignation has been submitted and accepted by the employee's immediate supervisor, it may not be withdrawn without the specific approval of the immediate supervisor and the CHRO.
- (H) More information regarding separation from employment of professional staff is outlined in rules 3359-26-05 of the Administrative Code.
- (I) Vacation. Full-time professional staff with a twelve (12) month appointment are entitled to one hundred seventy-six (176) hours of vacation per year, as further detailed in rule 3359-11-03 of the Administrative Code.
- (J) Leave of absence. Leaves of absence without compensation may be granted by the CHRO or the CHRO's designee(s) upon recommendation of the appropriate vice president. Leaves of absence without compensation for the purpose of career development will be considered on an individual basis, considering the value of the experience to the employee and to the institution and the capabilities of the employee's department to manage the employee's responsibilities during the absence.
- (K) Furloughs. Professional staff shall be subject to furloughs as provided in rule 3359-11-02.1 of the Administrative Code, "Furloughs for non-bargaining unit employees."
- (L) Retirement. Any professional staff member who proposes to retire from the university of Akron should give notice early enough to avoid serious interruption to the university operation, the length of time necessarily varying from the circumstances of the professional staff member's particular case.

Replaces: 3359-22-01

Effective: 04/29/2023

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 12/22/1989, 07/20/1990, 05/13/1998, 12/21/2001,
12/28/2001, 05/28/2005, 12/26/2010, 10/01/2012,
05/09/2014, 02/01/2015, 08/24/2015, 12/15/2018,
06/08/2020, 05/03/2021

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Revision of Rule 3359-22-01
Professional staff information

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 19, 2023 to rescind and replace 3359-22-01 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

TO BE RESCINDED

3359-25-01 Classification of positions.

All positions in the classified service at the university of Akron are placed in classifications in accordance with division (f) of section 124.14 of the Revised Code and section 124.20 of the Revised Code, except those exempted by law.

Replaces:	3359-25-01
Effective:	01/31/2015
Certification:	<hr/> Ted A. Mallo Secretary Board of Trustees
Promulgated Under:	111.15
Statutory Authority:	3345.31; 3359.01; 119.03
Rule Amplifies:	124.14; 3359.03
Prior Effective Dates:	03/10/00

3359-25-01 Classification of positions.

- (A) All positions in the classified service at the university of Akron are placed in classifications in accordance with Ohio Revised Code Sections 3345.31 and 124.14(F), except as exempted by law.
- (B) Job Profiles. The university, through the division of human resources appointing authority, shall prepare job profiles for each classification within the classified and unclassified service. Each job profile shall set forth the minimum qualifications as well as the general duties expected for each position; it shall not be considered a job description. The appointing authority shall assign all job duties belonging to a position and may create or amend any job profiles. The appointing authority shall create or amend a job profile for all positions, offices, and employments within the classified and unclassified civil service. Each job profile shall be assigned a profile title, job code and pay range, to be amended as appropriate.
- (C) Job Audits. Either the appointing authority or an employee may initiate a job audit for the purpose of determining whether a position is properly classified. The procedures for the initiation and review of all job audits shall be published and maintained by the appointing authority in the division of human resources.
- (D) Classification Plans. The appointing authority shall maintain and publish a classified classification plan and an unclassified classification plan. Any classified employee may appeal the reclassification of a position to the state personnel board of review within thirty days after receipt of the notification of reclassification or notice of results of a position audit or review.
- (E) Notification. Whenever the classification title of a position changes, other than by process of promotion or demotion, or whenever the university establishes or amends any classifications, notification shall be made in writing to any individual affected by the change. The employee affected by the change may file a written request for review by the state personnel board of review within thirty days of receiving the notice. Such review shall be processed pursuant to Ohio Revised Code Section 124.14(D) and nothing in this rule shall limit the right of any employee who possesses the right to appeal to the state personnel board of review to continue to possess that right of appeal.
- (F) Pay Ranges. As provided in Ohio Revised Code Section 3345.31, the university shall, through the appointing authority, set the pay ranges for each grade in the classified and unclassified classification plan, said plans to be published and maintained by the division of human resources and amended as appropriate.

Replaces: 3359-25-01

Effective: ~~01/31/2015~~ [04/29/2023](#)

Certification:

~~Fed A. Mallo~~
[M. Celeste Cook](#)
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3345.31; 3359.01; 119.03

Rule Amplifies: 124.14; 3359.03

Prior Effective Dates: 03/10/00, [01/31/2015](#)

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Revisions to University Rule 3359-25-01
Classification of positions

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 19, 2023, to rescind rules 3359-25-01, 3359-25-02, 3359-25-03, 3359-25-04, 3359-25-05, 3359-25-06, 3359-25-07, 3359-25-10, 3359-25-11, 3359-25-12, 3359-25-13 and 3359-25-20, which will be replaced by an updated and revised rule 3359-25-01, be approved.

M. Celeste Cook, Secretary
Board of Trustees

TO BE RESCINDED

3359-25-02 Parenthetical sub-titles.

When the university of Akron determines that the positions classified under any one classification include a greater variety of duties and skills than could be tested by a single uniform examination, the university of Akron may establish parenthetical sub-titles to indicate the specialized nature of positions within the general classification. Such parenthetical titles shall describe the duties performed and shall not operate to alter the pay range assignment of any employee. The university of Akron shall not require any employee to submit to an additional examination due to an assignment of a parenthetical sub-title to that classification.

Replaces:	3359-25-02
Effective:	01/31/2015
Certification:	<hr/> Ted A. Mallo Secretary Board of Trustees
Promulgated Under:	111.15
Statutory Authority:	124.14; 3359.03
Rule Amplifies:	124.14; 3359.03
Prior Effective Dates:	03/10/00

TO BE RESCINDED

3359-25-03 Specifications.

- (A) The university of Akron shall prepare specifications for each classification in the classified service. Specifications shall include a listing of any parenthetical sub-titles, if any are established for the classifications. A copy of each specification shall be filed with the secretary of state. The qualifications listed in the specifications shall be followed in determining admittance to competitive or non-competitive examinations. Where parenthetical sub-titles have been established, such sub-titles shall be included in the announcement of examinations.
- (B) Each classification title shall have a corresponding classification specification, which sets forth the function statement and minimum qualifications. The function statement shall set forth the mandatory duties that must be satisfied at least twenty percent of the time, unless otherwise stated in the function statement.
- (C) For the purpose of classifying positions and making job audit or review decisions only, wherever the word supervises appears in a classification specification, unless otherwise defined in the specification, "supervises" means that an employee assigns and reviews work, completes employee performance management procedures, rewards exemplary employee performance, recommends disciplinary action, adjusts grievances, and requires the use of independent judgment in exercising authority.

Replaces:	3359-25-03
Effective:	01/31/2015
Certification:	<hr/> Ted A. Mallo Secretary Board of Trustees
Promulgated Under:	111.15
Statutory Authority:	124.14; 3359.03
Rule Amplifies:	124.14; 3359.03

Prior Effective Dates:

03/10/00

TO BE RESCINDED

3359-25-04 Appropriateness of duties.

Classifications shall be appropriate to the function statement and duties performed. The appointing authority can assign duties properly belonging to the employee's position and, due to temporary characteristics of the work situation, assign additional duties as required.

Replaces:	3359-25-04
Effective:	01/31/2015
Certification:	<hr/> Ted A. Mallo Secretary Board of Trustees
Promulgated Under:	111.15
Statutory Authority:	124.14; 3359.03
Rule Amplifies:	124.14; 3359.03
Prior Effective Dates:	03/10/00

TO BE RESCINDED

3359-25-05 Changes in the pay ranges or classification plan.

The university of Akron may reassign the pay ranges of classifications in accordance with divisions (h) and (i) of section 124.14 of the Revised Code and section 3345.31 of the Revised Code. New classifications created pursuant to this rule shall be assigned to one of the established pay ranges. All new or revised classifications must be filed with the secretary of state.

Replaces:	3359-25-05
Effective:	01/31/2015
Certification:	<hr/> Ted A. Mallo Secretary Board of Trustees
Promulgated Under:	111.15
Statutory Authority:	124.14; 3359.03
Rule Amplifies:	124.14; 3359.03
Prior Effective Dates:	03/10/00

TO BE RESCINDED

3359-25-06 Classified classification plan.

- (A) The university of Akron shall establish, modify, or repeal, by rule, a job classification plan for all positions, offices, and employments in the classified civil service.
- (B) The university of Akron shall assign a classification title to each classification within the classification plan.
- (C) The university of Akron shall assign each classification to a pay range.
- (D) The university of Akron shall assign a numbering system for the classification process.
- (E) The following are the classifications that the university of Akron shall assign all positions within the classified service.

The University of Akron
Classified Staff Classifications (Series 40000)

1000 Administrative Support Division

1100 Office Support Group

Grade:	Job code:	Job title:	Flsa:
113	41111	Department Office Supp Spec	Non-exempt
114	41112	Department Secretary	Non-exempt
115	41113	Department Admin Secretary	Non-exempt
112	41115	Office Asst-Parking PT	Non-exempt
115	41121	Desktop Publishing Specialist	Non-exempt
116	41131	Department Program Asst-WC	Non-exempt
117	41134	Program Assistant Sr-Contract Training & Grants	Non-exempt
115	41161	Dept College Prog Spec-Honors	Non-exempt
117	41171	Design Specialist-WC	Non-exempt

1200 Office Management Group

Grade:	Job code:	Job title:	Flsa:
117	41211	Coord Word Processing Center	Non-exempt
118	41212	Office Manager	Non-exempt

118	41215	Coord Res Svcs& Spon Progs	Non-exempt
119	41216	Coor Admin Svcs-VPRBE	Non-exempt
118	41219	Coord Academic & Clinic Admin	Non-exempt
117	41221	Department Coord Events-WC	Non-exempt
118	41224	Coord Basketball Opns	Non-exempt
119	41226	Mgr Admin Svcs- Cont & Prof Ed	Non-exempt
117	41231	Coord Records Management	Non-exempt
118	41241	Asst to the Dir	Non-exempt
117	41243	Asst to Dept Chair Mathematics	Non-exempt
117	41247	Asst to Dept Chair - Biology	Non-exempt
118	41249	Stu Orgs Fin Spec	Non-exempt
117	41253	Coord NCERCAMP	Non-exempt
117	41281	Bus Office Spec WC	Non-exempt
117	41283	Spvr Developmental Programs Support	Non-exempt
117	41287	Coord ZIP Card Office	Non-exempt
118	41295	Health Prof Clinical Liaison & Accred Coord	Non-exempt

1300 Administrative Staff Group

Grade:	Job code:	Job title:	Flsa:
116	41311	Department Admin Asst	Non-exempt
118	41312	Administrative Assistant Sr	Non-exempt
119	41313	Sr Exec Administrative Assistant	Non-exempt
120	41315	Sr Admin Coord Pres Office	Non-exempt
119	41317	Coord Admin Svcs - School Law	Non-exempt
119	41318	Coord Admin Svcs - WC	Non-exempt
119	41319	Coord Admin Svcs A&S	Non-exempt
118	41320	Coord Community Relations - WC	Non-exempt
119	41321	Admin Coord Polymers & Research	Non-exempt
119	41323	Coord Admin Svcs-Advancement	Non-exempt
117	41325	Coord Academic Affairs Support-WC	Non-exempt
119	41333	Coord Business & Operations CAST	Non-exempt
117	41335	Coord Lakewood Center	Non-exempt
119	41337	Coord Admin Svcs - CB	Non-exempt
119	41339	Sr Exec Admin Asst & CoordFndRel	Non-exempt
119	41341	Coord Admin Svcs COE	Non-exempt
119	41343	Coord Admin Svcs-Educ	Non-exempt
119	41345	Coord Admin Svcs - CHHS	Non-exempt
120	41347	Coord Admin & Comm Spec	Non-exempt
119	41349	Coord Admin Svcs - Stu Affairs	Non-exempt

2000 Finance Accounting Division

2100 Accounting Group

Grade:	Job code:	Job title:	Flsa:
120	42135	Asst Mgr Payroll	Exempt
117	42151	Dining Srvs Analyst	Non-exempt
116	42160	Business Mgmt Assoc-PAH	Non-exempt
118	42164	Sr Accounts Coord-PAH	Non-exempt

2200 Cash Collection And Disbursement Group

Grade:	Job code:	Job title:	Flsa:
111	42211	Cashier Assistant	Non-exempt
116	42213	Department Cashier Sr-WC	Non-exempt
117	42216	Student Account/Cashier Spec	Non-exempt
118	42218	Coord Bursars Office	Non-exempt
117	42220	Cashier Lead	Non-exempt
119	42226	Coord Medical Billing-SLPA	Non-exempt

2300 Purchasing Group

Grade:	Job code:	Job title:	Flsa:
117	42321	Mgr Central Stores	Exempt
119	42343	Buyer Sr	Exempt
120	42344	Purchasing Agent	Exempt

2400 Food Preparation Group

Grade:	Job code:	Job title:	Flsa:
112	42431	Garde Manager	Non-exempt
112	42441	Coord Food Services	Non-exempt
114	42445	Lead Team Coord-Catering Maint	Non-exempt

2500 Dining Services Administrative Group

Grade:	Job code:	Job title:	Flsa:
117	42501	Supv Dining Services	Non-exempt
117	42511	Chef Dining Services	Exempt
118	42531	Coord Bus Ops-Dining Srvs	Non-exempt
117	42541	Asst Mgr Dining Services	Exempt
118	42551	Mgr Food Services	Exempt
119	42552	Gen Mgr Food Services	Exempt
117	42555	Mgr Concessions - PAH	Non-exempt

2600 Printing Services Group

Grade:	Job code:	Job title:	Flsa:
117	42612	Offset Production Specialist II	Non-exempt
118	42621	Supv DocuZip Center	Non-exempt
118	42631	Supv Printing	Non-exempt
119	42641	Mgr Production	Exempt
118	42651	Coord Pre-Press/Graphics	Non-exempt

2700 Auxiliary Services Group

Grade:	Job code:	Job title:	Flsa:
118	42712	Mgr Parking Field Operations	Exempt
118	42741	Retail Manager	Exempt
110	42745	Retail Associate	Non-exempt
118	42761	Mgr Parking Projects	Exempt

Grade:	Job code:	Job title:	Flsa:
119	42824	Telecom Engineer	Exempt

3000 Information Technology Division

3100 Information Services Administrative Group

Grade:	Job code:	Job title:	Flsa:
118	43115	IT Budget Administrator	Non-exempt

3200 Computer Operations Group

Grade:	Job code:	Job title:	Flsa:
119	43223	Lead Production Control Analyst	Non-exempt

3300 Information Services Application Support Group

Grade:	Job code:	Job title:	Flsa:
119	43351	Asst Departmental Systems Adm-HR	Non-exempt
121	43352	Departmental Systems Administrator	Non-exempt
118	43361	Web Development Spec-WC	Non-exempt
120	43363	Sr Web Dev Spec	Non-exempt

3400 Information Services Technical Support Group

Grade:	Job Code:	Job title:	Flsa:
117	43413	Department Computer Supp Asst	Non-exempt
117	43415	Coord Technology	Non-exempt
117	43417	Comp Supp & Fac Asst-MCUC	Non-exempt
117	43419	Comp Supp & Fac Asst-UAL	Non-exempt
118	43441	Computer Lab Support Specialist	Exempt
119	43442	Lead Computer Lab Support Specialist	Exempt
119	43444	Lead Computer Support-Law	Non-exempt

3500 Telecommunications Group

Grade:	Job code:	Job title:	Flsa:
--------	-----------	------------	-------

3600 Technology Support Group

Grade:	Job code:	Job title:	Flsa:
114	43610	Media Support Associate WC	Non-exempt
117	43612	Coord Media Support Technology-WC	Non-exempt

3700 Library Group

Grade:	Job code:	Job title:	Flsa:
114	43711	Library Assistant	Non-exempt
116	43713	Library Assoc Sr-WC	Non-exempt
117	43714	Library Specialist - WC	Non-exempt
118	43732	Program Coord Law School Ctrs	Non-exempt
118	43734	UL Budget Admin	Non-exempt

3800 Media Services Group

Grade:	Job code:	Job title:	Flsa:
118	43831	Coord Public Address System	Non-exempt

4000 Business/Administrative Division

4100 Human Resources Group

Grade:	Job code:	Job title:	Flsa:
118	44121	Coord Benefits	Non-exempt
119	44122	Benefits Administrator	Non-Exempt
118	44132	Employment Services Associate	Non-exempt
118	44135	TD & HR Assoc	Non-exempt
119	44137	Coord Human Resources	Non-exempt
117	44172	HRIS Specialist	Non-exempt
118	44173	Sr HRIS Specialist	Non-exempt
119	44174	HRIS Administrator	Exempt
119	44176	HR Data Analyst	Non-exempt
120	44177	HR Data Analyst	Non-exempt

4200 Affirmative Action Group

Grade:	Job code:	Job title:	Flsa:
117	44225	EEO/AA Specialist	Non-exempt

4300 Public Relations/Development Group

Grade:	Job code:	Job title:	Flsa:
117	44371	Coord Gift Processing	Non-exempt
119	44372	Sr Coord Donor Gift Oper & Srvs	Non-exempt
118	44375	Coord Ctr Gift & Estate Plng	Non-exempt
118	44377	Donor Stewardship Specialist	Non-exempt

4400 General Counsel Group

Grade:	Job code:	Job title:	Flsa:
119	44401	Legal Assistant	Non-exempt
120	44402	Legal Assistant Sr.	Non-exempt

120	44405	Coord Office Board of Trustees	Non-exempt
119	44407	Legal Assistant-Litigation	Non-exempt

5000 Facilities Management Division

5100 Facilities Management Administrative Group

Grade:	Job code:	Job title:	Flsa:
119	45131	Estimator & Coord ADA	Exempt
120	45141	Plant Maintenance Engineer	Non-exempt
118	45151	Asst Facilities Manager-WC	Non-exempt
120	45152	Facilities Manager-WC	Exempt
118	45155	Facilities Coord - CBA	Non-Exempt
120	45171	Mgr Facilities Projects	Exempt
119	45173	Coord Admin Svcs-PFOC	Non-exempt
118	45181	Space Analyst I	Exempt
120	45182	Space Analyst II	Exempt

5200 Maintenance Group

Grade:	Job code:	Job title:	Flsa:
116	45212	Athletic Facilities Maintenance-Worker	Non-exempt
117	45213	Athletics Maintenance Asst Supv	Non-exempt
119	45214	Athletics Maintenance Supv	Non-exempt
119	45215	Contract Maintenance Admin	Non-exempt
114	45217	RLH Facilities Worker	Non-exempt
117	45221	Building Maintenance Asst Supt	Non-exempt
119	45222	Building Maintenance Supt	Non-exempt
119	45225	Preventative Maintenance Crew Supt	Non-exempt
114	45231	Facilities Maintenance Worker WC	Non-exempt
116	45232	Facilities Maintenance Worker Sr -WC	Non-exempt
114	45236	Facilities Maintenance Worker-MCUC	Non-exempt
116	45237	Facilities Maintenance Worker Sr-MCUC	Non-exempt
119	45241	Equipment Maintenance Supt	Non-exempt
119	45252	Energy Management Supt	Non-exempt
117	45272	Recycle Coord/Recycling Supt	Non-exempt
116	45274	Athletics Facilities Worker	Non-exempt
118	45276	Recreation Technician-SRWS	Non-exempt
117	45286	Parking Facilities Maint Supt	Non-exempt
115	45287	Parking Facilities Maint-Shift Leader	Non-exempt
118	45289	Asst Facilities Mgr-MCUC	Non-exempt

5300 Grounds/Custodial Group

Grade:	Job code:	Job title:	Flsa:
117	45321	Grounds Supt	Non-exempt
117	45331	Custodial Supt	Non-exempt
117	45335	Supv Custodial & Housekeeping	Non-exempt

5400 Mail Services/Delivery Group

Grade:	Job Code:	Job title:	Flsa:
118	45412	Asst Mgr Mailing Services	Non-exempt
119	45413	Mgr Mailing Services	Non-exempt
116	45415	Coord Mailing Services	Non-exempt

5500 Storekeeper Group

Grade:	Job code:	Job title:	Flsa:
115	45511	Department Storekeeper	Non-exempt
116	45515	Supv Surplus Property	Non-exempt
116	45521	Dept Chem Storekeeper-WC	Non-exempt

6000 Public Safety Division

6100 Radio Operator/Dispatcher Group

Grade:	Job code:	Job title:	Flsa:
116	46131	Police 911 Dispatcher PT	Non-exempt
117	46132	Supv Police 911 Dispatch	Non-exempt

6200 Police Group

Grade:	Job code:	Job title:	Flsa:
122	46261	Captain	Exempt
118	46272	Patrol Officer	Non-exempt

6300 Safety Group

Grade:	Job code:	Job title:	Flsa:
--------	-----------	------------	-------

120	46321	Safety Officer	Exempt
120	46331	Radiation Safety Officer	Exempt
118	46334	Hazardous Materials Specialist	Non-exempt
120	46361	Coord Safety & Health Communications	Exempt
120	46371	Coord Emergency Management	Exempt

7000 Student Services Division

7100 Student Services Administrative Group

Grade:	Job code:	Job title:	Flsa:
117	47111	Dept Stud Srvs Counselor-WC	Non-exempt
118	47116	Coord Admissions-WC	Non-exempt
119	47141	Registered Nurse	Non-exempt
118	47143	Licensed Practical Nurse	Non-exempt
118	47181	Residence Life & Housing Specialist	Non-exempt
118	47601	Coord Admissions	Non-exempt

7200 Student Loan Group

Grade:	Job code:	Job title:	Flsa:
--------	-----------	------------	-------

7300 Financial Aid Group

Grade:	Job code:	Job title:	Flsa:
118	47313	Coord StudentFinancial Aid Programs	Exempt
118	47314	Coord Student Financial Aid	Non-exempt
118	47322	Coord Univ Scholarship Programs	Non-exempt
118	47328	Coord Nat Stu Loan Data Sys	Non-exempt

7400 Registrar's Group

Grade:	Job code:	Job title:	Flsa:
115	47422	Enrollment Services Associate	Non-exempt
119	47426	Mgr Enrollment Services	Exempt

7500 Student Activities Group

Grade:	Job Code:	Job title:	Flsa:
117	47521	Coord Student Union Information Services	Non-exempt
118	47522	Coord Stu Union Facility Mgmt	Non-exempt
118	47531	Coord Student Publications	Non-exempt
118	47543	Coord SRWC Budget Operations	Non-exempt
116	47551	Coord Operations	Non-exempt

8000 Academic Services Division

8600 Arts/Special Events Group

Grade:	Job code:	Job title:	Flsa:
117	48631	Stage Manager	Exempt
117	48653	Technical Svcs Assoc-PAH	Non-exempt
119	48661	Mgr Costume Design	Exempt

8700 College/School Program Group

Grade:	Job code:	Job title:	Flsa:
118	48723	Coord Confucius Institute	Non-exempt

8800 Research Services Group

Grade:	Job code:	Job title:	Flsa:
118	48821	External Funding Information Specialist	Exempt
118	48822	Data Collections Analyst	Non-exempt
118	48824	Data Coll & Web Dev Anly CBA	Non-exempt
115	48826	Intellectual Prop Records Proc	Non-exempt

8900 Academic Services Support Group

Grade:	Job code:	Job title:	Flsa:
116	48941	Department Test Monitor	Non-exempt

3000 Information Technology Division "At Risk" Technical Positions

3300 Information Services Application Systems Group

Grade:	Job code:	Job title:	Flsa:
--------	-----------	------------	-------

217	T43311	Applications Programmer	Non-exempt
221	T43313	Sr Systems Analyst Programmer	Exempt
221	T43316	Sr DARS System Analyst Programmer	Exempt
217	T43329	Software Developer	Non-exempt
217	T43331	Web Developer	Non-exempt
219	T43332	Sr Web Developer	Non-exempt
217	T43333	Web Graphics Designer	Non-exempt
220	T43361	Data Warehouse DBA & Customer Applications Developer	Exempt
218	T43383	CBA & E Testing Asst	Non-exempt
219	T43384	Sr CBA & Eval Testing Asst	Non-exempt

3400 Information Services Technical Support Group

Grade:	Job code:	Job title:	Flsa:
217	T43424	IT Help Desk Analyst	Non-exempt
217	T43426	IT Help Desk Administrator	Non-exempt
222	T43431	Coord Instructional Technology Support	Exempt
220	T43455	Software Deployment Specialist	Non-exempt
217	T43457	Technology Specialist	Non-exempt
219	T43458	Sr Technology Specialist	Non-exempt
221	T43459	Lead Technology Specialist	Non-exempt
220	T43461	Enterprise Systems Programmer	Exempt
221	T43462	Sr Enterprise Systems Programmer	Exempt
219	T43471	Applications Systems Analyst	Non-exempt
221	T43472	Sr Applications Systems Analyst	Exempt
217	T43481	Technology Support Analyst	Non-exempt
219	T43482	Sr Technology Support Analyst	Non-exempt

3500 Network & Telecomm Group

Grade:	Job code:	Job title:	Flsa:
216	T43521	Telecom Technician I	Non-exempt
218	T43523	Telecom Network Administrator	Non-exempt
219	T43541	Systems Administrator	Exempt
221	T43542	Sr Systems Administrator	Exempt
219	T43551	LAN Administrator	Non-exempt
221	T43552	Sr LAN Administrator	Non-exempt
219	T43562	Network Engineer	Exempt
216	T43571	Coord Network Services	Non-exempt

219	T43581	Server Systems Developer	Exempt
-----	--------	--------------------------	--------

3800 Media Services Group

Grade:	Job code:	Job title:	Flsa:
218	T43811	Multi-Media Specialist	Non-exempt
219	T43821	Coord NOC	Non-exempt
216	T43852	Coord Distance Education Facilities	Non-exempt
219	T43853	Sr Coord Distance Education Facilities	Exempt
218	T43855	Coord Distance Learning Program Development	Non-exempt
218	T43861	Graphics Instructional Designer	Non-exempt
218	T43862	Instructional Designer	Non-exempt
220	T43871	Curriculum Designer	Exempt

3900 Inst Planning, Anly, Reporting & Data

Grade:	Job code:	Job title:	Flsa:
219	T43911	MIS Analyst	Non-exempt
220	T43912	Sr MIS Analyst	Exempt
219	T43921	Database Administrator	Exempt
219	T43329	Software Developer	Non-exempt
220	T43951	Video Network Engineer	Exempt

60000 Grant Funded Positions

61110 Grant Funded positions

Grade:	Job code:	Job title:	Flsa:
115	61117	Grant Admin Sec Chem & Bio Eng	Non-exempt
116	61119	Admin Asst-Inst Ldrshp Adv Grant	Non-exempt

Effective: 12/17/2022

Certification: M. Celeste Cook Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3345.31, 3359.01

Rule Amplifies: 124.14, 3359.09

Prior Effective Dates: 04/15/2000, 06/21/2001, 08/15/2001, 10/24/2001, 11/24/2001, 05/24/2002, 10/28/2002, 11/23/2002, 01/17/2003, 02/22/2003, 03/20/2003, 05/23/2003, 06/30/2003, 01/16/2004, 06/11/2004, 08/20/2004, 09/26/2004, 12/02/2004, 12/13/2004, 03/31/2005, 05/28/2005, 07/03/2005, 09/02/2005, 10/28/2005, 01/30/2006, 02/06/2006, 04/27/2006, 12/29/2006, 02/19/2007, 04/01/2007, 05/06/2007, 07/06/2007, 09/03/2007, 09/21/2007, 11/08/2007, 12/31/2007, 02/11/2008, 04/17/2008, 05/05/2008, 06/13/2008, 07/06/2008, 08/24/2008, 11/02/2008, 01/19/2009, 02/27/2009, 04/27/2009, 05/30/2009, 08/01/2009, 08/30/2009, 11/13/2009, 12/31/2009, 04/08/2010, 05/02/2010, 05/23/2010, 07/08/2010, 10/22/2010, 01/01/2011, 04/11/2011, 05/22/2011, 06/30/2011, 08/20/2011, 01/30/2012, 02/10/2012, 03/29/2012, 05/18/2012, 06/28/2012, 08/24/2012, 12/27/2012, 02/14/2013, 04/06/2013, 05/23/2013, 08/22/2013, 11/01/2013, 01/19/2014, 02/21/2014, 05/09/2014, 11/20/2014, 12/05/2014, 02/01/2015, 03/06/2015, 05/03/2015, 09/05/2015, 11/01/2015, 02/27/2016, 06/03/2016, 07/23/2016, 09/19/2016, 11/26/2016, 03/25/2017, 06/24/2017, 08/14/2017, 09/29/2017, 02/01/2018, 05/14/2018, 09/02/2018, 11/01/2018, 12/27/2018, 05/03/2019, 09/16/2019, 11/22/2019, 02/14/2020, 07/16/2020, 09/14/2020, 11/30/2020, 01/31/2021, 04/05/2021, 05/15/2021, 08/08/2021, 10/18/2021, 02/26/2022, 05/07/2022, 08/20/2022, 10/22/2022, 12/17/2022

TO BE RESCINDED

3359-25-07 Unclassified classification plan.

- (A) The university of Akron shall establish, modify, or repeal, by rule, a job classification plan for all positions, offices, and employments in the unclassified civil service.
- (B) The university of Akron shall assign a classification title to each classification within the unclassified classification plan.
- (C) The university of Akron shall assign each classification to a pay range.
- (D) The university of Akron shall assign a numbering system for the classification process.
- (E) The following are the classifications that the university of Akron shall assign all positions within the unclassified service.

The University of Akron
Unclassified Staff Classifications (Series 20000)

2000 Finance/Accounting Division

2100 Accounting Group

Grade:	Job code:	Job title:	Flsa:
119	22102	Inventory Accountant-Computer Store	Exempt
120	22105	Accountant	Exempt
120	22106	Budget Analyst	Exempt
119	22107	Budget Administrator Sr	Exempt
122	22108	Mgr Payroll	Exempt
123	22110	Assoc Controller	Exempt
126	22111	Assoc VP/Controller	Exempt
122	22112	Asst Controller	Exempt
124	22114	Dir Off Res Anly & Budget	Exempt
121	22115	Accountant Sr	Exempt
122	22118	Position Management Analyst Sr	Exempt
123	22119	Assoc Dir Office of Resource Analysis & Budget	Exempt
124	22120	Dir Financial Systems Analysis	Exempt
124	22121	Dir Financial Reporting	Exempt
120	22122	Financial Analyst	Exempt
122	22123	Asst Dir Treasury Services	Exempt

123	22124	Dir Treasury Services	Exempt
120	22126	Staff Internal Auditor	Exempt
124	22127	Dir Accounting - UARF	Exempt
123	22128	Tax & Bond Mgr	Exempt
122	22129	Sr Staff Internal Auditor	Exempt
121	22130	Treasury Manager	Exempt
120	22131	Payroll Accountant	Exempt
123	22132	Bus Systems Analyst Sr	Exempt
122	22133	Special Asst to CFO	Exempt
121	22134	Sr Grant Accountant	Exempt
120	22135	Grant Accountant	Exempt
123	22136	Dir Financial Res Admin	Exempt
122	22137	Asst Dir Financial Res Admin	Exempt
118	22138	Coord Bus Ops & Finance-UAL	Non-exempt
121	22141	Aux Srvs Acct/Asst Comp Off	Exempt
120	22143	Mgr UL Business Operations	Exempt
119	22144	Budget Admin-Student Success	Non-exempt
124	22145	Dir Finance-CHHS	Exempt
120	22146	Coord Medical Billing-SLPA	Exempt
121	22147	Asst Mgr Payroll	Exempt
120	22148	Research Billing Sys Analyst	Exempt
121	22149	Asst to SVP/Risk Mgr	Exempt

2200 Cash Collection and Disbursement Group

Grade:	Job code:	Job title:	Flsa:
120	22201	Cashier Manager	Exempt
120	22202	Collections Manager	Exempt
123	22203	Dir Accounts Payable	Exempt
124	22204	Dir Stu Accounts/Bursar	Exempt
122	22205	Assoc Dir/Opns Mgr	Exempt
120	22206	Asst Dir Stu Accounts/Bursar	Exempt
121	22207	Sr Administrator Stu Accounts	Non-exempt
121	22208	Asst Dir Accounts Payable	Exempt

2300 Purchasing Group

Grade:	Job code:	Job title:	Flsa:
121	22301	Asst Dir Purchasing	Exempt
122	22302	University Enterprise Risk Mgr	Exempt

122	22304	Assoc Dir Purchasing	Exempt
125	22305	Dir Purchasing	Exempt
120	22308	Purchasing Agent	Exempt
120	22309	Procurement Card Mgr	Exempt

2500 Dining Services Administrative Group

Grade:	Job code:	Job title:	Flsa:
120	22502	Asst Dir Univ Dining Srvs	Exempt
124	22504	Dir Dining Services & Admin	Exempt
119	22505	Mgr Crystal Room Oper	Exempt
119	22506	General Manager C-Stores	Exempt
119	22507	General Manager-Retail	Exempt
118	22508	Chef Dining Services Sr	Exempt
120	22509	Executive Chef	Exempt
118	22510	Conference Coord	Exempt
122	22511	Assoc Dir Dining Srvs/Admin	Exempt
119	22513	Banquet Mgr Sr	Exempt

2700 Auxiliary Services Group

Grade:	Job code:	Job title:	Flsa:
123	22701	Dir Parking & Transportation Srvs	Exempt
123	22702	Dir Materials Handling	Exempt
126	22703	Assoc VP Auxiliary Enterprises	Exempt
123	22705	Dir Phys Fac Business Admin	Exempt
121	22706	Assoc Dir Parking Services	Exempt
119	22707	Mgr Parking Maint & Events	Exempt
119	22708	Manager Central Stores	Exempt
119	22709	Mgr Parking & Transportation	Exempt
119	22710	Mgr Production	Exempt
120	22802	PFOC Budget/Fiscal Administrator	Exempt
122	22803	Asst Dir Auxiliary Bus Ops	Exempt
120	22804	PFOC Inventory Manager	Exempt
120	22805	Mgr Building Services	Exempt

3000 Information Technology Division

3100 Information Services Administrative Group

Grade:	Job code:	Job title:	Flsa:
121	23111	Mgr Comp Based Asses & Eval	Exempt
120	23420	Learning Tech Support Spec	Exempt

3700 Library Group

Grade:	Job code:	Job title:	Flsa:
119	23701	Public Services Librarian-WC	Exempt
117	23702	Slide Librarian	Exempt
118	23703	Archives Assoc Sr	Exempt
118	23704	Coord Access Services	Exempt
119	23705	Acquisition & Catalog Libr	Exempt
120	23707	Asst Law Librarian	Exempt
119	23708	Faculty Services Librarian	Exempt
119	23709	Science & Technology Librarian	Exempt
121	23710	Dir Library-WC	Exempt
121	23711	Asst Law Librarian- Reference Svcs	Exempt
119	23712	Asst Law Librarian Ref Svcs	Exempt
122	23714	Head Access Services	Exempt
123	23715	Deputy Law Librarian	Exempt
120	23716	Corporate Services Center Librarian	Exempt
120	23717	Univ Records Manager	Exempt
118	23718	Coord Psychology Archives	Exempt
121	23719	Mgr Special Collections	Exempt
122	23720	Asst Dir Cummings Center	Exempt
119	23721	Library Services Coordinator	Exempt
124	23722	Exec Dir Ctr History Psychology	Exempt
123	23723	Dir Inst Human Sci & Culture	Exempt
120	23724	Records & Ref Services Mgr	Exempt
123	23808	Dir AV & Distance Learn Svcs	Exempt
118	23811	Spec Colls Lib/Asst Proc Archivist	Exempt
124	23816	Dir Online Cont & Prof Educ	Exempt
118	23817	Digital/Web Content Producer	Exempt

4000 Business/Administrative Division

4100 Human Resources Group

Grade:	Job code:	Job title:	Flsa:
119	24101	Coord/Recruiter Empl Svcs	Exempt
123	24103	Dir Employment Svcs	Exempt
123	24104	Director EEO/AA	Exempt
121	24105	Asst Dir HRIS	Exempt
123	24106	Dir HR Oper & Employment	Exempt
123	24108	Dir Benefits Admin	Exempt

120	24110	Class & Research Analyst Sr	Exempt
123	24113	Dir Special Events & Projects	Exempt
120	24115	HR Specialist	Exempt
121	24116	Mgr Benefits Administration	Exempt
123	24117	Dir Labor& Employee Relations	Exempt
121	24118	Mgr Classification & Research	Exempt
120	24119	Classification & Rsch Analyst	Exempt
120	24120	HR Data Analyst	Exempt
121	24123	Tech Administrator-HR	Exempt
120	24124	Benefits Analyst	Exempt
121	24125	Labor Relations Specialist Sr	Exempt
124	24126	Sr Dir Human Resources	Exempt
120	24127	Class & Benefits Analyst	Exempt
120	24128	Sr. Coord/Recruiter Empl Svcs	Exempt
120	24129	Benefits Specialist	Exempt
120	24130	Employee & Labor Relations Spec	Exempt
120	24132	Learning & Comm Specialist	Exempt
121	24133	Org Development Consultant	Exempt
123	24134	Dir Organizational Development	Exempt
121	24135	Human Resources Generalist	Exempt

4200 Affirmative Action Group

Grade:	Job code:	Job title:	Flsa:
121	24201	EEO/AA Specialist Sr.	Exempt
126	24202	Asst VP Human Resources	Exempt
119	24203	EEO/AA Specialist	Exempt

4300 Public Relations/Development Group

Grade:	Job code:	Job title:	Flsa:
119	24301	Public Relations Rep	Exempt
118	24302	Mgr Editorial Services	Exempt
119	24303	Public Relations Rep-PT	Non-exempt
120	24304	Dir Hower House	Exempt
119	24305	Marketing & Comm Specialist	Exempt
119	24306	Asst Dir Alumni Relations	Exempt
119	24307	Graphic Designer	Exempt
119	24308	Advertising Mgr	Exempt
121	24309	Assoc Dir Alumni	Exempt

122	24310	General Mgr WZIP	Exempt
122	24311	Mgr Publications	Exempt
122	24312	Dir Development	Exempt
122	24313	Dir Development- WC	Exempt
124	24314	Dir Major Gifts	Exempt
124	24315	Exec Dir Dev Gift & Estate Pln	Exempt
120	24319	Asst Dir Development	Exempt
123	24320	Asst to VP/CIO Proj Support	Exempt
124	24322	Dir University Press	Exempt
123	24324	Creative Director	Exempt
119	24326	Senior Writer	Exempt
122	24328	Sr Mgr Alumni & Devel Comm	Exempt
122	24329	Dir Alumni Relations & Stu Engmt	Exempt
124	24331	Sr Dir Digital Comm	Exempt
122	24332	Asst Dir Data Systems & Services	Exempt
122	24333	Dir Dev Annual Giving	Exempt
122	24335	Dir Development Planned Giving	Exempt
122	24337	Dir Development - Research	Exempt
120	24338	Asst Dir Development - Research	Exempt
120	24339	Asst Dir Development-Spec Proj	Exempt
121	24340	Mgr Alumni & Devel Comm	Exempt
124	24341	Dir Development Comm Proj	Exempt
124	24342	Sr. Dir External Communications	Exempt
119	24343	Coord Print Mfg & Digital Prod	Non-exempt
119	24344	Editorial & Design Coord	Exempt
122	24345	Dir Development-Fund Raising	Exempt
119	24347	Comm Officer-COE	Exempt
121	24348	Dir Alumni & Development	Exempt
124	24349	Sr. Dir Marketing Comm	Exempt
120	24350	Mgr Cont Ed & Outreach	Exempt
120	24352	Mgr Digital Communications	Exempt
119	24353	Social Media Specialist	Exempt
124	24354	SpAsttoPresGovRelAsocDirRCBIAP	Exempt
121	24355	Mgr Annual Fund	Exempt
119	24356	Brand Manager	Exempt
120	24357	Dir Marketing & Comm-Eng	Exempt
120	24358	Dir of Dev Donor Relations	Exempt
120	24359	Sr Marketing & Comm Specialist	Exempt
124	24360	Dir Development Stewardship	Exempt
120	24361	Sr Multimedia Dev & Graphic Dsg	Exempt

120	24362	Sr Multimedia Dev & Web Design	Exempt
120	24363	Mgr Dev & Alumni Relations-CPSPE	Exempt
125	24364	Exec Dir Govt & Alumni Rel	Exempt
123	24365	Dir Strat Engagement & Rec	Exempt
119	24367	Front End Web Developer	Exempt
120	24368	Dir Creative Services	Exempt
121	24369	Asst Dir Web Services	Exempt
122	24370	Exec Dir Prospect Dev & Campaigns	Exempt
119	24371	Web Editor & Designer	Exempt
120	24372	Comm & Content Manager	Exempt
120	24373	Sr Graphic Designer	Exempt
120	24374	Sr Web Developer	Exempt
123	24375	Dir Development & Strat Init	Exempt
122	24376	Dir Development Athletics	Exempt
119	24377	Asst. Dir Alumni Outreach	Exempt
119	24378	Editorial & Bus Mgr-UA Press	Exempt
119	24379	Content Mktg Spec-Enrollment	Exempt
119	24380	Social Media Spec-Enrollment	Exempt
120	24383	Publications Editor/Writer	Exempt
119	24384	Web Editor & Graphic Design - WC	Exempt
124	24385	Sr Dir Principal Gifts	Exempt
121	24386	Video Producer	Exempt
118	24387	Graphic Design Specialist	Exempt
119	24388	Mktg Outreach & Pub Srvs Coord	Exempt

4400 General Counsel Group

Grade:	Job code:	Job title:	Flsa:
124	24402	Assoc General Counsel	Exempt
123	24404	Assoc Gen Coun Empl & Labor Rel	Exempt
123	24405	Assoc Gen Couns & Rec Compl Off	Exempt
121	24406	Legal Admin Coord Off Gen Coun	Exempt

4500 Senior Administration Group

Grade:	Job code:	Job title:	Flsa:
126	24502	Assoc VP & Deputy Gen Counsel	Exempt
126	24504	Assoc VP Development	Exempt
126	24505	Assoc VP & Dean of Stud	Exempt
122	24507	Dir Executive Engagement	Exempt

120	24508	Mgr Presidential Events	Exempt
125	24510	Asst VP Physical Facilities	Exempt
126	24511	Assoc VP Public Affairs & Dev	Exempt
126	24512	Asst VP Principle Gifts	Exempt
126	24515	Assoc VP Integrated Stu Success	Exempt
126	24517	Assoc VP Treasury & Financial Planning	Exempt
126	24518	Vice Provost Enrollment Mgmt	Exempt
121	24523	Exec Admin Coord Pres Office	Exempt
126	24526	Assoc VP Strategic Initiatives & Engagement	Exempt
125	24530	Dir Presidential Communication	Exempt
125	24532	Asst VP Campus Safety	Exempt
999	24535	VP/Chief of Staff	Exempt
126	24537	VP & CDO	Exempt
126	24538	Assoc VP & Chief Comm Officer	Exempt
126	24539	Assoc VP Human Resources/CHRO	Exempt
124	24540	Chief Plng Fac Officer	Exempt
126	24542	Assoc VP Stu Affairs & CHO	Exempt
126	24543	Assoc VP Academic Affairs	Exempt
126	24544	Asst VP Acad Affairs	Exempt
126	24545	Assoc Chief Financial Officer	Exempt
126	24546	Asst VP Alumni & Col Ctr Progs	Exempt
126	24547	Asst VP Development	Exempt
126	24548	Asst VP Corporate Foundation Relations	Exempt
126	24549	VP/Chief Comm & Mktg Off	Exempt
126	24550	Assoc VP & Assoc Gen Counsel	Exempt
999	24551	Exec VP Student Success	Exempt
126	24552	Assoc VP Student Success	Exempt
125	24553	University Registrar	Exempt
125	24554	Assoc Dir Off Res Admin	Exempt
126	24557	Exec Dir Com Rel Planned Giving Spec	Exempt
126	24558	Secretary BOT	Exempt
123	24559	Assoc Dir Accounting UARF	Exempt
125	24560	Exec Dir Student Success Ctr	Exempt
124	24561	Dir Inclusion & Equity	Exempt
119	24564	Spec Asst to Office of Pres	Exempt
120	24565	Admin Coord OAA	Exempt
124	24566	Assoc VP Faculty Relations	Exempt
126	24567	Asst VP Talent Dev & HR	Exempt
999	24568	Cheif Compliance & Risk Officer	Exempt
999	24921	Athletic Tutor	Non-exempt

5000 Facilities Management Division

5100 Facilities Management Administrative Group

Grade:	Job Code:	Job title:	Flsa:
121	25102	Mgr Constr & Space Plng	Exempt
121	25103	Mechanical Engineer	Exempt
121	25104	Electrical Engineer	Exempt
122	25105	Dir Camp Plng & Space Utl	Exempt
120	25106	Coord Site Design & Landscaping	Exempt
122	25107	Dir Bldg Gnds & Spec Srv	Exempt
122	25108	Dir Maintenance & Operations	Exempt
124	25110	Dir Capital Planning & Fac Mgmt	Exempt
126	25113	Exec Dir Physical Facilities	Exempt
124	25114	Dir Arch & Design	Exempt
122	25115	Dir Energy & Engineering	Exempt
121	25117	Mgr Facilities Projects Sr	Exempt
120	25118	Mgr PFOC Information Systems	Exempt
120	25119	Mgr Zone Operations	Exempt
120	25121	Facilities Manager-RLH	Exempt
121	25122	Asst Dir Bldg Svcs, Grnds, Special Svcs & Recycling	Exempt
120	25124	Mgr Gnds, Spec Svcs & Rcy Athl Prk	Exempt
121	25125	Staff Architect	Exempt
120	25128	Facilities Mgr- SPSPE	Exempt
120	25129	Mgr Trades Shops	Exempt
122	25130	Energy Manager	Exempt

6000 Public Safety Division

6200 Police Group

Grade:	Job code:	Job title:	Flsa:
123	26201	Asst Chief Univ Police	Exempt
124	26202	Chief Police & Campus Safety	Exempt
121	26203	Lieutenant	Exempt
POL	26204	Police Officer I	Non-exempt
122	26205	Captain	Exempt
121	26206	Dir Clery Compl & Crime Analyst	Exempt

6300 Safety Group

Grade:	Job code:	Job title:	Flsa:
123	26301	Dir Envi Health & Occup Safety	Exempt
120	26303	Environmental Compl Officer	Exempt
119	26305	Coord Radio Communication	Non-exempt
123	26306	Spec Asst for Envir Compliance	Exempt
120	26307	College Safety Officer	Exempt
120	26308	Envir & Occup Health Spec	Exempt
120	26309	Laboratory Safety Officer	Exempt

7000 Student Services Division

7100 Student Services Administrative Group

Grade:	Job code:	Job title:	Flsa:
119	27101	Disability Spec & Srv Coord	Exempt
119	27102	Asst Dir Work Study & Stu Empl	Exempt
120	27103	Mgr Study Abroad Programs	Exempt
118	27104	Coord First Year Experiences	Exempt
124	27105	Dir Office of Accessibility	Exempt
121	27106	Assoc Dir Office Accessibility	Exempt
124	27107	Dir International Prog	Exempt
123	27108	Director Student Life	Exempt
118	27111	Adaptive Tech & Service Coord	Exempt
121	27112	Asst to VP Fiscal Ops Stu Success	Exempt
118	27114	Student Services Specialist	Exempt
124	27116	Executive Dir Inclusion & Equity	Exempt
124	27117	Exec Asst to VP & Dir Strat Plng & Comm	Exempt
120	27118	Mgr Student Services - WC	Exempt
119	27119	Asst Dir Scheduling & Events	Exempt
120	27122	Asst Dir International Admissions	Exempt
119	27123	Coord Intl Acad & Co-Curr Prog	Exempt
119	27124	Asst Dir Immigration Services	Exempt
117	27125	Coord Acad Spac Sched	Non-exempt
124	27126	Exec Dir Ctr Int Stu & Scholars	Exempt
124	27127	Exec Dir Global Engagement	Exempt
119	27128	Disability Spec & Srv Coord WC	Exempt
119	27131	Immigration Services Adviser	Exempt
119	27135	Coord Int'l Adm & Stu Srvs	Exempt
124	27136	Dir Educational Outreach	Exempt
119	27137	Immigration Services Adviser	Exempt
118	27138	Captioning & Service Coord	Non-exempt

119	27139	Coord Accessibility Services	Exempt
121	27140	Asst Dean Students	Exempt

7300 Financial Aid Group

Grade:	Job code:	Job title:	Flsa:
121	27301	Mgr Grad Stu Fin Aid & Budgets	Non-exempt-
119	27302	Asst Dir Stu Financial Aid	Exempt
121	27303	Assoc Dir Stu Fin Aid & Vrfctn	Exempt
122	27304	Sr Assoc Dir Stu Fin Aid	Exempt
125	27306	Dir Stu Financial Aid	Exempt
122	27307	Assoc Dir Student Services Center	Exempt
122	27309	Sr Mgr Tech & Compliance	Exempt
121	27312	Bus Systems Analyst Student Fin Aid	Exempt
119	27313	Mgr Fed & Private Stu Loan Prog	Exempt
121	27316	Assoc Dir Stu Fin Aid	Exempt

7400 Registrar's Office

Grade:	Job Code:	Job title:	Flsa:
120	27403	Asst University Registrar	Exempt
125	27405	University Registrar	Exempt
119	27407	Coord Military Services Center	Exempt
121	27408	Sr Asst University Registrar	Exempt
121	27409	Bus Systems Analyst-Registrar	Exempt
122	27410	Sr Bus Systems Anly-Registrar	Exempt
122	27411	Assoc University Registrar	Exempt
120	27412	Asst Dir ZipAssist	Exempt
119	27413	Asst Dir Student Success Srvcs	Exempt
122	27414	Dir Zip Assist	Exempt
119	27415	Retention & Completion Spec	Exempt
119	27416	Coord Outreach ZipAssist	Exempt
121	27417	Assoc Dir ZipAssist	Exempt
120	27418	Mgr Eligibility, Cert & Compl	Exempt
121	27426	Mgr Technology & Compliance	Exempt
119	27427	Coord Intl Credential Eval & Svc	Exempt
123	27428	Sr Assoc University Registrar	Exempt
120	27429	Asst Dir Military Services Ctr	Exempt
119	27430	Coord Bus Appl Supp	Exempt
119	27431	Coord Campus Cupboard	Exempt

119	27432	Coord Outreach ZipAssist	Exempt
119	27433	Student Progress Manager	Exempt

7500 Student Activities Group

Grade:	Job code:	Job title:	Flsa:
120	27502	Asst Dir Programs	Exempt
119	27503	Asst Dir Commuter Central	Exempt
121	27504	Asst Dir Stu Cond & Comm Stds	Exempt
119	27505	Asst Dir Stu Union Operations	Exempt
121	27506	Assoc Dir Res Life-Activities	Exempt
121	27507	Assoc Dir Res Life & Housing	Exempt
119	27508	Asst Dir Frat & Sorority Life	Exempt
121	27509	Asst Dean of Students	Exempt
124	27510	Exec Dir Student Union	Exempt
124	27511	Dean of Students	Exempt
124	27512	Dir Residence Life & Housing	Exempt
124	27513	Dir Health Svcs	Exempt
119	27514	Coord Campus Comm Aware Progs	Exempt
120	27515	Asst Dir Aquatics	Exempt
118	27516	Coord Stud Life Admin	Exempt
122	27517	Assoc Dir Stu Rec & Wellness	Exempt
123	27518	Sr Dir Student Life & Enr Mgmt	Exempt
119	27519	Mgr Aquatics	Exempt
118	27520	Coord Student Union Opns	Exempt
124	27522	Dir Student Rec & Wellness Svcs	Exempt
119	27523	Asst Dir Stu Union Event Plng	Exempt
119	27524	Asst Dir Maintenance & Technology	Exempt
122	27526	Assoc Dir Rec & Wlns Svcs Prog	Exempt
119	27527	Mgr Group Exercise & Wellness	Exempt
120	27529	Asst Dir Fac & Informal Rec	Exempt
119	27530	Mgr Special Events	Exempt
119	27531	Mgr Outdoor Adventure	Exempt
119	27532	Mgr Intramurals	Exempt
119	27533	Mgr Wellness	Exempt
119	27534	Mgr Fitness	Exempt
119	27535	Mgr Aquatic Operations	Exempt
119	27536	Mgr Club Sports	Exempt
121	27537	Mgr SRWS Systems	Exempt
119	27538	Mgr Maintenance	Exempt

120	27540	Asst Dir Res Life & Housing	Exempt
119	27543	Asst Dir Campus Programs	Exempt
124	27545	Dir Stu Cond & Comm Standards	Exempt
122	27548	Nurse Practitioner - PT	Non-exempt
119	27549	Asst Dir Off Campus Student Services	Exempt
123	27550	Dir Off Campus Student Svcs	Exempt
119	27551	Asst Dir Stu Org & Involvement	Exempt
119	27552	Coord Leadership Programs	Exempt
999	27554	Summer Bridge Graduate Intern	Non-exempt
121	27555	Assoc Dir Housing & Conf Svcs	Exempt
119	27556	Asst Dir The Akron Experience	Exempt
124	27557	Dir Learn Comm & Akron Exp	Exempt
119	27558	Coord Stu Unions Events & Sched	Exempt
120	27559	Asst Dir Stu Health Svcs	Exempt
120	27560	Nurse Care Coord	Exempt
119	27561	Coord Stu Cond & Comm Standards	Exempt
121	27562	Assoc Dir Residential Educ	Exempt
122	27563	Nurse Practitioner	Exempt
119	27564	Coord Res Co-Curr Prog & Act	Exempt
120	27565	Bus Systems Admin - Housing	Exempt
121	27566	Case Manager	Exempt
119	27567	Mgr Informal Rec & Facilities	Exempt
119	27568	Coordinator SRWS Programs	Exempt
118	27569	Coord Student Life Marketing	Exempt
118	27570	Coord Civic Engagement	Exempt
119	27571	Mgr Facilities & Aquatics	Exempt
118	27572	Coord Frat & Sorority Life	Exempt
118	27573	Coord Student Involvement	Exempt
118	27574	Coord Stu Union Facility Mgmt	Non-exempt
119	27575	Student Conduct Hearing Off	Exempt
121	27576	Assoc Dir Stu Union Operations	Exempt
118	27577	Advisor Undergrad Stu Govt	Exempt
120	27579	Asst Dir Housing Services	Exempt

7600 Admissions Group

Grade:	Job code:	Job title:	Flsa:
123	27602	Dir Intl Stu & Scholar Prog	Exempt
118	27604	Admissions Counselor	Exempt
119	27606	Asst Dir Adm For Events	Exempt

120	27607	Asst Dir Multi Recruit	Exempt
119	27608	Asst Dir Admissions	Exempt
122	27609	Sr Assoc Dir Admissions-Outreach	Exempt
125	27612	Dir Admissions	Exempt
120	27613	Sr Asst Dir Admissions	Exempt
119	27614	Asst Dir Admissions - WC	Exempt
121	27615	Assoc Dir Admissions	Exempt
121	27617	Assoc Dir Int'l Progs & Srvs	Exempt
120	27618	Mgr Public Relations Events - WC	Exempt
118	27619	Coord Adm Adult Recruitment	Exempt
121	27620	Director, Admissions-Law	Exempt
121	27621	Dir Student Services	Exempt
122	27622	Dir Transfer & Adult Stu Enroll Ctr	Exempt
119	27623	Asst Dir Transfer Services	Exempt
121	27624	Sr Assoc Dir Transfer Services	Exempt
123	27625	Dir Military Srvs Ctr	Exempt
121	27627	Bus Systems Analyst-Admissions	Exempt
119	27628	Asst Dir Adm Freshman Opns	Exempt
120	27629	Asst Dir Img Intl Adm & Schlr	Exempt
121	27630	Assoc Dir Img Intl Adm & Schlr	Exempt
120	27631	Adm Coord - Grad School	Exempt
123	27632	Dir International Recruitment	Exempt
119	27633	International Recruiter	Exempt
123	27634	Sr Assoc Dir Admissions - Opns	Exempt
120	27635	Asst Dir Intl Recruitment	Exempt
120	27636	Asst Dir Intl Admissions	Exempt
120	27637	Asst Dir Intl Recruit Comm	Exempt
120	27650	Business Reporting Analyst	Exempt
121	27651	Dir Graduate Adm & Stu Srvs	Exempt
121	27652	Assoc Dir Recruitment	Exempt
120	27660	Asst Dir Living Lrng Comm Prog	Exempt
119	27661	Mgr Opns & Systems OIP	Exempt
121	27662	Assoc Dir Adm Operations	Exempt
120	27663	Asst Dir Admissions Law	Exempt
120	27664	Assoc Dir Transfer Stu Svc Ctr	Exempt
123	27665	Dir Acad & Retention Support	Exempt
119	27666	Asst Dir Adm M/A/T Recruitment	Exempt
120	27667	Sr Asst Dir Recruitment	Exempt
119	27668	Mgr Admissions & Recruitment	Exempt
121	27669	CRM Coord	Exempt

119	27670	Recruitment & Retention Coord	Exempt
121	27671	Communication & Data Lead	Exempt
121	27673	Data & Systems Administrator	Exempt
121	27674	Dir Recruitment & Stu Srvs - WHC	Exempt
119	27675	Graduate Progs Recruiter-CBA	Exempt
123	27676	Assoc Dean Admin & Enroll Mgmt	Exempt
121	27678	Assoc Dir Rec & Retention BCAS	Exempt
121	27679	Assoc Dir Rec & Retention CB	Exempt

7700 Student Advising Group

Grade:	Job code:	Job title:	Flsa:
118	27701	Academic Adviser I	Non-exempt
123	27702	Dir Adv & Stu Success	Exempt
119	27704	Mgr Study Abroad Programs	Exempt
119	27705	Academic Adviser-Athletes	Exempt
119	27706	Academic Adviser II	Exempt
119	27707	Academic Adviser Success Coach	Exempt
121	27708	Asst Dir Academic Advisement Ctr	Exempt
121	27709	Assoc Dir Career Placement	Exempt
121	27710	Psychologist	Exempt
121	27711	Asst Dir Couns Ctr Training	Exempt
122	27712	Assoc Dir Couns Ctr Training	Exempt
123	27713	Dir Testing	Exempt
123	27714	Sr Assoc Dir Couns & Test Ctr	Exempt
123	27715	Dir Academic Advisement	Exempt
125	27716	Exec Dir Counseling Center	Exempt
123	27717	Dir Multicultural Development	Exempt
119	27718	Coord Residence Life	Exempt
122	27719	Assoc AD Stu Athl Acad Srvs	Exempt
119	27720	Acad Adviser-AAP	Exempt
119	27721	Acad Adv & Coord CP-WC	Exempt
124	27724	Dir Career Services	Exempt
119	27725	Recruiter/Advisor-Nursing	Exempt
121	27726	Psychology Resident	Exempt
121	27728	Univ Relations Mgr	Exempt
120	27730	Dir Stud Athl Supp Srvs	Exempt
119	27731	Asst Dir Career Center	Exempt
121	27733	Sr Assoc Dir Multicultural Development	Exempt
120	27734	Assoc Dir Diverse Male Init	Exempt

119	27736	Coord Academic Support Services-Athletics	Exempt
122	27737	Dir Couns & Accessibility Svcs	Exempt
119	27738	Academic Advisor & Special Events	Exempt
121	27740	Asst Athl Dir Stu Athl Aca Svc	Exempt
123	27741	Dir Advising Services	Exempt
888	27743	Dir IDEAS Program	Exempt
121	27744	Sr Business Analyst	Exempt
118	27745	Career Adviser	Exempt
118	27746	Coord Employer Relations	Exempt
122	27748	Assoc Dir Acad Advisement Ctr	Exempt
120	27749	Coord Acad Advisor-Engineering	Exempt
119	27750	Retention Specialist	Exempt
120	27751	Retention Coord	Exempt
122	27752	Coord Social Work-Lakewood	Exempt
120	27753	Psychologist Asst	Non-exempt
122	27755	MSW Coordinator - WC	Exempt
120	27756	Coord Child Life Prog	Exempt
120	27757	Coord Adv Srv & Ext Camp Otrch	Exempt
121	27758	Business Analyst Sr-Insti Rsch	Exempt
120	27759	Academic Adviser Sr	Exempt
121	27760	Assoc Dir CoOp Educ & Intrnshps	Exempt
888	27761	Resource Dir EXCL Center	Exempt
119	27762	Coord CoOp Educ Career Svcs	Exempt
119	27763	Asst Dir Multicultural Dev	Exempt
123	27764	Dir Academic Affairs CHHS	Exempt
119	27765	Coord Career Services	Non-exempt
122	27766	Sr Assoc Dir Career Svcs	Non-exempt
122	27767	Coord Nursing - WC	Exempt
119	27768	Asst Dir Ret Init Multi Dev	Exempt
121	27769	Dir Diversity & Inclusion-Engr	Exempt
119	27781	Asst Dir Multicultural Dev Programs	Exempt
122	27782	Assoc Dir Acad & Retention Support	Exempt
121	27783	Asst Dir Academic Advisement	Exempt
118	27784	Project Mgr	Non-exempt
123	27785	Dir COFSP	Exempt
119	27786	Coord Academics - Football	Exempt
119	27787	Coord Acad Supp Svcs-Bball	Exempt
121	27788	Asst Dir Collegiate Success	Exempt
120	27789	Retention Coord & Wrkfce Dev	Exempt
120	27790	Sr Recruiter & Retention Coord	Exempt

122	27791	Exec Dir Cline Ldrshp Academy	Exempt
121	27792	Asst Dir Adv & Stu Success	Exempt
122	27793	Coord Coaching Programs	Exempt
123	27794	Assoc Dir SSWFS	Exempt
120	27795	Coord Advising & Student Exp	Exempt

7800 Athletic Administrative Group

Grade:	Job code:	Job title:	Flsa:
118	27801	Dir InfoCision Stadium	Exempt
117	27803	Mgr Ticket Office	Exempt
118	27804	Dir Ticket Operations	Exempt
120	27805	Dir Equipment Operations	Exempt
119	27806	Asst Dir Athletics Comm	Exempt
118	27807	Asst Athletics Trainer	Exempt
120	27808	Assoc Dir Athletics Communications	Exempt
122	27809	Dir Sports Medicine	Exempt
121	27810	Asst Athletics Dir Athl Comm	Exempt
123	27811	Sr Assoc Athl Dir Fac & Opr	Exempt
123	27813	Sr. Assoc Athl Dir Internal Opn	Exempt
123	27814	Sr Assoc Athletics Dir/SWA	Exempt
999	27815	Coord Stu-Athlete Insurance	Non-exempt
117	27816	Asst Equipment Mgr	Exempt
122	27817	Assoc Athl Dir Compliance	Exempt
121	27818	Asst Athl Dir Ops & Events	Exempt
119	27819	Mgr Athletics Opns & Events	Exempt
117	27820	Asst Dir Marketing & Promotions	Exempt
118	27821	Coord Athletics Field House Operations	Exempt
124	27823	Sr Assoc Athletic Dir External Relations	Exempt
120	27824	Asst Athl Dir Mktg & Promo	Exempt
117	27825	Asst Dir Ticket Operations	Exempt
119	27826	Asst Dir Branding	Exempt
120	27828	Asst Dir Sports Medicine	Exempt
118	27829	Coord Acad Supp Srvs Stu-Athl	Exempt
120	27831	Dir -Z-Fund	Exempt
120	27832	Dir Compliance	Exempt
122	27834	Assoc Athl Dir Business Ops	Exempt
121	27835	Asst Athl Dir Ticket & Opns	Exempt
122	27838	Assoc Athl Dir Athl Dev/Z-Fund	Exempt
123	27839	Sr Assoc Athl Dir Dev -MG	Exempt

122	27840	Assoc Athl Dir Mktg & Promo	Exempt
120	27841	Dir Zips Digital Network	Exempt
123	27842	Sr Assoc Athl Dir Inst Srvcs	Exempt
124	27843	Deputy Dir Athletics	Exempt
121	27844	Dir Multimedia Services-Athl	Exempt
121	27845	Asst Athl Dir Compliance	Exempt
120	27846	Asst Athl Dir Opn & Event Mgmt	Exempt
121	27847	Asst Athl Dir Athl Dev	Exempt
123	27848	Sr Assoc Athl Dir Mktg & Comm	Exempt
120	27849	Dir Graphic Design & Social Med	Exempt

8000 Academic Services Division

8100 College/School Administrative Group

Grade:	Job code:	Job title:	Flsa:
119	28105	Coord Career Plng & Mktg	Exempt
120	28107	Dir College Stu Affairs	Exempt
120	28108	CB Mgr Operations	Exempt
121	28109	Dir Engineering Comp & Network Srvs	Exempt
122	28110	Asst to Dean Comm Engmt & Dev	Exempt
123	28111	Dir Operations-CEPS	Exempt
123	28112	Asst Dean-Finance & Personnel	Exempt
122	28114	Dir Assess & Accred	Exempt
124	28115	Dir Developmental Prog	Exempt
120	28117	Coord Academic Affairs & CCP	Exempt
119	28118	Asst Dir New Stu Orientation	Exempt
122	28119	Sr Assoc Dir NSO	Exempt
123	28120	Dir College Credit Plus	Exempt
120	28121	Dir Academic Support, A & S	Exempt
120	28122	Fiscal Administrator	Exempt
122	28123	Asst Dean Student Affairs Law	Exempt
122	28124	Asst to VP Fiscal Officer CPFM	Exempt
122	28125	Asst To VP For Res & Dean, Grad Sch	Exempt
124	28128	Dir UA Solutions	Exempt
124	28129	Dir Opns & Strat Init-CHP	Exempt
123	28130	Dir Finance-CPSPE	Exempt
122	28132	Asst Dir CELECE	Exempt
120	28133	Asst to Dir Educ Outreach	Exempt
124	28134	Dir Medina County Univ Center	Exempt
121	28137	Dir Instruction & Program Development	Exempt
120	28138	Dir Marketing & Communications Law	Exempt

122	28139	Assoc Dir-MCUC	Exempt
120	28140	Mgr Workforce Development-MCUC	Exempt
124	28142	Exec Dir Stu Engagement	Exempt
119	28145	Mgr Business Operations & Finance-MCUC	Exempt
119	28146	Business Mgr Audiology & Speech Center	Exempt
122	28147	Asst to Dean - UL	Exempt
121	28148	Dir Comm & Marketing - A & S	Exempt
122	28149	Dir UA Lakewood	Exempt
119	28150	Coord General Studies	Exempt
121	28152	Mgr Admin & Personnel A&S	Exempt
121	28153	Mgr Academic Affairs-OAA	Exempt
121	28154	Dir of Fiscal Affairs-A&S	Exempt
120	28155	Dir of Communications-A&S	Exempt
119	28157	Dist Learning Coord SLPA	Exempt
120	28158	Mgr User Exper & Engagement -UL	Exempt
120	28159	Asst Dir Stud Srvs & Adv-UAL	Exempt
123	28161	Dir Outreach-SPSPE	Exempt
118	28162	Coord Trng & Testing - SPSPE	Exempt
121	28163	Mgr Financial Opns - SPSPE	Exempt
124	28164	Asst Dean Rec Ret & Mrktg	Exempt
124	28165	Dir Military/Veteran Stu Prog	Exempt
119	28166	Coord Dept Opns-Counseling	Exempt
123	28167	Dir National Polymer Innov Ctr	Exempt
122	28180	Dir Tech Edu Assess Accred	Exempt
888	28181	Dir RN/BSN Program	Exempt
124	28182	Dir Acad Advising Policy & Sup	Exempt
119	28183	Coord Inst Leadership Advance	Exempt
124	28184	Sr Dir Corp Outreach & Mrktg	Exempt
119	28185	Coord Mrktg & Digital Content	Exempt
121	28186	Assoc Dir Prof Dev & Ldrshp In	Exempt
121	28187	Mgr Admin & Personnel CEPS	Exempt

8200 Childcare Group

Grade:	Job code:	Job title:	Flsa:
113	28202	Asst Teacher-CCD	Non-exempt
123	28210	Dir Ctr For Child Development	Exempt
119	28213	Clin Curr Spec/Head Teacher	Exempt

8300 College Student Service Group

Grade:	Job code:	Job title:	Flsa:
119	28303	Supv Development Srvs	Exempt
118	28307	Coord Projects	Exempt
122	28309	Dir Co-Operative Educ Engr & Placement	Exempt
123	28312	Asst Dean Strat Initiative & Adm	Exempt
121	28314	Assoc Dir Academic Programs	Exempt
120	28315	Mgr Acad Advising-WC	Exempt
120	28316	Coord Licensure	Exempt
123	28317	Dir Learning Support Svcs	Exempt
122	28318	Asst Dean Acad & Bar Suc Prog	Exempt
121	28320	Assoc Dir Acad Support Srvs	Exempt
119	28326	Coord HCHEC	Exempt
121	28327	Dir Stu Teach & Field	Exempt
121	28328	Assoc Dir Institute Teaching & Learning	Exempt
119	28329	Coord CoOp Educ & Placement	Exempt
122	28330	Dir Career Srvs & Strat Init	Exempt
123	28331	Dir Careers & Adv Office-BCAS	Exempt
120	28332	Asst Dir Coop Education	Exempt
121	28333	Assoc Dir Coop Education	Exempt
119	28334	Coord Grad Progs & Lab Safety	Exempt
120	28335	Asst Dir Acad Success Progs	Exempt
119	28336	Coord Coop Edu & Alum Engmt	Exempt
120	28340	Assoc Dir Multicultural Center	Exempt
120	28345	Coord Stu Research Opportunities	Exempt
122	28350	Dir Sch & Undergrad Aff - Engr	Exempt
121	28351	Dir Graduate Progs - CE	Exempt
123	28352	Asst Dean Crr Srvs Strat Init	Exempt
119	28353	Coord Career Services-Law	Exempt
121	28354	Dir Academic Success Programs	Exempt
121	28355	Dir Online Educ & Acad fairs	Exempt
122	28356	Dir Prof Dev & Leadership Int	Exempt
119	28357	Coord Cooperative Education-PT	Non-exempt
122	28358	BRIC Dir External Relations	Exempt
999	28359	Co-Director Center EXL	Exempt
120	28360	Asst Dir Co-Op Educ & Data-Eng	Exempt
120	28361	Coord Projects-NEO Achieve	Exempt
120	28362	Asst Dir Grad Prog & Recruit	Exempt
121	28363	Exec Liaison Engr Ind Pl & Dev	Non-exempt
120	28364	Coord Early Childhood Edu -WC	Exempt
121	28365	Asst Dir Academic Programs	Exempt

121	28366	Coord Stu Prtnrshp & Stu Govt	Exempt
-----	-------	-------------------------------	--------

8400 College/School Student Lab Group

Grade:	Job code:	Job title:	Flsa:
118	28401	Coord Biology Laboratory	Exempt
117	28402	Laboratory Technician	Non-exempt
119	28403	Supv Chemical Laboratories	Exempt
121	28405	Coord Learning Res Ctr-Nursing	Exempt
120	28406	Clinical Supv	Exempt
121	28407	Coord Online Learning	Exempt
120	28408	Mgr Tech Support Svcs-WC	Exempt
121	28409	Research Engineer	Exempt
122	28412	Dir Tech-CAST	Exempt
121	28413	Dir Opns & Tech - BCAS	Exempt
121	28414	Business Systems Analyst - Fin	Exempt
123	28416	Dir Interprofess Simulation	Exempt
126	28417	Executive Director NCERCAMP	Exempt
120	28418	Supv Clinical Instruction	Exempt
119	28419	Simulation Supp Spec	Exempt
119	28420	Sr Laboratory Technician	Exempt
119	28421	Simulation Tech Specialist	Exempt
124	28422	Dir Taylor Inst	Exempt
123	28423	Dir Research Labs	Exempt
119	28424	Mgr Testing enter-WC	Exempt
121	28425	Dir Technology-Law	Exempt
119	28426	Sr Coord Biology Lab	Exempt
119	28427	Sr Laboratory Technician-Hrly	Non-exempt
121	28428	Mgr Technology-BCAS	Exempt

8500 College/School Technology Group

Grade:	Job code:	Job title:	Flsa:
120	28501	Manager Microscopy Lab	Exempt
119	28502	Program Coord - SENS	Non-exempt
119	28504	Engr Tech Sr - Machinist	Exempt
118	28506	Engineering Technician	Non-exempt
122	28507	Dir Animal Facility	Exempt
119	28509	Engineering Technician Sr.	Exempt

121	28512	Asst To Director IPE	Exempt
123	28513	Solution NMR Mgr MRC	Exempt
123	28514	Mgr NPIC	Exempt
124	28515	Dir Technology Transfer	Non-exempt
119	28517	Laboratory Glassblower	Exempt
119	28518	Polymer Characterization Spec	Exempt
120	28520	Dir Electrical & Computer Engr Tech Srvs	Exempt
121	28521	NMR System Engineer	Exempt
123	28523	Dir Field Station	Exempt
121	28524	Instruct & Res Supp Mgr	Exempt
123	28525	Mgr MRC	Exempt
122	28531	Mgr Labs & Shops - CPSPE	Exempt
121	28532	Mgr Polymer Testing	Exempt
118	28533	Coord BRIC	Non-exempt
125	28535	Dir Ctr Data Sci, Anly, & IT	Exempt
119	28536	Broadcast Engineer	Exempt
120	28537	Coord Applied Technology-UL	Exempt
121	28538	Process Engineering Specialist	Exempt

8600 Arts/Special Events Group

Grade:	Job code:	Job title:	Flsa:
119	28601	Dir University Art Galleries	Exempt
124	28603	Exec Dir Performing Arts Hall	Exempt
120	28604	Mgr Arts Prep Division	Exempt
120	28605	Mgr Marketing - PAH	Exempt
121	28606	Production Manager - PAH	Exempt
119	28607	Dir Technical, Dance & Theatre Prod	Exempt
123	28608	Managing Director	Exempt
119	28609	Asst Mgr Dance Institute	Non-exempt
121	28610	Asst Managing Dir	Exempt
119	28611	Mgr Spec Events-Sch of Music	Exempt
119	28612	Mgr Costume Design	Exempt
121	28613	Patron Services Mgr-PAH	Exempt
124	28614	Dir Theatre Operations-PAH	Exempt
120	28615	Associate Patron Services-PAH	Non-Exempt
122	28616	Dir IHSC	Exempt
119	28617	Coord College Events COB	Exempt
119	28618	Asst Production Manager	Exempt

8700 College/School Program Group

Grade:	Job code:	Job title:	Flsa:
118	28702	Coord Academic Prog	Exempt
121	28705	Dir Nutrition Center	Exempt
121	28707	Mgr Polymer Training	Exempt
120	28708	Coord Clin Indv & Fam Couns	Exempt
122	28709	Dir Clin Indv & Fam Couns	Exempt
121	28711	Dir Wkfc Dev-Coll Health Profs	Exempt
120	28716	Coord Developmental Prog	Exempt
122	28717	Sr Assoc Dir Off Stu Aca Suc	Exempt
121	28718	Assoc Dir Undergrand Prog	Exempt
120	28723	Asst to the Dean-Education	Exempt
122	28725	Dir Nurse Anesthesia Track	Exempt
122	28727	Dir Bus Oper & Fin - WC	Exempt
121	28728	Asst Dir Bus & Finance - WC	Exempt
120	28730	Mgr Student Affairs-Art	Exempt
118	28731	Coord External Programs-PAH	Exempt
119	28732	Recruiter/Law Admissions	Non-exempt
119	28733	Educational Specialist-AAP	Exempt
118	28734	Asst Dir A & S Career Prog	Exempt
120	28735	Coord Acad Achievement Prog	Exempt
118	28736	Counselor Academic Achievement Prog	Exempt
119	28737	Asst Dir Upward Bound Progs	Exempt
120	28738	Mgr Internships Bliss Inst	Exempt
120	28739	Mgr Marketing & Events	Exempt
123	28740	Dir Academic Achievement Prog	Exempt
122	28743	Dir UA Adult Focus	Exempt
122	28746	Dir Training Center Fire & Hazardous Materials	Exempt
120	28747	Fire Trng & Projs Coord	Non-exempt
120	28748	Dir Women In Engr Prog	Exempt
120	28751	Mgr Continuing & Prof Ed	Exempt
120	28752	Asst Mgr Polymer Training	Exempt
121	28753	Dir New Business Clinic	Exempt
124	28754	Sr Dir Academic Programs	Exempt
123	28756	Dir Student Serv & Tech	Exempt
122	28758	Dir Audiology & Speech Center	Exempt
122	28759	Coord Hearing Aid Dispensary	Exempt
119	28760	IBSR Administrator	Exempt
121	28762	Mgr Strategic Initiatives OAA	Exempt

120	28763	Coord Writing Lab	Exempt
120	28764	Coord Tutorial Services	Non-exempt
121	28766	Assoc Dir UA Adult Focus	Exempt
119	28770	Educational Specialist-PT	Non-Exempt
120	28771	Asst Dir UA Adult Focus	Exempt
119	28772	Coord Educational Talent Search	Exempt
120	28773	Distance Education Coord	Exempt
119	28777	Coord Internships-CBA	Exempt
121	28778	Asst Dir Off Stu Acad Success	Exempt
120	28779	Asst Dir Undgrad Rec & Aca Prog	Exempt
124	28780	Sr Dir Exec Edu & Strat Engmt	Exempt
120	28781	Asst Dir Executive Education	Exempt
119	28784	Coord Centers & Institutes CB	Exempt
121	28785	Clin Audiologist Sr/Clin Prec	Exempt
120	28786	Mgr Learning Support Srvs	Exempt
121	28787	Audiological/Educ Clinician	Exempt
118	28788	Account Exec-Inside Sales	Exempt
120	28790	Clinical Audiologist PT	Non-exempt
122	28791	Prog Dir Upward Bound Math & Sci	Exempt
122	28792	Prog Dir STEP Program	Exempt
121	28793	Asst Prog Dir Educ Talent Search	Exempt
121	28794	Asst Prog Dir UB Math & Sci	Exempt
118	28795	Coord Doctoral Students- SPSPE	Exempt
118	28796	NSF NRT Coord	Non-Exempt

8800 Research Services Group

Grade:	Job code:	Job title:	Flsa:
120	28802	Data Analyst-WC	Exempt
120	28804	Institutional Research Analyst	Exempt
122	28807	Mgr Pre-Award Rsch Admin	Exempt
125	28809	Dir Office Research Admin	Exempt
888	28810	Assoc VP Res & Dir Tech Trans	Exempt
126	28811	Assoc VP Research	Exempt
125	28812	Dir Inst Res & Strat Analysis	Exempt
122	28814	Sr Inst Res Info Officer	Exempt
120	28815	Institutional Research Associate	Exempt
123	28817	Asst Dir Tech Transfer & IP Mgt	Exempt
123	28818	Lead Inst Res Info Officer	Exempt
118	28819	College Data Research Analyst	Non-exempt

121	28820	Business Reporting Developer	Exempt
120	28821	Bus Reporting Analyst IR	Exempt
123	28850	Dir Industry Prtnrshps & Tech Mktg	Exempt
120	28852	Coord Grants Sr	Exempt
118	28853	Data Analyst	Non-exempt
117	28855	Research Support Spec-IBSR	Non-exempt
121	28856	Institutional Rsch Assoc Sr	Exempt
122	28858	Acting Dir Tech Transfer	Exempt
120	28859	Coord Operations CBA	Exempt
119	28860	Coord Technology Transfer	Exempt

9000 Ungraded Positions Division

9100 Ungraded Administrative Exceptions Group

Grade:	Job code:	Job title:	Flsa:
999	29101	VP and General Counsel	Exempt
999	29102	Sr VP & CFO	Exempt
999	29103	VP, Capital Plan & Fac Mgt	Exempt
999	29104	VP, Advancement	Exempt
999	29105	VP Human Resources/CHRO	Exempt
999	29106	Dir Athletics	Exempt
999	29109	VP, Student Affairs	Exempt
999	29110	Chief Information Officer	Exempt
999	29113	Int Chief of Staff/EVP Provost	Exempt
999	29116	Founding Dir CELECE	Exempt
999	29117	Business Comm Practitioner	Exempt
999	29118	Assoc Provost Talent Dev	Exempt
999	29119	Spec Asst to Provost	Exempt
999	29120	Assoc Provost Assessment	Exempt
999	29121	Exec Dir Ctr Data Sci & IT	Exempt
999	29122	Asst to the President Emeritus	Non-exempt
999	29123	Institutional Research Coord	Non-exempt
999	29124	Sr Administrator	Exempt
999	29125	VP Intl Educ & Global Affairs	Exempt
999	29126	Vice Provost & Exec Dean CAST	Exempt
999	29127	Interim Asst to Dean	Exempt
999	29128	Adjunct General Counsel Asst	Non-exempt
999	29129	Exec Dir Corp Out & Prof Dev	Exempt
999	29130	Dir Certified Fin Plng Prog	Exempt
999	29131	General Counsel Emeritus	Non-exempt

999	29135	HIEI Grant Coord	Non-exempt
999	29136	Spec Asst to the President	Exempt
999	29137	Exec Liaison Engr Ind Pl & Dev	Exempt
999	29138	VP Operations	Exempt
999	29139	Hearing Officer	Non-exempt

9200 Athletic Group

Grade:	Job code:	Job title:	Flsa:
999	29201	Asst Track Coach	Exempt
999	29202	Assoc Head Football Coach	Exempt
999	29203	Asst Baseball Coach	Exempt
999	29204	Spirit Team Asst Coach	Exempt
999	29205	Asst Golf Coach	Exempt
999	29207	Asst Football Coach	Exempt
999	29208	Assoc Head Football Coach/Def Coord	Exempt
999	29209	Asst Men's Basketball Coach	Exempt
999	29210	Asst Men's Soccer Coach	Exempt
999	29211	Asst Women's Softball Coach	Exempt
999	29212	Asst Dir Strength & Conditioning	Exempt
999	29213	Asst Women's Basketball Coach	Exempt
999	29216	Dir Track & Field/CC	Exempt
999	29217	Head Baseball Coach	Exempt
999	29219	Head Football Coach	Exempt
999	29220	Head Men's Golf Coach	Exempt
999	29221	Head Men's Soccer Coach	Exempt
999	29222	Head Strength & Cond Coach	Exempt
999	29223	Head Volleyball Coach	Exempt
999	29224	Head Women's Basketball Coach	Exempt
999	29225	Head Women's Softball Coach	Exempt
999	29226	Head Women's Swimming Coach	Exempt
999	29227	Head Women's Tennis Coach	Exempt
999	29229	Asst Football Coach, Def Coord	Exempt
999	29231	Asst Volleyball Coach	Exempt
999	29232	Golf Coach-WC	Exempt
999	29233	Head Softball Coach	Exempt
999	29234	Head Men's Basketball Coach	Exempt
999	29235	Dance Team Coach	Exempt
999	29236	Asst Women's Soccer Coach	Exempt
999	23237	Asst Women's Swim Coach	Exempt

999	29238	Head Women's Soccer Coach	Exempt
999	29241	Men's Basketball Coach, ORCC	Exempt
999	29242	Athletics Learning Specialist	Exempt
999	29243	Asst Football Coach, Off Coord	Exempt
999	29244	Dir Football Operations	Exempt
999	29245	Video Coordinator	Exempt
999	29246	Head Cheerleading Coach	Exempt
999	29247	Spirit Team Head Coach	Exempt
999	29248	Dir/Head Coach eSports Progs	Exempt
999	29249	Comp Dir/Head Coach eSports Programs	Exempt
999	29250	Coord eSports Programs	Exempt
999	29251	Football Assistant	Non-exempt
999	29252	Head Women's LaCrosse Coach	Exempt
999	29253	Women's LaCrosse Asst Coach	Exempt
999	29254	Women's Lacrosse Asst Coach PT	Exempt
999	29255	Asst Head Football Coach	Exempt
999	29256	Assoc Head Mens Bsktball Coach	Exempt
999	29257	Dir Men Bball Opns & Analytics	Exempt
999	29258	Head Women's Golf Coach	Exempt
999	29259	Dir Women's Basketball Operations	Exempt
999	29260	Associate Head Track Coach	Exempt
999	29261	Assoc Head Softball Coach	Exempt
999	29262	Dir Football Res & Analytics	Exempt
999	29263	Head Strength & Cond Coach - MBB	Exempt
999	29264	Head Diving & Asst Swim Coach	Exempt
999	29265	Women's Basketball Coach, ORCC	Exempt
999	29266	Assoc Head WBB Coach	Exempt
999	29267	Asst Women's Tennis Coach	Exempt
999	29268	Pistol Coach	Non-exempt
999	29269	Assoc Head Coach Men's Soccer	Exempt
999	29270	Asst Dir Football Operations	Exempt
999	29271	Head Women's Swim & Dive Coach	Exempt
121	29272	Dir Athletics Development	Exempt
999	29273	Dir Men's Soccer Ops	Exempt
999	29274	Dir Women's Soccer Ops	Exempt
999	29275	Dir Ops M & W Track & Field	Non-Exempt
999	29276	Athletics Game & Events Asst	Non-exempt
999	29278	Game Asst	Non-exempt
999	29279	Camp Worker	Non-exempt
999	29281	Camp Manager	Non-exempt

999	29282	Head Women's Volleyball Coach-WC	Exempt
999	29283	Volunteer Asst Coach	Exempt
999	29284	Assoc Women's Basketball Coach	Exempt
999	29285	Asst to the Head WBB Coach	Exempt
999	29286	Asst Athl Coord Academics-SAAS	Exempt
999	29287	Video Coordinator - Mens BB	Exempt
999	29288	Video Coordinator - WBB	Exempt
999	29289	Assoc MBB Opns & Analytics	Exempt
999	29291	Dir Player Personnel	Exempt
999	29292	Dir Strength & Conditioning	Exempt
999	29293	Athletic Tutor	Non-exempt
999	29294	Head Strength & Cond Coach WBB	Exempt
999	29296	Director Athletics-WC	Exempt
999	29297	Football Recruiting Coord	Exempt
999	29298	Athl Operations & Event Asst	Non-exempt
999	29299	Asst Head Strength & Cond Coach	Exempt

9300 Ungraded Intern Group

Grade:	Job code:	Job title:	Flsa:
999	29303	Athletics Mktg & Promo Coord	Non-exempt
999	29304	Psychology Intern	Exempt
999	29305	Ticket Sales & Opns Associate	Non-exempt
999	29306	Academic Intern	Non-exempt
999	29312	Aerospace Sys Engr Co-Op	Non-exempt
999	29313	Intern	Non-exempt
999	29314	Video Production Intern	Non-exempt
999	29315	Athletics Comm Intern	Non-exempt

9400 Ungraded Aerospace/Military Science Group

Grade:	Job code:	Job title:	Flsa:
999	29406	Adjunct - Supply Technician	Exempt
999	29407	Adjunct Army Recruiter	Exempt
999	29409	Adj National Guard Recruiting	Exempt
999	29413	Adj Military Prog Asst-HR/Log	Non-exempt
999	29416	Recruiting Opns-Officer Assistant	Exempt
999	29417	Adjunct Coord Operations	Non-exempt

9500 Ungraded Research/Scientists/Fellows Group

Grade:	Job code:	Job title:	Flsa:
999	29501	Assoc Research Engineer	Exempt
999	29503	Sr Postdoctoral Research Assoc	Exempt
999	29504	Postdoctoral Fellow	Exempt
999	29505	Postdoctoral Research Assoc	Exempt
999	29506	Postdoctoral Research Fellow	Exempt
999	29507	Postdoctoral Research Assoc	Non-exempt
999	29508	Research Asst	Non-exempt
999	29509	Prog Language Researcher	Exempt
999	29510	Research Assoc	Exempt
999	29512	Research Scientist	Exempt
999	29515	Research Technician	Non-exempt
999	29516	Sr Research Assoc-IBSR	Exempt
999	29517	Sr Research Assoc	Exempt
999	29518	Visiting Research Assoc	Exempt
999	29519	Visiting Research Scientist	Exempt
999	29520	Visiting Scholar	Exempt
999	29521	Visiting Scientist	Exempt
999	29523	Research Scholar	Exempt
999	29524	Sr Fellow, ILSD&G	Exempt
999	29525	Fellow, ILSD&G	Exempt
999	29527	Life Fellow	Exempt
999	29528	Adjunct Fellow	Exempt
999	29529	Visiting Research Scholar	Exempt
999	29531	Research Assoc Geosciences	Exempt
999	29536	Fellow	Exempt
999	29548	Visiting Research Fellow	Exempt
999	29549	Dist Chair Applied Politics	Exempt
121	29550	Research Assoc III-IHSP	Exempt
999	29551	Sr Research Engineer	Exempt
999	29552	Research Trainee	Non-exempt
999	29553	Senior Research Scientist	Exempt
999	29554	Sr PostDoctoral Fellow	Exempt
999	29555	Director	Exempt
999	29556	Neuro Projs Coord	Non-exempt
999	29557	Chief Scientist	Exempt
999	29558	Research Assoc/Lab Manager	Exempt
999	29559	Postdoctoral Fellow-PT	Non-exempt
999	29560	Instrumentation Scientist	Exempt
999	29561	Guest Scientist	Non-exempt

999	29562	Visiting Student Intern	Non-exempt
999	29563	Research Asst-Taylor	Non-exempt
999	29564	AGPA Content Specialist	Non-exempt
999	29565	Postdoc Research Fellow-Psycho	Exempt
999	29566	Projs Coord	Exempt
999	29567	Business Prac-XMPIE	Exempt
999	29568	AGPA Content Spec-Summer	Non-exempt
999	29569	Archaeology Research Asst	Non-exempt
999	29570	Instrumentation Technician	Exempt
999	29572	Research Director NCERCAMP	Exempt
999	29573	Volunteer	Non-exempt
122	29574	Instrument Sci-Micro/Spectro	Exempt
122	29575	Instrument Sci-Therm/Rheology	Exempt
999	29580	Research Fabrication Tech	Non-exempt
999	29581	Sr Research & Development Engr	Exempt

9600 Ungraded Special Events/Services Group

Grade:	Job code:	Job title:	Flsa:
999	29601	Accompanist	Non-exempt
999	29603	Art Model	Non-exempt
999	29605	Consultant-Internal	Non-Exempt
999	29607	Curator	Exempt
999	29609	Interpreter	Non-exempt
999	29610	Musician	Exempt
999	29615	Asst to Costume Designer	Non-exempt
999	29619	Test Proctor	Non-exempt
999	29622	Events Asst	Non-exempt
999	29626	Project/Grant Consultant	Exempt
999	29627	Transcriber/CART Provider	Non-exempt
999	29628	Project/Grant Consultant	Non-exempt
999	29630	Artist in Residence	Exempt
999	29631	Art Assistant	Exempt
999	29632	Dietitian	Non-exempt
999	29633	Technical Writer/Editorial Asst	Non-exempt
999	29634	Coord AFMC Grant	Non-exempt
999	29637	Transcriber/CART Provider Coord	Non-exempt
999	29639	Coord HK Barker Ctr. Econ Educ	Non-exempt
999	29640	A1C Glucose Testing Nurse	Non-exempt
999	29641	Clinic Measure Director	Non-exempt

999	29642	Project Coordinator	Exempt
999	29643	ITEST Proj Coord	Non-exempt
999	29644	Coord Special Projects	Non-exempt
999	29645	Publications Mgr	Non-exempt
999	29646	Faculty Interpreter	Exempt
999	29652	Assoc Theatre Mgr-PAH	Non-exempt
999	29653	Campus Safety Coord	Non-exempt
999	29654	Dir Student Academic Success	Non-exempt
999	29655	Mgr Comp Based Assess & Eval	Non-exempt
999	29656	Dir Tech Projects CBA	Non-exempt
999	29657	Accompanist	Exempt
999	29658	IUSE Project Coordinator	Non-exempt
999	29660	Dir Covid-19 Testing	Exempt
999	29661	Labor/Employee Relations Coord	Exempt

9700 Ungraded University Programs Group

Grade:	Job code:	Job title:	Flsa:
999	29706	Head Teacher	Non-exempt
999	29707	Asst Teacher Summer-CCD	Non-exempt
999	29708	Instructor-AAP	Non-Exempt
999	29710	Lifeguard	Non-Exempt
999	29714	Substitute Teacher	Non-exempt
999	29717	Tutor/Counselor-AAP	Exempt
999	29719	Tutor-AAP	Non-exempt
999	29722	Asst Teacher	Non-exempt
999	29727	Visit Asst Dir Ctr Child Dev	Exempt
999	29729	Literacy Coach-PT	Non-exempt
999	29730	OCWTP Spec Staff Training	Non-exempt
999	29731	Mgr Strat Initiatives Fin & Adm	Exempt
999	29732	Prog Liaison & CEU Mgr-OCWTP	Exempt
999	29733	Instructor Sr-AAP	Exempt
999	29734	Tutor Counselor Sr-AAP	Non-exempt
999	29735	Spec Foster Adopt & Kin Trng	Exempt
999	29736	Adjunct-Early College Program	Exempt
999	29738	Data & Systems Admin - OCWTP	Exempt
999	29739	Mgr Design & Devel Svcs - OCWTP	Exempt
999	29740	Coord Social Work-WC	Exempt
999	29741	Choose Ohio First Intern	Non-exempt
999	29742	Assistant Director	Exempt

999	29744	Research Mgr-Suarez Labs	Exempt
999	29748	HIEI Facilities Coord	Exempt
999	29751	Literacy Coach	Exempt
999	29752	Asst to Inst Dir Cultural Aff	Exempt
999	29753	Laboratory Mgr	Exempt
999	29754	ARI-AHEC Center Dir	Exempt
999	29755	Coord Multicultural Dev	Exempt
999	29756	Active Transportation Coord	Non-exempt
999	29761	Peer Mentor	Non-exempt
999	29762	Medical Director	Exempt
999	29763	Interim Dir ELI	Exempt
999	29764	Module Designer - OCWTP	Exempt
999	29765	Coord Outreach Progs-PSPE	Non-exempt
999	29766	Career Center Ambassador	Non-Exempt
999	29767	Tennis Instructor-PACE	Non-exempt
999	29769	Interim Assoc Dean	Exempt
999	29770	Coord Ticket Office	Non-exempt
999	29771	Assoc Camp Director	Exempt
999	29772	Asst Camp Director	Exempt
999	29774	High Tech Forensic Examiner	Exempt
999	29775	High Tech Crime Specialist	Exempt
999	29777	Academic Devel Specialist	Exempt
999	29778	Coord Intl Programs	Non-exempt
999	29780	Coord & Liaison-China MS CPSPE	Exempt
999	29781	Dir Confucius Institute	Exempt
999	29782	Spec Lect Early College High School	Exempt
999	29784	Tutor/Couns Choose OH First	Non-exempt
999	29785	Proj Mgr Chiari Database	Non-exempt
999	29786	Program Coord Contract Training	Non-exempt
999	29787	Instructor-Fire Academy	Non-exempt
999	29788	Instructor-Police Academy	Non-exempt
999	29789	Instructor	Exempt
999	29790	Grant Coord Early Coll Prog	Exempt
999	29791	Instructor - Dance Institute	Non-Exempt

9800 Other Ungraded Exceptions Group

Grade:	Job code:	Job title:	Flsa:
999	29801	Asst to Strength & Cond Coach-FB	Non-exempt
999	29802	Spec Asst to OAA	Exempt

999	29803	Dir Reg Educ Attainment	Exempt
999	29804	Archives Assistant	Non-exempt
999	29805	Internship Fairs Spec	Non-exempt
999	29806	Coord (Admin)	Exempt
999	29809	Campus Progs Spec	Exempt
999	29810	Principal Investigator	Non-exempt
999	29811	Project Mgr IT	Exempt
999	29813	Rifle Coach	Exempt
999	29816	Coord Hearing Aid Dispensary	Exempt
999	29817	Stu Union Customer Srvs Asst	Non-exempt
999	29818	Stu Union Ops Asst	Non-exempt
999	29819	Dir Tech Prep	Exempt
999	29821	Archaeologist	Exempt
999	29825	Dir Graduate Prof Development	Exempt
999	29827	Animal Care & Use Prog Asst	Non-exempt
999	29835	Program Support Facilitator	Exempt
999	29836	Dir Miller-Becker Institute	Exempt
999	29837	Asst to Dean	Exempt
999	29838	Asst Dir Adm & Recruiting C&BE	Exempt
999	29839	Asst Dir Graduate School	Non-exempt
999	29841	Student Teaching Liaison	Exempt
999	29842	Clinical Audiologist	Non-exempt
999	29843	Stu Teach & Field Liaison	Non-exempt
999	29850	Project Mgr-College Tech Prep	Exempt
999	29851	Executive in Residence	Exempt
999	29853	Adjunct Physician	Non-exempt
999	29855	Validation Site Coordinator	Non-exempt
999	29858	Instructional Director-CPSPE	Exempt
999	29860	Program Consultant	Exempt
999	29861	Project Director	Exempt
999	29863	Program Director	Exempt
999	29864	Rubber Training Expert	Non-exempt
999	29865	Training Module Dev-CPSPE	Exempt
118	29866	Coord Disability Services	Non-exempt
999	29867	Technical Module Dev/Trainer	Exempt
999	29868	Laboratory Assistant-CPSPE	Exempt
999	29869	Sr Elastomer Tech Expert	Exempt
999	29870	Entrepreneur in Residence	Exempt
999	29872	Undergrad Reg Adm Recruiter	Non-exempt
999	29873	Digitization Project Manager	Exempt

999	29874	Elastomer Tech Expert	Exempt
999	29875	Coord Facilities Projects	Exempt
999	29876	Coord Projects-TCFHM	Non-exempt
999	29877	Proj Mgr-Formative Instru Prac	Exempt
999	29878	Project Director-TAH Grants	Exempt
999	29879	Registrar Office Associate	Non-exempt
999	29880	Coord Medical Billing-SLPA	Non-exempt
999	29881	External Progs Coord	Exempt
999	29882	Tech Module Dev/Trainer	Non-exempt
999	29883	Coord OMIC II Co-op & Placement	Exempt
999	29884	Coord Cooperative Educ PT	Non-exempt
999	29886	Staff Attorney-Law	Exempt
999	29888	Museum Spec HH	Non-exempt
999	29889	Media & Pub Relations Spec-HH	Non-exempt
999	29890	Nurse Practitioner-PT	Non-exempt
999	29891	Registered Nurse-PT	Non-exempt
999	29892	Equip Comm & Trng Spec	Exempt
999	29893	Adjunct Accountant	Exempt
999	29894	Module Rev & Assessment Spec	Exempt
999	29895	Coord Student Affairs	Non-exempt
999	29897	Development Office Assoc	Non-exempt
999	29898	Staff Attorney - Law PT	Non-exempt

Grade:	Job code:	Job title:	Flsa:
999	29903	Stu Cond Hearing Off Covid 19	Exempt
999	29911	Mgr RLH Covid Response	Exempt
999	29918	Purchasing Financial Analyst	Exempt
999	29926	Recreation Program Specialist	Non-exempt
999	29928	Residence Life Assistant	Non-exempt
999	29929	Graphic Designer PT	Exempt
999	29930	Office Assistant	Non-exempt
999	29931	Accounting Assistant	Non-exempt
999	29932	COVID Relief Fund Accountant	Non-exempt
999	29933	Coord COVID-19 Testing	Exempt
999	29942	Technical Services Assoc-PAH	Non-exempt
999	29946	Laboratory Assistant	Non-exempt
999	29947	Mrktg & Comm Asst	Exempt
999	29950	Grant Research Asst	Non-exempt
999	29951	Grant Research Assoc	Exempt
999	29953	Grant Project Coord	Non-Exempt

999	29955	Grant Project Consultant	Non-Exempt
999	29956	Psychologist Temp	Non-exempt
999	29960	Academic Office Spec-Law	Non-exempt
999	29966	Library Reference Asst	Non-exempt
999	29967	Audio Visual Asst	Non-exempt
999	29968	Library Research Asst	Non-exempt
999	29970	General Maint Wkr WC	Non-exempt
999	29975	Tutor-WC	Non-exempt
999	29977	Org Research Spec-COR	Exempt
999	29978	Summer Moving Helper	Non-exempt
999	29979	Part-time Stationary Engineer	Non-exempt
999	29980	Seasonal Mechanic	Non-exempt
999	29981	Seasonal Grounds Worker	Non-exempt
999	29982	Seasonal Housekeeping Worker	Non-exempt
999	29983	Multi Media Spec CCHP	Non-exempt
999	29991	Computer Help Desk Asst	Non-exempt
999	29993	PeopleSoft Fit/Gap Analyst-PT	Non-exempt
999	29994	Database Administration Asst	Non-exempt

3000 Information Technology Division At Risk Technical Positions

3100 Information Services Administrative Group

Grade:	Job code:	Job title:	Flsa:
221	T23102	Mgr IT Help Desk	Exempt
221	T23103	Security Administrator	Exempt
220	T23104	Information Security Analyst	Exempt
224	T23109	Asst Dir DBA	Exempt
222	T23111	Mgr Comp Based Assess & Eval	Exempt
222	T23112	Proj Mgr Fin, Budget, Fac	Exempt
225	T23120	Dir Learn Tech & Scholar/Learn	Exempt
225	T23121	Dir Applic Systems Srvs	Exempt
224	T23122	Proj Mgt & Cont Qual Imprv Off	Exempt
226	T23123	Dir Network & Comm Srvs	Exempt
225	T23124	Dir Hardware Oper & Oper Sys	Exempt
225	T23128	Chief Information Security Officer	Exempt
226	T23129	Asst VP Computer Operations	Exempt
226	T23130	Asst VP Applications Development	Exempt
219	T23131	Project Scheduler	Exempt
220	T23132	Sr Network Engineer	Exempt
221	T23133	Project Mgr IT	Exempt

223	T23134	Dir Data Governance & Strategy	Exempt
221	T23135	Project Manager IT	Non-exempt
225	T23136	Sr Dir Enterprise Business Systems	Exempt
225	T23137	Sr Dir Entprse App & Bus Intel	Exempt
222	T23138	Lead Info Security Analyst	Exempt
221	T23139	Cyber Security Analyst	Exempt
221	T23140	Sr Cyber Security Analyst	Exempt
222	T23141	Lead Dev Security Opns Engr	Exempt

3200 Computer Operations Group

Grade:	Job code:	Job title:	Flsa:
221	T23201	Mgr Enterprise Oper	Exempt

3300 Information Services Application Systems Group

Grade:	Job code:	Job title:	Flsa:
222	T23303	Proj Mgr UA Web	Exempt
222	T23309	Mgr Bus Intel & Analytic	Exempt
222	T23313	Application Srvs Technical Lead	Exempt
221	T23314	Sr Database Administrator	Exempt
219	T23315	Systems Analyst Programmer	Exempt
222	T23317	Dir Web Services	Exempt
221	T23318	Sr Business Intelligence Analyst	Exempt
220	T23319	ETL Developer	Exempt
222	T23320	Mgr Database Management	Exempt
219	T23321	Enterprise Database Adm	Exempt
222	T23325	Mgr Business Systems-Students	Exempt
222	T23326	Mgr Business Systems-Employees	Exempt
220	T23327	Business Intel Analyst	Exempt
219	T23328	Business Analyst-IT	Exempt
222	T23329	Lead Business Analyst-IT	Exempt
219	T23330	Cloud Systems Administrator	Exempt
221	T23331	Sr Cloud Systems Administrator	Exempt
222	T23332	Lead Cloud Systems Administrator	Exempt
221	T23333	Sr Business Analyst-IT	Exempt
223	T23334	Mgr Applications Development	Exempt
222	T23336	Lead Business Ana-Stu Fin Aid	Exempt
21	T23337	Business Systems Anal	Exempt
219	T23338	Business Systems Analyst	Non-exempt

222	T23339	Lead Enrollment Mgt Analyst	Exempt
-----	--------	-----------------------------	--------

3400 Information Services Technical Support Group

Grade:	Job code:	Job title:	Flsa:
222	T23401	Mgr Distributed Tech Srvs	Exempt
223	T23402	Asst Dir Enter Hardware Oper	Exempt
221	T23411	Mgr Software Training Srvs	Exempt
220	T23412	BI Tool Trainer	Exempt
220	T23413	Administrative Systems Trainer	Exempt
220	T23415	Courseware Trainer	Exempt
220	T23416	Research Applications Trainer	Exempt
220	T23418	Learning Technology Specialist	Exempt
220	T23419	Mgr Tech Learning Support Ctr	Exempt
222	T23420	Lead Enterprise Systems Prog	Exempt
220	T23422	Software Training Specialist	Exempt
222	T23423	Mgr Design & Dev Srvs	Exempt
223	T23426	Dir IT Support Services	Exempt
220	T23427	PeopleSoft Administrator	Exempt
222	T23428	Project Dir Online Learning	Exempt
221	T23430	Data Architect	Exempt
221	T23431	Mgr User Supp Srvs	Exempt
222	T23432	Sr PeopleSoft Administrator	Exempt
224	T23433	Interim Assoc Dir IT Supp Srvs	Exempt
220	T23434	Comp Store & Tech Supp Mgr	Exempt
221	T23435	Sr Data Architect	Exempt

3500 Network & Telecomm Group

Grade:	Job code:	Job title:	Flsa:
224	T23501	Dir Network & Telecom	Exempt
224	T23502	Asst Dir Network Services	Exempt
224	T23503	Dir Inter & Srv Sys Srvs	Exempt
223	T23505	Mgr Telecommunications	Exempt
222	T23506	Lead Network Engineer	Exempt
221	T23507	Sr Systems Administrator	Exempt
222	T23508	Lead Systems Administrator	Exempt
218	T23509	Telecom Network Admin Voice	Exempt
225	T23510	Director IT Infrastructure Srvs	Exempt

223	T23511	Mgr Network Communications	Exempt
222	T23512	Mgr Window Systems	Exempt
217	T23513	IT Infrastructure Srvr Admin	Exempt
222	T23514	Mgr Server Operations	Exempt
221	T23515	CSS Computer System Adm	Exempt
219	T23516	HPC Systems Administrator	Exempt

3800 Media Services Group

Grade:	Job code:	Job title:	Flsa:
219	T23806	Multi-Media Producer	Exempt
221	T23811	Sr Multi-Media Producer	Exempt
222	T23815	Mgr Distributed Educ Fac	Exempt
220	T23816	Sr Instructional Designer	Exempt
221	T23817	Sr Multi-Media Prof-Apple Inst Sp	Exempt
220	T23819	Sr Inst Des & Strat Init Coord	Exempt
218	T23820	Instructional Designer	Exempt
222	T23821	Mgr Online Learning Services	Exempt

3900 Inst Planning, Anly, Reporting & Data

Grade:	Job code:	Job title:	Flsa:
223	T23904	Assoc Dir Plng Strat & Insight	Exempt
223	T23907	Assoc Dir Fiscal & Policy Anly	Exempt
224	T23908	Dir Plng Strat & Insights	Exempt
221	T23909	Sr Data Insights Analyst	Exempt
220	T23910	Data Insights Analyst	Exempt
222	T23911	Lead Data Insights Analyst	Exempt

Effective: 12/17/2022

Certification: M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3345.31, 3359.01

Rule Amplifies: 124.14, 3359.03

Prior Effective Dates: 04/15/2000, 06/21/2001, 08/15/2001, 10/24/2001,

11/24/2001, 05/24/2002, 10/28/2002, 11/23/2002,
01/17/2003, 02/22/2003, 03/20/2003, 05/23/2003,
06/30/2003, 01/16/2004, 06/11/2004, 08/20/2004,
09/26/2004, 10/07/2004, 12/02/2004, 12/13/2004,
02/12/2005, 03/31/2005, 05/28/2005, 07/03/2005,
09/02/2005, 10/28/2005, 10/30/2005, 01/30/2006,
02/06/2006, 04/27/2006, 07/02/2006, 09/07/2006,
10/13/2006, 11/13/2006, 11/27/2006, 12/29/2006,
02/19/2007, 04/01/2007, 05/06/2007, 07/06/2007,
09/03/2007, 09/21/2007, 11/08/2007, 12/31/2007,
02/11/2008, 04/17/2008, 05/05/2008, 06/13/2008,
07/06/2008, 08/24/2008, 10/03/2008, 11/02/2008,
01/19/2009, 02/27/2009, 04/27/2009, 05/30/2009,
08/01/2009, 08/30/2009, 10/02/2009, 11/13/2009,
12/31/2009, 04/08/2010, 05/02/2010, 05/23/2010,
07/08/2010, 09/12/2010, 10/22/2010, 01/01/2011,
04/11/2011, 05/22/2011, 06/30/2011, 08/20/2011,
10/06/2011, 11/12/2011, 01/30/2012, 02/10/2012,
05/18/2012, 06/28/2012, 08/24/2012, 10/01/2012,
11/15/2012, 12/27/2012, 02/14/2013, 04/06/2013,
05/23/2013, 07/05/2013, 08/22/2013, 11/01/2013,
01/19/2014, 02/21/2014, 05/09/2014, 06/27/2014,
11/20/2014, 12/05/2014, 02/01/2015, 03/06/2015,
05/03/2015, 07/06/2015, 09/05/2015, 11/01/2015,
01/23/2016, 02/27/2016, 06/03/2016, 07/23/2016,
09/19/2016, 11/26/2016, 01/28/2017, 03/25/2017,
06/24/2017, 08/14/2017, 09/29/2017, 11/18/2017,
02/01/2018, 04/14/2018, 05/14/2018, 07/15/2018,
09/02/2018, 11/01/2018, 12/27/2018, 05/03/2019,
08/11/2019, 09/16/2019, 11/22/2019, 02/14/2020,
04/19/2020, 07/16/2020, 09/14/2020, 11/30/2020,
01/31/2021, 04/05/2021, 05/15/2021, 08/08/2021,
09/12/2021, 10/18/2021, 10/30/2021, 2/26/2022
05/07/2022, 08/20/2022, 10/22/2022, 12/17/2022

TO BE RESCINDED

3359-25-10 Position audits and reclassification.

- (A) The university of Akron may initiate audits and reviews of positions and classifications.
- (B) An employee may request from the office of human resources a review for the purpose of determining whether a position is properly classified. An employee may request only one position audit per twelve month period, unless significant changes occur within the position.
- ~~(A)~~(C) When an audit or review is conducted, the following sources for that investigation include, but are not limited to, any employee, an employee's authorized representative, or college/department officer. When the office of human resources finds that the inequities or improper classifications of positions exist, appropriate remedial steps may be taken to provide a more equitable, just and proper classification. The affected employee(s) shall be given a written notice of the decision of the audit or review and:
 - (1) Shall notify the office of human resources, in writing, of the employee's election with respect to rejecting a reclassification as a result of a job audit or review within ten days of receipt of the notice of the classification change. If such notification is not received by the office of human resources by the tenth day, the employee shall be deemed to have accepted the reclassification; or
 - (2) May refuse the reclassified position, in which case the employee shall retain certification in that classification, and the office of human resources shall assign such employee to a position which has duties commensurate with the employee's classification. If the former position is no longer used by the university of Akron, such position shall be abolished.
- (D) If a position is reclassified outside the original classification series as a result of an audit or review, the incumbents probationary period is waived for the new classification.
- (E) Whenever a position reclassification determination is made, the position classification shall change in accordance with division (d) of section 124.14 of the Revised Code. The effective date of such change shall be the beginning of the next pay period following receipt of the completed request in the office of human resources.

Replaces: 3359-25-10

Effective: 01/31/2015

Certification: _____
Ted A. Mallo
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 124.14; 3359.03

Rule Amplifies: 124.14; 3359.03

Prior Effective Dates: 03/10/00

TO BE RESCINDED

3359-25-11 Notification of employees.

- (A) Whenever the classification title of a position changes, other than by process of promotion or demotion, or whenever the university of Akron establishes or deletes classifications and such actions result in the reclassification of incumbent classified employees, notification shall be made in writing to any individual affected by the change in accordance with division (d) of section 124.14 of the Revised Code.

- (B) Any classified employee may appeal the reclassification to the state personnel board of review within thirty days after receipt of the notification of reclassification or notice of results of a position audit or review.

Replaces:	3359-25-11
Effective:	01/31/2015
Certification:	<hr style="width: 100%; border: 0.5px solid black;"/> Ted A. Mallo Secretary Board of Trustees
Promulgated Under:	111.15
Statutory Authority:	124.14; 3359.03
Rule Amplifies:	124.14; 3359.03
Prior Effective Dates:	03/10/00

Rule Amplifies: 124.14; 3359.03

Prior Effective Dates: 03/10/00

TO BE RESCINDED

3359-25-13 Determination of classifications with same or similar duties.

The office of human resources has determined that there are no classifications which have the same or similar duties for the purpose of transferring certification or for exercising displacement procedures.

Replaces:	3359-25-13
Effective:	01/31/2015
Certification:	<hr/> Ted A. Mallo Secretary Board of Trustees
Promulgated Under:	111.15
Statutory Authority:	124.14; 3359.03
Rule Amplifies:	124.14; 3359.03
Prior Effective Dates:	03/10/00

TO BE RESCINDED

3359-25-20 Pay ranges.

- (A) As provided for under section 3345.31 of the Revised Code, the university shall, through the office of human resources, set the pay ranges for each grade in the classification plan and publish or make available the pay range table at least once each year. See Appendix A and Appendix B.
- (B) The office of human resources will assign a pay range to all new or revised classifications.

Replaces:	3359-25-20
Effective:	01/31/2015
Certification:	<hr/> Ted A. Mallo Secretary Board of Trustees
Promulgated Under:	111.15
Statutory Authority:	3959
Prior Effective Dates:	04/15/00, 06/21/01, 01/17/03, 08/24/08

Contract Professional and Non-Bargaining Unit Staff Salary Schedule
as of JANUARY 1, 2006

GRADE	Minimum			1st Quartile			Market Point			3rd Quartile			Maximum		
	Hourly	Bi-wkly	Annual	Hourly	Bi-wkly	Annual	Hourly	Bi-wkly	Annual	Hourly	Bi-wkly	Annual	Hourly	Bi-wkly	Annual
127	34.89	2,791.20	72,571	49.27	3,941.60	102,481	63.65	5,092.00	132,392	80.00	6,400.00	166,400	96.34	7,707.20	200,387
126	31.70	2,536.00	65,936	38.03	3,042.40	79,102	44.36	3,548.80	92,268	52.07	4,165.60	108,305	59.77	4,781.60	124,321
125	28.50	2,280.00	59,280	34.06	2,724.80	70,844	39.61	3,168.80	82,388	46.40	3,712.00	96,512	53.18	4,254.40	110,614
124	25.68	2,054.40	53,414	30.57	2,445.60	63,585	35.45	2,836.00	73,736	41.44	3,315.20	86,195	47.42	3,793.60	98,633
123	23.20	1,856.00	48,256	27.51	2,200.80	57,220	31.81	2,544.80	66,164	37.10	2,968.00	77,168	42.39	3,391.20	88,171
122	21.02	1,681.60	43,721	24.82	1,985.60	51,625	28.62	2,289.60	59,529	33.30	2,664.00	69,264	37.98	3,038.40	78,998
121	19.08	1,526.40	39,686	22.44	1,795.20	46,675	25.80	2,064.00	53,664	29.96	2,396.80	62,316	34.11	2,728.80	70,948
120	17.37	1,389.60	36,129	20.35	1,628.00	42,328	23.32	1,865.60	48,505	27.02	2,161.60	56,201	30.71	2,456.80	63,876
119	15.86	1,268.80	32,988	18.50	1,480.00	38,480	21.14	1,691.20	43,971	24.43	1,954.40	50,814	27.72	2,217.60	57,657
118	14.51	1,160.80	30,180	16.86	1,348.80	35,068	19.20	1,536.00	39,936	22.14	1,771.20	46,051	25.07	2,005.60	52,145
117	13.31	1,064.80	27,684	15.40	1,232.00	32,032	17.48	1,398.40	36,358	20.11	1,608.80	41,828	22.74	1,819.20	47,299
116	12.23	978.40	25,438	14.09	1,127.20	29,307	15.95	1,276.00	33,176	18.31	1,464.80	38,084	20.66	1,652.80	42,972
115	11.28	902.40	23,462	12.94	1,035.20	26,915	14.60	1,168.00	30,368	16.72	1,337.60	34,777	18.83	1,506.40	39,166
114	10.43	834.40	21,694	11.92	953.60	24,793	13.40	1,072.00	27,872	15.30	1,224.00	31,824	17.20	1,376.00	35,776
113	9.66	772.80	20,092	10.99	879.20	22,859	12.32	985.60	25,625	14.03	1,122.40	29,182	15.74	1,259.20	32,739
112	8.97	717.60	18,657	10.17	813.60	21,153	11.36	908.80	23,628	12.91	1,032.80	26,852	14.46	1,156.80	30,076
111	8.36	668.80	17,388	9.44	755.20	19,635	10.51	840.80	21,860	11.91	952.80	24,772	13.30	1,064.00	27,664
110	7.81	624.80	16,244	8.77	701.60	18,241	9.73	778.40	20,238	11.00	880.00	22,880	12.26	980.80	25,500

APPENDIX B
The University of Akron
Information Services Salary Schedule
as of January 1, 2006

GRADE	Minimum			1st Quartile			Market Point			3rd Quartile			Maximum		
	Hourly	Bi-wkly	Annual	Hourly	Bi-wkly	Annual	Hourly	Bi-wkly	Annual	Hourly	Bi-wkly	Annual	Hourly	Bi-wkly	Annual
227	38.36	3,068.80	79,788	54.18	4,334.40	112,694	69.99	5,599.20	145,579	87.97	7,037.60	182,977	105.94	8,475.20	220,355
226	34.85	2,788.00	72,488	41.82	3,345.60	86,985	48.78	3,902.40	101,462	57.26	4,580.80	119,100	65.73	5,258.40	136,718
225	31.33	2,506.40	65,166	37.44	2,995.20	77,875	43.55	3,484.00	90,584	51.01	4,080.80	106,100	58.47	4,677.60	121,617
224	28.23	2,258.40	58,718	33.61	2,688.80	69,908	38.98	3,118.40	81,078	45.57	3,645.60	94,785	52.15	4,172.00	108,472
223	25.51	2,040.80	53,060	30.25	2,420.00	62,920	34.98	2,798.40	72,758	40.80	3,264.00	84,864	46.61	3,728.80	96,948
222	23.10	1,848.00	48,048	27.28	2,182.40	56,742	31.45	2,516.00	65,416	36.60	2,928.00	76,128	41.75	3,340.00	86,840
221	20.98	1,678.40	43,638	24.67	1,973.60	51,313	28.36	2,268.80	58,988	32.93	2,634.40	68,494	37.50	3,000.00	78,000
220	19.09	1,527.20	39,707	22.36	1,788.80	46,508	25.63	2,050.40	53,310	29.70	2,376.00	61,776	33.76	2,700.80	70,220
219	17.42	1,393.60	36,233	20.33	1,626.40	42,286	23.23	1,858.40	48,318	26.85	2,148.00	55,848	30.47	2,437.60	63,377
218	15.94	1,275.20	33,155	18.52	1,481.60	38,521	21.09	1,687.20	43,867	24.32	1,945.60	50,585	27.55	2,204.00	57,304
217	14.62	1,169.60	30,409	16.92	1,353.60	35,193	19.21	1,536.80	39,956	22.10	1,768.00	45,968	24.98	1,998.40	51,958
216	13.44	1,075.20	27,955	15.49	1,239.20	32,219	17.54	1,403.20	36,483	20.13	1,610.40	41,870	22.72	1,817.60	47,257
215	12.38	990.40	25,750	14.21	1,136.80	29,556	16.04	1,283.20	33,363	18.37	1,469.60	38,209	20.69	1,655.20	43,035
214	11.45	916.00	23,816	13.09	1,047.20	27,227	14.72	1,177.60	30,617	16.81	1,344.80	34,964	18.90	1,512.00	39,312
213	10.61	848.80	22,068	12.08	966.40	25,126	13.54	1,083.20	28,163	15.42	1,233.60	32,073	17.30	1,384.00	35,984
212	9.85	788.00	20,488	11.17	893.60	23,233	12.48	998.40	25,958	14.18	1,134.40	29,494	15.88	1,270.40	33,030
211	9.18	734.40	19,094	10.36	828.80	21,548	11.54	923.20	24,003	13.08	1,046.40	27,206	14.61	1,168.80	30,388
210	8.57	685.60	17,825	9.63	770.40	20,030	10.69	855.20	22,235	12.09	967.20	25,147	13.48	1,078.40	28,038

3359-43-01 Undergraduate student government constitution.

(A) Preamble.

As members of the undergraduate student government (USG), we serve as an advocate for undergraduate students to the faculty and administration. We are dedicated to understanding and addressing the needs and interests of the undergraduate community, [and](#) we strive to contribute to the overall success of collegians within curricular and co-curricular activities at the university of Akron.

We, the members of USG, aim to promote leadership, unity in purpose, and diversity among its members through a unique environment within the university and the community. We work towards effective and tangible results; holding ourselves to the highest level of accountability, excellence, professionalism, and integrity as humble, selfless, and caring leaders at the university of Akron.

(B) Guiding principles.

(1) Mission.

Building community, enhancing experience.

(2) Vision.

We believe in a university that is connected, invested, and inspired to grow.

(3) Values.

Our existence is rooted in community, inclusivity, and service.

(C) Introduction.

(1) Name.

The official name of this organization is the undergraduate student government.

(2) Membership requirements.

- (a) All members shall be undergraduate students enrolled continuously at the university of Akron. Members must maintain membership requirements both at the time of election or appointment and throughout their term of office.

Elected and appointed members must carry at least twelve credit hours, maintain a 2.3 cumulative grade point average, and be in good standing as defined by the university of Akron student conduct and community standards. Unless otherwise exempted by the university.

- (b) All elected and appointed members of USG, unless otherwise excused, are required to attend one USG retreat per semester.

- (c) Attendance and duties for elected; and appointed positions shall be outlined in the

USG general bylaws.

- (d) All elected and appointed officials, with the exception of those appointed by executive order, must take the oath of office prior to the start of their term. All appointments made by executive order must take an oath of office by the next regularly scheduled senate meeting.
 - (e) No individual may hold more than one ~~compensated~~ membership position within USG simultaneously.
- (3) Directional leadership team (DLT) officers.
- (a) The DLT officers include the president, vice president, senate chair, vice senate chair, chief justice, and executive justice.
 - (b) Non-voting members of the DLT include the ~~advisors~~ advisor(s), ~~and~~ chief of staff, and the director of finance.
 - (c) The DLT responsibilities are outlined in the USG general bylaws.
- (4) ~~Advisors~~ Advisor(s).

USG shall have at least one full-time employee as its advisor. Further requirements and duties are outlined in the USG general bylaws.

- (5) Accountability.
- (a) In the event that individuals fail to maintain USG membership requirements set forth in any one of the documents listed in this paragraph, a summons can be written which would require the individual to meet with one representative from each branch's leadership and the full-time advisor:
 - (i) USG constitution.
 - (ii) General bylaws.
 - (b) Potential Action taken against the member ~~is limited to, but~~ in no particular order, is limited to:
 - (i) Oral warning.
 - (ii) Written warning.
 - (iii) Move for impeachment.
 - (c) Warnings given to a member must state exactly the failure made by the member, the reason why the action was wrong, and what the member can do to correct the failure.
 - (d) Progress meetings shall be held at least once a semester for all members of the

USG. All other progress meeting stipulations shall be outlined in the USG general bylaws.

(6) University council.

Student representatives to the university council are chosen through the process outlined in the USG general bylaws, consistent with the university council bylaws.

(7) Faculty senate.

Faculty senate seat elections and stipulations of the faculty senate student representatives are outlined in the USG general bylaws in accordance with faculty senate bylaws.

~~(8) Student organizations.~~

~~(a) USG has the authority, by a simple majority vote of all members, to convene a special meeting with registered student organizations to address campus wide issue(s). Organizations will be given a minimum of two weeks' notice for a scheduled meeting.~~

~~(b) Each organization shall be required to send at least one representative to special meetings and shall receive one vote per organization.~~

~~(9)~~ (8) Finances.

There shall be no dues required for membership in USG. USG shall manage its own finances in accordance with the rules and regulations prescribed by the university of Akron. The main source of funding for this organization shall be the extracurricular activities fund ("EAF").

~~(10)~~ (9) Nondiscrimination clause.

USG shall not discriminate on the basis of race, creed, national origin, ancestry, gender, age, handicap, veteran status or sexual orientation in the selection of its members or in its programs unless federal or state law allows for such exceptions.

~~(11)~~ (10) Student development clause.

USG shall maintain a current registration form including a list of officers, their addresses, the name of the USG advisor, and the most recently amended constitution within the department of student life.

~~(12)~~ (11) Rules for organizational procedure.

Ultimate authority is vested within the USG constitution. Subsequent authority shall be vested in the USG general bylaws and the USG election rules which will be binding with full authority unless an explicit contradiction is found within the constitution. If a contradiction is found, the judicial branch has the power to review the matter and issue an opinion.

~~(13)~~(12) Authority/jurisdiction.

All functions, powers, and responsibilities designated in this constitution are subject to policies enacted by the legal authority of the university of Akron board of trustees, city and county ordinances, Ohio state law, and federal law. USG shall represent all undergraduate students enrolled at the university of Akron. The specific powers and authorities are delegated to the officers and branches by the provisions found in this constitution.

(D) Legislative branch.

(1) Powers.

The legislative powers herein granted by the constitution and the general bylaws shall be vested in the senate of USG.

(2) Senate meetings shall be held weekly, unless circumstances warrant otherwise.

(3) Senate membership.

The legislative branch shall be composed of the senate chair, ~~senate~~ vice ~~senate~~ chair, and senators. The composition and number of seats in the senate shall be defined in the general bylaws. Within the composition, at ~~A~~ least two senate seats shall be reserved for first year students.

(4) Election of the senate chair and vice senate chair.

The senate chair and vice senate chair shall be elected by a majority vote of senate at the last regular senate meeting of the academic year by the newly elected incoming senate. The senate chair and vice senate chair must be members of the incoming senate.

(5) Legislative duties.

The duties of the senate chair shall include, but are not limited to:

- (a) Attending DLT meetings.
- (b) Appointing standing committee chairs and members. Appointments to these positions do not require the approval of the senate.
- (c) Presiding over weekly senate meetings, unless circumstances warrant otherwise.
- (d) Managing the general operations of the senate.
- (e) Maintaining all records of weekly senate office hours and accountability forms.

(6) Budget and goals.

The president shall present USG's annual operating budget before the senate no later

than four weeks from the date of receiving the financial information from the university ~~the fourth week of the fall semester~~. The senate shall review and approve the budget by no later than the following week ~~fifth week of the fall semester~~. The operating budget may be approved without a second reading. ~~The senate shall review and vote on the annual operating budget for USG and annual goals that shall be presented by the president no later than four weeks from the date of receiving the financial information from the university. The senate shall vote on the budget and all revisions no later than the next senate meeting after the president presents the information.~~

(7) University recognition of student organizations.

After a new student organization (NSO) has been approved by the department of student life, a representative of the senate will contact a representative of the NSO to inform them of the role of undergraduate student government.

(8) Legislation.

- (a) All legislative action shall be in the form of a bill or resolution and require two senate sponsors. No resolution or bill shall be passed until it has been read at two different regular senate meetings or this requirement has been dispensed with by at least a three-quarters vote of senate voting. All legislation must be prefaced by a rationale from the sponsor, justifying the reasons for the piece of legislation.
- (b) No action of the senate shall be valid or binding unless adopted by the majority vote of senate voting. After the senate passes a bill or resolution, it must be signed by the sponsors and senate chair and given to the president within twenty-four hours of its approval by the senate, unless circumstances warrant otherwise.
- (c) If the president approves such a measure, it must then be signed and returned to the senate chair within five business days following the date of passage by the senate. If the bill or resolution is vetoed, the president shall return it to the senate, along with written objections, within five business days following the date of passage by the senate. If a bill or resolution is not returned to the senate within the five business days, it shall take effect in the same manner as if the president had signed it. If the USG president has vetoed a bill or resolution, the senate must reconsider it at the next regular meeting. If upon reconsideration, the bill or resolution is approved by a three-fourths majority vote of the senate voting, it shall then take effect as if it had received the approval of the USG president.
- (d) After approval of the measure, it must be presented to the vice president for student affairs for review within a timely manner. Following the approval of the vice president for student affairs, the legislation must be presented to the

university president, or the university president's designee, for final disposition within a mutually agreed upon time frame.

- (i) All impeachments must be finalized within seven days of approval. Approval may be construed as either the USG president's signature or a senate override of a veto.
 - (ii) All appointments do not have to go through final disposition but take effect immediately after approval. Approval may be construed as either the USG president's signature or a senate override of a veto.
- (e) Only the university president or the university president's designee shall have the authority to send final approved legislation to the board of trustees. Examples of legislation that may be forwarded include, but are not limited to legislation having campus wide implications and all-encompassing facility usage. If any legislation is not approved by the board of trustees, the USG DLT members shall meet with the vice president for student affairs or his or her designee to discuss the proposed legislation.

(E) Executive branch.

(1) Powers.

The executive powers herein granted by this constitution and the general bylaws shall be vested in the executive branch of USG.

(2) Executive branch membership.

The executive branch shall be composed of the president, vice president, chief of staff and the executive cabinet. Additional executive branch positions shall be outlined in the general bylaws.

(3) Executive officer duties.

- (a) The president shall be the chief executive officer and the official spokesperson for ~~the~~ USG. These powers and duties include, but are not limited to the following:
 - (i) Presiding over the DLT meetings.
 - (ii) Attending all senate meetings and submitting an activity report at all senate meetings.
 - (iii) Approving or vetoing bills or resolutions passed by the senate as previously outlined in paragraph (~~E~~D)(8)(~~c~~) of this rule.
 - (iv) Serving in person or by his or her designee, as the representative of the undergraduate student body to all university boards, committees, or commissions to which he or she may be appointed.

(v) Maintaining all records of executive cabinet member office hours and executive cabinet member accountability forms.

(b) Further descriptions of executive officer duties shall be outlined in the general bylaws.

(4) Undergraduate student organization funding.

USG shall determine the undergraduate student organization funding policy in accordance with processes outlined in the USG general bylaws.

(5) Executive orders.

(a) The president shall have the authority to write executive orders, which are directives issued by the president in order to respond to issues requiring a prompt or immediate action. Such orders are effective immediately upon their issuance. At the time of issuance, the president shall provide a rationale and justification for the executive order. All presidential appointments shall be written as executive orders.

(b) For an executive order to continue in effect, it must be approved by a simple majority of the senate at the next senate meeting immediately following the order's issuance. Such orders only need to be read at one senate meeting before being brought to a vote at the same meeting.

(F) Judicial branch.

(1) Powers.

The judicial powers herein granted by this constitution and the general bylaws shall be vested in the judicial branch of USG.

(2) Judicial membership.

The judicial branch shall be composed of the chief justice, executive justice and associate justices. The number of associate justice seats shall be defined in the general bylaws.

(3) Judicial duties.

(a) The chief justice shall be the chief administrator of the judicial branch. The powers and duties of the chief justice include, but are not limited to:

(i) Attending all senate meetings to address any questions concerning the USG constitution, general bylaws, or parliamentary procedure.

(ii) Submitting weekly activity reports concerning the conduct of the judicial branch at all senate meetings.

(iii) Calling a special session, at his or her discretion, of the judicial branch. The chief justice must notify involved branch members of the nature of and

reason for the special session at least ~~forty-eight~~twenty-four hours in advance of the meeting.

- (b) Further descriptions of judicial office duties shall be outlined in the general bylaws.

(4) Cases and hearings.

- (a) The chief justice, or the executive justice when designated by the chief justice, shall preside over and conduct all judicial branch cases.
- (b) The judicial branch shall hear any case initiated by undergraduate students. Such cases include, but are not limited to the following:
 - (i) The removal of elected and appointed members of USG.
 - (ii) Constitutional questions that include petitions submitted under paragraphs ~~(H)(4) and~~ (J)(24)(a) of this rule.
 - (iii) Constitutional or bylaw questions, including, but not limited to, all legislation and executive orders.
 - (iv) Constitutional dispute resolutions involving non-academic university complaints, unless the case has jurisdiction within another university process. Constitutional dispute resolution cases shall be outlined in the general bylaws.
 - (v) University parking appeal, per rule 3359-46-01 of the Administrative Code.

- (5) Members of the judicial branch may not participate in any case or hearing in which they are involved or have an interest.

(G) Term limits.

- (1) Associate justices shall serve a term until resignation, graduation, failure to meet USG membership requirements, or removal from office.
- (2) The term of the office of the president shall be from the time of oath of office at the last senate meeting of the spring semester until the last senate meeting of the following spring semester.
- (3) All appointments made to the executive branch and the office of vice president, chief justice, and executive justice shall serve a term concurrent with that of the office of the president.
- (4) Senators shall serve a term concurrent with that of the office of the president.

(H) Appointments.

- (1) All appointments must follow the hiring procedures as outlined in the general bylaws.

(2) Appointments to the legislative branch.

- (a) The senate shall vote on appointment legislation written by the senate chair to the legislative branch. All such legislation shall require a simple majority vote of senate for approval.
- (b) In the absence of the senate chair, the temporary line of succession for presiding over the senate meetings shall be the vice senate chair, followed by the senior-most member on the senate, based on the start of service in office.
- (c) Any person temporarily filling the duties of senate chair shall have suspended appointment powers. If a permanent vacancy occurs in the position of senate chair, a new senate chair shall be elected at the next senate meeting to finish the term.

(3) Appointment to the executive branch.

- (a) In the case of a permanent vacancy in the office of the president, the vice president shall be the successor to the president. In the case of a permanent vacancy in both the positions of president and vice president, the temporary line of succession shall be the senate chair followed by the vice senate chair followed by the most senior senate member until a special election can occur.
- (b) The president has the power to appoint individuals to vacancies in the executive branch.
- (c) The senate shall vote on appointments to the executive branch through executive orders by a simple majority vote of the senate ~~voting~~.
- (d) The president shall have the power to establish, suspend or remove executive committees through executive orders by a simple majority vote of the senate ~~voting~~.

(4) Appointments to judicial branch.

- (a) The chief justice shall be appointed from among the current serving associate justices and executive justice by a simple majority vote of the judicial branch.
- (b) In the case of a permanent vacancy in the office of the chief justice, the executive justice shall serve the remainder of the chief justice's term.
- (c) The chief justice shall appoint a currently serving associate justice to the position of executive justice with a simple majority vote of the judicial branch.
- (d) The president, in collaboration with the chief justice and executive justice, shall appoint individuals for all unfilled associate justice seats with an executive order and a simple majority vote of the senate ~~voting~~.

(I) Meeting procedures.

(1) Executive sessions.

(a) In order to move into an executive session:

- (i) A specific motion must be made by a member with the reason for which the executive session is being called, which will be reflected in the minutes for that meeting.
- (ii) The motion must then be seconded by a separate member.
- (iii) A roll call vote must be called, with a two-thirds majority of the members voting in favor of the motion in order for the motion to carry.

(b) Reasons for executive session:

- (i) Discussions regarding confidential personal information of a party.
- (ii) Matters of membership.

(c) Actions permitted in executive session:

- (i) Discussion of permitted topics.
- (ii) No collective agreement may be made in executive session.
- (iii) No official votes may be carried out in executive session and any votes conducted in executive session are considered invalid.

(d) In order to exit executive session:

- (i) A motion may be made by any member to exit executive session.
- (ii) The motion must then be seconded by a separate member.
- (iii) A roll call vote must be called with a two-thirds majority of the members voting in favor of the motion in order for the motion to carry.

(2) Minutes.

(a) Records of all business conducted in all meetings.

- (i) Minutes will include all motions and reasons made and who made the motion.
- (ii) Records of all votes.
- (iii) Records of all agenda items, debate and executive sessions.

(b) Detailed records will be maintained in USG records for three years for non-financial documents and for seven years for financial documents.

(c) Minutes from all meetings will be posted [electronically](#) ~~on the USG website,~~ including all votes taken on any formal action.

(3) Voting.

Records of voting should include:

- (a) A record of how each member voted on a specific motion or action determined by roll-call vote; or,
- (b) The record of the outcome of a voice vote taken on a motion or action.

(J) Elections.

- (1) USG shall hold both general and first-year elections.
- (2) All election stipulations and rules shall be outlined in the USG election rules.
- (3) Referendum.

Any legislation considered by USG may, by a simple majority vote of the senate ~~voting~~, be referred to the undergraduate student body for a vote.

- (a) All information regarding this legislation must be distributed to the voting population at least one week prior to this election.
- (b) Passage of the referendum shall require a majority vote of those students voting in that special election. This election shall take place as expeditiously as possible.

(4) Recall.

- (a) Any elected member of USG may be subject to a recall vote with a petition containing signatures of at least twenty-five percent of the number of students voting in the most recent general election. The USG advisor shall keep all voting records from the previous elections.
- (b) All information regarding this recall must be distributed to the voting population at least one week prior to this election.
- (c) The member shall be considered removed from office with a majority of the number of students voting in the recall vote.
- (d) The elections chair shall administrate the recall vote.
- (e) Upon this removal, the office shall be deemed vacant and shall be filled by the procedures outlined in paragraph (GH) of this rule.

(K) Impeachment.

(1) Members governed.

Any USG member elected or appointed may be impeached and removed from office.

(2) Duty.

The members of USG have the duty to recommend to the senate the removal of any of the above listed positions of USG who is consistently negligent in the performance of his or her duties and responsibilities.

(3) Procedures.

- (a) A bill calling for the impeachment and citing specific reasons for such must be presented at a regular meeting of the senate. A two-thirds vote of senate voting shall instruct the chief justice whether or not to proceed with an impeachment hearing.
- (b) The impeachment hearing of a USG member shall occur at the next regular senate meeting after the passage of the bill. The chief justice shall preside over all impeachment hearings. In the event of the impeachment of the chief justice, the executive justice shall preside over the impeachment hearing.
- (c) Impeachment of a USG member requires a three-quarters vote of all USG members voting.
- (d) Double jeopardy.

Except in the case of newly discovered evidence, no official shall be tried more than once for the same offense, nor shall more than one vote for removal be taken in the course of the hearing.

(L) Governing document review, ratification, and amendment procedures.

(1) Review and ratification of the constitution.

- (a) At least every five years, starting at the year 2010, the constitution will undergo a constitutional review, or earlier at the direction of the DLT. The DLT will initiate the review process.
- (b) If any amendments are proposed, USG members shall vote on the changes within fourteen days after their introduction.
- (c) If the proposed amendments are approved by a majority of all USG members voting, then the amendments shall be presented to the students at a re-ratification election. This election shall be held within thirty days after the senate votes on the proposed amendments. The proposed amendment must be available to the undergraduate student body, in print, at least one week prior to the election.
- (d) If the constitution is ratified by a majority of the undergraduate student body members voting in the election, it shall be forwarded, presented, and reviewed in a reasonable time mutually agreed upon by the DLT ~~ad-team~~ and the following individuals or bodies in the order listed:

- (i) Vice president for student affairs, or his or her designee;
- (ii) President of the university, or the president's designee; and the
- (iii) Board of trustees.

(2) Amendments to the constitution.

- (a) Amendments to this constitution may be proposed, prior to the ~~time-line~~ timeline established in paragraph (JL)(1)(a) of this rule, in the form of a bill or by a petition signed by at least ten percent of the undergraduate student body.
 - (i) If proposed in the form of a bill, the amendment(s) shall be placed for vote before the undergraduate student body after a two-thirds vote of all USG members voting. The elections chair will administrate the vote.
 - (ii) If proposed in the form of a petition, the amendment(s) shall be placed for vote before the undergraduate student body after the USG advisor has validated the signatures. The board of elections will administrate the vote.
- (b) The elections chair shall submit amendments proposed by passage of a bill or petition in a timely manner prior to the election in which it shall be voted upon. The proposed amendment(s) must be available to the undergraduate student body, in print, at least one week prior to the election.
- (c) If the amendments are approved by a majority of the undergraduate students voting in the election, they shall be forwarded, presented, and reviewed in a reasonable time to be mutually agreed upon by the DLT and the following individuals in the order listed:
 - (i) Vice president for student affairs, or his or her designee;
 - (ii) President of the university, or the university president's designee; and the
 - (iii) Board of trustees.

(3) Amendments to the bylaws.

- (a) General bylaws shall be reviewed and approved by the fourth week of the academic year by a simple majority vote within at least two of the three branches.
- (b) All USG bylaw amendments must pass with a simple majority vote within at least two of the three branches.
- (c) All USG voting will occur within each branch's respective meeting time.
- (d) Any amendments to the general bylaws not passed unanimously may be appealed through a grievance process outlined in the general bylaws.

(4) Amendments to the election rules.

- (a) Election rules shall be reviewed and voted on at the regular scheduled senate meetings prior to the start of the general elections.
- (b) All election rules must pass with a simple majority vote of all USG members voting.
- (c) Amendments and additions to the election rules cannot occur during the election cycle until all appeals have been heard and been ruled on.

Effective: ~~2/26/2022~~[04/29/2023](#)

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15
Statutory Authority: 3359.01
Rule Amplifies: 3359.01
Prior Effective Dates: 04/01/1993, 08/05/1999, 02/12/2005, 11/12/2011,
11/15/2012, 11/01/2013, 02/01/2015, 05/03/2015,
08/27/2017, 08/26/2018, 09/16/2019, [02/26/2022](#)

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Revision of Rule 3359-43-01
Undergraduate student government constitution

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 19, 2023 to revise rule 3359-43-01 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

3359-60-03.4 Academic reassessment and discipline.

(A) To be eligible for academic reassessment due to leave of absence, a student shall:

- (1) Have not attended the university of Akron for at least two calendar years. A semester or summer session in which the student received all "WD" grades cannot be counted as part of the separation period; and
- (2) Have reenrolled and maintained a grade point average of 2.50 or higher for the first twenty-four letter-graded ("A" through "F") hours attempted at the university of Akron; and
- (3) Have not used academic reassessment due to leave of absence before at the university of Akron; and
- (4) Submit a written request for academic reassessment to the student's college dean's office.

(B) To be eligible for academic reassessment due to change of major, a student shall:

- (1) Have changed major during the first sixty credit hours attempted at the university of Akron; and
- (2) Have maintained a grade point average of 2.50 or higher for the first twenty-four letter-graded ("A" through "F") hours attempted subsequent to the student's change of major; and
- (3) Have not used academic reassessment due to change of major before at the university of Akron; and
- (4) Submit a written request to the student's college dean's office.

(C) To be eligible for academic reassessment due to discontinuation of courses, a student shall:

- (1) Be currently enrolled at the university of Akron beyond the deadline to drop courses; and
- (2) Have completed courses at the university of Akron which are no longer offered and have not been offered in the preceding five calendar years, and for which there are no related courses applicable to the repeat for change of grade policy; and
- (3) Have not used academic reassessment due to discontinuation of courses before at the university of Akron; and
- (4) Submit a written request to the student's college dean's office.

~~(C)~~ (D) To apply for academic reassessment, the student shall complete the appropriate form in consultation with his/her academic adviser.

~~(D)~~ (E) The office of the university registrar shall confirm eligibility and make the

adjustments to the student's academic record.

- (1) The student begins with a new cumulative grade point average and adjusted credit hour totals.
 - (a) Credit hours are defined as semester hours.
 - (b) Only grades with a "C-" or lower may be reassessed.
 - (c) The student, in consultation with his/her academic adviser, shall identify the courses to be reassessed.
 - (d) For reassessment due to leave of absence, grades to be reassessed shall come from the time period prior to the student's reenrollment following the two-year absence.
 - (e) For reassessment due to change of major, grades to be reassessed shall come from the time period prior to the student's change of major.
 - (2) Grades earned for the courses that are reassessed at the university of Akron are excluded from the calculation of the cumulative "GPA," but will remain on the student's official transcript.
 - (3) Credit hours earned for courses at the university of Akron during the previous enrollment with a grade of "C" or better, including "CR," are retained.
 - (4) For reassessment due to leave of absence, credit hours from all reassessed courses taken during the previous enrollment at the university of Akron with a grade of "C-" or lower are removed from the calculation of the cumulative "GPA" (although the grades are retained on the academic transcript with the notation "academic reassessment policy").
 - (5) For reassessment due to change of major, up to three courses may be reassessed. Credit hours from all reassessed courses taken prior to the change of major at the university of Akron with a grade of "C-" or lower are removed from the calculation of the cumulative "GPA" (although the grades are retained on the academic transcript with the notation "academic reassessment policy").
 - (6) For reassessment due to discontinuation of courses, credit hours from all reassessed courses with a grade of "C-" or lower are removed from the calculation of the cumulative "GPA" (although the grades are retained on the academic transcript with the notation "academic reassessment policy").
- ~~(E)~~-(F) The office of the university registrar will apply the following provisions of the academic reassessment policy.
- (1) When counting the first twenty-four credits attempted, if the twenty-fourth credit is part of other credits earned during a semester, the entire number of credits earned for that semester will be calculated into the grade-point average.

- (2) An undergraduate student may utilize each academic reassessment policy only one time in his/her career at the university of Akron.
- (3) This policy applies to undergraduate course work taken at the university of Akron and only for undergraduate students earning a first undergraduate degree. (The graduate school has adopted its own academic reassessment policy, paragraph (E) of rule 3359-60-03.4 of the Administrative Code.)
- (4) Any academic probations, suspensions or dismissals from reassessed semesters shall not be forgiven. They will count when the probation-dismissal policy is applied to the student's record after readmission.
- (5) A student may seek an exception to this policy through an appeal to the senior vice president and provost and chief operating officer whose decision will be final.

~~(F)~~ (G) Academic reassessment: graduate.

- (1) A student who meets all the criteria described in this paragraph may petition the vice president for research and dean of the graduate school to remove from her/his graduate cumulative grade point average all those grades earned under the student's prior enrollment at the university of Akron.
 - (a) Degree-seeking graduate student,
 - (b) Previous graduate enrollment at the university of Akron,
 - (c) Not enrolled at the university of Akron for at least five years prior to current enrollment, and
 - (d) Maintain a current graduate grade point average of at least 3.00 or better for the first fifteen hours of re-enrollment credit.
- (2) If the student's petition is granted, the following will apply to the reassessment policy:
 - (a) This policy only applies to the student's graduate grade point average.
 - (b) All university of Akron grades will remain on the student's official, permanent academic record (transcript); this process will affect the cumulative grade point average only. It will not remove evidence/documentation of the student's overall academic history at the university.
 - (c) No grades/credits from the student's prior graduate enrollment at the university may be counted toward the subsequent degree program requirements. Degree requirements may only be met by courses included in the calculation of the student's cumulative graduate grade point average at the university of Akron. Thus, the student who successfully petitions for cumulative graduate grade point average recalculation under this policy automatically forfeits the right to use any of the excluded course work toward the current degree requirements.
- (3) A student may exercise this graduate reassessment option only once, regardless of the

number of times the student enters/attends a graduate degree program at the university of Akron.

~~(G)~~ (H) Discipline. Continuation as a student of the university is dependent on the maintenance of satisfactory grades and conformity to the rules of the institution.

Effective: ~~6/20/2020~~ 04/29/2023

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: Prior to 11/04/1977, 08/30/1979, 01/30/1981,
05/15/1982, 12/31/1986, 11/24/2001, 06/30/2003,
06/25/2007, 05/05/2008, 01/31/2015, 12/22/2019
06/20/2020

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Revision of Rule 3359-60-03.4
Academic reassessment and discipline

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 19, 2023 to revise rule 3359-60-03.4 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

3359-60-03.6 Graduation.

(A) Graduation with honors.

(1) For a student who is being awarded a baccalaureate degree and who has completed sixty or more credits at the university of Akron, the degree:

Will be designated	If the overall grade-point average is
cum laude	between 3.40 and 3.59
magna cum laude	between 3.60 and 3.79
summa cum laude	3.80 or higher

The grade-point average will be rounded to the nearest hundredth for the purposes of determining graduation with honors.

The number of credit hours used to determine graduation with honors for the commencement ceremony includes the total number of credit hours completed at the university of Akron plus the number of credit hours in progress at the university of Akron.

A student who holds a baccalaureate degree from an accredited institution, including the university of Akron, and who earns a subsequent baccalaureate degree at the university of Akron per the academic policy requirements for second degrees, is eligible to graduate with honors.

(2) For a student who is being awarded an associate degree and who has completed thirty or more credits at the university, and for a student who is being awarded a baccalaureate degree and who has completed fewer than sixty credits at the university, the degree:

Will be designated	If the overall grade-point average is
with distinction	between 3.40 and 3.59
with high distinction	between 3.60 and 3.79
with highest distinction	3.80 and higher

The grade-point average will be rounded to the nearest hundredth for the purposes of determining graduation with honors.

A student who holds an associate degree from an accredited institution, including the university of Akron, and who earns a subsequent associate degree at the university of Akron per the academic policy requirements for second degrees, is eligible to graduate with honors.

- (3) Where deemed necessary, the ~~chief academic officer senior vice president and provost and chief operating officer~~ chief academic officer may waive these requirements for rare and unique circumstances and report such waivers to the board of trustees for its information.
- (B) Requirements for baccalaureate and associate degrees. A candidate for the baccalaureate or the associate degree must:
- (1) File an application for graduation with the office of the university registrar.
 - (a) If the undergraduate or law candidate plans to complete degree requirements at the end of fall semester, submit an application by or before May fifteenth.
 - (b) If the undergraduate or law candidate plans to complete degree requirements at the end of spring semester, submit an application by or before September fifteenth.
 - (c) If the undergraduate candidate plans to complete degree requirements at the end of summer semester, submit an application by or before February fifteenth.
 - (d) If the graduate candidate plans to complete degree requirements by the end of spring, fall or summer semesters, submit an application by dates established by the graduate school.
 - (2) Earn a minimum 2.00 grade-point average as computed by the office of the university registrar for work attempted at the university of Akron consistent with the repeating courses policy. Some of the colleges may have by action of their faculties, adopted a higher grade-point average for graduation with a degree from that college. The grade-point average achieved at the time of completion of requirements for a degree will be used to calculate rank in class and if applicable honors.
 - (3) Meet all degree requirements including grade point requirements which are in force at the time a transfer is made to a degree-granting college. If the student should transfer to another major, then the requirements should be those in effect at the time of the transfer. For a student enrolled in an associate degree program, the requirements shall be those in effect upon entrance into the program.
 - (4) For purposes of meeting foreign language requirements, all foreign languages and "American Sign Language" can fulfill the foreign language requirement for those programs that have a non-specific foreign language requirement. However, for those majors or programs that specify specific language requirements, the applicable specific language requirement must be met to satisfy graduation requirements for that major or program.
 - (5) Be approved for graduation by the appropriate college faculty, faculty senate, and board of trustees.
 - (6) Complete the requirements for a degree in not more than five calendar years from the date of transfer, as defined below. In the event the student fails to complete the degree requirements within five calendar years from the date of transfer, the

university reserves the right to make changes in the number of credits and/or courses required for a degree.

If a student who has transferred from another institution wishes to present for the student's major fewer than fourteen credits earned at the university of Akron written permission of both the dean and head of the department concerned is required.

The date of transfer for a student into a baccalaureate program will be the date that the student is accepted by the degree-granting college. For a student enrolled in an associate degree program, the date of transfer refers to the date of entrance into the program.

(7) Credit hour minimums.

- (a) Earn at least one hundred twenty credits in the baccalaureate degree or sixty credits in the associate degree.
- (b) Earn the last thirty credits in the baccalaureate degree total or fifteen credits in the associate degree total in residence at the university of Akron unless excused in writing by the dean of the college in which the student is enrolled.
- (c) Earn a minimum of thirty credits in the baccalaureate degree total or fifteen credits in the associate degree total in residence at the university of Akron.

(8) Discharge of all other obligations to the university of Akron.

(C) Requirements for additional baccalaureate and associate degrees.

- (1) Meet all the requirements listed in paragraph (B) of this rule.
- (2) Earn a minimum of:
 - (a) Thirty credits which have not counted toward a baccalaureate degree, for an additional baccalaureate degree, or
 - (b) Fifteen credits which have not counted toward an associate degree, for an additional associate degree.
- (3) These credits shall be earned in residence at the university of Akron.

(D) Change of requirements.

- (1) To better accomplish its objectives, the university reserves the right to alter, amend or revoke any rule or regulation. The policy of the university is to give advance notice of such change, whenever feasible.
- (2) Unless the change in a rule or regulation specifies otherwise, it shall become effective immediately with respect to the student who subsequently enters the university, whatever the date of matriculation.
- (3) Without limiting the generality of its power to alter, amend or revoke rules and

regulations, the university reserves the right to make changes in degree requirements of the student enrolled prior to the change by:

- (a) Altering the number of credits and/or courses required in a major field of study.
 - (b) Deleting courses.
 - (c) Amending courses by increasing or decreasing the credits of specific courses, or by varying the content of specific courses.
 - (d) Offering substitute courses in the same or in cognate fields.
- (4) The dean of the college, in consultation with the department or division head of the student's major field of study, may grant waivers in writing if a change in rules affecting degree requirements is unduly hard upon a student enrolled before the change was effective. The action of the dean of the college in the granting or refusing a waiver must be reviewed by the [chief academic officer](#) ~~senior vice president and provost~~ on motion by the dean concerned, or at the request of the dean of the college of the student affected or at the request of the student affected.
- (E) Credit and grade point requirements for graduation as adopted by the college faculties are listed in the university's "Undergraduate Bulletin."
- (F) When deemed necessary and only in rare and unique circumstances that do not undermine the overall integrity of the [chief academic officer](#) ~~various graduation requirements, the senior vice president and provost and chief operating officer~~, in consultation with the president, may waive specific requirements contained in this rule and report such waivers to the board of trustees for its information.

(G) Posthumous Conferral of Degrees

A request for the posthumous conferral of a degree may be made to the chief academic officer by the faculty of the degree-granting college in which the deceased student was enrolled if the student was in good academic standing at the time of death. Ordinarily, the following criteria should be met:

- (1) The student should have been enrolled at the time of death, or in a fall spring or summer term in the calendar year immediately preceding the date of death; and
- (2) The student should have had a reasonable chance of degree completion within six months after the date of death.

~~Replaces: 3359-60-06.1~~

Effective: ~~01/31/2015~~[04/29/2023](#)

Certification:

~~Ted A. Malle~~
[M. Celeste Cook](#)
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: Prior to 11/04/77, 08/30/79, 01/30/81, 12/31/86,
05/22/91, 11/24/01, 10/22/10, [01/31/2015](#)

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Revision of Rule 3359-60-03.6
Graduation

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 19, 2023 to revise rule 3359-60-03.6 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

3359-60-06.2 Graduate student standards.

(A) International students.

- (1) An international student is normally admitted only in the fall, and all credentials should be received by the graduate school by the first of April.
- (2) An international student should access the online graduate application through the graduate school website and submit the required application fee. An official transcript and degree from all institutions and universities attended must be submitted. Original records in languages other than English must be accompanied by exact English translations and certified by the school, U.S. consulate, or other legal certifying authority.
- (3) An international student should submit to the graduate school the declaration and certification of finances, an original statement from the bank showing availability of sufficient funds to cover the cost of the first year of study, and a copy of the passport. The graduate school will prepare the certificate of eligibility (I-20A/B or DS-2019) upon receipt of adequate financial support, copy of the passport, and admission to the university.
- (4) International applicants, United States citizens, and permanent residents whose native language is not English must submit evidence that they have a sufficient level of English to undertake graduate studies at the university of Akron. After submitting acceptable academic credentials and proof of English proficiency, applicants who are fully admitted may enroll in graduate course work and be eligible for university of Akron funded assistantships, fellowships, or scholarships. Prospective teaching assistants must achieve a passing score on the UADEPT (the "University of Akron Developed English Proficiency Test"), or a twenty-three or greater on the speaking component of the internet-based TOEFL (the "Test of English as a Foreign Language").
- (5) Applicants to graduate programs can demonstrate their English proficiency in one of the following ways:
 - (a) A minimum score of five hundred fifty on the paper-based TOEFL, two hundred thirteen on the computer-based TOEFL, or seventy-nine or higher on the internet-based TOEFL. (The following departments require a higher standard of proficiency: English and history require a TOEFL of 580/237/92; and biomedical engineering requires a TOEFL of 590/243/96.) Scores more than two years old will not be accepted; or.
 - (b) A minimum score of 6.5 on the IELTS (the "International English Language Testing System"), which is managed by the British council. Scores more than two years old will not be accepted; or
 - (c) Successful completion of a full course of study in the advanced level of ELI (the "English Language Institute") at the university of Akron. ELI is an intensive (twenty hours a week) program in English for academic purposes. The advanced

level course of study is offered every fall, spring, and summer according to the university's academic calendar; or

- (d) Successful completion of twenty-four credit hours of upper-level undergraduate or eighteen credit hours of graduate coursework at a United States university or college in which English is the primary language of instruction. Successful completion is defined as maintaining a 3.0 cumulative grade point average in full-time, continuous studies. Applicants must submit original transcripts of their coursework; or
 - (e) Successful completion of an undergraduate or graduate program at a university outside the United States in which English is the language of administration and instruction. English must be used for all administrative functions and for all areas of instruction (with the exception of foreign language courses) including course lectures, materials, discussions, readings, and writing assignments. Applicants must submit an original official document from the undergraduate or graduate institution certifying that all of the administrative functions and instruction are conducted in English. The document must be signed by an officer of the institution and carry an official seal. The dean of the graduate school at the university of Akron will review the submitted documentation and inform the applicant if he or she has satisfied the English requirement. The decision will be final.
- (B) Non-accredited American school graduates. A student holding a baccalaureate degree from a non-accredited American college or university, if otherwise qualified, is required to complete at least ten semester credits of postbaccalaureate work at a 3.00 level before being considered for admission to the graduate school. The accreditation status of the school at the time of the student's graduation shall apply. A student should consult with the department head in the major field to develop a postbaccalaureate program.
- (C) Grades.
- (1) A student admitted to graduate study under any status at the university of Akron is expected to maintain a minimum 3.00 average (4.00 = "A") at all times. A grade-point average of 3.00 or better is required for graduation. Any student whose average falls below 3.00 is no longer in good standing in the graduate school and considered on probation. No more than six semester credits of "C" grades may be counted toward the degree. In computing cumulative averages, "D" grades are treated as "F" grades. The dean of graduate studies and research, with the approval of the department head, may dismiss anyone who fails to make satisfactory progress toward declared goals or who accumulates six semester credits of "C+" or below. The accumulation of six semester credits of "F" will result in mandatory dismissal. A student dismissed from the graduate school for academic reasons may not be readmitted for one calendar year, and then only if evidence for expecting improved performance is submitted and found acceptable.
 - (2) Official academic records are maintained with a grade-point system as follows:

Grade	Quality Points
"A"	4.0
"A-"	3.7
"B+"	3.3
"B"	3.0
"B-"	2.7
"C+"	2.3
"C"	2.0
"C-"	1.7
"D+"	0.0
"D"	0.0
"D-"	0.0
"F"	0.0

(3) The following grades may also appear on the term grade reports or on the official academic record. There are no grade points associated with these grades.

- (a) "I" - Incomplete: Indicates that the student has done passing work in the course but that some part of the work is, for good and acceptable reason, not complete at the end of the term. Failure to make up the omitted work satisfactorily by the end of the following term, not including summer sessions, converts the "I" to an "F". When the work is satisfactorily completed within the allotted time, the "I" is converted to whatever grade the student has earned. (Note: If instructors wish to extend the "I" grade beyond the following term for which the student is registered, prior to the end of the term they must notify the office of the registrar in writing of the extension and indicate the date of its termination. It is the responsibility of the student to make arrangements to make up the incomplete work. The faculty member should submit the new grade to the office of the registrar in writing.)
- (b) "IP" - In progress: Indicates that the student has not completed the scheduled coursework during the term because the nature of the course does not permit completion within a single term, such as work toward a thesis.
- (c) "PI" - Permanent incomplete: Indicates that the student's instructor and the instructor's dean have for special reason authorized the change of an incomplete ("I") to a permanent incomplete ("PI").
- (d) "W" - Withdraw: Indicates that the student registered for the course but withdrew officially sometime after the second week of the term.
- (e) "NGR" - No grade reported: Indicates that, at the time grades were processed for the present issue of the record, no grade had been reported by the instructor.

- (f) "INV" - Invalid: Indicates the grade reported by the instructor for the course was improperly noted and thus unacceptable for proper processing.
- (4) Any student whose grade-point average falls below 3.00 is no longer in good standing in the graduate school and will be placed on probation. In consultation with the college or department, as appropriate, the dean of the graduate school will dismiss full-time students who do not return to good academic standing within two consecutive semesters (excluding summers) and part-time students who do not return to good academic standing within the attempting of fifteen additional credits.

For the purpose of administration of the full-time and part-time provisions of this policy, full-time and part-time status are determined by the semester in which the student goes on probation. Full-time enrollment constitutes nine or more graduate hours; part-time is less than nine graduate hours. Furthermore, "full-time enrollment" shall be defined as one or more graduate hours for students satisfying one of the following conditions: ~~For doctoral students who are in their final semester of study and have completed all degree requirements except the dissertation, and for international students participating in curricular practical training (CPT) and/or academic training (AT) opportunities of thirty or more hours per week with approval from the international center, one or more graduate hours constitute full-time enrollment.~~

- (a) Doctoral students in their final semester of study having completed all degree requirements except dissertation;
- (b) International graduate students participating in curricular practical training (CPT) and/or academic training (AT) opportunities of thirty or more hours per week with approval from the international center; or,
- (c) Doctoral students in accreditation-mandated internships of thirty or more hours per week with approval from the academic program.

The dean of the graduate school, with the approval of the relevant department head may also dismiss anyone who fails to make satisfactory progress toward declared goals or who accumulates six semester credits of "C+" or below. The accumulation of six semester credits of "F" will result in mandatory dismissal.

A student dismissed from the graduate school for academic reasons may not be readmitted for one calendar year, and then only if evidence for expecting satisfactory performance is submitted and found acceptable.

- (D) Repeating courses. Any graduate course may be repeated once for credit. However, the degree requirements shall be increased by the credit hour value of each course repeated. The hours and grades of both the original and the repeated section shall be used in computing the grade-point average. Required courses in which a "D" or "F" was received must be repeated.

- (E) Transfer students. A graduate student matriculated in the graduate school of another college or university who wishes to transfer to the university of Akron to continue graduate education must be in good standing at the other school.
- (F) Course load. A full load of coursework at the graduate level is nine to fifteen semester credits including audit. For doctoral students who are in their final semester of study ~~and~~ have having completed all degree requirements except ~~the~~ dissertation, ~~and for~~ international graduate students participating in curricular practical training (CPT) and/or academic training (AT) opportunities of thirty or more hours per week with approval from the international center, or doctoral students in accreditation-mandated internships of thirty or more hours per week with approval from the academic program, one or more graduate hours constitute full-time enrollment.
- (G) Registration. The responsibility for being properly registered lies with the student, who should consult with the assigned adviser in preparing a program of courses and/or research. A schedule of courses, hours, class location and registration procedures is obtainable from the registrar.
- (H) Entrance qualifying examinations. The use of examinations to determine admissibility to enter a graduate program or eligibility to continue in one is the prerogative of the departments offering graduate programs. The department has the right to select the examination and minimum acceptable level of performance. Information and procedure may be obtained from the head of the appropriate department.

Effective: ~~08/26/2018~~ 04/29/2023

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: Prior to 11/04/1977, 08/30/1979, 01/30/1981, 12/31/1986, 05/22/1991, 05/09/2014, 02/01/2015, 08/24/2015, 08/26/2018

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Revision of Rule 3359-60-06.2
Graduate student standards

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 19, 2023 to revise rule 3359-60-06.2 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

3359-60-06.4 Doctoral degree requirements.

- (A) General requirements. A master's degree is not a prerequisite for the doctorate; however, the first year of study after the baccalaureate will be substantially the same for both the master's and doctoral student. No specific number or sequence of courses constitutes a doctoral program or assures attainment of the degree. A formal degree program consists of a combination of courses, seminars and individual study and research that meet the minimum requirements of the graduate school and those of the committee for each individual student.
- (B) Admission.
- (1) Usually, a student is not officially considered as a doctoral student until completion of a master's program or its equivalent and approval for further study.
 - (2) A minimum grade-point average of 3.00 is required for graduation of a candidate for all doctoral degrees.
- (C) Continuous enrollment requirement. The graduate school requires that a doctoral student register for a minimum of one graduate credit as approved by his or her adviser during each fall and spring semester. Individual departments may exceed this minimum requirement. A doctoral student should consult with his or her academic department.
- (D) Residency requirements.
- (1) A doctoral student may meet the degree requirements of the graduate school and department by full-time study or a combination of full- and part-time study.
 - (2) The minimum residency requirement for a doctoral candidate in all programs is at least two consecutive semesters of full-time study and involvement in departmental activities. The summer sessions may count as one semester, provided that the candidate is enrolled for a minimum total of six semester credit hours per combined summer terms. Programs vary in their requirements beyond the minimum, e.g., credits or courses to be completed, proper time to fulfill the residency requirement and acceptability of part-time employment. "Full-time study" is defined as nine to fifteen semester credits, except for graduate teaching and research assistants for whom full-time study is specified by the assistantship agreements. Furthermore, "full-time enrollment" shall be defined as one or more graduate hours for students satisfying one of the following conditions: For doctoral students who are in their final semester of study and have completed all degree requirements except the dissertation, and for international students participating in curricular practical training (CPT) and/or academic training (AT) opportunities of thirty or more hours per week with approval from the international center, one or more graduate hours constitute full time enrollment. The summer sessions may count as one semester, provided that the candidate is enrolled for a minimum total of six semester credit hours per combined summer terms. Programs vary in their requirements beyond the

~~minimum, e.g., credits or courses to be completed, proper time to fulfill the residency requirement and acceptability of part-time employment.~~

- ~~-(a) Doctoral students in their final semester of study having completed all degree requirements except dissertation;~~
- ~~-(b) International graduate students participating in curricular practical training (CPT) and/or academic training (AT) opportunities of thirty or more hours per week with approval from the international center; or~~
- ~~-(c) Doctoral students in accreditation-mandated internships of thirty or more hours per week with approval from the academic program.~~

- (3) Before a doctoral student begins residency, the student's adviser and the student shall prepare a statement indicating the manner in which the residency requirement will be met. Any special conditions must be detailed and will require the approval of the student's committee, the departmental faculty members approved to direct doctoral dissertations, the collegiate dean and the dean of graduate studies and research.
- (E) Time limit. All doctoral requirements must be completed within ten years of starting coursework at the university of Akron or elsewhere. This refers to graduate work after receipt of a master's degree or the completion of thirty semester credits. Extension of up to one year may be granted in unusual circumstances by the dean of graduate studies and research upon written request by the student and recommendation by the adviser, department head, and college dean.
- (F) Credits.
- (1) A doctorate is conferred in recognition, of high attainment and productive scholarship in some special field of learning as evidenced by the satisfactory completion of prescribed program of study and research; the preparation of a dissertation based on independent research; and the successful passing of examinations covering the special field of study and the general field of which this subject is a part. Consequently, the emphasis is on mastery of the subject rather than a set number of credits. Doctoral programs generally encompass the equivalent of at least three years of full-time study at the graduate level. A minimum of fifty per cent of the total credits above the baccalaureate required in each student's doctoral program must be completed at the university of Akron. A maximum of six workshop credits may be applied to a doctoral degree. Such credits must be relevant to the degree program, recommended by the student's adviser and approved by the dean of graduate studies and research.
- (2) No graduate credit may be received for courses taken by examination or for five-hundred-numbered courses previously taken at the four-hundred number course level as an undergraduate without advance approval from the dean of graduate studies and research.
- (G) Transfer credits.

- (1) Up to fifty per cent of the total graduate credits above the baccalaureate required in a doctoral program may be transferred from an accredited college or university, including the university of Akron. All transfer credit must be at the "A" or "B" level in graduate courses. The courses must be relevant to the student's program as determined by the student's academic department and fall within the ten-year limit if beyond the master's level. A student already admitted to the university of Akron must receive prior approval from his or her academic department for transfer courses taken elsewhere.
 - (2) A student admitted with a master's degree or equivalent will have work evaluated in relation to the student's program to determine transfer credit. Thirty semester credits are transferable from a master's degree. A block transfer of credit does not apply toward the student's ten-year time limit for degree completion.
 - (3) A student seeking to transfer credits must have full admission and be in good standing at the university. Transfer credits shall not be recorded until a student has completed twelve semester credits at the university of Akron with a grade-point average of 3.00 or better.
- (H) Language requirements. There is no university-wide foreign language requirement for the Ph.D. The student is required to demonstrate one of the following skills depending upon the particular program.
- (1) Plan A: Reading knowledge, with the aid of a dictionary, of two approved foreign languages. At the discretion of the major department an average of "B" in the second year of a college-level course in a language will be accepted as evidence of proficiency in reading knowledge for that language. English may be considered as one of the approved foreign languages for a student whose first language is not English; and demonstrated competence in a research technique (e.g., statistics and/or computers) may be substituted for one of the two foreign languages.
 - (2) Plan B: Comprehensive knowledge of one approved foreign language, including reading without the aid of a dictionary and such additional requirements as the department may impose.
 - (3) Plan C: In certain doctoral programs the demonstration of competence in appropriate research skills may serve as a substitute for the foreign language requirements.
 - (4) Plan D: In certain doctoral programs there is no foreign language requirement.
- (I) Optional department requirements. Each department may determine requirements for a doctoral student with regard to entrance examinations, qualifying examinations, preliminary or comprehensive examinations and course sequences.
- (J) Dissertation and oral defense.
- (1) The ability to do independent research and demonstrate competence in scholarly exposition must be demonstrated by the preparation of a dissertation on some topic related to the major subject. It should represent a significant contribution to

knowledge, be presented in a scholarly manner, reveal the candidate's ability to do independent research and indicate experience in research techniques.

- (2) A doctoral dissertation committee supervises and approves the dissertation and administers an oral examination upon the dissertation and related areas of study. This examination is open to the graduate faculty. The dissertation and oral examination must be approved by the committee before the dissertation is submitted to the graduate school. A final online submission of the dissertation is due in the graduate school at least three weeks prior to commencement. This copy must be signed by the adviser, faculty reader, department head and college dean prior to submission to the dean of graduate studies and research. A manual titled "Guidelines for Preparing a Thesis or Dissertation" is available online and all copies of the dissertation must conform to these instructions.

(K) Graduation. To be cleared for graduation, a candidate must have:

- (1) Completed the academic program with a grade-point average of at least 3.00.
- (2) Submitted an approved dissertation and passed an oral examination.
- (3) Filed an online application for graduation with the registrar.
- (4) Paid all applicable fees.
- (5) Met any other department and university requirements.

Effective: ~~08/26/2018~~ [04/29/2023](#)

Certification: _____
 M. Celeste Cook
 Secretary
 Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: Prior to 11/04/1977, 08/30/1979, 01/30/1981, 12/31/1986, 05/22/1991, 12/13/2003, 07/05/2013, 02/01/2015, [08/26/2018](#)

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Revision of Rule 3359-60-06.4
Doctoral degree requirements

BE IT RESOLVED, That the recommendation presented by the Rules Committee on April 19, 2023 to revise rule 3359-60-06.4 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

Action Items for Consent Agenda Consideration:

April 18-19, 2023

Presiding:

Christine A. Mayer

1

Curricular Changes

2

Prospective Degree Candidates for Spring 2023

For Information Only:

3

Research Report

4

Student Success Report

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 1

CURRICULAR CHANGES

The Board of Trustees will be asked to consider the following curricular changes at its meeting on April 19, 2023.

New Programs:

Establish a 3 + 3 Bachelor of Arts in History and Juris Doctorate degree in the Buchtel College of Arts and Sciences, Department of History and the School of Law, new program proposal.

This program will allow highly motivated students to complete both degrees in six years.

Establish a 3 + 3 Bachelor of Business Administration and Juris Doctorate degree in the College of Business, Department of Management and the School of Law, new program proposal.

This program will allow highly motivated students to complete both degrees in six years.

Establish a 3 + 3 Bachelor of Arts in Economics and Juris Doctorate degree in the College of Business, Department of Economics and the School of Law, new program proposal.

This program will allow highly motivated students to complete both degrees in six years.

Establish a new Bachelor of Science Track in Respiratory Therapy in the College of Health and Human Sciences, School of Allied Health, new program proposal.

This proposal establishes a new track in the existing Respiratory Therapy program, which will allow students currently holding an associate degree in respiratory care from an accredited program and having the proper credentials to complete their Bachelor of Science in Respiratory Therapy degree. This track will also provide students with the ability to pursue advanced job opportunities in this field of study.

Establish an online option for the Master of Arts in Curriculum and Instruction in the Buchtel College of Arts and Sciences, LeBron James Family Foundation School of Education, proposal for 530000MA.

This proposal establishes an online option for the Master of Arts in Curriculum and Instruction. The additional mode of delivery will help market the program to students who are interested in and need the flexibility of an online degree.

Establish an online option for the Master of Social Work in the College of Health and Human Sciences, School of Social Work, proposal H75000MSW.

This proposal establishes an online option for the Master of Social Work degree program. The online option will provide more flexibility and completion options for working professionals.

Reactivate Programs:

Reactivate the Master of Science in Economics in the College of Business, Department of Economics, new program proposal.

The Master of Arts in Economics degree is proposed to be reactivated as the Master of Science in Economics due to strong employment demand. As a STEM-designated degree, a Master of Science is more appropriate for this degree offering and would be consistent with other graduate degrees offered in the College of Business.

Reactivate the Master of Public Health in the College of Health and Human Sciences, Dean's Office, new program proposal.

The Master of Public Health degree program is proposed to be reactivated, as it will offer students an option to further studies to become a stronger and more sought-after professional and will increase our profile as a public health leading university.

Deactivate Programs:

Deactivate the Bachelor of Science in Chemical Engineering, Co-Op Option in the College of Engineering and Polymer Science, Department of Chemical, Biomolecular and Corrosion Engineering, proposal for 420005BS.

This proposal discontinues the Bachelor of Science in Chemical Engineering, Co-Op Option, due to no longer being needed because of the introduction of a new certificate program that students can earn separately from their BS to reflect their cooperative education experience.

Deactivate the Bachelor of Science in Corrosion Engineering, Co-Op Option in the College of Engineering and Polymer Science, Department of Chemical, Biomolecular and Corrosion Engineering, proposal for 425005BS.

This proposal discontinues the Bachelor of Science in Corrosion Engineering, Co-Op Option, due to no longer being needed because of the introduction of a new certificate program that students can earn separately from their BS to reflect their cooperative education experience.

Deactivate the Bachelor of Science in Civil Engineering, Co-Op Option in the College of Engineering and Polymer Science, Department of Civil Engineering, proposal for 430005BS.

This proposal discontinues the Bachelor of Science in Civil Engineering, Co-Op Option, due to no longer being needed because of the introduction of a new certificate program that students can earn separately from their BS to reflect their cooperative education experience.

Deactivate the Bachelor of Science in Electrical Engineering, Co-Op Option in the College of Engineering and Polymer Science, Department of Electrical and Computer Engineering, proposal for 440005BS.

This proposal discontinues the Bachelor of Science in Electrical Engineering, Co-Op Option, due to no longer being needed because of the introduction of a new certificate program that students can earn separately from their BS to reflect their cooperative education experience.

Deactivate the Bachelor of Science in Computer Engineering, Co-Op Option in the College of Engineering and Polymer Science, Department of Electrical and Computer Engineering, proposal for 445005BS.

This proposal discontinues the Bachelor of Science in Computer Engineering, Co-Op Option, due to no longer being needed because of the introduction of a new certificate program that students can earn separately from their BS to reflect their cooperative education experience.

Deactivate the Bachelor of Science in Mechanical Engineering, Co-Op Option in the College of Engineering and Polymer Science, Department of Mechanical Engineering, proposal for 460005BS.

This proposal discontinues the Bachelor of Science in Mechanical Engineering, Co-Op Option, due to no longer being needed because of the introduction of a new certificate program that students can earn separately from their BS to reflect their cooperative education experience.

Deactivate the Bachelor of Science in Biomedical Engineering, Co-Op Option in the College of Engineering and Polymer Science, Department of Biomedical Engineering, proposal for 480003BS.

This proposal discontinues the Bachelor of Science in Biomedical Engineering, Co-Op Option due to a new curriculum approved by the State and there are no longer tracks for this degree. This proposal inactivates one of the tracks for a plan code that will not be needed. Students can also have the separate cooperative education certificate added to their records.

Deactivate the Bachelor of Science in Biomedical Engineering, Instrumentation, Signals and Imaging Track in the College of Engineering and Polymer Science, Department of Biomedical Engineering, proposal for 480004BS.

This proposal discontinues the Bachelor of Science in Biomedical Engineering Instrumentation, Signals and Imaging Track due to a State approved program redesign that all students follow a single curriculum. Students can gain technical depth in a desired technical area through the choice of their technical electives.

Deactivate the Bachelor of Science in Biomedical Engineering, Instrumentation, Signals and Imaging Track, Co-Op Option in the College of Engineering and Polymer Science, Department of Biomedical Engineering, proposal for 480005BS.

This proposal discontinues the Bachelor of Science in Biomedical Engineering, Instrumentation, Signals and Imaging Track, Co-Op Option, due to no longer being needed because of the introduction of a new certificate program that students can earn separately from their BS to reflect their cooperative education experience.

Deactivate the Bachelor of Science in Biomedical Engineering, Biomaterials and Tissue Track, in the College of Engineering and Polymer Science, Department of Biomedical Engineering, proposal for 480006BS.

This proposal discontinues the Bachelor of Science in Biomedical Engineering Biomaterials and Tissue Track due to a State approved program redesign that all students follow a single curriculum. Students can gain technical depth in a desired technical area through the choice of their technical electives.

Deactivate the Bachelor of Science in Biomedical Engineering, Biomaterials and Tissue Track, Co-Op Option in the College of Engineering and Polymer Science, Department of Biomedical Engineering, proposal for 480007BS.

This proposal discontinues the Bachelor of Science in Biomedical Engineering Biomaterials and Tissue Track, Co-Op Option due to no longer being needed because of the introduction of a new certificate program that students can earn separately from their BS to reflect their cooperative education experience.

Deactivate the Bachelor of Science in Computer Science, Management, in the College of Engineering and Polymer Science, Department of Computer Science, proposal for 346003BS.

This proposal discontinues the Bachelor of Science in Computer Science, Management due to the consolidation of the current systems track and management track into one unified curriculum.

Program Name Changes:

Change the name of the Bachelor of Science in Computer Science, Systems, in the College Engineering and Polymer Science, Department of Computer Science, proposal for 346004BS.

This proposal changes the name of the Bachelor of Science in Computer Science, Systems to the Bachelor of Science, Computer Science due to consolidation of the systems track and management track into one unified curriculum.

Change the name of the Bachelor of Arts in Political Science, National Security in the Buchtel College of Arts and Sciences, Department of Political Science, proposal for 370018BA.

This proposal changes the name of the Bachelor of Arts in Political Science, National Security to the Bachelor of Arts in Political Science, Intelligence and National Security Studies to more accurately reflect the purpose and orientation of the degree and the career opportunities that graduates will be able to pursue.

Change the name of the Master of Science in Education, Physical Education, Exercise Physiology/Adult Fitness in the College of Health and Human Sciences, School of Exercise and Nutrition Sciences, proposal for 555003MS.

This proposal changes the name of the Master of Science in Education, Physical Education, Exercise Physiology/Adult Fitness to the Master of Science in Exercise Physiology. This change would align the degree program with the college where the program resides and would give the degree the proper nomenclature used within the professional and educational field. Students will graduate with a degree that will be recognized and accepted within the profession that will make it better aligned for prospective employers and doctoral programs.

Program Revisions With Name Changes:

Revise the program curriculum and change the name of the Bachelor of Arts in Strategic and Organizational Communication, in the Buchtel College of Arts and Sciences, School of Communication, proposal for C60101BA.

This proposal revises the program curriculum and changes the name of the Bachelor of Arts in Strategic and Organizational Communication to the Bachelor of Arts in Communication Studies to better align the program with the field of communication.

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Proposed Curricular Changes

BE IT RESOLVED, that the recommendations presented by the Academic Issues & Student Success Committee on April 19, 2023 the following curricular changes, as recommended by the Faculty Senate, be approved.

- Establish a new 3+3 Bachelor of Arts in History and Juris Doctorate in the Buchtel College of Arts and Sciences, Department of History and the School of Law, new program proposal.
- Establish a new 3+3 Bachelor of Business Administration and Juris Doctorate in the College of Business, Department of Management and the School of Law, new program proposal.
- Establish a new 3+3 Bachelor of Arts in Economics and Juris Doctorate in the College of Business, Department of Economics and the School of Law, new program proposal.
- Establish a new Bachelor of Science Track in Respiratory Therapy in the College of Health and Human Sciences, School of Allied Health.
- Establish an online option for the Master of Arts in Curriculum and Instruction in the Buchtel College of Arts and Sciences, LeBron James Family Foundation School of Education.
- Establish an online option for the Master of Social Work in the College of Health and Human Sciences, School of Social Work.
- Reactivate the Master of Arts, Economics, as the Master of Science, Economics in the College of Business, Department of Economics.
- Reactivate the Master of Public Health in the College of Health and Human Sciences, Dean's Office.
- Deactivate the Bachelor of Science in Chemical Engineering, Co-Op Option in the College of Engineering and Polymer Science, Department of Chemical, Biomolecular and Corrosion Engineering.
- Deactivate the Bachelor of Science in Corrosion Engineering, Co-Op Option in the College of Engineering and Polymer Science, Department of Chemical, Biomolecular and Corrosion Engineering.
- Deactivate the Bachelor of Science in Civil Engineering, Co-Op Option in the College of Engineering and Polymer Science, Department of Civil Engineering.
- Deactivate the Bachelor of Science in Electrical Engineering, Co-Op Option in the College of Engineering and Polymer Science, Department of Electrical and Computer Engineering.

- Deactivate the Bachelor of Science in Computer Engineering, Co-Op Option in the College of Engineering and Polymer Science, Department of Electrical and Computer Engineering.
- Deactivate the Bachelor of Science in Mechanical Engineering, Co-Op Option in the College of Engineering and Polymer Science, Department of Mechanical Engineering.
- Deactivate the Bachelor of Science in Biomedical Engineering, Co-Op Option in the College of Engineering and Polymer Science, Department of Biomedical Engineering.
- Deactivate the Bachelor of Science in Biomedical Engineering, Instrumentation, Signals and Imaging Track in the College of Engineering and Polymer Science, Department of Biomedical Engineering.
- Deactivate the Bachelor of Science in Biomedical Engineering, Instrumentation, Signals and Imaging Track, Co-Op Option in the College of Engineering and Polymer Science, Department of Biomedical Engineering.
- Deactivate the Bachelor of Science in Biomedical Engineering, Biomaterials and Tissue Track in the College of Engineering and Polymer Science, Department of Biomedical Engineering.
- Deactivate the Bachelor of Science in Biomedical Engineering, Biomaterials and Tissue Track, Co-Op Option in the College of Engineering and Polymer Science, Department of Biomedical Engineering.
- Deactivate the Bachelor of Science in Computer Science, Management in the College of Engineering and Polymer Science, Department of Computer Science.
- Change the name of the Bachelor of Science in Computer Science, Systems to the Bachelor of Science, Computer Science in the College of Engineering and Polymer Science, Department of Computer Science.
- Change the name of the Bachelor of Arts in Political Science, National Security to the Bachelor of Arts in Political Science, Intelligence and National Security Studies in the Buchtel College of Arts and Sciences, Department of Political Science.
- Change the name of the Master of Science in Education, Physical Education, Exercise Physiology/Adult Fitness to the Master of Science in Exercise Physiology in the College of Health and Human Sciences, School of Exercise and Nutrition Sciences.
- Revise the program curriculum and change the name of the Bachelor of Arts in Strategic and Organizational Communication to the Bachelor of Arts in Communication Studies in the Buchtel College of Arts and Sciences, School of Communication.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 2

**PROSPECTIVE DEGREE CANDIDATES FOR
SPRING 2023**

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		82	
Master of Laws		1	
Master of Studies in Law		2	
	School of Law		85
			Law Degree Candidates 85
Doctor of Philosophy		7	
	Buchtel College of Arts and Sciences		7
Doctor of Philosophy		17	
	College of Engineering and Polymer Science		17
Doctor of Audiology		11	
Doctor of Philosophy		1	
	College of Health and Human Sciences		12
			Doctoral Degree Candidates 36
Master of Arts		12	
Master of Arts in Education		27	
Master of Arts in Political Science		5	
Master of Fine Arts in Creative Writing		4	
Master of Music		7	
Master of Public Administration		3	
Master of Science		9	
Master of Science in Curriculum and Instruction		11	
	Buchtel College of Arts and Sciences		78
Master of Polymer Science and Polymer Engineering		3	
Master of Science		9	
Master of Science in Chemical Engineering		1	
Master of Science in Civil Engineering		2	
Master of Science in Electrical and Computer Engineering		1	
Master of Science in Engineering		2	
Master of Science in Mechanical Engineering		7	
Master of Science in Polymer Engineering		3	
	College of Engineering and Polymer Science		28
Master of Business Administration		29	
Master of Science in Accountancy		6	
Master of Science in Management		7	
Master of Taxation		5	
	College of Business		47
Master of Arts		19	
Master of Arts in Education		4	
Master of Arts in Speech - Language Pathology		19	
Master of Science in Education		15	
Master of Science in Nursing		22	
Master of Social Work		45	

College of Health and Human Sciences		124
Masters Degree Candidates		277
Bachelor of Arts	151	
Bachelor of Arts in Anthropology	1	
Bachelor of Arts in Education	29	
Bachelor of Arts in Multidisciplinary Studies	3	
Bachelor of Arts in Theatre Arts	3	
Bachelor of Fine Arts	32	
Bachelor of Music	5	
Bachelor of Science	149	
Bachelor of Science in Education	66	
Bachelor of Science in Organizational Supervision	24	
Buchtel College of Arts and Sciences		463
Bachelor of Science in Aerospace Systems Engineering	12	
Bachelor of Science in Automated Manufacturing Engineering Technology	4	
Bachelor of Science in Biomedical Engineering	46	
Bachelor of Science in Chemical Engineering	42	
Bachelor of Science in Civil Engineering	37	
Bachelor of Science in Computer Engineering	23	
Bachelor of Science in Computer Information Systems	55	
Bachelor of Science in Computer Science	22	
Bachelor of Science in Construction Engineering Technology	16	
Bachelor of Science in Corrosion Engineering	9	
Bachelor of Science in Electrical Engineering	25	
Bachelor of Science in Electrical and Electronic Engineering Technology	7	
Bachelor of Science in Mechanical Engineering	90	
Bachelor of Science in Mechanical Engineering Technology	47	
Bachelor of Science in Surveying and Mapping	10	
College of Engineering and Polymer Science		445
Bachelor of Arts	4	
Bachelor of Business Administration	158	
Bachelor of Science in Accounting	29	
College of Business		191
Bachelor of Arts	20	
Bachelor of Arts in Child and Family Development	6	
Bachelor of Arts in Speech - Language Pathology and Audiology	5	
Bachelor of Arts/Social Work	38	
Bachelor of Science	2	
Bachelor of Science in Allied Healthcare Administration	9	
Bachelor of Science in Dietetics	5	
Bachelor of Science in Education	12	
Bachelor of Science in Emergency Management and Homeland Security	8	
Bachelor of Science in Exercise Science	32	
Bachelor of Science in Food and Environmental Nutrition	3	
Bachelor of Science in Nursing	114	
Bachelor of Science in Respiratory Therapy	18	

College of Health and Human Sciences		272
Baccalaureate Degree Candidates		1371
Associate of Applied Science in Criminal Justice Studies	3	
Associate of Arts	123	
Associate of Science	44	
Associate of Technical Studies	4	
Buchtel College of Arts and Sciences		174
Associate of Applied Business in Computer Information Systems	9	
Associate of Applied Science in Advanced Manufacturing Engineering Technology	1	
Associate of Applied Science in Construction Engineering Technology	11	
Associate of Applied Science in Corrosion Engineering Technology	2	
Associate of Applied Science in Electrical and Electronic Engineering Technology	8	
Associate of Applied Science in Land Surveying	8	
Associate of Applied Science in Mechanical Engineering Technology	20	
College of Engineering and Polymer Science		59
Associate of Applied Science in Emergency Medical Services Technology	2	
Associate of Applied Science in Fire Protection Technology	2	
College of Health and Human Sciences		4
Associate Degree Candidates		237

2,006 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							209,519
Summer 2017	109	348	216	62			735
Fall 2017	154	771	199	42	1	22	1,189
Spring 2018	290	1,765	477	60	1	98	2,691
AY 2017-2018	553	2,884	892	164	2	120	4,615
Summer 2018	113	371	189	45			718
Fall 2018	132	752	159	56	2	31	1,132
Spring 2019	274	1,733	421	50	0	98	2,576
AY 2018-2019	519	2,856	769	151	2	129	4,426
Summer 2019	106	320	179	48			653
Fall 2019	146	734	143	39	3	31	1,096
Spring 2020	272	1,712	371	56	5	121	2,537
AY 2019-2020	524	2,766	693	143	8	152	4,286
Summer 2020	82	258	166	59			565
Fall 2020	73	692	151	39	3	32	990
Spring 2021	247	1,649	359	42	1	99	2,397
AY 2020-2021	402	2,599	676	140	4	131	3,952
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
AY 2021-2022	393	2,407	547	99	7	108	3,561
Summer 2022	83	230	125	37			475
Fall 2022	95	515	102	33	0	42	787
Spring 2023							
AY 2022-2023							1,262
Total Degrees Awarded through Fall 2022							231,621

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Following are the names of prospective degree candidates who have applied by Monday, March 27, 2023. This list may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

In the event of extenuating circumstances where a student applies late or has been inadvertently omitted from this list, authority is hereby granted to the Senior Vice President and Provost to cause such student to be added to this list upon the recommendation of the respective faculty, appropriate dean and/or graduate dean.

Law Degree Candidates

School of Law

Juris Doctor

Tolulope Ajifowobaje
Kevin J. Allen
Nathaniel J. Ams
Holly Baer
Richard K. Bitzel
Bryan A. Bixler
Noah Brook
Tamara J. Brooks
Natalie M. Browning
Mia A. Buffalini
Adam J. Claussen
Tyrus A. Conley
Jennifer A. Cranmer
Jamie L. Desilets
Shannon Dillon
Sunny Duvall
Alexis D. Eichelberger
Luke J. Elbert
Paloma Elyse
John W. Enderby
Anthony M. Erhardt
Spencer B. Geraghty
Adam S. Gluntz
Luis Gomes-Ortega
Joshua Guedea
Michelle E. Guzi
Shelby P. Handrich Hwang
Megan L. Haynam

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Joshua Haynie
Cristina Jamba
Ainslee S. Johnson-Brown
Anthony Jones
Ethan J. Kawecki
Austin J. Keith
Demetria Kimble
Alex D. Kuzmik
Madeleine S. Lane
Ann M. Langton
Amanda A. Lefever
Elisabeth Leneghan
Rachel S. Lipford
Hayley R. McElroy
Robert W. McGivney
Heather L. Melena
Nicole L. Metzger
Courtney M. Middleton
Minh K. Nguyen
Emily M. Njus
Michael E. Njus
Paul J. OBrien
Nicolas C. Oehler
Anthony M. Paniccia
Megan C. Parker
Rachel E. Pearson
Mackenzie Pensyl
Xul Perez
Alexandra Pfaff
Diana P. Quezada
Jordan A. Rahe
Rachel Richards
Jasmine Sandhu
Sean M. Savinell
Chloe R. Schaufele
Joshua Shahidian
Zachary T. Skidmore
Dannie Smith
Nicolas A. Smith
Valerie E. Smith
Ellison C. Starnes
Earl F. Stoll
Eric G. Sullivan
Christian M. Talcott
Kylie L. Thomas
SaiPranay Vellala
Macie J. Weber
Samuel Wilkinson
Kyrielle Y. Williams
Michaela W. Wilson

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Annemarie C. Wodzisz
John Wormdahl
Joseph K. Zahn
John G. Zolton

Master of Laws

Megan C. Parker

Master of Studies in Law

Ayesha S. Ahmad
Unique L. Brown

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Doctoral Degree Candidates

Buchtel College of Arts and Sciences

Doctor of Philosophy

Veronica M. Ahadzie
Martina L. Grier
Destiny J. Randall
Ketaki Sodhi
Rebecca M. Tachie
Anthony Villalba
Kayla N. Williams-Pavlantos

College of Engineering and Polymer Science

Doctor of Philosophy

Aparna A. Agrawal
Abdullah H. Alzlfawi
Kai Gu
Mona Mansouri
Seyed Kasra Moosavian
Masoud Nazari
Dillon G. Presto
Ehsan Raei
Alankar Rastogi
Tarig Hyder Mekki Sadig
Travis Smith
Chinnapatch Tantisuwanno
Sharon L. Truesdell
Sihan Wang
Eshet T. Wodajo
Yuqing Yang
Brenna E. Yorimoto

College of Health and Human Sciences

Doctor of Audiology

Morgan J. Barrett
Jaclyn Blind
Courtney L. Cron
Elizabeth Grieggs
Colleen N. Maskarinec
Mikayla L. Massa
Adam J. Nickles
Cora N. Paolino
Austin R. Perkins
Kacey N. Shaffer

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Emily N. Watson

Doctor of Philosophy

Samantha A. Pfeiffer

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Masters Degree Candidates

Buchtel College of Arts and Sciences

Master of Arts

Calley J. Baxter
McKenzie D. Beynon
Kelly A. Burke
Grace Carter
Alison E. Doehring
Cennidie D. Hall
Meaghan E. Hostetler
Auriel M. Jasper-Morris
Amber R. Lewis
Riley L. Olsen
Chloe J. Redman
Gustavo A. Ugueto-Rey

Master of Arts in Education

Audrey M. Adams
Katelyn H. Chajon
Lisa M. Colotto
Hannah C. Criswell
Carey G. Feller
Erin L. Foster
Stephanie A. Fox
Amanda L. Gerbic
Curtis Harper III
Rebecca E. Jett
Amanda A. Kotabish
Chelsea L. Kovach
Laura L. Lakins
Michele L. Lockhart
Mikayla M. Lupo
Jennifer McKenna
Cory R. Miller
Cara M. Misitigh
Abigail J. Nixon
Taylor M. O'Neill
Amanda L. Rager
Brianna M. Rzucidlo
Andrea D. Sanchez
Hannah R. Tomassetti
Casey E. Wharff
Sydney Yannuzzo
Elizabeth L. Yousey

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Master of Arts in Political Science

Kelsie Dillard
Anton D. Glocar
Eugenia L. Kobak
Benjamin C. Swanson
Pradeep Tamang

Master of Fine Arts in Creative Writing

Bryon J. Dickon
Lily A. Hunger
Samantha M. Imperi
John M. Ohliger

Master of Music

Philip M. Anderson
Kristofor L. Downs
Curtis W. McHenry
Taylor B. Mills
Elizabeth S. Rickel
Jesus Santiago
Cassidy C. Shiflett

Master of Public Administration

Jennifer McKenna
Justin A. Tisevich
Arlene A. Walker

Master of Science

Barbara S. Edmonds
Yasmine M. Elshoweikh
Kai Falcone
Craig Hillier
Kiersten L. McMahan
Maria P. Razo
Matthew Rechenberg
Jenna C. Wagner
Treston Woodley

Master of Science in Curriculum and Instruction

Jenna G. Collins
Colleen G. Hanke
Kenda Istanbouli
Joshua E. Phillips
Julia A. Rogala

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Emma G. Salancy
Theodore A. Search
Kassandra P. Skelly
Vanessa Stragisher
Emma C. Walkinshaw
Amanda R. Zakelj

College of Engineering and Polymer Science

Master of Science in Electrical and Computer Engineering

Niccolo D. Lemonis

Master of Polymer Science and Polymer Engineering

Thomas B. Freshly
Ashkan A. Razania
Israel J. Skoff

Master of Science

Yu Cui
Ahmed Y. Darwich
Xin Guan
Waziha Khan
Shuzhen Liu
Geethamadhuri Malempati
Sai Satya Sruthi Reddy
Ravi Schwartz
Jie Zhang

Master of Science in Chemical Engineering

Divyani Walke

Master of Science in Civil Engineering

Andrew D. Needs
Daniel C. Rudy

Master of Science in Engineering

Shahad M. Alfraiheen
Dakota J. Snyder

Master of Science in Mechanical Engineering

Blake A. Bowser
Christopher J. Chatfield
Christopher A. Ferguson

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Nicole T. Malernee
Nicholas J. Thomas
Kelvin X. Tsagli
Zachary C. Zoloty

Master of Science in Polymer Engineering

Abbas Saiffee Valsadwala
Nilay G. Shah
Cheng-Han Tsai

College of Business

Master of Business Administration

Alexis N. Adleta
Jaime R. Alcorn
Kevin J. Allen
Alan M. Arslanian
Justin W. Barr
Kelly A. Bialek
Brady L. Biglin
Christian M. Caporaso
Heather Chapman Lalli
Alexandra M. Cucaita
Adetutu Daranijo
Alexa M. Difeo
Baktash Eskandary
Joshua P. Fabri
Milena M. Garay Tovar
Spencer B. Geraghty
Zac A. Granger
Bradley T. Irwin
Kaylin A. Kavanaugh
Drina Kearns
Brelynne Y. Majeed
Alekhya Mannava
Teagan J. Ochaya
Eric J. Paskert
Charles L. Pierce Jr
Amanda R. Shaffer
Yash Thakkar
Hawa Traore
Peter Weigand

Master of Science in Accountancy

Zachary Bezon
Jhena L. Fajt
Omar Hemdanie

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Victoria C. Horoschak
Rachel A. Muckley
Destiny U. Threatt

Master of Science in Management

Nicolas O. Arrivo
Zakaria Azzam
Zachary R. Gruccio
Ian A. Laidlaw
Martine Mumararungu
Namrudha Venkatathiri
Vichiry K. Yan

Master of Taxation

William M. Crone
Nevar W. Guy
Mitchel R. Neidenthal
Xul Perez
Tami H. Peterson

College of Health and Human Sciences

Master of Arts in Speech - Language Pathology

Mary Andrews
Lexi G. Bailey
Amber N. Borell
Lindsey R. Cook
Stephanie E. Cuervo
Desiree B. Cummings
Gina DeBlasis
Madeline D. Dettorre
Gregory M. Drockton
Andrea J. Ginella
Kalie M. Liebler
Alexis J. McBeth
Emily K. Nash
Carley Shermak
Averie A. Tarbert
Kelly Walker
Shannon R. Ward
Taylor N. Williams
Cosette Zupan

Master of Arts

Deneise O. Answer-Riley
Talyah N. Banis

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Allison E. Blocher
Sarah A. Buchtel
Molly N. Burnett
Dana N. Fears
Nicholas J. Furgiuele
Menwa H. Gentle
Brandi Hancock
Brianna Hancock
David C. Hanna
Bishop Harber
Kaitlyn M. Luggelle
Samantha K. Martin
Megan McConnell
Katherine Milani
Tristan Philip
Cheyenne E. Phillips
Calvin E. Samples

Master of Arts in Education

Nathaniel R. Bourne
Kyrach P. Cagle
Robert L. Lanchman
Tiffany K. Rittenour

Master of Science in Education

Isaiah E. Bishop
Monica Borsani
Gary K. Canam
Olivia S. Ellebruch
Collin J. Garnek
Logan M. Hawkins
Madeline C. Higgins
Matthew J. Kidwell
Mariah S. Miller
Devan J. Morrow
Julia L. Mott
Hanna Mungo
Freya Rayner
Dena E. Studer
Amanda M. Williams

Master of Science in Nursing

Katherine E. Bartolotta
Amanda A. Bebb
Kelsey Casano
Heather D. Clark
Laurel A. Dobies

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Mikaela M. Etapa
Colleen S. Madonia
Michelle E. Manzeo
Kelly M. Marsh
Kathleen D. Mellody
Felicia E. Phillips
Sandi A. Reisinger-Bender
Jamie R. Rouse
Alexandra Ruiz
Ashton T. Sanner
Cassandra K. Svrga Allison
Jasmine A. Taylor
Jonathan F. Winkelman
Samantha L. Wright
Jennifer E. Yanke
Kathryn M. Yanke
Michelle L. Young

Master of Social Work

Chase E. Baker
Morgan S. Baker
Amber Barnes
Cierra V. Barrios
Sabrina M. Biagetti
Leona Y. Boswell
Cayley B. Brierson
Chantelle Butler
Amy E. Calabrese
Janet L. Canter
Rosangela M. Connell
Sarah R. Courtemanche
Chapri N. Croff
Christiana G. Dawson
Kristen Day
Michelle D. Dellick
Christina Dungan
Karen Elliott
Sarah A. Flickinger
Kristina M. Gantz
Madison N. Glavic
Kristin S. Hooten
Charity P. Hoover
Haylee N. Knight
Tracy J. Kohls
Demetria Lee
Ashley L. Mannion
Kari Merrick
Katherine F. Mosley
Olufemi B. Olugbemiro

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Rakaiya L. Peterman
Kylie B. Peterson
Samantha L. Phillips
Dawn K. Porter
Julia H. Prock
Asheton J. Reynolds
Alyssa T. Richardson
Melissa S. Schuerger
Joseph M. Schuster
Alicia H. Steve
Hailey Vasko
Rachel Wagner
James D. West
Carolyn M. Wilder
Gabrielle J. Zeleznik

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Baccalaureate Degree Candidates

Buchtel College of Arts and Sciences

Bachelor of Arts in Anthropology

Blake A. Bowser

Bachelor of Arts in Multidisciplinary Studies

Chyana Dejournett
Andre D. Moore
Vernon M. Schifino

Bachelor of Arts in Theatre Arts

Arianna D. Allen
Owen Casino
Joseph D. Fox

Bachelor of Science in Organizational Supervision

Kalandra Alherimi
Maxwell E. Banes
Richard E. Brown
Dominique M. Camp
Don-Niel C. Cundiff
Curtis Fann Jr.
Brittany A. Hancock
Emma Kimble
Ashley N. Kinnaird
Jacob P. Kocab
Gabrielle D. Lechner
Ziggy McPeters
Arthur J. Miles
Nick Motsis
Angela L. Nordheim
Alyssa M. Plumley
Julie M. Purnell
Asha L. Sheffield
Sheray Thames
Joseph A. Tubo
Haley L. Wilson
Tyler D. Wittkopf
Quentin T. Woodall
Alyssa R. Yoho

Bachelor of Arts

Nahida Abbas

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Dakota Adams
Shayla A. Alexander
Hawraa Alfashkhi
Cole E. Armstrong
Nimra Asif
Sophia A. Barr
Alexa Baumberger
Gabriella C. Behrns
Jessica N. Bellish
Ryan Block
Ethan E. Botzenhart
Samantha H. Bovee
Eden M. Bradford
Isaac M. Brady
Laurel M. Bristow
Julia I. Brooks
Timothy J. Brosch
Ryan P. Brown
Rachel L. Brownlee
Jordan Campbell
Owen X. Coldsnow
DeAnna M. Cooley
Joshua M. Criss
Alexis E. Currie
Ryan J. Curtis
Adam M. Dalessandro
Samantha M. Darr
Zopouled David
Brian M. Day
Latoria L. Day
Daniel L. Deeds
Rebecca L. Denney
Charles T. Dobbins
Madison M. Doletzky
Maxwell E. Erisey
Jacob B. Fairfield
Ryan C. Finnegan
Krystiana M. Francis
Cassidy Fuge
Katherine A. Gable
Joseph A. Gaffney
Kristina N. Garrett
Kaitlyn D. Gaughan
Abigail Geiser
Rebecca J. Geiser
Brooke A. Giger
Jeremy L. Golub
Weronika Gorecka
Laura B. Gorman
Jared C. Gotham

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Meghan M. Griffith
Maggie J. Grizer
Daniel J. Groen
Samuel P. Grom
Kendra N. Hales
Andrew M. Halko
Kirsten A. Handley
Morgan L. Hanigosky
Julie K. Hardesty
Joseph A. Headley
Sarah C. Herter
Emily Hill
Charles M. Hilliard
Lisa A. Horton
Carter W. Hoskins
Marisa Huguley
Tristen D. Hutson
Aidan M. Ingraham
Emily R. Janke
Rachel K. Jessberger
Clint R. Jones
Abigail M. Kelley
Ryan D. King
Elliott P. Kirby
Faith R. Kiser
Rebecca A. Knapp
Hannah E. Kostelnik
Isabela R. Kovach
Lauren Kujath
Ram Kumar
Alexa R. Lalos
Brianna N. Lawry
Emily M. Layne
Elise V. Leslie
Evan M. Lifke
Diamonique Lindsay
Benjamin P. Malloy
Benjamin Martinez-Lizaola
Zachary M. Marzick
Bria T. McAfee
Gabrielle R. McDaniel
Sarah R. Meade
Brandon E. Meeker
Brandon E. Meeker
Alexis M. Melendez
Benjamin Michael
Jena L. Mies
Camryn J. Milbert
Sean S. Miller
Camryn H. Moore

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Natalie T. Mowad
Jacob A. Murren
Andrew Nabors
Hazem A. Najjar
Lena Nashold
James P. Neumeyer
Michaela D. Noebe
Amy R. Nuti
Kathie D. Oden
Logan S. Ohlin
Emmanuella Opoku-Agyemang
Alexa M. Owen
Kemar T. Parmer
Tyler A. Peveich
Amelia Pier
Owen D. Pinion
BreAnna N. Piorkowski
Dillon Piorkowski
Aubrey R. Powell
Emma J. Powers
Lundyn J. Rains
Jenna Regec
Jenna Regec
Jordyn T. Ritchie
Devon A. Robinson
Robert E. Roth
Natalie R. Savage
Summer C. Sboray
Max G. Schroeter
Brooke M. Seff
Trevor L. Shankle
Carly M. Shay
Andrew D. Shrock
Adrian D. Sigman
Hailey E. Snyder
Noah D. Spaetti
Antonio Spencer
Alyssa G. Springer
Haylee C. Starzyk
La'Prige L. Stenbridge
Sara M. Stutzman
Jack A. Tupta
Laurent Uwimana
Samantha Vela
Yoselin F. Whited
Hannah N. Whitfield
Hannah M. Wines
Valiant Wittmer
Hannah E. Yoak
Ruta Yurtsan

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Bachelor of Arts in Education

Andrea L. Acken
Hannah M. Adams
Delaney R. Appeldorn
Madison M. Barabasch
Jacquelyn L. Braman
Anthony Brown
Jacob P. Catrone
Ryan Coffman
Sophie E. Dever
Drake Doll
Marco Grassi
Allison N. Klingbeil
Hailee N. Mudrick
Madison Nadeau
Sean M. Neely
Luke E. Nickel
Luke D. Osborn
Olivia R. Palicki
Tyra A. Pegram
Shaine P. Pletz
Madeline J. Powell
Chase M. Richardson
Charlie P. Richter
Rebecca Schaub
Rachel A. Sparks
Robert Staudt
Dana B. Taylor
Katlyn N. Villers
Samuel Ziemer

Bachelor of Fine Arts

Kalandra Alherimi
Alexia N. Avdelas
Megan L. Bachtel
Trenton P. Boatner
Samantha M. Butler
Rachel N. Carpenter
Kennedy E. Cole
Sidney A. Coleman
Finn A. Deetscreek
Samantha D. Fazio
Emma B. Fischer
Rachel H. Fox
Sophia E. Fugate
Sophia E. Fugate
Katie Haynes
Kayleigh N. Heavilin

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Delanie M. Householder
Sasha R. Huston
Brianna R. Kean
Chris J. Koncsics
Madison A. Martin
Michael P. Miano
Helaina L. Novak
Diana C. Rice
Radie M. Schultz
Kathleen A. Stahl
Isabella G. Troutman
Cassidy A. Varagliotti
Miranda J. Vega
Joshua Weisgarber
Shane P. Williamson
Emily N. Zepp

Bachelor of Music

Alexandra Horwitz
Robert W. Kaser
Regan S. Pontius
Katelyn A. Thomas
Nathan M. Wise

Bachelor of Science

Rachel P. Abramson
Matthew Aguiar
Summer R. Arnold
Simon Bagatto
Sarah L. Bartlow
Brandon A. Basile
Debra Bateman
Cheyanne A. Bergant
Kyle E. Blacksmith
Derek M. Blanc
Vladan A. Bohatiuk
Phyllis M. Bowens
Joshua G. Brown
Hayley M. Bunner
Jeremy E. Busken
Allison N. Calderone
Sarah J. Carver
Charley Coe
Jeremy Comfort
Tabitha K. Cooper
Jordan M. Crowe
Lauren M. Cummons
Alexandra Cundiff

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Nickolas J. Curtis
Nathan J. Cuttica
Emily I. Dale
Theresa A. Damm
Allyson K. Darst
Garrett D. Devore
Brett W. Dietrich
Lily I. Dusseau
Roy O. Dye
Alexis L. Edmonds
Anika Elahi
Christopher C. Elliott Jr.
Helen S. Fegadu
Nicholas T. Foley
Paris A. Frank
Sophia A. Gaios
Karitza Garcia-Ojeda
Emily Garside
Joshua L. Gauss
Riley F. Gensel
Shamir Ghatani
Sarah M. Gluck
Caroline J. Guay
Skylar D. Haberman
T. D. Harris
Breana N. Haskin
Miciah J. Henderson
Anastasia M. Heppner
Tori E. Hertel
Courtney K. Hicks
Mckenzi Hines
David H. Hoffman
Sandor W. Jakab
Makayla S. Jennings
Michael B. Jones
Makayla L. Kaine
Paige E. Kalik
Wesley Kearns
Madia J. Keener
Shakad N. Khan
Alexis M. Kiefer
Alex J. Kimble
Jared M. Kittinger
Nicole C. Klenotic
Emily Kleparek
John T. Knudson
Jordan M. Kramer
Calista J. Krochmal
Karan Lamba
Charles J. Landis

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Louis Larney
Jaelynn Lawrence
Jessica V. Leyva
Kaitlyn J. Likes
Liam H. Linkowski
Isabella R. Manning
Tyler Marecek
Brent A. Margie
Wyatt N. Martin
Mark A. Mason
Sarah A. Mason
Nathanael Matthews
Emily E. Maury
Martha A. Mbeiza
Cecilia R. McCracken
Jacob A. Mcfeaters
Gaung S. Mehn
Maryann C. Meniru
Rachel E. Messer
Max C. Miller
Alexandria K. Milosevic
Madison N. Mizer
Nash E. Monroe
Lukas M. Mosora
Mya Musa
Shawn Naim
Jacob D. Newell
Emily E. Newenhisen
Nadine N. Ngimndo
Lacey A. Palik
David Palucki
Anna Marie J. Paris
Camille E. Patton
Anna M. Peck
Lauren N. Pelagalli
Alexis E. Pellegrene
Brianna J. Porfilio
Hanah K. Ramsey
Jarissa Razo Saldana
Elise M. Rezabeck
Ryan M. Romigh
Kayley N. Ross
Arnab Roy
Kaylee A. Sajovic
Miranda M. Sally
James Scaglione
Reid L. Schuchter
Timothy Scippio
Sophia M. Scott
Brendan J. Seitz

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Sebastian M. Serrano
Frank A. Shaffer
Matthew R. Sheets
Naudia Sheidai-Zaman
Gabrielle E. Shirkey
Elizabeth L. Sibbio
Chloe A. Sifferlin
Michael Skiffey
Erin Smith
Joel M. Somerville
Joseph W. Stockert
Claire E. Struhsaker
Abigail M. Sulek
Lindsey M. Szczesniak
Petros Tesfamariam Tekeste
Christina M. Tucker
Charlotte R. Turk
Bethany Vance
Jaden L. Waddell
Emily G. Warthman
Brooke A. Wilson
Megan J. Wilson
Nathan M. Wise
Logan Wolfe
Julia M. Xiong
Stephan M. Zeh

Bachelor of Science in Education

Mackenzie L. Arison
Andrew C. Arnold
Nathan E. Barto
Laura M. Becks
Hannah Blair
Rachel L. Bockelman
Shy Bodenstadt
Natalee Brodie
Griffin M. Brown
Analia C. Cartagena
Lauren M. Cooper
Melanie M. Creekmore
Justine Crumley
Lauryn M. Dies
Claire Dolan
Alexandria D. Eiben
Alyssa M. Flaisman
Allison Goetz
Stacey A. Gorges
Sarah L. Groggs
Joshua W. Guthrie

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Katherine Haver
Abigail L. Heller
Aaliyah A. Henderson
Jalyn Hoffner
Laura T. Hood
Kayla M. Huff
Kaiyla M. Hutchison
Janna M. Jackson
Erika I. Johnson
Vanessa L. Jones
Ashleigh E. Keller
Laura M. Kupper
Gabriella M. Lair
Abigail N. Maibach
Lauren E. May
Grace McMichael
Keaton Metzger
Mackenzie A. Mondy
Emily N. Morgan
Mallory L. Ong
Olivia P. Oravec
Alexis Ore
Emma J. Powers
Justin A. Prentiss
Jessica M. Raber
Mckenzie R. Redford
Jacob J. Richards
Alexander D. Rogers
Olivia N. Saunders
Hannah L. Searle
Baylee R. Sheridan
Jaret T. Skaggs
Samuel P. Smith
Ashley N. Spires
Lexie G. Stokes
Elsie M. Stoller
Shreejana Subba
Monae D. Tarver
Gabrielle Taylor
Julia J. Vazsonyi
Jordan T. Vinson
Gabrielle C. Vitrano
Julia E. Weeks
Brooke E. Wightman
Amanda L. Zerrer

College of Engineering and Polymer Science

**Bachelor of Science in Automated Manufacturing
Engineering Technology**

Brandon R. Chapman
Gabriel Crow
Antonio R. Gross
John Yanks

Bachelor of Science in Computer Information Systems

Isabella J. Adkins
Lawrence R. Anderson
Jessica L. Ash
Dalvir S. Bachra
William L. Beaupre
Eric J. Bliss
Peter M. Bourquin
Logan W. Bouscher
Jonathan B. Brne
Aidan C. Bundy
Eric Carlson
Tammy S. Chapman
Quentin Cheng
Alec Danielewicz
Ryan W. Delarosa
Joseph Ferenchak
Mark A. Fern
Matthew P. Fern
Mario Florian
Johan R. Franco
Ryan M. Frederick
Stephen M. Gentner
Dracor R. Grimwood
Matthew E. Henning
Jacob T. Hon
Bryan N. Hunnell
Cameron S. Jordan
Austin J. Kanable
Mark Kerschner
Ethan R. Knapik
Colby W. Lackie
Julian L. Lafine
Zachery J. Leonard
Richard Lin
Cody J. Loze
Jonathan M. McAllister
Joseph A. Milo
Jakob E. Newhouse
Dominic W. Niro
Nicholas W. Niro
Matthew R. Parsons
Slone W. Perkins
Noah T. Pickel
Aidan C. Rooks
Eric A. Sconyers
Caleb J. Singleton

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Tate A. Smith
Todd J. Starkey
Dylan J. Stone
Adedeji Tihamiyu
Trey C. Trucksis
Jonathan W. Varney
Brendan J. Ward
Kaitlyn N. Wiley
Brady M. Zink

**Bachelor of Science in Construction Engineering
Technology**

Tristen C. Anderson
Travis M. Cunningham
Ethan P. Daily
Halley M. DeOrio
Bradley R. Dieterich
Gabriel J. Ferris
Joshua T. George
Jackson N. Iamarino
Karie Ladd
Stefan Mirea
Breanna K. Murray
Jacob T. Shaffer
Dominic J. Slentz
Nicholas J. Toke
Chadwick P. Whims
William E. White

**Bachelor of Science in Electrical and Electronic
Engineering Technology**

Nicholas E. Ergezi
Austin Fales
Mark E. Glass
Samantha L. Jones
Simon J. Lumley
Matthew J. McFadden
Michael A. Michalec

Bachelor of Science in Mechanical Engineering Technology

Basel G. Alkhalidi
Jordan M. Almady
Tariq N. Alsubhi
Steven A. Ashcraft
Justin A. Bartlett
Blayne Bartter
Gregory T. Blair

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

James M. Bock
Dylan M. Caron
Alexander Cebriak
Jamie C. Clark
Darla M. Derthick
Maci M. Devenport
Deleno K. Domenico
Kaylee L. Dudek
Joshua C. Egolf
Jackson N. Foster
Stephanie J. Gerber
Luke A. Haid
Jake M. Hanich
Alfie Meynard A. Hinapis
Chris M. James
Daquan M. Jones
George Kacsanek
Cory M. Kather
Christian L. Kosmos
Carter Kuwatch
Alexander W. Lewins
Noah D. Marsh
Mathias P. Marxen
Keenan C. Matthews
Riley H. McElroy
Connor D. Mcmillan
Brandon L. Meier
Palmer M. Metcalf
Reid D. Miller
Hunter S. Mitton
Cullen E. Mumaw
Truman A. Ospelt
Mitchell A. Pflugh
Sang Shen
Marwan M. Sulayhim
Robert M. Truax
Christian Via
Trey R. Weber
Lonnie Wilson
Tyler J. Wortman

Bachelor of Science in Aerospace Systems Engineering

Isabella Allen
Kaitlyn M. Bebb
Matthew S. Beebe
Ariel N. Bryan
Joshua M. Crouse
Ryan K. Ferguson
Trevor H. McCaffrey

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Alexander P. Milligan
Andrew D. Milligan
Jakub Sychla
Nicholas C. Tolson
Kyle J. Vernyi

Bachelor of Science in Biomedical Engineering

Bayan Ahmad
Ian B. Banks
Gillian L. Barach
Lillian Beaty
Ella B. Brinkman
Alexander M. Carlile
Jackson D. Carrell
Erin B. Clark
Cameron M. Creamer
Grace A. Curtician
Michael A. Dickens
Olayinka J. Famodu
Enya M. Forgaci
Grace R. Garbonick
Stephanie A. Getz
Lauryn M. Grass
Vincent M. Grosso
Emma Hopkins
Lauren E. Ickes
Emily R. Jivan
Kaelin A. Kabetso
Marie A. Kosco
Morgan J. Lang
Seth W. Louttit
Sabrina M. Love
Tyler J. Madison
Mark A. Morkos
Noah J. Nerlich
Damaris G. Pasca
Elana M. Paxos
Andrew M. Pero
Isaac A. Pfeiffer
Cory D. Ramsey
Kaitlyn A. Schroyer
Ian E. Selzer
Christine J. Skakun
Cade P. Smarr
Rebekah K. Starkey
Amanda N. Strainer
Scott J. Swinehart
Carissa N. Thompson
Nina M. Treacher

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

John R. Whittlinger
Eden L. Wilkosz
Zachary R. Zeppuhar
Caitlin M. Zollinger

Bachelor of Science in Chemical Engineering

Rakan M. Alrashdan
Victoria Bell
Brian D. Berish
Allison Bouscher
Jared A. Bracken
Tyler P. Braho
Sydni R. Doyle
Justin M. Ebert
Clayton D. Egleston
George K. Elefteriou
Jaret R. Filler
Thomas R. Garrison
William Gross
Patrick B. Hanlon
Marlee E. Hanson
James Harmon
Isabel M. Heid-Perez
Drew W. Horton
Abigail J. Jones
Cameron Macesich
Thomas O. Marchini
Robert M. Marotta
Juliana G. McGaffic
Collin C. McInnes
Melissa A. Mitchell
Samuel Mysza
Sean D. Naas
Teodora N. Neamtu
Trent J. Nixon
Lauren O. Palinkas
Steven M. Raczka
Kayla M. Riebe
Sarah E. Robinson
Callie D. Ruppen
Sarah R. Skiver
Taylor C. Steinborn
Jenna P. Stephens
Jared T. Stevens
Megan N. Swope
Ryan M. Thompson
Collin M. Waldron
Jacob K. Wyant

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Bachelor of Science in Civil Engineering

Drew A. Beitzel
Kalie R. Bohrer
Maxwell Brown
Christiana J. Carlson
Cameron R. Carothers
Matthew D. Deeds
Logan A. Dinan
Justin T. Duluc
Rachel L. English
Ian J. Fuller
Andrew C. Funtash
Seth D. Gronow
Paul A. Gutridge
Julianne N. Herold
Megan G. Johnson
Brendon T. Jones
Chandler W. Kline
Kevin M. Kruichuk
Gina Kunkel
Spencer R. Lee
Lee M. Mcgrath
Shawn D. Monahan
Allison M. Monyak
Colin T. Moran
Jarrod A. Noirot
Drake C. Novak
Dominic C. Palko
Natalie M. Planey
Adam C. Pohrte
Briton Polen
Mariah A. Ricciardi
Kendra L. Sanner
Basel S. Shihab
Zachary R. Shutler
Ian R. Tanner
Connor M. Wood
Christian D. Yoder

Bachelor of Science in Computer Engineering

Nick T. Armstrong
Gregory D. Blondheim
Gregory J. Brown
Joshua M. Bunday
Zachariah M. Burkhardt
Temilolu C. Fayomi
Noah A. Folk
Joseph M. Garro

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Brett Jacobsen
Nathan J. Keenan
Jaxom T. Layman
James A. Medved
Kyrolos Melek
Vaughn A. Richards
Savannah M. Rimmele
Matthew R. Schmidt
Nathan E. Schroeder
Juan G. Soto
Clint M. Spillman
Matthew T. Toplack
Bradley S. Toth
Sylvester Wilson
Ian E. Zanath

Bachelor of Science in Computer Science

Jacob D. Blackson
Ashton Carruthers
Benjamin M. Cline
Brandon C. Cox
JorNyece R. Cox
Matthew C. Dudek
Jacob A. Goodin
Thadeus G. Hinkle
Rhea M. Huber
Angelo D. Indre
John J. Jeffery
Anthony F. Kovalik
Anthony R. Lupica
Seth Milojevic
Yujin Park
Benjamin D. Peacock
Ram Poudel
Gregory A. Robertson
Mitchell J. Ruple
Bradley R. Sandorf
Alexander M. Tuttle
Madisen L. Zakham

Bachelor of Science in Corrosion Engineering

Matthew C. Elsfelder
Carissa A. Eplin
Christina M. Grassi
Mason C. Hageman
Maria M. Petrecca
Bryan G. Sears
Nathan R. Strinka

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Noah M. Van Hyning
Peyton J. Villers

Bachelor of Science in Electrical Engineering

Andrew K. Adams
Mohammed A. Aldhamin
Marian C. Bonto
Madison Britton
Joel S. Christie-Millett
Colin T. Downey
Ethan G. Frese
Maria J. Hatzis
Ian G. Hilliker
Stefan Ilic
Ryan A. Kinyo
Kyle P. Law
Tanner C. Martin
Johnathan T. Mathews
Anthony U. Meniru
Gino V. Mucciarone
Parker A. Papp
Alexander V. Piccirillo
Jackson D. Piper
Fares Sabbagh
Liam M. Salvage
Joseph E. Stern
Matthew Szijarto
Tyler D. Wanke
Jacob B. Wise

Bachelor of Science in Mechanical Engineering

Yazen Amawi
Ethan C. Andrews
Megan L. Arsena
Danielle Bardwell-Patino
Nicholas W. Beaven
Noah Benak
Bryce A. Bickford
Lucas J. Biondich
Hunter A. Bonk
Nathan J. Bossler
Nathan T. Botosan
Melissa Cardew
Brandon R. Casto
Garrett A. Chinn
Anthony M. Cinalli
Spencer Compan
Paul M. Cornett

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Alex J. Cramer
Lukas J. Dickerson
Shawn M. Dinger
John Dipaolo
Victor A. Di Tommaso
Garrett Dostall
Nathan Doty
Caleb A. Edmondson
Isaac L. Edmondson
Jacob Ellis
Tyler J. Eroshevich
Joseph S. Esker
Syed Taha Fida
Spencer T. Frase
Britney Gadd
Matthew J. Gerhart
Emily M. Greene
Raymond L. Hilbert
Michael R. Holmes
Chidubem F. Igweagu
Dayra Indermuhle
Alexander J. Jenne
Gabrielle D. Johnson
Alexis N. Jordan
Nicholas J. Jordan
William F. Keenan
David A. Kendrick
Patrick J. Kennedy
John V. Krak
Chase E. Lane
Jonathan P. Larson
Andrew P. Leonard
Michael Liebhart
Joshua Lloyd
Dylan T. Luptak
Brayden Malloy
Eric Mathews
Claudia D. Miller
Samuel E. Moncman
Carter A. Moore
Nathan C. Murach
Daniel A. Murray
Clare E. Nicholas
William G. Norton
Jennifer H. Numagami
Ryan Ohlin
Ashton V. Orosa
Julia S. Patek
Dillon M. Petty
Daniel C. Pinney

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Vincent M. Pishnery
Michael R. Pugh
Graham P. Purnell
Michael A. Rodgers
Matthew H. Rozmajzl
Anthony R. Russo
Nadine J. Salem
Andrew C. Sharkey
Andrew Sobel
Jarrod P. Spiesman
Jack F. Strifler
Benjamin A. Swartz
Ryan E. Swejk
Iliana Synodinos
Ian D. Taylor
Nathan A. Thompson
Bryce L. Towne
Andrew C. Truax
Jared R. Vance
Duncan Welch
Brian M. Wyler
Ailun Yang
Colton J. Zanko

Bachelor of Science in Surveying and Mapping

John Alexander R. Castle
Timothy E. Eich
Nicholas J. Ewart
Dalton R. Lott
Levin Marling
Tyler S. McQueen
Frank W. Powers
Cameron C. Ryks
John D. Smith
Mitchell A. Wilburn

College of Business

Bachelor of Arts

Kile Byington
Sarina Franceschi
Sekou L. Kaba
Samuel J. Smith

Bachelor of Business Administration

Olivia C. Allio
Sarah Archual

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Emilian S. Ardeljan
Sophia R. Ashley
Carley J. Auten
Casey A. Bachowski
Leila B. Bailey
Ryan Beckman
Matthew D. Berczel
Ava M. Beskitt
Joshua S. Blankenship
George T. Bogner
Alexis Bragg
Isaac J. Bushen
Zachary A. Campbell
Justin R. Carson
Thomas R. Chhay
Nathan A. Coard
David J. Consiglio
Jonathan M. Consiglio
Anthony J. Corra
Noel Costa
Brianna M. Cox
Caitlin E. Croston
Amanda M. Cruse
Elizabeth S. Dempsey
Elizabeth S. Dempsey
Korey J. Dillon
Evan Doherty
Greyson A. Droste
Eden a. Dukamo
Keegan P. Emery
Alexandria A. Evans
Megan E. Fern
Michael A. Fetsko
Lauren A. Fletcher
Anthony M. Fraelich
Andrew Franz
Nathaniel J. Franz
James P. Garchar
Rachael R. Gilmore
Mikayla L. Gladieux
Leah Gluck
Antonio Gonzalez Luevano
Caitlyn M. Gow
Kyle G. Griebe
Rocco E. Grossi
Dominic A. Hahner
Mia Hamilton
Samuel J. Hanna
Kaito P. Hara
Avalonn T. Harper

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Alexandra S. Hay
Mica Heffner
Jacob T. Heflin
Makenna G. Heimlich
Jacob A. Hetzel
Kendall R. Hill
Tyler H. Hines
Nicholas S. Joyner
Matthew Kappler
Brooke Kelley
Logan A. Klicman
Dustin R. Knapp
Peter Kocsis
Ryan M. Kolesar
Ryan M. Kolesar
Katya Z. Kovalak
Milos Kulina
Aaron C. Lee
Andrew F. Leffler
Jeffrey P. Lewinski
Matthew S. Logan
Blake Lucius
Nyan M. Lwin
Caleb M. Mabins
Niyah M. Malone
Michael D. Mandato
Sophia M. Marcum
Sophia M. Marcum
Kenneth C. Marshall
Rachel D. Martindale
Jamie N. Matheson
Adam J. Matras
Nicole V. McFadden
Christian Mcphail
Lindsay M. Metzger
Lindsay M. Metzger
Julie M. Milstead
Ainiwaer Misirang
Desmond M. Mitchell
Brennan A. Moll
Blake M. Molnar
Dominic Mongiardo
Kathryn I. Montgomery
Owen P. Murphy
Irina A. Nagirnyak
Benjamin E. Nagy
Annamarie N. Nedeljkovic
Annamarie N. Nedeljkovic
Maxwell F. Nixon
Cameron J. Oakley

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Connor P. O'Brien
Jasmine R. O'Neal
Bryce A. Owen
Max J. Plentovich
Bhagat Pokhrel
Brayden Potter
Patrick R. Pyett
Peyton A. Rajchel
Michael J. Ramer
Sarah R. Rech
Meredith K. Red
James C. Reger
Matthew M. Riggs
Patrick M. Roberts
Alexandrea Roshon
Alexandrea Roshon
Alexis A. Rossilli
Cade J. Ruehrmund
Matthew S. Saliga
Tygue J. Saunders
Rachel M. Schiffli
Dylana J. Schneider
Tyler J. Schramm
Thomas E. Schrenk
Kailey Schwartz
Andrea Schwind
Prachi S. Shah
Leila J. Sims
Gurtej Singh
Alexander K. Smith
Randall J. Smith
Alexander J. Steinlechner
Evan A. Stewart
Alexys R. Stoltz
Samantha M. Strohfus
Stacey R. Stuhldreher
Olivia G. Tarr
Garrett M. Traver
Megan E. Tripp
Tyler Truong
Chris Valenzky
Cameron M. Vonseggern
Arjun Waling
Cade T. Walker
Joseph T. Walsh
Raymond Walter
Olivia R. Waugh
Michael C. Weaver
Connor C. Wendt
Lindsey N. White

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Gabrielle M. Williams
Melise L. Williams
Melise L. Williams
Tiyanna C. Woodruff
Abigail L. Workman
Xavier A. Zup

Bachelor of Science in Accounting

George T. Bogner
Luke V. Caruso
Jared V. Cossel
Lashanti Davis
Sydney M. England
Oluwafisayo O. Falokun
Cole A. Freidly
Alexis E. Fricker
Matthew D. Galek
Ryan J. Graber
Jacob p. Harr
Khafre S. Irby
Blake Kucinski
Jason Liu
Rachel L. Martinelli
Cameron R. Merle
Bradley Mullen
Micah D. Protich
Logan M. Reeves
Caleb D. Ressler
Andrew M. Riddle
Alyssa M. Riker
Jacob T. Smudz
Laura N. Tucker
Michael J. Weber
Melise L. Williams
Scott Workman
Matthew D. Young
Sydni E. Zufelt

College of Health and Human Sciences

Bachelor of Arts in Child and Family Development

Victoria A. Bell-Fortson
Autumn R. Bodenstadt
Meredith M. Galehouse
Jayla M. Gulley
Claudia B. Isakov
Nicole A. Kalbrunner

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

**Bachelor of Arts in Speech - Language Pathology and
Audiology**

Courtney A. Jackson
Johnetta Y. Jackson
Emily K. McNeeley
Anthony J. Raineri
Lohgan S. Worley

Bachelor of Science in Allied Healthcare Administration

Kendra A. Burkey
Nathaniel R. Miller
Angela Sheyfer
Christopher L. Sullen
Jordan E. Sumser
Lauren N. Trexler
Sanelisiwe B. Whalen
Alexis N. Woods
Reagan R. Zimmerman

**Bachelor of Science in Emergency Management and Homeland
Security**

Lydia J. Castner
Clayton E. Greenamyre
Samuel J. Hudik
Bradley E. Kobernik
Jace Lantz-Dennis
Eric A. Marn
Madeleine K. Reese
Matthew J. Schneider

Bachelor of Science in Food and Environmental Nutrition

Erin L. Byard
Alyssa N. Miller
Elizabeth I. Simkanin

Bachelor of Science in Respiratory Therapy

Nader A. Abdu
Obadah K. Alayyubi
Waad Alhashim
Roza Bahwaini
Keren Benitez
Olivia Beserman
Abigail R. Connolly
Ava K. Cutright
Joseph R. Hawkins

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Julia J. Horner
Gabriella Iosue
Corrina L. Koontz
Nadia T. Moore
Jenna M. Ridener
Kaitlynn S. Schultz
Michaela A. Shearer
Lucas A. Shreve
Nicholas S. Somodi

Bachelor of Arts

Lauren M. Bush
Kora A. Dutton
Olivia J. Elson
Olivia S. Foutty
Isabelle R. Francis
Anna G. Hamill
Julia K. Hofacker
Allison K. Luyster
Caroline R. Madaffer
Naomi A. Moore
Peri Noffert
Autumn Pelopida
Rachel A. Sabotin
Mary I. Sill
Katelyn M. Smith
Kendall E. Steer
Callie V. Terrell
Hannah M. Tripodi
Sydni R. Westendorf
Carson L. Wolfe

Bachelor of Arts/Social Work

Mya Atkins
Stephanie Backer
Paige L. Benham
Savanah Borcuch
Destani A. Boykin
Tiffany Braman
Victoria L. Burkhart
Dominique Cherry
Joshua Cooper
Kaleigh Crayden
Krista Flinner
Rachel N. Frye
Jennifer T. Gaid
Nicole Golubski
Trevor W. Helmick

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Kristina L. Hoskins
Jessica Jones
Kari B. Klusty
Marisa A. Madishetty
Tarrae' w. Maye
Sylvia McDonough
Katie M. McGuire
Olivia N. Montgomery
Georgia Owen
Tavia M. Pearson
Charles R. Perie
Alexis K. Redman
Makalyn R. Roush
Travis Saxton
Hannah G. Shaffer
Shawnie Shaffer
Kirsten V. Shearer
Brittnee Smith
Taylor Starcher
Brystal F. Steiner
Mary E. Torres
Jarrett S. Troyer
Lauren Wendt

Bachelor of Science

Regan R. Dethlefs
Michael M. Ochoa

Bachelor of Science in Dietetics

Isabel L. Ebel
Nathan R. Ehrmentrout
Iryna Koshylovsky
Carleigh A. Lape
Morgan C. Senyitko

Bachelor of Science in Education

Mayank Bhardwaj
Elijah R. Bonilla
Amya B. Clarke
Nicholas Cotter
Layne M. Ferrell
Xavior D. Gray
Zachary Huffman
Molly E. Neitzel
Wyatt A. Robinson
Marcelous K. Smith
Rohith S. Srinivasan

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Bryce Wilson

Bachelor of Science in Exercise Science

Princela Ackon
Nuh A. Andu
Michaela G. Barr
Andrew C. Biegner
Carter A. Burick
Breydan E. Cavey
Jacob D. Clark
Olivia A. Derodes
Laurel S. Devoe
Lauren N. Dickerson
Emma K. Downard
Rielyn M. Hamilton
Madelynn R. Hill
Jenna E. Holloway
Benjamin G. Hornak
Kaelyn E. Horner
Alexander X. Johnson
Lauren Kazar
Sydney S. Killinger
Zachary S. Kline
Noah M. Klubnik
Molly A. McChesney
Shem J. Miller
Sarah Pattison
Carly R. Poe
Natalie M. Pryatel
Jaden C. Spondike
Tiffany Stevens
William Z. Westfall
Sabrina M. Wilson
Mikayla J. Wood
Joshua M. Young

Bachelor of Science in Nursing

Hannah R. Anderson
Emily S. Anstead
Katherine S. Armstrong
Taeyana M. Ashley
Connor M. Baughman
Abby L. Baumgartner
Biante Beeman
Noah N. Berisford
Caitlyn A. Biats
Miriam Bishop
MaKayla R. Bolanz

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Alec J. Brodnan
Madison R. Byler
Delaney K. Carlson
Kaylee T. Casebolt
Allison M. Cesar
Taylor A. Champagne
Kathryn L. Christman
Grace M. Chupp
Bethany Clark
Madison A. Clemons
Taylor L. Combs
Cademon Cook
Grace E. Cool
Brianna A. D'Angelo
Jordyn A. Davidson
Jerry M. Dickson
Mandy L. Dinardo
Makaleigh L. Donges
Abigail C. Dryfuse
Lori M. Edward
Amanda Elliott
Alexis L. Emich
Remigny M. Ewing
Gabrielle M. Fawley
Chloe N. Feezel
Christine D. Feleppelle
Julia M. Finney
Amy Flinn
Timothy M. Fornadel
Christian M. Geary
Madelyn G. Gentner
Rachel A. Gess
Jason A. Grassie
Katherine J. Guist
Andrea Hellier
Lauren M. Hilty
Kennedy G. Humphrey
Kathryn E. Imhoff
Stephanie L. Impaglioza
Jacob Jedlicka
Erica L. Jensen
Marin E. Kahoun
Seraj A. Khan
Samjana Khanal
Alina F. Kindle
Mackenzie L. Kufner
Kaija J. Kunttu
Sarah LaTampa
Marie Leach
Abigail E. Lemieux

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Molly E. Lewis
Jessica M. Lowe
Meredith C. Lucas
Elizabeth R. Maloy
Debra Martin
Karli D. McGowan
Anna G. Moore
Sarah A. Moore
Rachael Muhlenkamp
Danny M. Nader
Megan M. Neff
Andrea Noel
Savannah M. Pate
Chelsea Peck
Kaitlin B. Penotte
Katelyn Petrovich
Brett M. Porter
Tonya I. Rick
Macy M. Ries
Mark Rinella
Olivia Sauer
Kayla K. Shepler
Sydney M. Shobel
Bezawit F. Sime
Elizabeth I. Simkanin
Alexis M. Slike
Vitaliy Smuk
Alexa L. Spencer
Lori M. Staken
Bethany R. Stefan
Heather A. Stertzbach
Shelise A. Stinson
Lea Teknipp
Aliyah Z. Torgler
Chau Tran
Bayli A. Trivette
Natalie E. Truelson
Rebecca M. Trzecki
Morghan R. Tucker
Alexis J. Tweedy
Olivia V. Valenti
Madison T. Wallace
Caroline Walsh
Margaret M. Walsh
Cameron E. Whalen
Dana White
Brittany D. Wick
Anna M. Wiehe
Lauren E. Wilkinson
Rachel J. Windemuth

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Allison L. Woodward
Audrey E. Wytrzyaszczewski
Dominique Zimon

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Associate Degree Candidates

Buchtel College of Arts and Sciences

Associate of Applied Science in Criminal Justice Studies

Brian J. Demeter
John A. Ruonavaara
Shylynn S. Slemmer

Associate of Arts

Carmen M. Addison
Taofeek A. Akinboyede
Brandon Allen
Rylan A. Angeloff
Halle A. Babcock
Maxwell E. Banes
Marleena S. Banks
Madison M. Barabasch
Lakeisha T. Barnhill
Odeliz Beltran
Alexis Bennett
Skyler I. Bishop
Lilliah G. Bitecofer
Trenton P. Boatner
Timothy Brown
Taylor Brown-Smith
Alex P. Carrillo
Dominic M. Cart
Analia C. Cartagena
Brayden L. Carter
Evan K. Castner
Karen Chen
Michelle E. Clites
Kaleigh Crayden
Alexis V. Crenshaw
Anaya R. Croston
Don-Niel C. Cundiff
Finn A. Deetscreek
Alaya Douangpanya
Amanda Embry
Eboni Ewart
Curtis Fann Jr.
Katrina A. Faverty
Amani J. Franklin
Reeya Gajmer
Kaylyn D. Gates
Corey J. Gibson
Davine Grant

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Lydia F. Graves
Purnima Gurung
Samara J. Hampton
Brittany A. Hancock
Cora Hargrove
Tina M. Harris
David Haydu
Samuel C. Hecky
Abigail L. Heller
Riley J. Holowell
Carter W. Hoskins
Bria J. Houseworth
Spencer J. Hudak
Trevor J. Ingham
Sienna C. Jackson
April Jenkins
Erin Johnson
Alexis E. Jones
Mya N. Knight
Nicholas J. Kohut
Rosaline B. Ledbetter
Andrew J. Lesneski
Amariana Lewis
Ethan Lipply
Natalie Lloyd
Pa S. Lor
Jada M. Martin
Madison A. Martin
Harmony Mastran
Sa'Kiyha Matthews
Raena N. McCraney
Grace A. McNeeley
Ziggy McPeters
Maria B. Melendez
Chase Merring
Marlisa Miller
Shem J. Miller
Katelyn Milligan
Matthew R. Mitchell
Trinity Mitchell
Olivia N. Montgomery
Devlyn K. Muth
Abdallah Ndume
Vallery N. Neff
Paul Non
Josefina Olazcon Mendoza
Alijah D. Orr
Krishala Osti
Julija Pajic
Melissa A. Peeples

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Abigail F. Pietrocini
Nickolas K. Porter
Seniah D. Porter
Jessica M. Raber
Jody Rearick
Mckenzie K. Richards
Ryan Ritchey
Syncere D. Rogers
Isabella V. Salzgeber
Daisy Sam
Lynette M. Scrutchings
Kirsten V. Shearer
Baylee R. Sheridan
Venessa Shetler
Jacob Simon
Mya Smith
Nicholas A. Smith
Ramonchan Soen
Rachel A. Sparks
Asia M. Stallworth
Andrew J. Stefan
Leana R. Stillings
Alina Subba
Pragyan Tamang
Pramash Tamang
Laila Thompson
Cameron Threatt
Matthew T. Toplack
Callie R. Wade
Lillian O. Wasch
Jaelynn Wattley
Joshua Weisgarber
Samone White
Kiara S. Williamson
Rayven J. Wyatt

Associate of Science

Michael S. Bodjanac
Kathryn L. Christman
Grace M. Chupp
Cademon Cook
Grace E. Cool
Alora E. Crayden
Yadhav Dangal
Megan E. Fern
Tabitha E. Fleet
Keagan D. Frankenhauser
Thomas R. Garrison
Madelyn G. Gentner

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring**

Dimitri G. Granitsas
Brendon T. Jones
Sidney L. Jones
Emma Kimble
Mackenzie L. Kufner
Trent M. Kuzma
Brendan M. Lanz
Molly E. Lewis
Steven Mardavich
Lauren E. May
Owen McConnell
Jacob C. Messner
Isabel K. Michener
Mara Milliken
Bradley Mullen
Brayden Potter
Caleb D. Ressler
Kayla K. Shepler
Nicholas A. Smith
Madisyn A. Sommer
Claire M. Spurio
Taylor C. Steinborn
Lauren E. Stoller
Nikash Sunchuri
Matthew T. Toplack
Garrett M. Traver
Bayli A. Trivette
Andrew C. Truax
Elle M. Vence
Nellian Vue
Margaret M. Walsh
Amanda L. Zerrer

Associate of Technical Studies

Ben Grossholz
Abigail A. Kaufman
Sandra L. Thomas
Ally L. Wrench

College of Engineering and Polymer Science

Associate of Applied Business in Computer Information Systems

Anthony Clay
Natalie Fiedler
Mario Florian
Drina M. Hobson
Austin J. Kanable

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Anton S. McClure
Eric A. Sconyers
Adedeji Tihamiyu
Daniel Willis

**Associate of Applied Science in Construction Engineering
Technology**

Travis M. Cunningham
Gabriel J. Ferris
Joshua T. George
Karie Ladd
Stefan Mirea
Breanna K. Murray
Tyler J. Sampsel
Sang Shen
Dominic J. Slentz
Avery D. Stoller
Nicholas J. Toke

**Associate of Applied Science in Corrosion Engineering
Technology**

Daniel D. Gabel
Jenna A. Minor

**Associate of Applied Science in Electrical and
Electronic Engineering Technology**

Mark E. Glass
Samantha L. Jones
Simon J. Lumley
Connor M. McCready
Matthew J. McFadden
Michael A. Michalec
Jashua K. Phagoo
Benjamin D. Uhl

Associate of Applied Science in Land Surveying

Grant R. Baker
Kai H. Kallio
Dalton R. Lott
Kimberly Morgan
Nicholas J. Oyster
Frank W. Powers
John D. Smith
Kobe J. Thigpen

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2023 Spring

Associate of Applied Science in Advanced Manufacturing
Engineering Technology

Antonio R. Gross

Associate of Applied Science in Mechanical Engineering
Technology

Basel G. Alkhalidi
Steven A. Ashcraft
Aliyah Badgette
Owen P. Baker
Frederick Hertler
Daquan M. Jones
Matthew A. Koss
Colin Leporis
Friedrich R. Morgenstern
Savannah M. Nyland
Truman A. Ospelt
Evan T. Roberts
Anthony C. Robinson
Connor M. Rushen
Hogan J. Sarver
Nicholas A. Smith
Nicholas W. Smith
Lauren C. Thompson
Dekin R. Vanderpool
Christian Via

College of Health and Human Sciences

Associate of Applied Science in Emergency Medical
Services Technology

Kiah M. Macy
Cade B. McDougal

Associate of Applied Science in Fire Protection
Technology

Mitchell R. Graf
Clayton E. Greenamyre

2,006 Total Degrees

THE UNIVERSITY OF AKRON

RESOLUTION 12- -22

Prospective Degree Candidates for Spring 2023

BE IT RESOLVED, As recommended by the Academic Issues & Student Success Committee on April 19, 2023, that The University of Akron Prospective Degree Candidates for Spring 2023, contingent upon candidates' fulfillment of requirements, be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

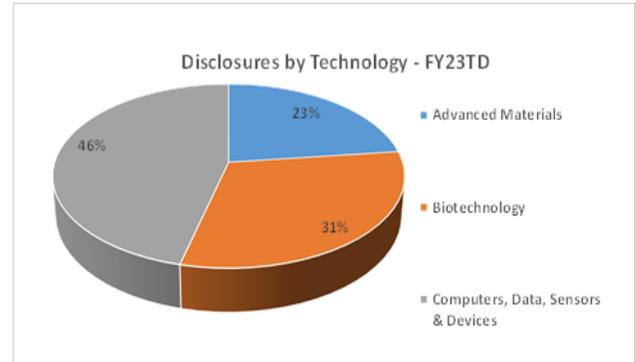
TAB 3

RESEARCH REPORT

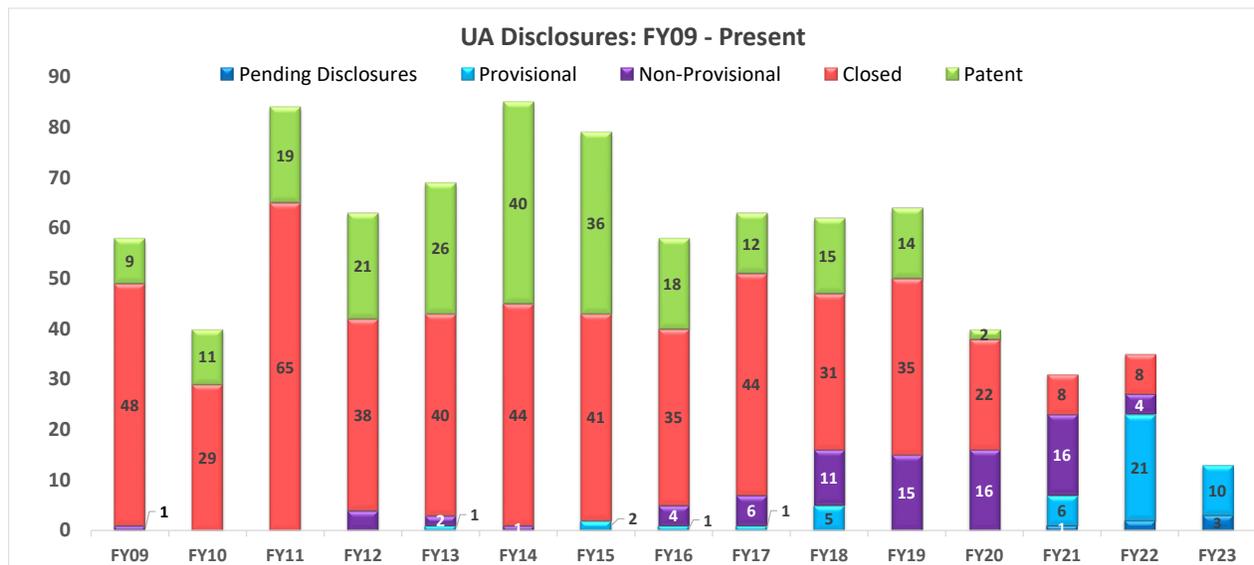
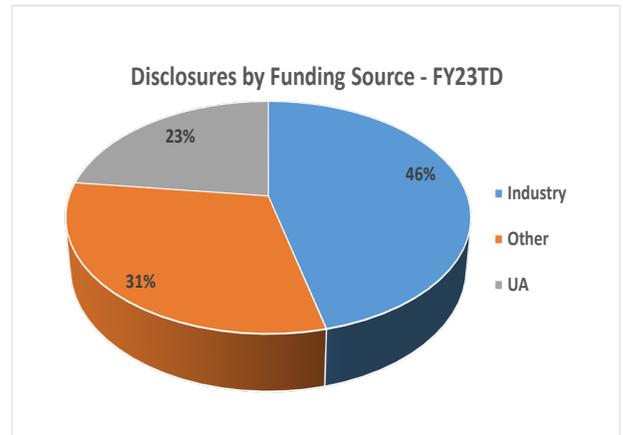
BOT Research Report: July 1-February 28, 2023

Technology Transfer: Invention Disclosures and Patent Activity FY09 to present

Disclosures submitted in FY23 to date continue in a variety of fields, with 46% being in computers, data, sensors and devices. All are being assessed regarding the technology and potential market. A provisional patent application protects an invention for one year. During this time a technology and market assessment is conducted to determine if a non-provisional patent should be filed. Once filed, it takes several years for the claims to be evaluated, revisions to be filed and a patent to issue.



The funding source of research leading to inventions can affect the ability to commercialize the technology. Industry research agreements usually provide options for exclusive or non-exclusive licenses, with negotiated fees. Agreements often include provision for patent costs to be paid by the research sponsor. Government funding gives the university the right to patent and license, while including government use provisions. Other funding sources typically leave patent rights under university control and responsibility. Regardless of research funding, by Ohio statute any intellectual property created by State employees or by anyone using state funding or facilities is owned by UA.



**U.S. Patents Issued from July 1, 2022 to December 31, 2022
(Sorted by Date of Issuance)**

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
11,396,604	7/26/2022	Self-Repairing Polymeric Coatings	Hazel Barton, Kathleen Gisser, and Tony Rook	BCAS	Biotechnology	Industry
11,414,645	8/16/2022	Thermoresponsive Cell Culture Supports	Bi-min Zhang Newby and Abdullah Alghuaim	CEPS	Chemical Technology	Govt
11,414,726	8/16/2022	Inhibitor-Containing Metal Particles by Mechanical Alloying	Rajeev Gupta, Farhan Mirza, Javier Esquivel, and Mohammed Umar Farooq Khan	CEPS	Advanced Materials	UA
11,421,258	8/23/2022	Production of Fermentation Products Containing Rhamnolipids	Lu-Kwang Ju and Krutika Invally	CEPS	Biotechnology	Govt
11,434,353	9/6/2022	Method and Product of Modifying Vulcanized Rubber	Georg Bohm, Xeusong Yan, Yu Sun and Li Jia	CEPS	Polymer Processing	Industry
11,492,317	11/8/2022	Synthesis of Bio-Based Polyols From Epoxidized Cardanol Triglyceride Using Thiol-Containing Reagents	Qixin Zhou and Haoran Wang	CEPS	Polymer Science	UA
11,499,008	11/15/2022	Functionalized Poly(Propylene Fumarate) Polymers Made by Ring Opening Polymerization Using Magnesium Catalysts	Matthew Becker, James Wilson, and Yuscheng Chen	CEPS	Medical	Industry
11,515,750	11/29/2022	Permanent Magnet Machine Stator	Kenneth Weber, Delynn Streng, Iftekhar Hasan, Yilmaz Sozer, Alejandro J. Pina Ortega, Jeffrey T. Klass, and Mohammad R. Islam	CEPS	Computers, Data, Sensors & Devices	Industry

Technology Transfer and UA Research Foundation Updates

Global company options UA biofermentation technology

Stepan Company has entered an option agreement that gives it the right to license UA biofermentation technology. The technology, which was developed in the lab of Professor of Chemical Engineering Lu-Kwang Ju, could lead to new and greener methods of producing chemicals. Stepan is a global specialty and intermediate chemical manufacturer that aims to provide innovative chemical solutions for a cleaner, healthier, more energy efficient world. Stepan is a \$2 billion revenue company.

Spark Fund announces \$100,000 in awards to four UA innovation teams

The Spark Fund, an initiative of The University of Akron Research Foundation (UARF), has announced four awards of \$25,000 each to support prototyping and testing for UA innovation teams. Spark Fund aims to help UA faculty generate the proof needed for their technology to be licensed to a scalable startup company.

The funded projects are:

- “Auxilium” chronic wound treatment + monitoring device
- “Hypogenica” CO₂ negative calcium carbonate paint additive production
- “OPI Wipe” fentanyl detecting wet wipe
- “PIU” synthetic heart valve material

“The Spark Fund takes research to the next level. It moves promising innovations one step closer to solving real-world problems and filling documented needs,” UA Vice President for Research and Business Engagement Suzanne Bausch said. “These projects represent a small sample of the amazing innovations UA faculty and students are working on in our labs.”



Spark Fund awarded projects: (Top, left) Auxilium chronic wound treatment device; (top, right) PIU polymer for artificial heart valves; (Bottom, left) OPI-Wipe opioid detecting wipe; (Bottom, right) Hypogenica CO₂ negative paint additive.

To qualify for Spark Fund, applicants needed to have a patent application or provisional patent application filed through UA's Office of Technology Transfer, show proof of concept work that indicates the technology is likely to work, and demonstrate an understanding of the potential market for the technology based on conversations with real customers completed through an I-Corps program. Spark Fund is supported by the State of Ohio, Ohio Department of Development and Ohio Third Frontier.

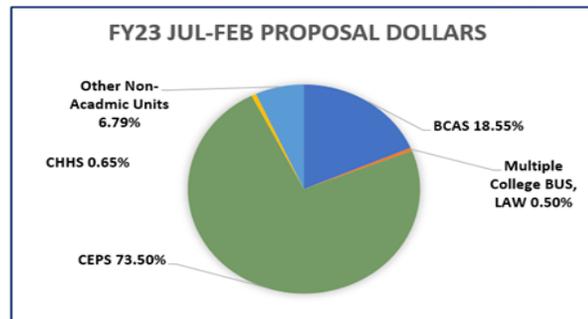
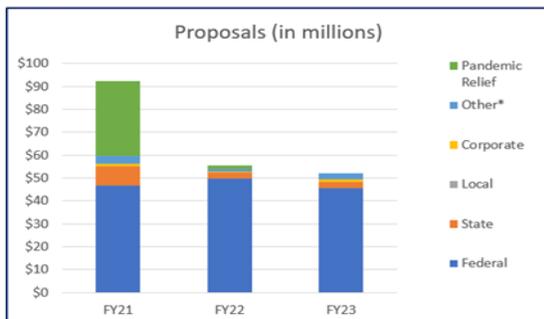
Research Activity: by Source and by College

PROPOSALS (New and Continuing)

FY21				
(Jul-Feb)	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	118	46,770,739	12,119,749	2,240,786
State	13	8,324,646	1,531,402	94,222
Local	4	74,492	3,286	-
Corporate	27	1,222,800	248,709	-
Other*	30	3,181,519	517,783	1,495,156
Total	192	59,574,196	14,420,929	3,830,164
Pandemic Relief	6	32,691,927	-	-
Adjusted Total	198	92,266,123	14,420,929	3,830,164

FY22				
(Jul-Feb)	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	125	49,835,133	10,422,175	409,947
State	14	2,669,794	206,014	16,494
Local	4	70,751	3,210	-
Corporate	16	363,312	93,796	-
Other*	22	1,008,124	71,297	2,379
Total	181	53,947,114	10,796,492	428,820
Pandemic Relief	4	1,603,587	-	-
Adjusted Total	185	55,550,702	10,796,492	428,820

FY23				
(Jul-Feb)	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	88	45,576,469	12,325,665	330,822
State	14	2,530,604	29,067	1,307,143
Local	5	288,513	52,106	-
Corporate	26	953,023	247,540	-
Other*	37	2,573,753	308,712	661,757
Total	170	51,922,362	12,963,090	2,299,722



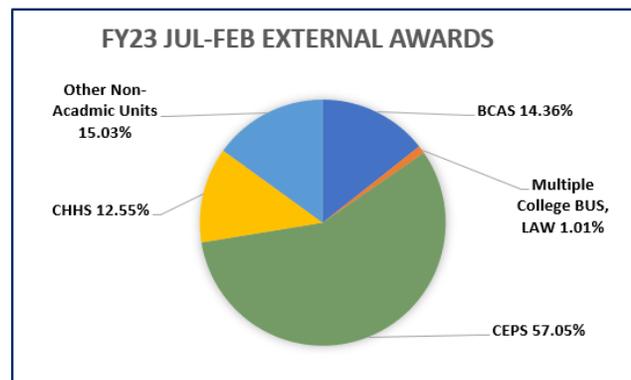
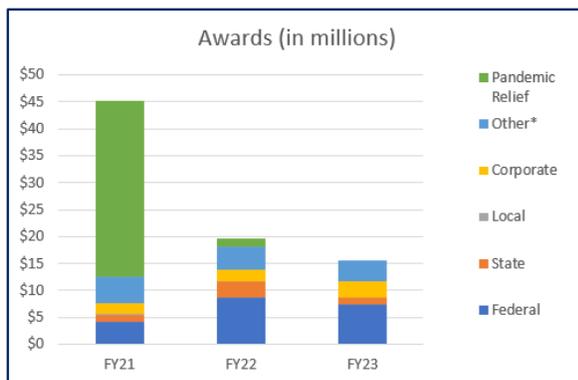
*Other sponsor types are foundations, nonprofits, individuals, non-U.S. gov'ts and other universities. This report may co-report with UA's Development Office.

AWARDS

FY21 (Jul-Feb)	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	27	4,271,152	800,230	218,456
State	7	1,307,944	112,418	240,990
Local	4	70,926	6,013	-
Corporate	37	1,925,413	396,631	-
Other*	45	4,981,304	938,354	117,713
Total	120	12,556,739	2,253,646	577,159
Pandemic Relief	6	32,691,927	-	-
Adjusted Total	126	45,248,666	2,253,646	577,159

FY22 (Jul-Feb)	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	40	8,755,156	1,571,317	471,246
State	10	2,870,412	102,551	2,046,300
Local	7	145,718	5,937	28,510
Corporate	35	1,995,271	493,023	-
Other*	50	4,383,649	671,899	390,982
Total	142	18,150,205	2,844,728	2,937,038
Pandemic Relief	2	1,598,587	-	-
Adjusted Total	144	19,748,793	2,844,728	2,937,038

FY23 (Jul-Feb)	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	43	7,347,372	1,378,252	377,688
State	10	1,281,273	170,383	107,155
Local	5	138,505	17,300	-
Corporate	37	3,007,425	738,504	-
Other*	44	3,718,259	648,104	179,513
Total	139	15,492,835	2,952,544	664,356



*Other sponsor types are foundations, nonprofits, individuals, non-U.S. gov'ts and other universities. This report does not include testing agreements. This report may co-report with UA's Development Office.

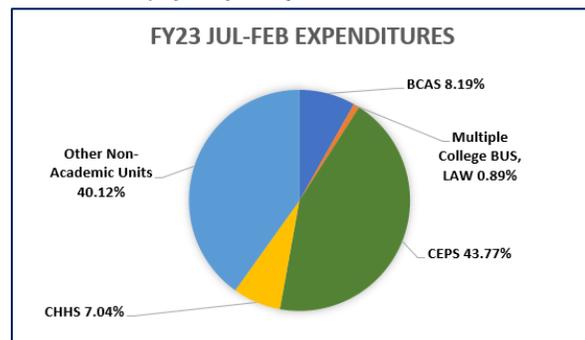
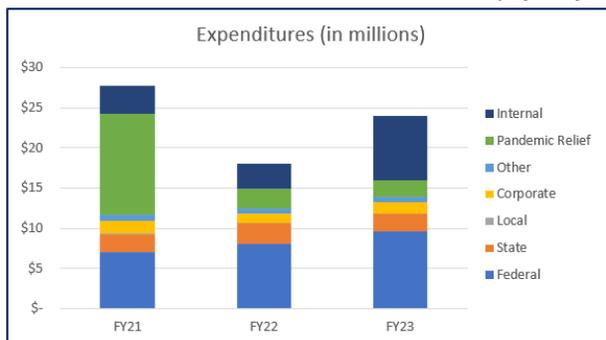
RESEARCH EXPENDITURES

FY21 (Jul-Feb)	Total \$	Actual IDC \$	Actual Cost Share \$
External	11,752,786	2,143,204	
Federal	7,077,499	1,691,878	
State	2,151,061	28,449	
Local	137,762	5,769	
Corporate	1,550,044	377,050	
Other*	836,420	40,059	
Internal	3,596,425		215,394
Sub Total	15,349,210	2,143,204	215,394
Pandemic Relief	12,441,858		
Adjusted Total	27,791,068	2,143,204	215,394

FY22 (Jul-Feb)	Total \$	Actual IDC \$	Actual Cost Share \$
External	12,491,197	2,209,516	
Federal	8,018,894	1,774,413	
State	2,578,765	108,994	
Local	68,124	5,957	
Corporate	1,108,589	283,551	
Other*	716,826	36,601	
Internal	3,046,174		583,998
Sub Total	15,537,371	2,209,516	583,998
Pandemic Relief	2,435,392		
Adjusted Total	17,972,763	2,209,516	583,998

FY23 (Jul-Feb)	Total \$	Actual IDC \$	Actual Cost Share \$
External	13,923,943	2,542,656	
Federal	9,592,251	2,048,338	
State	2,174,229	163,863	
Local	55,540	2,416	
Corporate	1,373,009	302,244	
Other*	728,913	25,796	
Internal	8,052,050		5,529,641
Sub Total	21,975,993	2,542,656	5,529,641
Pandemic Relief	2,047,451		
Adjusted Total	24,023,444	2,542,656	5,529,641

**Includes Choose Ohio First Cost Share \$2,484,879 for FY21 and \$1,943,235 for FY22



**FY23 Internal includes \$4,428,114 Cost Share recognized in FY23 for Prior Years

*Other sponsor types are foundations, nonprofits, individuals, non-U.S. gov'ts and other universities. This report does not include testing agreements. This report may co-report with UA's Development Office.

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 4

STUDENT SUCCESS REPORT

REPORT TO THE ACADEMIC ISSUES AND STUDENT SUCCESS COMMITTEE APRIL 2023

AKRON ESPORTS RANKED AMONG BEST COLLEGIATE PROGRAMS IN THE US

The University of Akron has the second best [Esports program](#) in the country, according to [recent rankings](#) by DailyGame, an international online magazine covering video game sports and news. Esports are multiplayer video games played competitively or recreationally, according to the university. UA ranked well because of its access to early classes, a practice arena, tutoring, assignment assistance, group study, a \$1,000 Esports scholarship and competitions, according to the rankings.



At the varsity level, UA competes against other U.S. colleges in games such as: “League of Legends,” “Rocket League,” “Counter-Strike: Global Offensive,” “Overwatch,” “Hearthstone,” “Rainbow Six Siege,” “Fortnite” and “Valorant.” UA teams have won more than 20 national championships over the past five years, according to the university. UA also offers Esports clubs and events for recreational participants.

“Our program has greater breadth and depth than many other collegiate programs,” UA Esports Director Nate Meeker said in a news release. “Universities around the area and across the country offer varsity spots for students to compete, but that doesn’t speak to the greater student body experience. At Akron, any student, regardless of their interests or ability to play these games, has the opportunity to participate and that really sets us apart.”

Approximately 10 percent of the university’s student population is part of the program on the varsity, club or recreational level, Meeker said. UA has three gaming facilities – each with 24 personal computer stations and several console stations. One of the facilities, the showcasing venue, allows spectators to watch varsity competitions, according to the university.

“We have a lot of STEM, engineering and business students,” he said in the release. “The one thing that makes it unique from other UA programs that work with student retention and success is that it primarily engages students who don’t have another program that they call home on campus.”

The university also offers an [Esports Business Certificate](#). This 12-credit certificate is designed for individuals who want to work in the Esports industry and offers hands-on experience.

CAREER SERVICES INTERNSHIP AND CAREER FAIR



In February, over 500 hundred students and alumni were able to engage and network with 122 private, governmental, and nonprofit employers during the UA Internship and Career Fair. Participating employers included Akron Children’s Hospital, Aldi Inc., Charles Schwab & Company, Fastenal, FirstEnergy Corp., Greater Cleveland Sports Commission, Jarrett, National Interstate Insurance, Ohio Department of Health, PepsiCo, Progressive, Sherwin-Williams, Summa Health, and Westfield.



BEST PRACTICES FOR EDUCATION MAJORS



Career Services & Student Employment and the College of Education held The Best Practices for Education Majors event February 22. Educators from local K-12 school systems participated in an employer panel for spring 2023 student teachers from the School of Education. Students also had the opportunity to have a mock interview with one of the educators who joined us for this event.

PART-TIME JOB FAIRS MULTIPLY OPPORTUNITIES

More than 60 employers sought student employees for various part-time, seasonal, and non-degreed positions, including Akron Area YMCA, Akron Police Department, Cedar Point, City of Akron, FedEx, Hattie Larlham, Spectrum, and Vector Marketing during a series of Part-Time Job Fairs sponsored by Career Services & Student Employment February 28, March 1, and March 2.



LAUNCH TO GRADUATION



Career Services & Student Employment collaborated with academic colleges to host 5 Launch to Graduation events. Students scheduled to graduate in 2023 were invited to meet with Career Services, Academic Advising, Office of the Registrar, Student Accounts, the Alumni Association, and UA's Graduate School to ensure they are ready for their upcoming graduation. Guests from The College of Arts and Sciences, College of Health and Human Sciences, College of Business, College of Engineering and Polymer Science, and UA's Graduate School were in attendance.

FIRST-YEAR REGISTRATION UNDERWAY WITH JUNE ORIENTATION START



New Roo Advising & Class Registration days kicked off fall 2023 enrollment for new first-year students over spring recess (March 20-24). Throughout the week, 358 new students met with advisors and scheduled their fall classes.

New Roo Orientation Days will begin June 7 and continue through the summer. Students and families will have the opportunity to get more familiar with campus life, resources, meet their orientation leader and other new Zips during the orientation. For families attending, there will be a family focus track supporting and welcoming families to the UA community. Students may opt into a virtual orientation experience if they are unable to make the trip to campus.



NEW STUDENT PROFILE SPEEDS EARLY CONNECTION TO UA RESOURCES

As an enhancement to the confirmation email, the new student profile allows students to be connected earlier to campus resources and communities ahead of their New Roo Orientation and the first day of classes. These early connections include Learning Communities, First-Year Forefront, Office of Accessibility, Military Services, Student Employment, and the Future Zips Financial Workshops.

272 students have completed their profile as of March 28:

Learning Communities	232 (Yes or Maybe)
First-Year Forefront Mentors	181 (Yes or Maybe)
Office of Accessibility	35
Military Services	8
Student Employment	89
Future Zips Financial Workshop	42

In response to the profile's early success, an email campaign has been developed in partnership with University Communications and Marketing (UCM) and the Office of Admissions to encourage students to complete their profile and make valuable connections ahead of their arrival to campus.

STUDENT RECREATION AND WELLNESS SERVICES WELCOMES BRISK ACTIVITY

Engagement numbers have been strong throughout spring 2023, with facility usage more than 20% higher than spring 2022. January through mid-March check-in numbers for students, faculty, staff, and membership exceeded 62,000 desk swipe-ins.



Club Sports and intramural activity are

booming, and teams have been practicing throughout the semester in preparation for local, regional, and national competitions.

- Men's Club Lacrosse hosted a tri-match at InfoCision Stadium February 25 with Bowling Green and Kent State.
- Akron Dodgeball Club held a March 4 Dodgeball Tournament at the SRWC with teams from 10 institutions. The UA team currently is 4th in the National Collegiate Dodgeball Association Hybrid Rankings.
- Intramural sports introduced a "Learner League Sports Series" for Floor Hockey, Pickleball, and [Tegball](#) during Spring semester. These activities are designed to be educational, inclusive, and non-competitive for all skill levels. Students may drop into these sessions, learn a new skill and compete against others without having the full-time commitment of a league. Turnout for these events has been terrific, with well over 100 students participating.

SRWS IS WORKOUT SITE FOR ROWING TEAM

SRWS has become a workout site for the Dragon Dream Team, a group of individuals who participate in Dragon Boat rowing and are all cancer survivors. The team was looking for a place to work out during the winter off-season and loved the amenities offered in our spaces. Additionally, Fitness Manager Frank Abbey will be providing the group with weekly dedicated group exercise classes. We are excited to have this highly motivated group in the facility!

SWRS AQUATICS

The SWRS Aquatics program remains a first choice for organizations across the region. A robust schedule has been developed for swim team practices, swim meet rentals, diving team practices, scuba diving classes, and even the Akron Fire Department swift water response rescue team, who trains in the Ocasek Natatorium (ONAT). Swim season kicked off after Labor Day and continues through the year, with teams including UA

Swimming & Diving, Cuyahoga Valley Christian Academy (CVCA) High School, Archbishop Hoban High School, Walsh Jesuit High School, Tallmadge High School, Hudson High School, Cuyahoga Falls YMCA, Summit Special Olympics, American Flyers Diving Team, Deep Six Scuba, and others, all hosting practices.

Many of these teams host swimming and diving competitive events in the ONAT facility, as well. As the only 50-Meter pool in Summit County, the ONAT is a popular destination locally, regionally, and nationally for hosting exciting swimming and diving events. The



ONAT hosted NCAA events for UA Swimming and Diving Team, Dual Meet and Invitational Events for local High School Teams, USA Swimming Events for youth organizations, and YMCA Swimming Events for teams throughout Summit, Portage, Cuyahoga, and Stark Counties. As events continue into spring semester, there will

be additional Ohio High School Athletic Association (OHSAA), NCAA, USA Swimming, and YMCA events. In total, the ONAT facility will host more than 60 dates of competition during swimming and diving season.



SENIOR WEEK IS ON THE WAY

Campus Programs is gearing up to celebrate the Class of 2023 with a variety of campus partners. Seniors will have the opportunity to participate in a variety of events the week of April 24-28. Class of 2023 pins will be available at the bookstore. Highlights of the week will include the following:

- Senior Week kickoff with Campus Programs and Undergraduate Student Government
- VIP Tour led by Willy Kollman
- Forever a Zip Happy Hour sponsored by Campus Programs and the Alumni Association
- Financial workshops
- Dodgeball tournament
- Cap decorating
- Zippy scavenger hunt

SPRINGFEST TOPS OFF EXCITING ACADEMIC YEAR

SpringFest is coming April 28! Zips Nation will enjoy games, activities, food trucks and more. The SpringFest student advisory committee, comprised of student leaders from Undergraduate Student Government, Graduate Student Government, Zips Programming Network, and Residence Hall Programming Board, have provided leadership in designing this year's event, including the SpringFest t-shirt contest. UA students had the opportunity to submit a t-shirt design to be voted on by the student body. The winner of the contest will have their design on this year's SpringFest t-shirt and receive an \$850 prize package.

GREEK LEADERSHIP AWARDS



Recipients of the Thomas J. Vukovich Award pose with Dr. John Messina after the Greek Leadership Awards. Pictured left to right, Tyra Pegram, Jack Boettler, Francesca Ciccarelli, Alex Cundiff, Melissa Mitchell, Dr. John Messina, Elena Vukovic, Camryn Moore, Jena Mies, Shakyra Bentley, and Kostandinos Dimos



Pictured Above: Claire Struhsaker, Greek Woman of the Year, and Matt Toplack, Greek Man of the Year

Fraternity and Sorority Life celebrated the 47th annual Greek Leadership Awards on February 23. This was the first year that all chapters participated in the new Standards of Excellence program, submitting written applications in the areas of academic achievement; campus and community involvement; chapter operations; civic responsibility; diversity, equity, and inclusion; facility management; health and safety; member development; recruitment/intake and retention. Additionally, eight chapters delivered a presentation before a panel of judges for the Chapter of the Year Award. The Dean’s Cup Award, Interfraternity Council (IFC) Chapter of the Year, went to the men of Lambda Chi Alpha. The Praestantia Award, Panhellenic Council (PHC) Chapter of the Year, went to the women of Alpha Delta Pi. Jena Mies of Alpha Gamma Delta was selected as Panhellenic Council Chapter President of the Year, Hayden Reaman of Phi Kappa Tau for IFC Chapter President of the Year, and Jasmine O’Neal of Zeta Phi Beta Sorority, Inc. for National Pan-Hellenic Council (NPHC) Chapter President of the Year. Ten juniors and seniors, representing seven chapters, were awarded the Thomas J. Vukovich Award for Outstanding Leadership for their achievements and contributions to the community (pictured on page 4). Melissa Mitchell of Delta Gamma, Taha Fida of Phi Gamma Delta, and Jacob Parkomaki of Phi Gamma Delta, received the Innovation in Leadership Award for creativity and adaptability. Matt Toplack of Kappa Sigma was recognized as Greek Man of the Year and Claire Struhsaker of Alpha Delta Pi was recognized as Greek Woman of the Year.

FRATERNITY AND SORORITY LIFE HONORED BY NATIONAL ORGANIZATIONS

The University of Akron’s fraternity and sorority community was recognized in January 2023 by the Association of Fraternal Leadership & Values (AFLV) Central Conference during their conference in Indianapolis, Indiana. The University of Akron also was recognized on the GPA Honor Roll by Gamma Sigma Alpha, one of three Greek honor societies, for both fall 2021 and spring 2022.

SONGFEST

The Office of Fraternity and Sorority Life hosted Songfest April 16. Twelve chapters, making up seven individual or group acts, performed their song and dance routines based on the theme “Broadway Shows.” The community was thrilled to return to the EJ Thomas stage for the first time since the pandemic.

IFC AND PHC HOLD NEW MEMBER CONVOCATION

In collaboration with Interfraternity Council and Panhellenic Council, the Office of Fraternity and Sorority Life hosted New Member Convocation March 13 for 46 new members in the community this spring. New Member Convocation serves as an opportunity for new members to meet their peers in other chapters, learn about the governing councils, and discuss their personal, chapter, and community values. The office also facilitated a presentation on alcohol, title IX, hazing, and mental health resources.

SERVEAKRON HAS YEAR-ROUND FOCUS



Pictured Above: UA student Morgan Lockett (left) at South Street Ministries Backpack giveaway on January 16th before guests arrive

serveAkron had a productive semester connecting with new community partners and building new partnerships, primarily in the areas of youth and children in the City of Akron. The Martin Luther King Day of Service was coordinated with South Street Ministries in support of their Winter Bash. On January 16th, students partnered with South Street staff to hand out 35-40 backpacks and school supplies for families needing supply restock in the new semester. Coats and winter accessories were also part of the giveaway. serveAkron also began partnering with Student With a Goal (SWAG), an after school program located at Summit Lake Community Center, to host a monthly Kick Back program on campus. SWAG serves 6th-12th grade

students throughout all Akron Public Schools and has potential to serve up to 70 students. The first Kick Back had 38 students in attendance, as well as 10 UA volunteers, who enjoyed an afternoon of bowling, billiards, video games, and pizza. Kick Backs are held the last Thursday of every month until May.

serveAkron traveled to Washington, DC, with six students and two staff during Alternative Spring Break. Attendees served at the Ronald McDonald House, Habitat for Humanity, and Little Lights DC after school program. While in DC, UA students were housed with Alternative Spring Breakers from the University of Buffalo and had an opportunity to reflect together as well as build ongoing relationships. University of Akron students travelled with support from generous donors and UA alumni, making travel low to no-cost for students. Over a four day period, these eight individuals completed over 215 hours of service.



Pictured Above: UA student Jasmine O'Neal (left) teaches students from Students With a Goal how to play billiards during February's Kick Back in the Roo Lounge

ZIPS PROGRAMMING NETWORK

Throughout the spring 2023 semester, the Zips Programming Network (ZPN) has executed 16 events, so far, with over 1,500 students in attendance. ZPN and ZipAssist started a new program, Family Day, which took place February 4. This was a winter-themed, family-focused day of fun and included over 15 programs in just six hours.



Pictured Above: Senior, Allison Monyak, poses with her family and Zippy, prior to the Akron vs. Kent State Men's Basketball game

Festivities included bingo, trivia, tie-dye, karaoke, acapella performances, and so much more. Almost 125 Zip families registered for this event. Other new programs this semester include a Mardi Gras party, Palentines Day, and celebrating Lunar New Year. ZPN is looking forward to finishing out the semester strong with Cupcake Wars, Drag Bingo in celebration of Campus Pride Month in April, passing out tickets to a Guardians game, and Zen with ZPN.



Pictured Above: Current Zip, Meganne Chapman, and future Zip, make a bracelet in the craft area at Family Day

UNDERGRADUATE STUDENT GOVERNMENT HOLDS ELECTIONS

Undergraduate Student Government (USG) concluded its election cycle March 15. This year's election included two president/vice president tickets and 10 candidates seeking election to one of the available senate seats.

USG election results:

President and Vice President

Alia Baig and Cam Feezel

Senators At-Large

Gwen Bushen

Ashley Cosgrave

Khatonia D. Ford

Isaac Machar

Maxwell Pastoria

Preshecca Ragavan

Senators

Buchtel College of Arts and Sciences

Meghan Teeters

College of Business

Natalie Gardner

Gary B. and Pamela S. Williams Honors College

Grace DeWitt

USG HOSTS STUDENT GOVERNMENT SUMMIT

The University of Akron's Undergraduate Student Government (USG) hosted the Ohio Student Government Summit (OSGS) February 18, inviting student government bodies from institutions around the state and Pennsylvania to participate. Prior to the pandemic, this summit was planned and hosted by UA for nearly a decade. OSGS has historically been a space for student leaders from across Ohio and surrounding states to come together to network, build leadership skills, and exchange ideas. The theme for this year's conference is "Evolve, Empower, Elevate." A total of 131 student leaders, representing 16 universities and colleges, joined for breakout sessions, round table discussions, networking opportunities, and a keynote speaker.

ESPORTS CONTINUES WINNING WAYS



Our varsity Rocket League team qualified for the National Championship and will be traveling to Texas to compete live in June.



Our varsity Rocket League program also traveled to Cleveland to play an exhibition match against Kent State during the MAC Basketball semi-finals.



Our varsity Valorant program finished second in the MAC Conference and among the top four in collegiate competition in the United States. They are looking to qualify for the College World Championship toward the end of the semester.

ESPORTS CONFERENCE DRAWS NEARLY 500 HIGH SCHOOL STUDENTS AND TEACHERS

Akron Esports held an educational conference in partnership with NAECAD (National Association of Esports Coaches and Directors) and Epic Games on our campus March 24. This conference hosted approximately 300 regional area high school students and 200 administrators and teachers. This event welcomed university educators interested in learning more about Epic's unreal engine and how to incorporate it into their classrooms and curriculum.



ESPORTS HOSTING HIGH SCHOOL CHAMPIONSHIP

Akron Esports will host the state high school esports championship for ESO (Esports Ohio) later this spring. Last year the attendance for the event was 1,500 students, parents and teachers. This year the event has been expanded to include more game titles and will put the expected attendance for the event at roughly 2,000 people.

UA STUDENT RECEIVES NATIONAL HONOR

Meghan Schmitt received the 2023 National Residence Hall Honorary (NRHH) President of the Year Award February 25 at the annual Central Atlantic Affiliate of College and University Residence Halls (CAACURH) Business Conference, which was held at The Ohio State University. The CAACURH Region is comprised of colleges and universities from Ohio Pennsylvania, West Virginia, New Jersey, Delaware, Maryland, and the District of Columbia. Meghan is now one of eight national finalists for the National NRHH President of the Year Award, which will be given at the National Association of College and University Residence Halls National Conference in May 2023 at Ball State University.

RESIDENCE LIFE AND HOUSING BOASTS FULL ROSTER OF SPRING ACTIVITIES

In January

- National Residence Hall Honorary (NRHH) held a Bingo Night with 456 in attendance.
- Residence Hall Programming Board (RHPB) and Residence Hall Council (RHC) co-sponsored Hypnotist Sailesh at EJ Thomas (pictured below). This was the kick-off to Hall Fest 2023—"Our Halls are So Winterful." There were 359 in attendance.



- Sigma Lambda and RHC co-sponsored the kick-off to UA Leads with Jessica Sublett from Bounce Innovation Hub. There were 59 in attendance.
- Hall Fest Programs (sponsored by Hall Governments), with more than 250 attending:
 1. Bulger/Spanton sponsored There's Snow Escape
 2. Ritchie/Sisler sponsored Door Dec the Halls
 3. Spicer sponsored Snow Wonderful
 4. Exchange sponsored Jackbox Night
 5. South sponsored Seeing through the Snow
 6. Honors Complex and Orr Hall (HCORR) sponsored The Glacier Game



- RHPB and RHC co-sponsored singer Javier Colon. He was the winner of Season 1 of NBC's The Voice. Before the show executive members of Sigma Lambda inducted him into the organization as an honorary member. There were 150 people in attendance at this 7:17.

In February

- Sigma Lambda sponsored the second UA Leads program. It featured Katie Carver from the Akron-Canton Regional Foodbank. There were 87 in attendance. The first two UA Leads programs were attended by 156 people.
- RHPB and RHC co-sponsored comedian Jonathan Burns at 8:08 PM in the SU Starbucks. There were 258 in attendance.



- UA Leads program with a panel of NRHH Alums. There were 94 in attendance. This event was co-sponsored by Sigma Lambda and NRHH.
- RHPB and RHC co-sponsored stand-up magician Derek Hughes at 8:08 PM in the SU Starbucks. There were 202 in attendance.



Since July 1, 2022, there have been 172 programs with 23,242 in attendance.

ROTC CADETS STUDY LEADERSHIP, STRATEGY



At left, Dominique Zimon (Senior, Nursing Major) is pictured with Major General Antonio (Andy) Munera, Commanding General, US Army Cadet Command. Cadet Zimon attended the George C. Marshall Seminar at Fort Knox, KY, February 13-16 to participate in roundtable discussions covering relevant topics of leadership, work-life balance, and the future of the Army.

Pictured right: The ROTC Cadets completed the Civil War battle analysis on Gettysburg March 10 - 12, studying the tactics and strategies from the perspective of Union and Confederate leadership.



MILITARY SERVICES CENTER HONORS THOSE WHO SERVE



In November, the “Honoring Those Who Serve Celebration” brought together the University of Akron Military Services Center, Office of Accessibility, Adult Focus, Counseling Center, Transfer Center, ROTC, ZipAssist and Student Veterans of America, in partnership with Veterans Administration medical staff and the Veterans Service Commission to welcome students, provide information on resources, and serve lunch.

“OUT OF THE DARKNESS” – A WALK TO SUPPORT MENTAL HEALTH



The University of Akron Campus Walk
Student Union, Room 212
Check in at 2 PM
April 13, 2023
Suicide Prevention starts with everyday heroes like you. You'll raise money for critical research and prevention programs, and show your campus community that you support a culture that's smart about mental health.
Register at uakron.org/uknow

On April 13, members of the Student Veterans of America, Counseling Center, Office of Accessibility, Adult Focus, Military Services Center, and many volunteers held the Out of the Darkness Campus Walk to support the American Foundation for Suicide Prevention (AFSP) and their efforts to expand mental health support. AFSP is working to meet the goal of reducing the suicide rate by 20 percent by 2025. The campus walk was supported by many of our student organizations, including Undergraduate Student Government and Sigma Nu.

COUNSELING AND TESTING CENTER WELCOMES NEW INTERNS

The Counseling and Testing Center matched with a culturally diverse group of 3 interns for the 2023-2024 fiscal year American Psychological Association Doctoral Internship in Health Psychology. More than 30 people from doctoral programs in clinical and counseling psychology were interviewed for the positions.

COUNSELING AND TESTING CENTER SPONSORS “TAKING CARE WEEK”



The Counseling and Testing Center hosted “Taking Care Week,” March 6-10, in the Jean Hower Taber Student Union and Bierce Library. Each day had a different focus such as stress management, taking care of others and taking care of one’s future self. Events were a collaborative effort with various university departments and included biofeedback, therapy dogs and health screenings.



ZIPASSIST RECEIVES PROGRAM OF THE YEAR AWARD

In March 2023, ZipAssist was presented the Collaborative Program of the Year Award by the Association of College Unions International (ACUI). ACUI says the following on its website: “The Collaborative Program of the Year is awarded to creative programs which exemplify the positive outcomes of a collaboration within or between institutions. The award advances the value and credibility of the college union on campus, while improving communication, leadership, and campus partnerships.” ZipAssist was recognized for their collaborative approach to leveraging campus and community partners in a way that best supports UA students.

SOCIAL WORK INTERNS BRING EXPERTISE TO ZIPASSIST

ZipAssist has hosted three social work interns this academic year. The interns have played integral role in case management for mental health and substance abuse-related Help-A-Zip referrals, as well as event management, the development/management of a ZipAssist Instagram page, and the creation of an accountability/motivation program called RooBoost. As of March 2023, all three interns have fulfilled their required field experience hours. Many thanks to Katie Mosley [graduate, graduating Spring 2023], Katie McGuire [undergraduate, graduating Spring 2023], and Brian Sutton [graduate, graduating Spring 2024]. A special acknowledgement to Monica Ascar, faculty in the School of Social Work, for serving as a site supervisor for this collaboration.

For Information Only:

April 18-19, 2023

Presiding:

Thomas F. Needles

1

Government Relations Update

External Affairs

EXTERNAL AFFAIRS COMMITTEE

TAB 1

GOVERNMENT RELATIONS UPDATE

GOVERNMENT RELATIONS UPDATE

January-April 2023

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 January and February, 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.

FEDERAL UPDATE

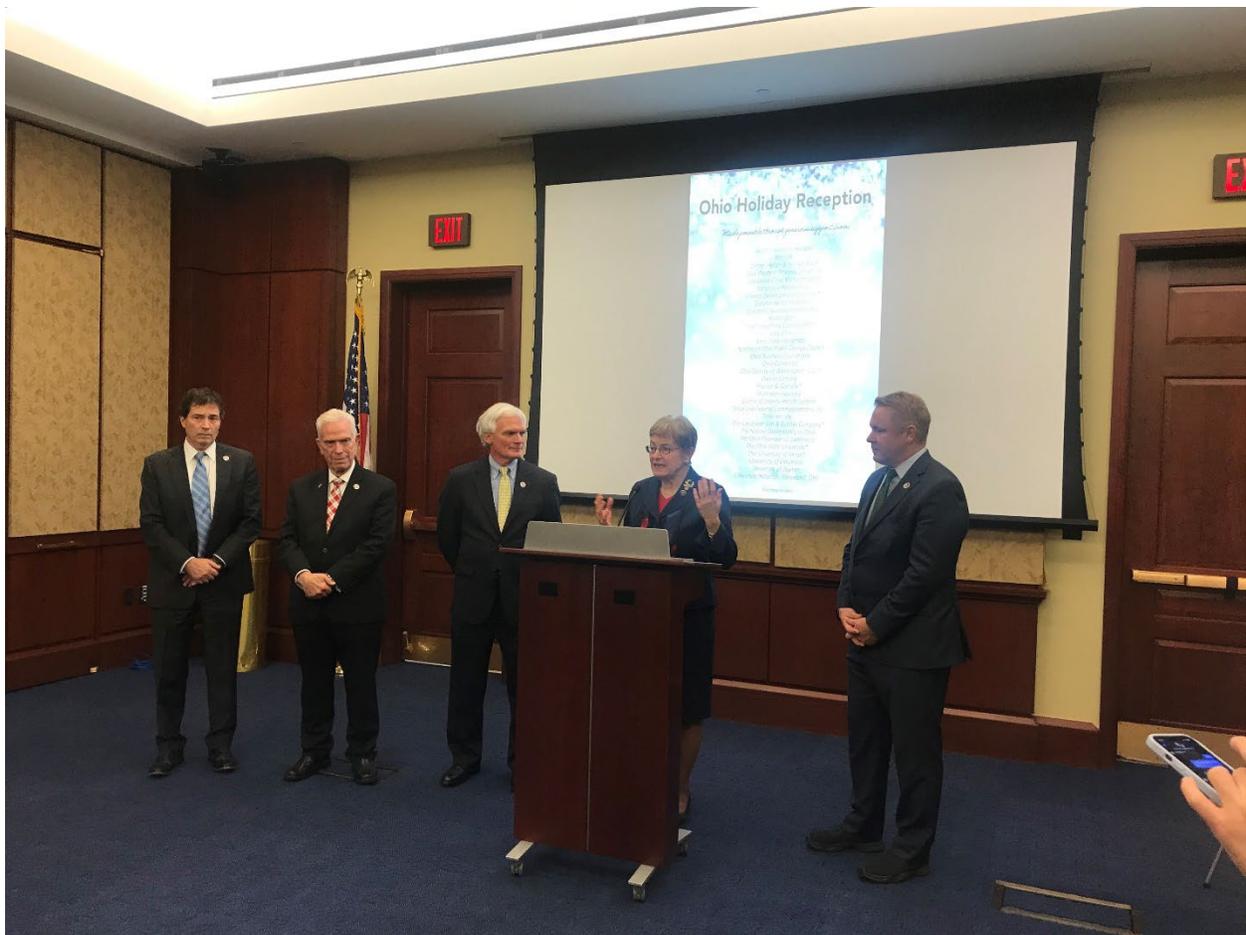


U.S. Capitol Building

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 a proposal for a Phase II award in mid-January. 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.



From left to right: Congressman Troy Balderson, Congressman Bill Johnson, Congressman Bob Latta, Congresswoman Marcy Kaptur, and Congressman Warren Davidson speak at the Ohio Holiday Reception.

Ohio Holiday Reception

The Ohio Holiday Reception, took place at the U.S. Capitol on Wednesday, December 14, from 5:30 to 7:30 p.m. The Reception, planned by The University of Akron, brings together the Ohio congressional delegation, staffers, and sponsors of the reception for a celebration of Ohio. Dr. Sue Bausch, VP of Research and Business Engagement and Dr. Matt Akers, Special Assistant to the President, along with Mr. John Rizzo, VP of Government Relations at the Greater Akron Chamber, met with delegation members and staff to discuss priorities and funding opportunities around polymers while in Washington, D.C.



From left to right: Congressman Warren Davidson, Congressman Jim Jordan, Secretary of State Frank LaRose, Congressman Bob Latta, Congressman Max Miller, and Congressman Greg Landsman

Ohio Birthday Party

The University of Akron Government Affairs team returned to Washington, D.C on March 1, 2023, to host The Ohio Birthday Party. This annual celebration of the State of Ohio is attended by hundreds of guests, including most of the Ohio delegation members and their staff. President Gary L. Miller led the program. During the day on March 1, UA and the Greater Akron Chamber worked to gather a group of polymer leaders from Akron to visit our delegation members and ask for additional support for our polymer initiatives.

Community Project Funding and Congressionally Directed Spending Requests

The University of Akron submitted five requests to several Ohio congressional offices for funding during the month of March. These requests include projects related to polymers, sustainability, security, and distance learning.

APLU CGA Winter Meeting Co-Chaired by UA

The Association of Public Land-Grant Universities' (APLU) Council on Government Affairs (CGA) Winter Meeting in Washington, D.C on March 16 and 17 offered sessions and opportunities for strategy discussions on various federal legislative and regulatory issues facing public research universities. Speakers and panelists included key Congressional staff members, federal agency representatives, and other topic experts. The meeting also provided opportunities to network, share information, and exchange ideas with other government relations representatives from our member institutions. CGA colleagues Matt Akers, University of Akron, and Jason Wasden, University of Nevada – Las Vegas, co-chaired the Winter Meeting Planning Committee.



Ohio Statehouse

STATE UPDATE

President Miller and UA Government Affairs continue to meet with UA's legislative delegation, Chancellor Gardner, and other key policymakers, informing them about UA-related issues and updates.

Beginning of the 135th General Assembly

The House, with outgoing, term-limited Speaker Bob Cupp (R-Lima), held an informal caucus to vote on a new speaker. There were officially four announced speaker candidates: Rep. Merrin (R-Monclova Twp), Rep. Stephens (R-Kitts Hill), Rep. Plummer (R-Dayton), and Rep. Baldrige (R-Winchester). Rep. Stephens emerged victorious by gathering votes from his fellow Republicans and from Democrats.

On the Senate side, not much leadership turnover occurred within their caucus vote – Sen. M. Huffman (R-Lima) maintains the gavel as president, followed by Sen. Schuring (R-Canton) as pro tempore, Sen. McColley (R-Napoleon) as floor leader, and Sen. Gavarone (R-Bowling Green) as whip. On the Senate Democrat side, Sen. Antonio (D-Lakewood) accedes to minority leader, followed by Sen. Craig (D-Columbus) as her assistant leader, Sen. K. Smith, (D-Euclid) as whip, and Sen. Hicks-Hudson (D-Toledo) as assistant whip.

Upon beginning the new 135th General Assembly (GA), the Senate confirmed the unofficial caucus vote on leadership and began their session. Meanwhile, the House saw Rep. Stephens nominated as a candidate against then-presumed speaker, Rep. Merrin. With help from all House Democrats, Rep Stephens won the gavel and assumed the speakership. The rest of the House Republican leadership includes: Rep. Oelslager (R-North Canton) as speaker pro tempore, Rep. Bill Seitz (R-Green Twp.) as majority floor leader, Rep. Jon Cross (R-Kenton) as new assistant majority floor leader, Rep. James Hoops (R-Napoleon) as majority whip, and Rep. Sharon Ray (R-Wadsworth) as assistant majority whip.

On the House Democrat side, Rep. Russo (D-Upper Arlington) maintains her role as minority leader, followed by Rep. Jarrells (D-Columbus) as her assistant leader, Rep. Miranda (D-Forest Park) as whip, and Rep. Galonski (D-Akron) as assistant whip.

The Senate and House have both introduced their priority bills (SBs 1-10 in the Senate and HBs 1-12 in the House) and are currently working on the FY24-FY25 Operating Budget, Transportation Budget, Industrial Commission Budget, and Workers Compensation Budget, with the latter three set to be passed and sent to the governor before the end of March. The Operating Budget, HB 33, meanwhile, continues to progress through the House process with a first round of amendments due to Chair Edwards by Wednesday, April 5 and omnibus amendments due to him by April 21. The House is slated to pass HB 33 by the end of April, allowing the Senate to conduct hearings through May and the beginning of June. The last couple of weeks of June will likely be reserved for Conference Committee members of both chambers, and parties would like to pass the budget by the constitutional deadline.

Besides the various budget bills, SB 1 is moving quickly through the legislative process. This bill is a reintroduction of SB 178 from the last GA, and it seeks to overhaul the Ohio Department of Education and subsequently make it a cabinet level position with a director appointed by the governor and to include career tech initiatives and programs. The administration hopes this will end the delayed leadership nominations that have plagued the current State Superintendent of Public Instruction position for the past year and half and promote career technical education equally with higher education. The bill limits the duties of the State Board of Education to licensure and territory transfers only. The bill has already passed out of the Senate along party lines and is now pending before the House Economic and Workforce Development Committee. While it does not directly affect higher education, we continue to monitor its progress as it may have implications for teachers and teacher licensure.

Other higher education specific bills include SB 5, SB 6, SB 83, HB 6, HB 27, and HB 98. A full accounting of those bills is located at the end of this update. In short, SB 5, sponsored by Sen. Schuring, creates a Workforce Voucher Program and is modeled off what the Michigan

legislature did in their last session in terms of incentivizing students in in-demand majors to graduate and stay within Ohio with things like income tax credits. This bill was introduced in the last GA, but it was too late to gain much traction. Senate Bill 6, also introduced by Sen. Schuring, deals specifically with environmental, social and governance (ESG) policies and how state retirement systems, the Bureau of Workers Compensation, and institutions of higher education can invest their dollars. House Bill 6 is a reintroduction of the Save Women's Sports Act. It does not include a physical exam, but students in both K-12 education and higher education institutions are required to participate in athletics based on the gender listed on their birth certificate. House Bill 27 requires institutions to provide a financial cost and aid disclosure form to newly admitted students prior to their acceptance of admission. IUC and member institutions, including UA, are working with the sponsor on defraying the cost of this proposed change as all institutions are required to offer a net-cost calculator, per federal guidance, which should meet the requirements of the proposed legislation.

House Bill 98, recently introduced, prohibits institutions from reducing financial aid packages to accepted students if the student has also received a private scholarship or award that would also go toward the cost of attendance and tuition. The most encompassing of the higher education specific bills pending before the legislature is Senate Bill 83, introduced by Sen. Cirino as a continuation of his efforts to make reforms to higher education. In his sponsor testimony he stated that SB 83 could be split into three separate bills. In that vein, the three overarching topics of this legislation include, 1) affirmations on academic and intellectual diversity and prohibitions on DEI requirements, mainly for hiring and promoting in institutions, 2) faculty evaluations, post tenure review, and trustee training, and 3) syllabus transparency, American History/American Government course requirement for all students, and prohibitions on partnerships with and monetary gifts from the People's Republic of China. The bill had proponent testimony on March 29, with witnesses from the American Council of Trustees and Alumni, the National Association of Scholars, and two private citizens testifying in support of the legislation. We expect the Senate to hold a third hearing on the bill either next week or right after their legislative break (April 10-14). To that end, IUC is working with Sen. Cirino on changes to the legislation as well as encouraging member institutions to do outreach to him as well.

The University of Akron has been diligently working with IUC and other members on defending Gov. DeWine's proposed budget as it relates to the investments in SSI and OCOG. UA is leading the effort to fund public policy institutes, including the Bliss Institute, within the Operating Budget. With the exception of Ohio University, all institutions that have a public policy institute have asked to be funded at \$75,000 per fiscal year. Additionally, UA continues to support the Innovation Hubs line item within the Department of Development budget, and to that end, President Miller has on numerous occasions, both in Columbus and Akron, met with Director Mihalik and her staff to discuss what an innovation center in the Akron area would look like. The University also continues to hold regular delegation and community meetings, as well as individual meetings with members of the delegation in Akron, virtually, and in Columbus, to discuss the aforementioned budget priorities as well as other non-budget items. To that end, President Miller and the Government Relations staff met with members of the delegation on March 28 and 29 in Columbus to discuss the University's requests for the Operating Budget, and President Miller testified as a proponent of the budget

Of the non-budget items that will come before members of the legislature, the sale of Quaker Square is in its final stages, both with the administration and the Ohio Controlling Board, with a scheduled hearing on April 24. UA has met with all members of the Controlling Board to discuss and provide information on Quaker Square and the reasons for the sale of the property. All members, including Controlling Board President Fletch Zimpher, were supportive and understood the need to sell the property.

The University of Akron will be participating in IUC student advocacy days on April 24-25 and on May 10 in Columbus. Both Government Relations staff and students will be meeting with UA delegation members during the visits to the Statehouse.

Legislation Affecting UA in the 135th GA

SB 1 (Reineke) - Pending in House Economic and Workforce Development Committee

- The bill seeks to overhaul the Ohio Department of Education, renaming it the Ohio Department of Education and Workforce, and creating two separate but equal divisions within the new department. One division will focus on all things related to the education of students within K-12 (curriculum, standards, etc.) and the other division will focus on career technical education and its implementation. The bill also makes the new department a cabinet level position with a director to be named by the governor. The bill maintains the State School Board of Ohio but severely limits its duties to territory transfer approvals/denials and disciplinary hearings for education professionals. Passed out of the Senate along party lines, 26-7.

SB 5 (Schuring/Manning) - Referred to Senate Workforce and Higher Education Committee

- This bill is a straight reintroduction of SB 340 from the previous GA. 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 in Ohio. This program will be similar, and most likely compete with, the programs put in place by the state of Michigan.

SB 6 (Schuring) – Pending in Senate Finance Committee

- This bill is a straight reintroduction of SB 367 from the previous GA. The bill, while inclusive of institutions of higher education, encompasses the state retirement systems and the Bureau of Workers Compensation as well. The bill expressly states that the named entities must make investment decisions with the sole purpose of maximizing the return on its investments and shall not make any investments with the intent and purpose of influencing any social or environmental policy or attempting to influence the governance of any corporation. This is similar to other ESG related legislation introduced and/or passed in other states.

SB 64 (DeMora/Wilson) – Pending in Senate Finance Committee

- This bill expands the Ohio National Guard Scholarship Program to include a \$750 per eligibility unit award for recipients enrolled in graduate level courses and creates an incentive under which individuals who extend their contract or enlistment by 3 years are awarded an additional 32 eligibility units under the scholarship. Lastly, the bill clarifies that individuals who have enlisted, re-enlisted, extended enlistment, or who have accepted a warrant, commission, or appointment in the Ohio National Guard are eligible for the scholarship.

SB 83 (Cirino) – Referred to Senate

- Billed as another installment of higher education reform, SB 83 prohibits a variety of trainings, requirements, and affirmations on diversity, equity, and inclusion as well as prohibiting the use of DEI in hiring. It requires state institutions of higher education to affirm intellectual diversity and to provide protections and a due process for violations of intellectual diversity. The bill requires higher education institutions to revise their mission statements affirming intellectual diversity and well as affirming policies that will create equal opportunities. The bill prohibits employees of state institutions from striking and instead requires them to go through a final offer settlement procedure within collective bargaining. It also requires ODHE to develop a standard of questions for student evaluations of faculty members and requires each institution to use said evaluations as part of their faculty performance evaluations. ODHE must also provide annual training to members of the various boards of trustees. The bill also mandates that each institution must adopt a new post-tenure review policy. The bill requires institutions to submit to ODHE a rolling five-year summary of institutional costs to be considered by the General Assembly when evaluating operating and capital budget items. Each institution must also update every three years their faculty workload policy and include a teaching workload expectation based on credit hours, a definition of all faculty workload elements, justifiable credit hour equivalents, and any consequence should a faculty member fail to comply with workload policies. Additionally, the bill requires institutions to implement a three-credit-hour American Government or American History course that will be required to be taken by all students to graduate, including mandatory texts. All courses must have their syllabus posted on the university's website and be accessible to the public. Lastly, the bill prohibits state institutions from accepting gifts, donations or contributions from the People's Republic of China or any organization or individual who may be acting on behalf of the People's Republic of China.

HB 6 (Powell) – Pending in House Primary and Secondary Education

- Colloquially known as the Save Women's Sports Act, this bill is a reintroduction from the last General Assembly. It requires that students in both K-12 education and higher education participate in athletics based on the gender assigned to them on their birth certificate.

HB 27 (Mathews/Thomas) – Referred to House Higher Education Committee

- This bill requires state institutions of higher education to provide a financial cost and aid disclosure form to newly admitted students. IUC and member institutions have worked with Reps. Mathews and Thomas on their bill in terms of educating him on what we already provide to both prospective students and newly admitted students. For most institutions, the net-cost calculator that is federally required does meet the standards for a financial cost and aid disclosure form, but the bill requires institutions to also look at salary data based on major and cohorts of students (it does allow institutions to define cohorts) and to provide that to prospective and admitted students as well.

HB 98 (Robb Blasdel) – Referred to House Higher Education Committee

- This bill was introduced by Rep. Robb Blasdel on behalf of several constituents who came to her with concerns about institutions of higher education reducing their financial aid awards to prospective students upon learning that the student has also received a private scholarship to cover the cost of attendance. The bill prohibits an institution from reducing their financial aid to a student regardless of the award of a private scholarship. IUC is working with Rep. Robb Blasdel to acquire more information so to properly address her concerns.



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.



Updated Boundaries for University Park

The City of Akron recently updated the boundaries of the University Park neighborhood to more accurately represent the footprint of The University of Akron with regard to the neighborhood. The section in blue in the map above shows the new boundaries.



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.



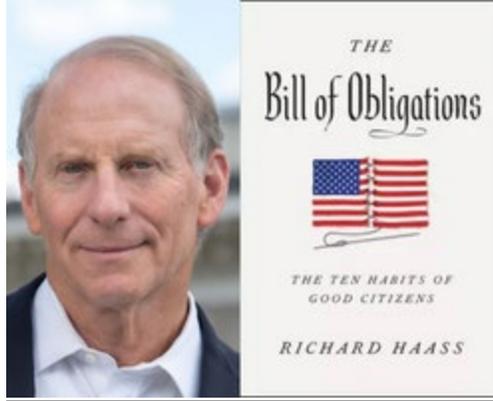
Rep. Sharon Ray (UA alumna), Ms. Laura Lanese, President of IUC, Rep. Marilyn John, and Mr. Gary Cates, Senior Vice Chancellor of ODHE at the Ray C. Bliss Institute Reception.



Senator Vernon Sykes with Dr. Cherie Strachan after he recognized her on the floor of the Ohio Senate.

Post-Election Analysis Reception and Meeting with Legislators

Bliss Institute leadership traveled to Columbus for a Post-Election Analysis Reception on Tuesday, December 13, at the Capital Club. Dr. John Green, Director Emeritus, and Dr. J. Cherie Strachan, Director, reviewed the results of the 2022 midterm elections and discussed the upcoming state and federal elections in 2024. Both Drs. Green and Strachan and UA Government Relations met with state elected officials about issues related to UA and to the Bliss Institute. Dr. Strachan was recognized on the floor of the Ohio House and Senate for her new role as Director of the Ray C. Bliss Institute of Applied Politics. In addition, Greater Akron Chamber leadership joined UA Government Relations personnel to discuss the Akron Innovation Center funding and other economic development issues with our state delegation members and other state elected officials.



Dr. Richard Haass Interview

On Monday, February 13 at 6:30 p.m., Dr. Matthew Akers, Special Assistant to the President for Government Relations and Associate Director of the Ray C. Bliss Institute of Applied Politics, interviewed Dr. Richard Haass, President of the Council on Foreign Relations, and author of the recently published *The Bill of Obligations: The Ten Habits of Good Citizens*, in conjunction with the Hudson Library. This virtual event's registration page was available through Hudson Library.

Global Ties Event

On Monday, February 20, the Bliss Institute hosted an international delegation through Global Ties Akron. The topic of the discussion was Not Too Young to Run – Engaging Youth in the Political Process. The delegation was made up of 11 participants from 11 different countries. The visitors were invited to the United States under the auspices of the Department of State's International Visitor Leadership Program.



*Ohio Department of Development Director
Lydia Mihalik*



*Congresswoman Emilia Sykes and Steve
Millard, President of the Greater Akron
Chamber*

Impact Ohio

On Friday, February 24, from 9:00 am to 1:00 pm, The University of Akron hosted the Akron Impact Ohio Conference.

Through a partnership of the Ohio Chamber of Commerce, The University of Akron’s Ray C. Bliss Institute of Applied Politics, and Greater Akron Chamber, this event brought together key government officials, business leaders, and community stakeholders to discuss critical issues and opportunities facing the Greater Akron region.

During this conference, attendees heard first-hand from policy experts on current political activities and have an opportunity to network and participate in Q&A. The event will feature four individual sessions with a Member of Congress, state legislators, Akron’s mayoral candidates, key government officials, and business leaders.

Akron Mayoral Forums and Polling

In preparation for the Democratic Akron mayor primary election on May 2, the Bliss Institute has conducted several issue polls related to the race and has co-sponsored several mayoral forums. The Bliss Institute has also hosted a forum for high school students to express their views on issues upon which they desire the next Mayor of Akron to focus.



The Ray C. Bliss Institute of Applied Politics
cordially invites you to the

Honorary Certificate in Applied Politics Reception

- honoring -

JANET WEIR CREIGHTON

AND

MARY ELLEN WITHROW

TUESDAY, MAY 9, 2023

Reception begins at 5:00 P.M.

Program starts at 5:45 P.M.

DoubleTree Suites/Capitol Club
LeBistro Room

50 S. Front Street,
Columbus, OH 43215

Please RSVP to the Bliss Institute by May 1

Phone: 330-972-5155

Email: kh1@uakron.edu

Bliss Institute Honorary Certificate Reception

The Bliss Institute will honor Janet Weir Creighton and Mary Ellen Withrow on Tuesday, May 9 at 5 p.m. at a reception in Columbus. The Bliss Institute invites all members of the Ohio General Assembly as well as alumni and friends of the institute and the University.

April 18-19, 2023

Presiding:
William A. Scala

	Action Items for Consent Agenda Consideration:
1	Personnel Actions
2	Financial Report for the Eight Months Ended February 28, 2023
3	Procurements for More Than \$500,000
4	Temporary Modification of University Rule 3359-26-07, Staff employee advisory committee
5	Gift Attainment Report for July 1, 2022 through February 28, 2023
	For Information Only:
6	Purchases Between \$75,000 and \$500,000 Report
7	Capital Projects Report
8	Information Technology Report
9	Advancement Report
10	University Communications and Marketing Report

FINANCE & ADMINISTRATION COMMITTEE

TAB 1

PERSONNEL

Human Resources

Summary of Personnel Actions for Board of Trustees

April 19, 2023

Appointment

Ryan Gensler –Head Women’s Basketball Coach

Five (5) year employment agreement term March 31, 2023, through March 30, 2028; Base salary \$200,000 12/mo.; Supplemental compensation \$40,000 per year payable at \$10,000 per quarter; Other key terms include moving expense reimbursement, incentive compensation for outstanding achievements, and an automobile stipend.

Change

Jenny King - Head Women's Golf Coach

Term of the employment agreement extended to May 31, 2026. Incentive compensation for outstanding achievements modified.

Joe Moorhead – Head Football Coach

Term of the employment agreement extended to January 2, 2028. Supplement compensation will be added beginning July 1, 2023, employee will receive \$60,000 in supplemental compensation on July 1 and on January 1 each year.

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by President Gary L. Miller on April 19, 2023 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

FINANCE & ADMINISTRATION COMMITTEE

TAB 2

**FINANCIAL REPORT FOR THE
EIGHT MONTHS ENDED FEBRUARY 28, 2023**



DATE: March 20, 2023

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

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

SUBJECT: Consolidated Statement, General Funds, Auxiliary Funds, and Departmental Sales and Services Funds Budgets to Actual Results for the eight months ended February 28, 2023

As requested, the Office of Resource Analysis & Budget provides the accompanying Financial Report for the eight months ended February 28, 2023 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 April 19, 2023 Board of Trustees meeting.

CONSOLIDATED STATEMENT

For the Eight Months Ended February 28, 2023

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 eight months ended February 28, 2023 with FY 2022 Comparisons

Consolidated	FY21	FY22		FY23						
	YTD February 28	Pre-Audit YTD June 30	YTD February 28	Original Budget	YTD February 28	Actual to Budget		Projected June 30	Projection to Budget	
		\$	%			\$	%			
Tuition	\$141,437,784	\$136,235,173	\$130,799,432	\$134,426,000	\$122,564,681	(\$11,861,319)		\$127,658,000	(\$6,768,000)	
General Service Fees	11,194,614	10,437,000	10,072,531	10,136,000	9,267,109	(868,891)		9,602,000	(\$534,000)	
Other Fees	17,557,179	18,764,458	18,074,027	19,457,000	17,478,966	(1,978,034)		18,147,000	(\$1,310,000)	
Scholarships*	(56,979,474)	(59,661,280)	(58,802,161)	(57,116,000)	(42,507,187)	14,608,813		(50,211,000)	\$6,905,000	
Net Tuition & Fees	113,210,103	105,775,351	100,143,829	106,903,000	106,803,569	(99,431)		105,196,000	(1,707,000) 98.4%	
State Share of Instruction	61,266,743	95,504,251	63,669,502	87,349,000	58,347,089	(29,001,911)		87,515,000	\$166,000	
Indirect Cost Recovery	2,190,221	3,709,846	2,223,092	3,631,000	2,597,107	(1,033,893)		4,334,000	\$703,000	
Investment Income	5,189,860	7,258,697	5,507,995	7,000,000	2,806,998	(4,193,002)		3,700,000	(\$3,300,000)	
Miscellaneous Income	3,174,192	1,850,484	848,843	1,520,000	1,784,906	264,906		2,448,000	\$928,000	
COVID Revenue Recovery	-	-	-	-	-	-		1,898,700	\$1,898,700	
Auxiliary Revenue	17,763,551	30,343,542	21,485,290	32,919,000	23,504,178	(9,414,822)		30,947,399	(\$1,971,601)	
Sales and Services Revenue	3,087,599	5,889,505	3,654,932	5,078,000	3,715,922	(1,362,078)		5,440,000	\$362,000	
Total Other Revenues	92,672,166	144,556,325	97,389,654	137,497,000	92,756,200	(44,740,800)		136,283,099	(1,213,901) 99.1%	
Total Revenues	205,882,269	250,331,676	197,533,483	244,400,000	199,559,769	(44,840,231)		241,479,099	(2,920,901) 98.8%	
Payroll	77,834,636	121,893,910	81,153,967	126,100,000	83,830,468	(42,269,532)		121,502,312	4,597,688	
Fringes	28,673,670	35,263,443	24,096,965	46,869,000	34,014,261	(12,854,739)		46,981,150	(112,150)	
Total Compensation	106,508,306	157,157,353	105,250,932	172,969,000	117,844,729	(55,124,271)		168,483,462	4,485,538 97.4%	
Operating	26,750,966	48,980,794	35,365,328	58,156,000	44,545,780	(13,610,220)		59,679,503	(1,523,503)	
Utilities	5,742,863	12,243,057	6,735,125	12,554,000	4,739,860	(7,814,140)		12,510,000	44,000	
Plant Fund	589,750	4,331,208	2,340,740	1,610,000	1,345,566	(264,434)		1,956,258	(346,258)	
Student Extracurricular Activities	338,460	575,000	575,000	605,000	575,000	(30,000)		575,000	30,000	
Strategic Initiatives	-	3,519,902	1,500,155	4,223,000	5,796,520	1,573,520		6,396,520	(2,173,520)	
COVID Relief re-charge	(248,626)	(2,207,007)	-	-	-	-		-	-	
Total Non Personnel	33,173,413	67,442,954	46,516,348	77,148,000	57,002,726	(20,145,274)		81,117,281	(3,969,281) 105.1%	
Total Expenditures	139,681,719	224,600,307	151,767,280	250,117,000	174,847,455	(75,269,545)		249,600,743	516,257 99.8%	
Net Income / (Loss) before debt service and other	66,200,550	25,731,369	45,766,203	(5,717,000)	24,712,314	30,429,314		(8,121,644)	(2,404,644)	
Debt Service	(17,186,483)	(26,560,782)	(17,707,188)	(30,946,000)	(23,309,800)	7,636,200		(30,945,292)	708	
Net Transfers and encumbrances	2,683,161	(1,030,163)	3,404,097	181,000	4,580,633	4,399,633		1,066,243	885,243	
Fund Balance allotted	1,860,098	1,315,569	1,633,436	11,756,984	10,704,317	(1,052,667)		12,741,943	984,959	
Net Surplus / (Deficit)	\$53,557,326	(\$544,007)	\$33,096,548	(\$24,725,016)	\$16,687,464	\$41,412,480		(\$25,258,750)	(\$533,734)	

*Includes athletic scholarships

GENERAL FUNDS

For the Eight Months Ended February 28, 2023

The University of Akron
Akron and Wayne General Fund Combined
FY 2023 Budget and Actual Results for the eight months ended February 28, 2023 with FY 2022 Comparisons

General Fund Combined	FY21	FY22		FY23						
	YTD February 28	Pre-Audit YTD June 30	YTD February 28	Original Budget	YTD February 28	Actual to Budget		Projected June 30	Projection to Budget	
						\$	%		\$	%
Tuition	\$141,437,784	\$136,235,173	\$130,799,432	\$134,426,000	\$122,564,681	(\$11,861,319)		\$127,658,000	(\$6,768,000)	
General Service Fees	11,194,614	10,437,000	10,072,531	10,136,000	9,267,109	(868,891)		9,602,000	(534,000)	
Other Fees	17,557,179	18,764,458	18,074,027	19,457,000	17,478,966	(1,978,034)		18,147,000	(1,310,000)	
Scholarships	(52,096,261)	(54,470,348)	(53,937,048)	(51,433,000)	(37,519,853)	13,913,147		(44,891,000)	6,542,000	
Net Tuition & Fees	118,093,316	110,966,283	105,008,942	112,586,000	111,790,903	(795,097)		110,516,000	(2,070,000) 98.2%	
State Share of Instruction	61,266,743	95,504,251	63,669,502	87,349,000	58,347,089	(29,001,911)		87,515,000	166,000	
Indirect Cost Recovery	2,190,221	3,709,846	2,223,092	3,631,000	2,597,107	(1,033,893)		4,334,000	703,000	
Investment Income	5,189,860	7,258,697	5,507,995	7,000,000	2,806,998	(4,193,002)		3,700,000	(3,300,000)	
Miscellaneous Income	3,174,192	1,850,484	848,843	1,520,000	1,784,906	264,906		2,448,000	928,000	
COVID Revenue Recovery	0	0	0	0	0	0		1,898,700	1,898,700	
Total Other Revenues	71,821,016	108,323,278	72,249,432	99,500,000	65,536,100	(33,963,900)		99,895,700	395,700 100.4%	
Total Revenues	189,914,332	219,289,561	177,258,374	212,086,000	177,327,003	(34,758,997)		210,411,700	(1,674,300) 99.2%	
Payroll	70,598,692	110,512,723	73,551,993	114,135,000	76,278,292	(37,856,708)		110,000,000	4,135,000	
Fringes	26,399,034	31,808,111	21,814,236	42,938,000	31,516,034	(11,421,966)		43,206,000	(268,000)	
Total Compensation	96,997,726	142,320,834	95,366,229	157,073,000	107,794,326	(49,278,674)		153,206,000	3,867,000 97.5%	
Operating	15,617,764	26,826,197	19,002,419	34,724,000	24,040,572	(10,683,428)		33,939,000	785,000	
Utilities	4,033,039	9,157,043	4,878,891	9,122,000	3,057,733	(6,064,267)		9,122,000	0	
Plant Fund	547,953	2,054,387	2,307,662	1,000,000	655,246	(344,754)		1,000,000	0	
Student Extracurricular Activities	338,460	575,000	575,000	605,000	575,000	(30,000)		575,000	30,000	
Strategic Initiatives	0	3,519,902	1,500,155	4,223,000	5,796,520	1,573,520		6,396,520	(2,173,520)	
COVID Relief re-charge	0	(608,420)	0	0	0	0		0	0	
Total Non Personnel	20,537,216	41,524,109	28,264,127	49,674,000	34,125,071	(15,548,929)		51,032,520	(1,358,520) 102.7%	
Total Expenditures	117,534,942	183,844,943	123,630,356	206,747,000	141,919,397	(64,827,603)		204,238,520	2,508,480 98.8%	
Net Income / (Loss) before debt service and other	72,379,390	35,444,618	53,628,018	5,339,000	35,407,606	30,068,606		6,173,180	834,180	
Debt Service	0	(843,000)	(562,000)	(8,039,000)	(8,039,000)	0		(8,039,000)	0	
Net Transfers and encumbrances	2,418,485	(915,155)	2,751,881	0	3,673,392	3,673,392		0	0	
General Service Fee to Athletics	0	0	0	(9,361,000)	(6,240,667)	3,120,333		(9,361,000)	0	
Net Auxiliary Support	(27,272,000)	(35,052,142)	(23,314,016)	(21,665,000)	(13,666,048)	7,998,952		(20,499,072)	1,165,928	
Fund Balance allotted	0	0	0	8,562,984	8,562,984	0		8,562,984	0	
Net Surplus / (Deficit)	\$47,525,875	(\$1,365,679)	\$32,503,883	(\$25,163,016)	\$19,698,267	\$44,861,283		(\$23,162,908)	\$2,000,108	

The FY 2023 Budget Assumptions and Narratives are integral to this statement.

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

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

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

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 eight months ended February 28, 2023

Revenues

Tuition & General Service Fees: Tuition & General Service Fees total \$131.8 million or approximately 91.2 percent of the annual budget of \$144.6 million. This amount reflects the revenues from the second half of Summer 2022, Fall 2022 and Spring 2023. Enrollment was projected to decline five percent, however, overall student credit hours declined 7.6%. Projections indicate a shortfall of \$7.3 million, or about 5 percent.

Other Fees: Other Fees total \$17.5 million or approximately 89.8 percent of the annual budget of \$19.5 million. Other Fees include various student fees such as technology fees (22 percent), facilities fees (25 percent), unit and course/content, administrative, career advantage, and other fees (53 percent). The electronic content fee, \$2.3 million to date, is charged to student accounts and the University remits payment to Barnes & Noble. Projections indicate year-end Other Fees of \$18.1 million, which falls short of budget by \$1.3 million.

Scholarships: Scholarships total \$37.5 million or approximately 72.9 percent of the \$51.4 million budget. YTD scholarships include undergraduate \$33.5 million and law \$4.1 million. To date, the undergraduate scholarships include \$0.8 million in Early College discounts and the College Credit Plus discounts have not yet been reported. Year-end scholarships are projected to be \$44.9 million, or 87.3 percent of budget.

State Share of Instruction (SSI): To date, \$58.3 million or 66.8 percent of budgeted SSI has been received. A small increase in the distribution combined with the inclusion of \$44,000 of Capital Component funds reflect a year end projection of \$87.5 million; \$166,000 greater than budgeted.

Indirect Cost Recovery (IDC): IDC revenues total \$2.6 million or approximately 71.5 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. Projections indicate year-end revenues will exceed the budget by at least \$700,000.

Investment Income: Investment Income totals approximately \$2.8 million, or 40.1 percent of the \$7 million budget. Projections indicate a potential year-end shortfall in excess of \$3 million.

Miscellaneous Revenues: Miscellaneous Revenues total \$1.8 million and consist of:

- \$793,000 in federal tax credits (including \$264,000 from FY22)
- \$323,000 from various sources
- \$264,000 in credit card rebate payments
- \$148,000 in lease revenue
- \$137,000 in Perkins Loan return
- \$120,000 in installment payment plan fees

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2023 Budget and Actual Results for the eight months ended February 28, 2023

Compensation: Payroll expenditures total \$76.3 million or 66.8 percent of the annual budget of \$114.1 million. Projections indicate the year-end payroll will be around \$110 million, or \$4.1 million less than the annual budget.

Year-to-date fringe benefits total \$31.5 million or 73.4 percent of the annual budget of \$42.9 million. Beginning in FY 2023, graduate assistant remissions are reported as fringe benefits and total \$5.6 million to date. This compares to prior year remissions of \$5.7 million at the same point in time.

Employee Type	Actual YTD
Faculty	\$41,183,000
Staff	13,989,000
Contract Professionals	18,388,000
Graduate Assistants	2,718,000
Net Payroll	76,278,000

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

Note 2: Excludes fringe benefits.

Functional Category	Actual YTD
Instruction and Departmental Research	\$ 64,283,000
Separately Budgeted Research	1,753,000
Public Service	144,000
Academic Support	16,185,000
Student Services	7,956,000
Institutional Support	38,255,000
Operation and Maintenance of Plant	11,318,000
Scholarships and Fellowships	38,315,000
Expenditures	<u>\$ 178,209,000</u>

Note: The expenditures are summarized by functional classification.

Operating: Operating expenditures total \$24 million, including \$6.5 million of encumbered funds (\$1.5 million related to Workday and \$0.5 million for University Advertising) or approximately 69.2 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 \$3.1 million or 33.5 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:

- \$261,000 Fieldhouse equipment relocation/renovation;
- \$120,000 High temperature hot water repair;
- \$79,000 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; and
- \$21,000 RACT Testing

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY 2023 Budget and Actual Results for the eight months ended February 28, 2023

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 \$5.8 million. Unplanned costs are being incurred as the go-live date has been extended from January 1, 2023 to May 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.

Net Transfers and encumbrances: 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 projected \$24.7 million draw on reserves can be broken down as \$4.2 million to cover general fund obligations and \$20.5 million 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 February 28, 2023, the outstanding balance is \$211,000 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. The current outstanding balance is \$1,175,000.

AUXILIARY FUNDS

For the Eight Months Ended February 28, 2023

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2023 Budget and Actual Results for the eight months ended February 28, 2023 with FY 2022 Comparisons

Auxiliary Funds Combined	FY21			FY22			FY23				
	YTD February 28	Pre-Audit		Original Budget	YTD February 28	Actual to Budget		Projected June 30	Projection Budget		
		YTD June 30	YTD February 28			\$	%		\$	%	
Revenue	\$17,763,551	\$30,343,542	\$21,485,290	\$32,919,000	\$23,504,178	(\$9,414,822)		\$30,947,399	(\$1,971,601)		
Total Revenues	17,763,551	30,343,542	21,485,290	32,919,000	23,504,178	(\$9,414,822)		30,947,399	(1,971,601)		94%
Payroll	5,634,426	9,506,761	6,211,889	10,018,000	6,318,032	3,699,968		9,605,312	412,688		
Fringes	1,808,003	2,912,122	1,893,829	3,411,000	2,133,769	1,277,231		3,281,850	129,150		
Total Compensation	7,442,429	12,418,883	8,105,718	13,429,000	8,451,801	4,977,199		12,887,162	541,838		96%
Operating	9,559,388	19,464,289	14,432,567	21,088,000	17,592,928	3,495,072		22,317,503	(1,229,503)		
Utilities	1,709,824	3,086,014	1,856,234	3,432,000	1,682,127	1,749,873		3,388,000	44,000		
Plant Fund	(18,819)	2,211,250	0	600,000	580,884	19,116		831,258	(231,258)		
Athletic Scholarships	4,883,213	5,190,932	4,865,113	5,683,000	4,987,334	695,666		5,320,000	363,000		
COVID Relief re-charge	(248,626)	(1,598,587)	0	0	0	0		0	0		
Total Non Personnel	15,884,980	28,353,898	21,153,914	30,803,000	24,843,273	5,959,727		31,856,761	(1,053,761)		103%
Total Expenditures	23,327,409	40,772,781	29,259,632	44,232,000	33,295,074	10,936,926		44,743,923	(511,923)		101%
Net Income / (Loss) before debt service and other	(5,563,858)	(10,429,239)	(7,774,342)	(11,313,000)	(9,790,896)	1,522,104		(13,796,524)	(2,483,524)		
Debt Service	(17,186,483)	(25,717,782)	(17,145,188)	(22,907,000)	(15,270,800)	7,636,200		(22,906,292)	708		
Net transfers and encumbrances	88,353	(158,852)	428,201	0	587,053	587,053		587,053	587,053		
Fund Balance allotted	1,860,098	1,315,569	1,633,436	3,194,000	2,141,333	(1,052,667)		4,178,959	984,959		
General Service Fees	6,218,667	10,313,000	6,875,333	9,361,000	6,240,667	(3,120,333)		9,361,000	0		
General Fund Support	21,053,335	24,739,141	16,438,682	21,665,000	13,666,048	(7,998,952)		20,499,072	(1,165,928)		
Net Surplus / (Deficit)	\$6,470,112	\$61,837	\$456,122	\$0	(\$2,426,595)	(\$2,426,595)		(\$2,076,732)	(\$2,076,732)		

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2023 Budget and Actual Results for the eight months ended February 28, 2023 with FY 2022 Comparisons

Athletics		FY21		FY22		FY23					
		YTD February 28	Pre-Audit		Original Budget	YTD February 28	Actual to Budget		Projected June 30	Projection Budget	
			YTD June 30	YTD February 28			\$	%		\$	%
Revenue	\$460,875	\$8,825,989	\$2,925,418	\$9,181,000	\$4,513,047	(\$4,667,953)		\$8,997,000	(\$184,000)		
	Total Revenues	460,875	8,825,989	2,925,418	9,181,000	4,513,047	(4,667,953)	49%	8,997,000	(184,000)	98%
Payroll	4,340,670	7,340,791	4,830,548	7,727,000	4,865,498	2,861,502		7,395,000	332,000		
Fringes	1,280,994	2,077,644	1,393,790	2,456,000	1,545,781	910,219		2,305,000	151,000		
	Total Compensation	5,621,664	9,418,435	6,224,338	10,183,000	6,411,279	3,771,721	63%	9,700,000	483,000	95%
Operating	4,139,836	8,757,570	6,862,517	7,518,000	9,051,361	(1,533,361)		10,000,000	(2,482,000)		
Utilities	309,878	572,124	334,321	690,000	322,323	367,677		690,000	0		
Plant Fund	0	75,000	0	0	103,000	(103,000)		103,000	(103,000)		
Athletic Scholarships	4,883,213	5,190,932	4,865,113	5,683,000	4,987,334	695,666		5,320,000	363,000		
COVID Relief re-charge	(65,409)	0	0	0	0	0		0	0		
	Total Non Personnel	9,267,518	14,595,626	12,061,951	13,891,000	14,464,018	(573,018)	104%	16,113,000	(2,222,000)	116%
	Total Expenditures	14,889,182	24,014,061	18,286,289	24,074,000	20,875,297	3,198,703	87%	25,813,000	(1,739,000)	107%
	Net Income / (Loss) before debt service and other	(14,428,307)	(15,188,072)	(15,360,871)	(14,893,000)	(16,362,250)	(1,469,250)		(16,816,000)	(1,923,000)	
Debt Service	(3,305,785)	(4,954,954)	(3,303,303)	(4,953,000)	(3,302,270)	1,650,730		(4,953,405)	(405)		
Net transfers and encumbrances	10,823	169,917	177,617	0	7,700	7,700		7,700	7,700		
Fund Balance allotted	0	0	0	0	0	0		0	0		
General Service Fees	6,218,667	10,313,000	6,875,333	9,361,000	6,240,667	(3,120,333)		9,361,000	0		
General Fund Support	6,989,333	9,660,109	6,269,672	10,485,000	6,882,648	(3,602,352)		10,323,972	(161,028)		
	Net Surplus / (Deficit)	(\$4,515,269)	\$0	(\$5,341,552)	\$0	(\$6,533,505)	(\$6,533,505)		(\$2,076,733)	(\$2,076,733)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2023 Budget and Actual Results for the eight months ended February 28, 2023 with FY 2022 Comparisons

Residence Life & Housing	FY21	FY22		FY23							
	YTD February 28	Pre-Audit		Original Budget	YTD February 28	Actual to Budget		Projected June 30	Projection Budget		
		YTD June 30	YTD February 28			\$	%		\$	%	
Revenue	\$11,167,255	\$11,866,666	\$11,242,750	\$13,441,000	\$11,638,260	(\$1,802,740)		\$12,274,311	(\$1,166,689)		
Total Revenues	11,167,255	11,866,666	11,242,750	13,441,000	11,638,260	(1,802,740)		12,274,311	(1,166,689)		91%
Payroll	450,525	654,928	442,427	602,000	340,262	261,738		550,312	51,688		
Fringes	153,639	205,808	136,323	198,000	125,077	72,923		222,850	(24,850)		
Total Compensation	604,164	860,736	578,750	800,000	465,339	334,661		773,162	26,838		97%
Operating	2,803,158	4,341,434	3,041,665	6,191,000	3,499,037	2,691,963		5,260,205	930,795		
Utilities	718,978	1,137,570	747,416	1,229,000	571,825	657,175		1,229,000	0		
Plant Fund	0	0	0	0	9,884	(9,884)		25,258	(25,258)		
Athletic Scholarships	0	0	0	0	0	0		0	0		
COVID Relief re-charge	(45,673)	0	0	0	0	0		0	0		
Total Non Personnel	3,476,463	5,479,004	3,789,081	7,420,000	4,080,746	3,339,254		6,514,463	905,537		88%
Total Expenditures	4,080,627	6,339,740	4,367,831	8,220,000	4,546,085	3,673,915		7,287,625	932,375		89%
Net Income / (Loss) before debt service and other	7,086,628	5,526,926	6,874,919	5,221,000	7,092,175	1,871,175		4,986,686	(234,314)		
Debt Service	(7,094,597)	(10,624,783)	(7,083,189)	(8,607,000)	(5,737,681)	2,869,319		(8,606,521)	479		
Net transfers and encumbrances	8,192	(226,083)	8,017	0	234,100	234,100		234,100	234,100		
Fund Balance allotted	660,123	0	0	0	0	0		645,100	645,100		
General Service Fees	0	0	0	0	0	0		0	0		
General Fund Support	5,400,667	5,969,040	4,032,680	3,386,000	1,827,090	(1,558,910)		2,740,635	(645,365)		
Net Surplus / (Deficit)	\$6,061,013	\$645,100	\$3,832,427	\$0	\$3,415,684	\$3,415,684		\$0	\$0		

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2023 Budget and Actual Results for the eight months ended February 28, 2023 with FY 2022 Comparisons

EJ Thomas Performing Arts Hall	FY21	FY22		FY23							
	YTD February 28	Pre-Audit YTD June 30	YTD February 28	Original Budget	YTD February 28	Actual to Budget		Projected June 30	Projection Budget		
						\$	%		\$	%	
Revenue	\$243,996	\$2,052,682	\$1,086,912	\$2,597,000	\$1,366,511	(\$1,230,489)		\$2,297,000	(\$300,000)		
Total Revenues	243,996	2,052,682	1,086,912	2,597,000	1,366,511	(1,230,489)		2,297,000	(300,000)		88%
Payroll	166,602	271,283	170,013	319,000	177,496	141,504		290,000	29,000		
Fringes	48,779	80,028	50,021	106,000	64,273	41,727		103,000	3,000		
Total Compensation	215,381	351,311	220,034	425,000	241,769	183,231		393,000	32,000		92%
Operating	135,417	1,993,260	1,051,082	2,355,000	1,373,413	981,587		2,152,653	202,347		
Utilities	67,880	206,677	127,121	215,000	108,341	106,659		215,000	0		
Plant Fund	0	1,036,852	0	0	0	0		0	0		
Athletic Scholarships	0	0	0	0	0	0		0	0		
COVID Relief re-charge	0	(1,598,587)	0	0	0	0		0	0		
Total Non Personnel	203,297	1,638,202	1,178,203	2,570,000	1,481,754	1,088,246		2,367,653	202,347		92%
Total Net Expenditures	418,678	1,989,513	1,398,237	2,995,000	1,723,523	1,271,477		2,760,653	234,347		92%
Net Income / (Loss) before debt service and other	(174,682)	63,169	(311,325)	(398,000)	(357,012)	40,988		(463,653)	(65,653)		
Debt Service	(217,335)	(325,784)	(217,189)	(302,000)	(201,071)	100,929		(301,607)	393		
Net transfers and encumbrances	38,009	(65,260)	0	0	65,260	65,260		65,260	65,260		
Fund Balance allotted	60,667	0	0	700,000	466,667	(233,333)		700,000	0		
General Service Fees	0	0	0	0	0	0		0	0		
General Fund Support	420,000	613,558	414,519	0	0	0		0	0		
Net Surplus / (Deficit)	\$126,659	\$285,683	(\$113,995)	\$0	(\$26,156)	(\$26,156)		\$0	\$0		

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2023 Budget and Actual Results for the eight months ended February 28, 2023 with FY 2022 Comparisons

Dining (Aramark)	FY21		FY22		FY23					
	YTD February 28	Pre-Audit YTD June 30	YTD February 28	Original Budget	YTD February 28	Actual to Budget		Projected June 30	Projection Budget	
						\$	%		\$	%
Revenue	\$1,216,887	\$1,195,562	\$581,365	\$1,242,000	\$673,179	(\$568,821)		\$1,242,000	\$0	100%
Total Revenues	1,216,887	1,195,562	581,365	1,242,000	673,179	(\$568,821)		1,242,000	0	
Payroll	32,160	89,560	33,645	57,000	108,444	(51,444)		57,000	0	
Fringes	99,304	175,292	71,505	200,000	81,824	118,176		200,000	0	
Total Compensation	131,464	264,852	105,150	257,000	190,268	66,732		257,000	0	100%
Operating	359,115	957,952	807,518	935,000	859,266	75,734		1,022,999	(87,999)	
Utilities	140,911	190,873	109,917	250,000	100,614	149,386		250,000	0	
Plant Fund	(18,819)	0	0	600,000	365,000	235,000		600,000	0	
Athletic Scholarships	0	0	0	0	0	0		0	0	
COVID Relief re-charge	0	0	0	0	0	0		0	0	
Total Non Personnel	481,207	1,148,825	917,435	1,785,000	1,324,880	460,120		1,872,999	(87,999)	105%
Total Net Expenditures	612,671	1,413,677	1,022,585	2,042,000	1,515,148	526,852		2,129,999	(87,999)	104%
Net Income / (Loss) before debt service and other	604,216	(218,115)	(441,220)	(800,000)	(841,969)	(41,969)		(887,999)	(87,999)	
Debt Service	(518,626)	(774,222)	(516,148)	(306,000)	(203,692)	102,308		(306,000)	0	
Net transfers and encumbrances	24,017	(6,489)	81,510	0	87,999	87,999		87,999	87,999	
Fund Balance allotted	604,667	998,826	1,013,476	1,106,000	737,333	(368,667)		1,106,000	0	
General Service Fees	0	0	0	0	0	0		0	0	
General Fund Support	1,942,667	0	0	0	0	0		0	0	
Net Surplus / (Deficit)	\$2,656,941	\$0	\$137,618	\$0	(\$220,329)	(\$220,329)		\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2023 Budget and Actual Results for the eight months ended February 28, 2023 with FY 2022 Comparisons

Recreation & Wellness Services	FY21		FY22		FY23						
	YTD February 28	Pre-Audit YTD June 30	YTD February 28	Original Budget	YTD February 28	Actual to Budget		Projected June 30	Projection Budget		
						\$	%		\$	%	
Revenue	\$55,366	\$397,519	\$241,717	\$464,000	\$333,346	(\$130,654)		\$450,000	(\$14,000)		
Total Revenues	55,366	397,519	241,717	464,000	333,346	(130,654)		450,000	(14,000)		97%
Payroll	274,424	472,887	309,692	520,000	331,331	188,669		520,000	0		
Fringes	88,917	151,875	99,251	183,000	116,577	66,423		183,000	0		
Total Compensation	363,341	624,762	408,943	703,000	447,908	255,092		703,000	0		100%
Operating	572,334	1,090,943	688,347	1,176,000	819,336	356,664		1,102,369	73,631		
Utilities	105,579	269,817	139,107	304,000	128,090	175,910		260,000	44,000		
Plant Fund	0	0	0	0	103,000	(103,000)		103,000	(103,000)		
Athletic Scholarships	0	0	0	0	0	0		0	0		
COVID Relief re-charge	(53,111)	0	0	0	0	0		0	0		
Total Non Personnel	624,802	1,360,760	827,454	1,480,000	1,050,426	429,574		1,465,369	14,631		99%
Total Net Expenditures	988,143	1,985,522	1,236,397	2,183,000	1,498,334	684,666		2,168,369	14,631		99%
Net Income / (Loss) before debt service and other	(932,777)	(1,588,003)	(994,680)	(1,719,000)	(1,164,988)	554,012		(1,718,369)	631		
Debt Service	(1,121,375)	(1,659,428)	(1,106,285)	(1,647,000)	(1,098,247)	548,753		(1,647,000)	0		
Net transfers and encumbrances	1,112	(16,169)	3,187	0	19,356	19,356		19,356	19,356		
Fund Balance allotted	154,641	174,133	325,823	468,000	324,000	(144,000)		448,123	(19,877)		
General Service Fees	0	0	0	0	0	0		0	0		
General Fund Support	2,101,334	3,089,467	2,080,489	2,898,000	1,931,927	(966,073)		2,897,890	(110)		
Net Surplus / (Deficit)	\$202,935	\$0	\$308,534	\$0	\$12,048	\$12,048		\$0	\$0		

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2023 Budget and Actual Results for the eight months ended February 28, 2023 with FY 2022 Comparisons

Jean Hower Taber Student Union	FY21		FY22		FY23					
	YTD February 28	Pre-Audit YTD June 30	YTD February 28	Original Budget	YTD February 28	Actual to Budget		Projected June 30	Projection Budget	
						\$	%		\$	%
Revenue	\$566,471	\$725,104	\$514,134	\$841,000	\$489,413	(\$351,587)		\$841,000	\$0	
Total Revenues	566,471	725,104	514,134	841,000	489,413	(351,587)		841,000	0	
Payroll	271,165	485,358	304,406	595,000	370,732	224,268		595,000	0	
Fringes	106,798	165,466	107,278	205,000	159,524	45,476		205,000	0	
Total Compensation	377,963	650,824	411,684	800,000	530,256	269,744		800,000	0	
Operating	463,343	906,499	591,969	1,114,000	665,674	448,326		1,131,224	(17,224)	
Utilities	233,575	479,823	272,037	479,000	307,840	171,160		479,000	0	
Plant Fund	0	0	0	0	0	0		0	0	
Athletic Scholarships	0	0	0	0	0	0		0	0	
COVID Relief re-charge	(47,962)	0	0	0	0	0		0	0	
Total Non Personnel	648,956	1,386,322	864,006	1,593,000	973,514	619,486		1,610,224	(17,224)	
Total Net Expenditures	1,026,919	2,037,146	1,275,690	2,393,000	1,503,770	889,230		2,410,224	(17,224)	
Net Income / (Loss) before debt service and other	(460,448)	(1,312,042)	(761,556)	(1,552,000)	(1,014,357)	537,643		(1,569,224)	(17,224)	
Debt Service	(1,928,613)	(2,855,373)	(1,903,582)	(2,834,000)	(1,889,326)	944,674		(2,833,989)	11	
Net transfers and encumbrances	0	(16,753)	0	0	16,753	16,753		16,753	16,753	
Fund Balance allotted	0	142,610	294,137	920,000	613,333	(306,667)		1,218,181	298,181	
General Service Fees	0	0	0	0	0	0		0	0	
General Fund Support	2,743,334	4,041,558	2,718,852	3,466,000	2,112,186	(1,353,814)		3,168,279	(297,721)	
Net Surplus / (Deficit)	\$354,273	\$0	\$347,851	\$0	(\$161,411)	(\$161,411)		\$0	\$0	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2023 Budget and Actual Results for the eight months ended February 28, 2023 with FY 2022 Comparisons

Parking & Transportation Services	FY21		FY22		FY23						
	YTD February 28	Pre-Audit YTD June 30	YTD February 28	Original Budget	YTD February 28	Actual to Budget		Projected June 30	Projection Budget		
						\$	%		\$	%	
Revenue	\$4,025,193	\$5,240,643	\$4,868,480	\$5,123,000	\$4,474,075	(\$648,925)		\$4,816,088	(\$306,912)		
Total Revenues	4,025,193	5,240,643	4,868,480	5,123,000	4,474,075	(648,925)		4,816,088	(306,912)		94%
Payroll	98,880	191,954	121,158	198,000	124,269	73,731		198,000	0		
Fringes	29,572	56,009	35,661	63,000	40,713	22,287		63,000	0		
Total Compensation	128,452	247,963	156,819	261,000	164,982	96,018		261,000	0		100%
Operating	1,083,955	1,413,152	1,385,990	1,769,000	1,313,750	455,250		1,618,053	150,947		
Utilities	133,023	229,130	126,315	265,000	143,094	121,906		265,000	0		
Plant Fund	0	194,554	0	0	0	0		0	0		
Athletic Scholarships	0	0	0	0	0	0		0	0		
COVID Relief re-charge	(36,471)	0	0	0	0	0		0	0		
Total Non Personnel	1,180,507	1,836,836	1,512,305	2,034,000	1,456,844	577,156		1,883,053	150,947		93%
Total Net Expenditures	1,308,959	2,084,799	1,669,124	2,295,000	1,621,826	673,174		2,144,053	150,947		93%
Net Income / (Loss) before debt service and other	2,716,234	3,155,844	3,199,356	2,828,000	2,852,249	24,249		2,672,035	(155,965)		
Debt Service	(3,000,151)	(4,523,238)	(3,015,492)	(4,258,000)	(2,838,513)	1,419,487		(4,257,770)	230		
Net transfers and encumbrances	6,200	1,985	157,870	0	155,885	155,885		155,885	155,885		
Fund Balance allotted	380,000	0	0	0	0	0		61,554	61,554		
General Service Fees	0	0	0	0	0	0		0	0		
General Fund Support	1,456,000	1,365,409	922,470	1,430,000	912,197	(517,803)		1,368,296	(61,704)		
Net Surplus / (Deficit)	\$1,558,283	\$0	\$1,264,204	\$0	\$1,081,818	\$1,081,818		\$0	\$0		

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY 2023 Budget and Actual Results for the eight months ended February 28, 2023 with FY 2022 Comparisons

Wayne Student Union	FY21		FY22		FY23					
	YTD February 28	Pre-Audit YTD June 30	YTD February 28	Original Budget	YTD February 28	Actual to Budget		Projected June 30	Projection Budget	
						\$	%		\$	%
Revenue	\$27,508	\$39,377	\$24,514	\$30,000	\$16,347	(\$13,653)		\$30,000	\$0	
Total Revenues	27,508	39,377	24,514	30,000	16,347	(13,653)		30,000	0	
						54%			0%	
Payroll	0	0	0	0	0	0		0	0	
Fringes	0	0	0	0	0	0		0	0	
Total Compensation	0	0	0	0	0	0		0	0%	
Operating	2,230	3,479	3,479	30,000	11,091	18,909		30,000	0	
Utilities	0	0	0	0	0	0		0	0	
Plant Fund	0	904,844	0	0	0	0		0	0	
Athletic Scholarships	0	0	0	0	0	0		0	0	
COVID Relief re-charge	0	0	0	0	0	0		0	0	
Total Non Personnel	2,230	908,323	3,479	30,000	11,091	18,909		30,000	0	
						37%			100%	
Total Net Expenditures	2,230	908,323	3,479	30,000	11,091	18,909		30,000	0	
						37%			100%	
Net Income / (Loss) before debt service and other	25,278	(868,946)	21,035	0	5,256	5,256		0	0	
Debt Service	0	0	0	0	0	0		0	0	
Net transfers and encumbrances	0	0	0	0	0	0		0	0	
Fund Balance allotted	0	0	0	0	0	0		0	0	
General Service Fees	0	0	0	0	0	0		0	0	
General Fund Support	0	0	0	0	0	0		0	0	
Net Surplus / (Deficit)	\$25,278	(\$868,946)	\$21,035	\$0	\$5,256	\$5,256		\$0	\$0	

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

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

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

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

- 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 eight months ended February 28, 2023

Athletics

Revenues total \$4.5 million or approximately 49 percent of the \$9.2 million budget. The principal revenues include game guarantees (57 percent), gifts (18 percent), and ticket sales (12 percent). Pre-sale ticket income is not earned until the event is held. Currently, \$31,000 of revenue is unearned.

Payroll and fringes total \$6.4 million or 63 percent of the annual budget of \$10.2 million.

Operating expenditures total \$9.1 million or 120 percent of the \$7.5 million budget. The principal operating expenditures include supplies & services (66 percent) and travel & hospitality (32 percent). Primary supplies & services expenses are athletic supplies (28 percent), game official & guarantees (12 percent), and memberships (12 percent). Travel and hospitality expenditures include team travel and recruiting (74 percent) and team meals non-travel (12 percent). Expenditures that were not included in the budget are equipment and apparel related to the Nike transition \$400,000; reinstating hotel stays the night before home football games \$330,000; travel inflation \$267,000; the men’s basketball trip to the Cayman Islands \$150,000; and Crystal Clinic orthopedic services \$80,000.

Description	Actual YTD
Supplies & Services	\$5,936,000
Travel & Hospitality	2,858,000
Student Assistants	<u>258,000</u>
Total Operating	<u>\$9,052,000</u>

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

Scholarships total \$5 million or 88 percent of the \$5.7 million budget.

YTD debt service of \$3.3 million, or 67 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 \$6.2 million and general fund support received totals \$6.9 million. General fund support budget will be reduced by \$161,000 to cover excess FY 2022 expenses.

Residence Life & Housing

Revenues to date total \$11.6 million or 87 percent of the \$13.4 million budget. Revenue is not recognized until it is earned. Currently, there is \$649,000 of unearned revenue. Fall maximum occupancy was 2,539 beds; however, at fall census there were 2,081 housing contracts or 83 percent. However, 180 students selected the option to buy out their double rooms as a single at 150 percent of the normal rate. This reduces the maximum planned occupancy to 2,379 and results in an 87 percent occupancy rate. Housing contracts at spring census were 1,919, an 8 percent decrease from fall, but represents an improvement compared to last spring where the occupancy was 11 percent down.

Payroll and fringes total \$465,000 or 58 percent of the \$800,000 budget.

Operating expenditures total \$3.5 million or 57 percent of the annual \$6.2 million budget. The primary operating expenses include maintenance (60 percent), supplies & services (20 percent), and resident assistant meals (10 percent). Maintenance primarily occurs during the summer in preparation for the academic year. Some notable excess costs this year are building repair of \$228,000, return to campus full operations of \$200,000, and property & fire insurance of \$27,000.

Plant Fund expense of \$10,000 represents a portion of the Spanton Hall piping replacement.

YTD debt service of \$5.7 million, or 67 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 was reduced by \$645,000 to account for the remaining fund balance from FY 2022.

EJ Thomas Performing Arts Hall

Revenues total \$1.4 million of the \$2.6 million budget. Ticket and rental sales are the primary revenue source. Pre-sale tickets income is not earned until the event is held. Revenue shortfall includes a \$300,000 loss due to two postponed shows as the production company wardrobe truck caught fire.

Payroll and fringes total \$242,000 or 57 percent of the annual budget of \$425,000.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2023 Budget and Actual Results for the eight months ended February 28, 2023

Operating expenditures approximate \$1.4 million or 58 percent of the \$2.4 million budget. Primary operating expenditures are artist fees, maintenance, and stage & wardrobe.

YTD debt service of \$201,000, or 67 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 \$673,000 or 54 percent of the \$1.2 million budget and is primarily Aramark facilities' support.

Payroll and fringes total \$190,000 or 74 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. Payroll is higher than budget as Dining is paying legacy union members' salaries which will be reimbursed partially by Aramark. Additional unanticipated salary cost includes retirement payouts for two employees.

Operating expenditures total \$859,000 or 92 percent of the annual budget of \$935,000 and primarily are supplies & services (97 percent). The largest supplies & services expenditures are equipment (38 percent), computer and peripherals (20 percent), and maintenance (17 percent).

Plant Fund expense of \$365,000 represents Chick-Fil-A Refresh \$150,000 and Starship buildout \$215,000.

YTD debt service of \$204,000, or 67 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.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2023 Budget and Actual Results for the eight months ended February 28, 2023

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 \$333,000 or 72 percent of the \$464,000 budget. Primary revenues include aquatic facility rentals (41 percent), memberships (26 percent), and on-campus facility rentals (16 percent).

Payroll and fringes total \$448,000 or 64 percent of \$703,000 budget.

Operating expenditures total \$819,000 or 70 percent of the \$1.2 million budget. The primary operating expenditures include supplies & services/maintenance (63 percent) and student assistants (36 percent).

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

YTD debt service of \$1.1 million, or 67 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.

General Fund Support is budgeted at \$2.9 million. To date, \$1.9 million of General fund support has been received.

Jean Hower Taber Student Union

Revenues total \$489,000 or 58 percent of the \$841,000 budget. Revenues include commission income (84 percent) and rental income (15 percent).

Payroll and fringes total \$530,000 or 66 percent of the annual budget of \$800,000.

Operating expenditures total \$666,000 or 60 percent of the \$1.1 million budget. Primary operating expenditures include maintenance repairs (53 percent); student assistants (28 percent); and supplies and services (15 percent).

YTD debt service of \$1.9 million, or 67 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 \$1,218,181 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, \$2.1 million of General fund support has been received. General fund support will be reduced by \$298,000 to account for the remaining fund balance from FY 2022.

Parking & Transportation Services

Revenues total \$4.5 million or 87 percent of the \$5.1 million budget. Student transportation fee and parking permits are the primary sources of revenue (99 percent). Unearned income generated from parking permits purchased before the semester begins is recognized when earned.

Payroll and fringes total \$165,000 or 63 percent of the annual budget of \$261,000.

Operating expenditures total \$1.3 million or 74 percent of the \$1.8 million budget. Primary expenses are transportation-related activities, including busing, parking lot, and deck maintenance (86 percent).

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY 2023 Budget and Actual Results for the eight months ended February 28, 2023

YTD debt service of \$2.8 million, or 67 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 construction of new parking facilities.

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.

General Fund Support is budgeted at \$1.4 million. To date, \$912,000 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 \$16,000 or 54 percent of the \$30,000 budget. Earned income includes bookstore commission (100 percent).

Operating expenditures total \$11,000 or 37 percent of the \$30,000 budget. Operating expenditures primarily consist of zip card awards (56 percent) and property and fire insurance (44 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 Eight Months Ended February 28, 2023

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY 2023 Budget and Actual Results for the eight months ended February 28, 2023 with FY 2022 Comparisons

Department Sales & Services Combined	FY21	FY22		FY23						
	YTD February 28	Pre-Audit YTD June 30	YTD February 28	Original Budget	YTD February 28	Actual to Budget		Projected June 30	Projection to Budget	
						\$	%		\$	%
Revenue	\$3,087,599	\$5,889,505	\$3,654,932	\$5,078,000	\$3,715,922	(\$1,362,078)		\$5,440,000	\$362,000	
Total Revenues	3,087,599	5,889,505	3,654,932	5,078,000	3,715,922	(1,362,078)		5,440,000	362,000	107%
Payroll	1,601,518	1,874,426	1,390,085	1,947,000	1,234,144	712,856		1,897,000	50,000	
Fringes	466,633	543,210	388,900	520,000	364,458	155,542		493,300	26,700	
Total Compensation	2,068,151	2,417,636	1,778,985	2,467,000	1,598,602	868,398		2,390,300	76,700	97%
Operating Plant Fund	1,573,814	2,690,308	1,930,342	2,344,000	2,912,280	(568,280)		3,423,000	(1,079,000)	
	60,616	65,571	33,078	10,000	109,436	(99,436)		125,000	(115,000)	
Total Non Personnel	1,634,430	2,755,879	1,963,420	2,354,000	3,021,716	(667,716)		3,548,000	(1,194,000)	151%
Total Expenditures	3,702,581	5,173,515	3,742,405	4,821,000	4,620,318	200,682		5,938,300	(1,117,300)	123%
Net Income / (Loss) before debt service and other	(614,982)	715,990	(87,473)	257,000	(904,396)	(1,161,396)		(498,300)	(755,300)	
Net transfers and encumbrances	176,323	43,844	224,015	181,000	320,188	139,188		479,190	298,190	
Fund Balance allotted	0	0	0	0	0	0		0	0	
Net Surplus / (Deficit)	(\$438,659)	\$759,834	\$136,542	\$438,000	(\$584,208)	(\$1,022,208)		(\$19,110)	(\$457,110)	

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

Other

Revenues

- Includes about 69 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 eight months ended February 28, 2023

Continuing and Professional Education

Continuing and Professional Education revenues total \$352,000 or 59 percent of the \$595,000 annual budget.

Payroll and fringes total \$261,000 or 75 percent of the \$348,000 annual budget. Generally, payroll costs related to contract training are incurred prior to the associated revenue being collected. Projections suggest compensation will total \$371,000, or \$23,300 greater than budget.

Operating expenditures total \$229,000 or 91 percent of the \$253,000 annual budget. The principal operating expenditures include supplies & services related to training and instructional support.

New Student Orientation

New Student Orientation revenues total \$204,000 or 52 percent of the \$395,000 annual budget.

Payroll and fringes total \$127,000 or 64 percent of the \$200,000 annual budget.

Operating expenditures total \$229,000 or 62 percent of the \$370,000 annual budget. Expenditures increase late spring and summer for onboarding new students. The principal operating expenditures include supplies & services (32 percent), student assistants (30 percent), and New Roo Weekend (22 percent).

Other

The Other departmental sales and services revenues total \$3.2 million or 77 percent of the \$4.1 million annual budget. Revenues are generated from roughly 69 activities including Printing Services (17 percent), ITS Shared Services (13 percent) and College of Business Executive Education (10 percent). Projections suggest budgeted revenues will total \$4.5 million, or \$362,000 greater than budget.

Payroll and fringes total \$1.2 million or 63 percent of the \$1.9 million annual budget.

Operating expenditures total \$2.5 million or 143 percent of the \$1.7 million annual budget. Operating expenditures are projected to approximate \$2.8 million or \$1.1 million greater than budget. Individual units will manage their budgets to ensure expenditures don't exceed revenues.

Supplies & services are the primary operating expense (65 percent). Capital expenditures total \$109,000. The capital expenditures are associated with a static load cell, source meter, emitter, lathe, lube and sensor systems for Engineering, plus 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 \$320,188 net transfers and encumbrances represent those types of commitments.

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Acceptance of the Financial Report for the Eight Months Ended February 28, 2023

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on April 19, 2023 accepting the Combined Statement, General Funds, Auxiliary Funds, and Departmental Sales and Services Funds Financial Report for the Eight Months Ended February 28, 2023 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

FINANCE & ADMINISTRATION COMMITTEE

TAB 3

PROCUREMENTS FOR MORE THAN \$500,000



DATE: April 5, 2023

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

FROM: Shandra L. Irish *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 procurement, which exceeds \$500,000, for Board of Trustees consideration and approval at its meeting on April 19, 2023.

1. **Enrollment Management Services**

A Request for Proposal (RFP) was issued on October 21, 2022, and eight bids were received.

- Carnegie
- Deloitte
- Education Advisory Board (EAB)
- Fire Engine Red
- Huron
- Liaison
- Ruffalo Noel Levitz (RNL)
- The Parish Group

EAB was identified by the evaluation committee as the winner. The EAB bid provided for a three-year formal partnership up front with an option to continue for two additional years. The pricing for the three-year commitment is \$2,548,845.53 for EAB's services as outlined in their proposal. Another \$1,464,601 is set aside as pass-through costs for postage, digital marketing, and list costs (lead generation) to supplement EAB's marketing efforts. Should the contract be extended to five years, an additional \$1,862,261.71 would be required for EAB's services, and another \$629,088 would be passed through for postage, digital marketing, and list costs (lead generation). The University is expected to pay for lead generation services directly to the list source providers. EAB collects the pass-through dollars set aside for postage and digital marketing and handles the payment for those services on our behalf.

EAB will be providing best-practice expertise to the University in the development of an appropriately sized prospect pool that starts at the high school sophomore year for candidates. Their relationship will foster application submission priorities necessary to grow the University's incoming FTFY cohort to 2,500 by 2025. Further, EAB is producing a financial aid leveraging strategy that will emphasize maximizing expendable resources for the University with every enrollment. The University was unable to produce best-practice services in these areas without the help of this chosen partner.

With the amount of infrastructural work needed to be completed before external outreach efforts could begin, the EAB and the University chose to begin their partnership shortly after

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

the first of the year. The contract completed at that time was essential to keep the target for fall 2023 cohort. The contract that was entered into was for a smaller portion of the overall services. This Board meeting is the first Board meeting since the selection through the RFP process. The work under the initial contract began in January, and our progress to date has been steady and remains on track for a launch of their services ahead of the opening of our August 1 application for admission. For example, a final draft of our financial aid leveraging model is on pace for completion by the end of April.

An award to EAB is recommended by Enrollment Management and the Department of Purchasing as the winning bidder. Overall, the review committee determined that the bid was the most responsive and was the best value of all the submissions. 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 EAB and its peripheral partner services in the collective amount of \$4,013,446.53 for the initial three-year timeline, and I request approval of the Board of Trustees at its meeting on April 19, 2023. If the University were to explore extending the agreement to the optional two-year extension, that decision would be made during the second year of the commitment and would increase the total contract cost to the University to \$6,504,796.24 for both EAB and its peripheral partner services.

* * *

The following procurement received consensus to proceed from the Finance & Administration Committee on February 15, 2023 and is presented here for final ratification by the Board of Trustees on April 19, 2023.

2. **UAK230002 Campus Hardscape - Buchtel Common (State Capital Funds)**

The Office of Capital Planning entered into a contract with the Osborn Engineering Company for \$713,885 for engineering and design services related to the renovation of Buchtel Common.

Five firms responded to the Request for Qualifications. The following three firms were short-listed and interviewed based on their responses to the RFQ:

- Sheeser Buckley Mayfield, LLC
- Osborn Engineering Company
- The Kleingers Group, Inc.

As part of the initial phase, the A/E will prepare design and construction documents detailing the scope of work required for both phases of the project, develop an estimated costs for the scope of work, and prepare the documents for separate phases. The Associate will provide construction administration for the first construction phase. Bidding and Construction administration for the second phase is not part of the initial contract and will be addressed as an amendment to the A/E contract when appropriate. Phase 1 construction is anticipated to be bid fall 2023, with construction beginning early spring 2024.

I recommend final ratification of this award to the Osborn Engineering Company by the Board of Trustees at its meeting on April 19, 2023.

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Acceptance of Procurements for More Than \$500,000

BE IT RESOLVED, That the following recommendations presented by the Finance & Administration Committee on April 19, 2023 be approved:

Award to Education Advisory Board (EAB) and its peripheral partner services a contract for enrollment management services as outlined in its proposal with an initial three-year timeline, in the collective amount of \$4,013,446.53, with the option to extend for an additional two years.

Ratification of the contract awarded to Osborn Engineering Company for engineering and design services related to the renovation of Buchtel Common in the amount of \$713,885.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

FINANCE & ADMINISTRATION COMMITTEE

TAB 4

**TEMPORARY MODIFICATION OF UNIVERSITY
RULE 3359-26-07, STAFF EMPLOYEE ADVISORY
COMMITTEE**



TO: Dallas A. Grundy

FROM: Sarah J. Kelly

DATE: April 3, 2023

RE: Temporary Modification of University Rule 3359-26-07, Staff employee advisory committee

In August 2022, the Staff Employee Advisory Committee (“SEAC”) sent a request to the President seeking to expand SEAC membership to include bargaining unit staff employees of The University of Akron. The President advised SEAC that he agreed with the proposal on a trial basis, which would be evaluated one year after implementation to determine next steps.

Working with the Office of Human Resources and the Office of General Counsel, SEAC developed proposed revisions to the Staff Employee Advisory Committee Rule, University Rule 3359-26-07, which will be enacted on a trial basis for one year. The resolution is attached. Following this trial period, if there is consensus to formally seek amendment to the rule, the proposed revisions will be forwarded to the Rules Committee of the Board of Trustees for its consideration. The resolution provides also that the President, in his sole discretion, may revoke the trial revisions prior to the expiration of the one-year trial period.

Please note that this approach of approval to a temporary revision to a current rule is consistent with the approach taken to temporarily modify the University’s vacation rule to grant employees additional time within which to use accumulated vacation time following COVID.

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Pertaining to the Temporary Modification of
University Rule 3359-26-07, Staff employee advisory committee

WHEREAS, University Rule 3359-26-07 comprises the bylaws of the Staff Employee Advisory Committee (“SEAC”) and defines the employee constituency group represented by SEAC, which currently is non-bargaining unit staff employees of the University of Akron; and

WHEREAS, In August 2022, SEAC sent a request to the President seeking to expand SEAC membership to include bargaining unit staff employees of the University of Akron; and

WHEREAS, In August 2022, the President informed SEAC that he did not object to the concept of expanding the membership of SEAC to include members of bargaining unit staff employees, with the understanding that no matters involving collective bargaining were to be referenced or addressed by SEAC, but that the change would be undertaken on a trial basis and would be evaluated one year after implementation to determine next steps; and

WHEREAS, The President encouraged SEAC to work with the Office of Human Resources to develop the changes for University Rule 3359-26-07 necessary to undertake the trial inclusion of bargaining unit staff employees into SEAC; and

WHEREAS, SEAC has prepared proposed revisions to University Rule 3359-26-07 to enact the trial inclusion (attached as Exhibit A), which now have been reviewed by the Office of Human Resources and the Office of General Counsel, which are both recommending that the proposed revisions to Rule 3359-26-07 be enacted on a temporary trial basis; Now, therefore,

BE IT RESOLVED, That the proposed revisions to Rule 3359-26-07 shall be enacted temporarily, so that SEAC may undertake the trial inclusion of bargaining unit staff into its membership, but that the temporary revisions to Rule 3359-26-07 shall not be filed with the State of Ohio Legislative Service Commission; and

BE IT FURTHER RESOLVED, That following the period of one year, the temporary revisions to Rule 3359-26-07 shall be reviewed to determine next steps; and

BE IT FURTHER RESOLVED, If determined by the President, in his sole discretion, as necessary, the temporary revisions to Rule 3359-26-07 need to be amended or revoked prior to the expiration of the one-year trial period.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

EXHIBIT A

3359-26-07 Staff employee advisory committee.

- (A) The staff employee advisory committee, "SEAC," shall serve as an advisory body to the president. Matters involving collective bargaining shall not be referred to or addressed by the committee. For further details, please see SEAC Procedure Manual.
- (B) The full committee shall meet annually with the president. The executive officers meet with the president quarterly or as needed. Meeting minutes shall be made available for all full-time ~~non-bargaining unit~~ staff employees for review.
- (C) The committee shall call an annual meeting - at the first meeting following elections - whereby the following business, including but not limited to, must be conducted: appoint a chair for the upcoming year, appoint a vice-chair, appoint a secretary, appoint a treasurer, appoint an election officer, appoint a communication officer, appoint university council members, establish meeting times and location, ~~contact the president's office to appoint open positions, appoint any project charter committee members as necessary,~~ and verify ex-officio members by name(s).
- (D) Composition.
- (1) The "SEAC" shall consist of ~~eighteen- tTwenty-tTwo~~ full-time ~~non-bargaining unit~~ staff employees employed by the university of Akron. The office of general counsel shall provide assistance as appropriate.
- (2) An ex-officio member. This is a current member of the "SEAC" committee whose term is expiring. The ex-officio member is voted on by the current "SEAC" committee for an additional year-long appointment to complete a current assignment. Each ex-officio member appointed will be evaluated annually at elections.
- (E) Terms of office.
- (1) "SEAC" members shall be elected/appointed for three-year terms, ~~with no more than one-third (six) of the committee members leaving the committee each year.~~ No member may be elected or appointed to serve more than two consecutive full terms. ~~Each year, members of "SEAC" will be elected/appointed as follows:~~
- (a) One full-time staff (non-bargaining) member may be appointed by the president of the university of Akron for a three-year term in addition to elected membership. SEAC may recommend an individual for the president to appoint.
- ~~(b) Five members elected by university full time staff (non-bargaining) members for a three year term.~~
- (e)(b) An ex-officio member. This is a current member of the "SEAC" committee whose term is expiring. The ex-officio member is voted on by the current "SEAC" committee for an additional year-long appointment to complete a current

assignment.

~~(d)~~(c) Each ex-officio elected member will be evaluated at annual meeting annually
~~at elections.~~

~~(e) The remaining twelve elected/appointed non-bargaining unit full-time staff shall
continue their staggered three-year terms.~~

(F) Election.

- (1) The "SEAC" shall establish election procedures. Such procedures shall call for nominations from the ~~non-bargaining~~ staff employees, which shall be sent to all members at least ~~three~~one weeks prior to the elections. Each ~~non-bargaining~~ staff employee may submit for nomination the name of one ~~non-bargaining~~ staff employee. Self-nominations are not permitted. Nominees shall, ~~and the nominees~~ indicate a willingness to serve.
 - (2) Ballots shall carry the names of all eligible persons who have been proposed for nomination. The person or persons receiving the largest number of votes shall fill the open position(s) in decreasing order of those votes, provided those persons are otherwise eligible in accordance with the eligibility requirements for membership on the "SEAC." Only full-time ~~non-bargaining~~ unit staff employees are eligible to participate in the election. All documents and data will be returned as confidential to the "SEAC" recording secretary for permanent file.
 - (3) Immediately following the election, the "SEAC" will certify to the president the new composition of the elected members of the committee. ~~The president shall have until April 1 to make appointment(s).~~
 - (4) In the event that no member of the university's regional campus(es) is elected, the president of the university of Akron will appoint a member(s) from the regional campus.
 - (5) Should a vacancy occur, ~~the president of the university of Akron shall appoint a replacement with recommendation from the committee to complete the remaining term.~~ The next eligible person receiving the largest number of votes from the most recent election will be recommended.
- (G) Removal from membership/office. Any member of "SEAC" may be removed upon a majority vote of the "SEAC." In the event of a removal from membership/office, a new member/officer shall then be appointed by the president for the remaining term of the vacancy. Thereafter, the person so removed will be ineligible to return to the committee.

Effective: 02/01/2015

Certification: _____
Ted A. Mallo
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

FINANCE & ADMINISTRATION COMMITTEE

TAB 5

GIFTS

WE RISE TOGETHER

The Campaign for
The University of Akron

DATE: March 31, 2023

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, 2022 – February 28, 2023)

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 February 28, 2023.

Of note:

- As of February 28, 2023, total attainment for the first eight months of fiscal year 2023 is \$15,494,116, a 64 percent increase in attainment over the same time period in the prior fiscal year.
- As of February 28, 2023, The University of Akron has generated \$97,650,373 in commitments for the We Rise Together Campaign, reaching 65 percent of the \$150 million goal since its inception in February 2020
- From July 1, 2022, to February 28, 2023, eight commitments totaling \$9,470,001 have been designated to The University of Akron through estate gifts. Also, during this period, \$2,446,794 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 eight months of fiscal year 2023, \$2,434,777 has been received in support for scholarships, including \$1,071,944 for immediate use.
- Led by the Office of the Alumni Association team, President and Mrs. Miller have recently visited more than 300 alumni and friends in the Los Angeles, Washington D.C., Charlotte, N.C., and Atlanta areas. This outreach has drawn increased attendance at each venue, showing continued growth in Zips pride and engagement among alumni.

With your approval, I request submission of this report to the Board of Trustees for approval at its April 19, 2023, meeting.

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

WE RISE TOGETHER

The Campaign for
The University of Akron

February 1, 2020 – February 28, 2023

OVERALL CAMPAIGN GOAL	
\$150,000,000	
Total Gifts Received	\$49,484,534
People	\$18,584,170
Place	\$2,762,519
Promise	\$28,137,845
New Gift Pledges Not Yet Realized	\$25,724,563
People	\$2,303,457
Place	\$37,500
Promise	\$23,383,606
Research Grants (as of August 31, 2021)	\$4,790,376
New Bequests Pledges Not Yet Realized	\$17,650,900
People	\$8,253,932
Place	\$5,400,001
Promise	\$3,996,967
# of New Bequest Pledges	42
Total Campaign Commitments	\$97,650,373
Total Commitments - People	\$29,141,559
Total Commitments - Place	\$8,200,020
Total Commitments - Promise	\$55,518,417
Research Grants	\$4,790,376

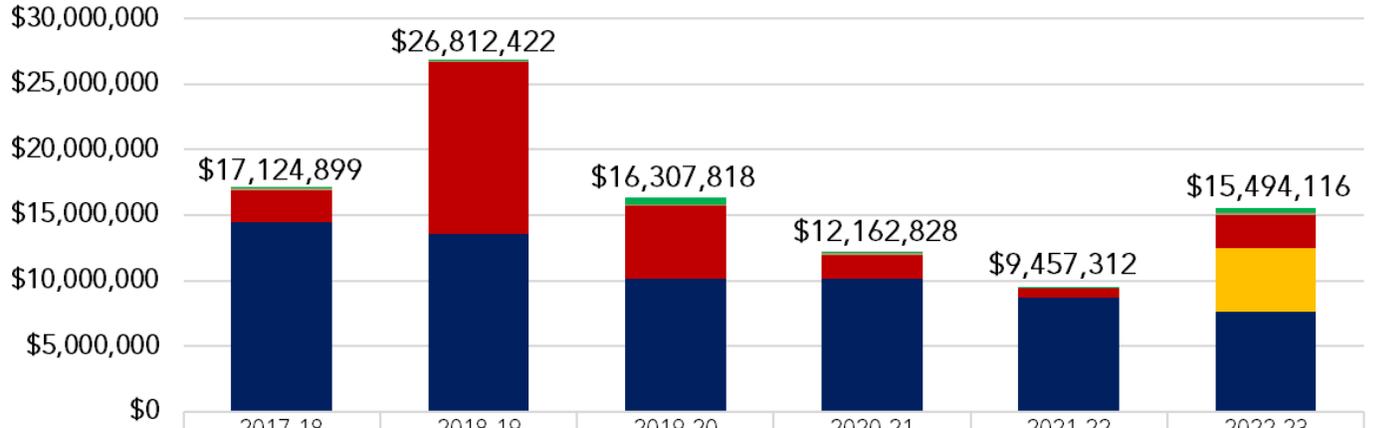
Progress to Goal



Attachment B

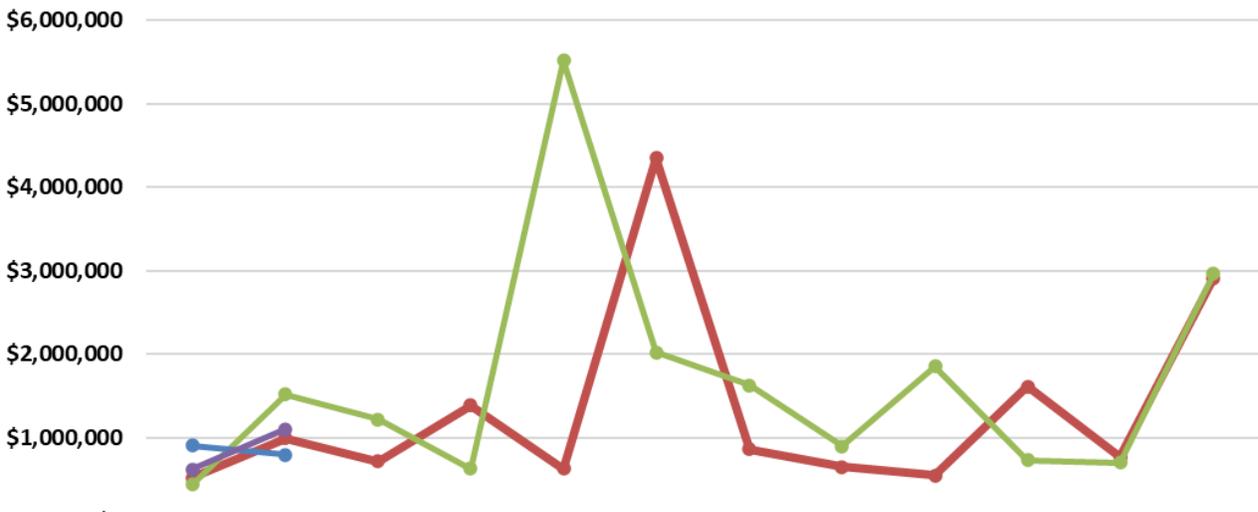
**DEPARTMENT OF DEVELOPMENT
FY 2023 Attainment
July 1, 2022 – February 28, 2023**

**The University of Akron and The University of Akron Foundation
Gifts and Pledges
July 1 - February 28 | FY2018 - FY2023**



	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
■ Gifts-in-Kind - all others	\$61,934	\$12,774	\$521,882	\$89,257	\$10,997	\$332,861
■ Gifts-in-Kind - corporate	\$133,169	\$95,735	\$33,000.58	\$91,685	\$5,324	\$194,852
■ Bequests received	\$2,497,805	\$13,185,869	\$5,571,329	\$1,822,950	\$732,481	\$2,446,794
■ Pledges due	\$0	\$0	\$5,000	\$22,000	\$45,900	\$4,920,234
■ Cash	\$14,431,991	\$13,518,044	\$10,176,607	\$10,136,936	\$8,662,611	\$7,599,377

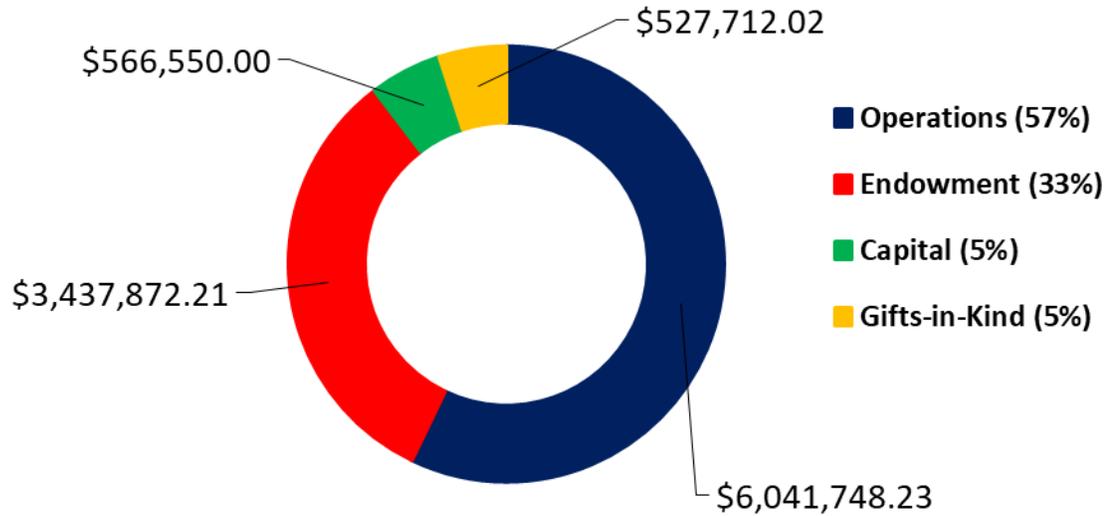
**The University of Akron and The University of Akron Foundation
Monthly Trend Report - Giving
Calendar Years 2021 - 2023**



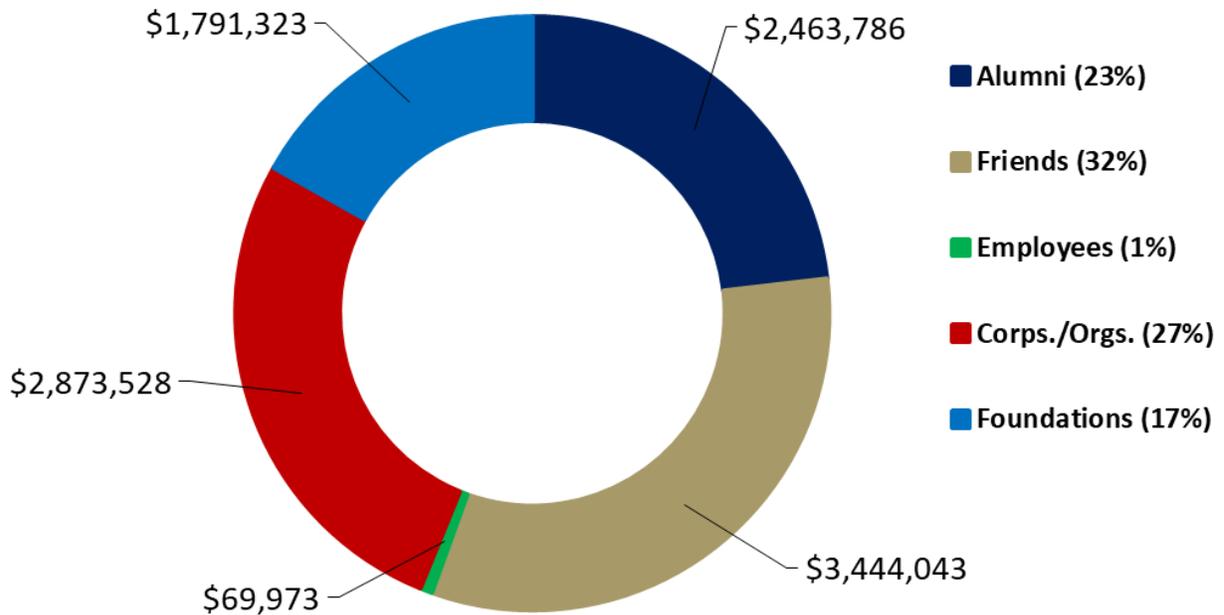
	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
— 2021	\$523,672	\$996,624	\$716,241	\$1,387,823	\$630,317	\$4,350,368	\$865,333	\$651,444	\$547,515	\$1,613,458	\$767,895	\$2,915,173
— 2022	\$440,171	\$1,516,118	\$1,223,152	\$632,083	\$5,516,939	\$2,026,214	\$1,626,276	\$897,034	\$1,856,845	\$733,563	\$702,920	\$2,967,282
— 2023	\$904,542	\$798,071										
— Avg 2021-2023	\$622,795	\$1,103,604										

Attachment B

The University of Akron and The University of Akron Foundation
Gifts by Classification Type
July 1, 2022 - February 28, 2023 | FY 2023

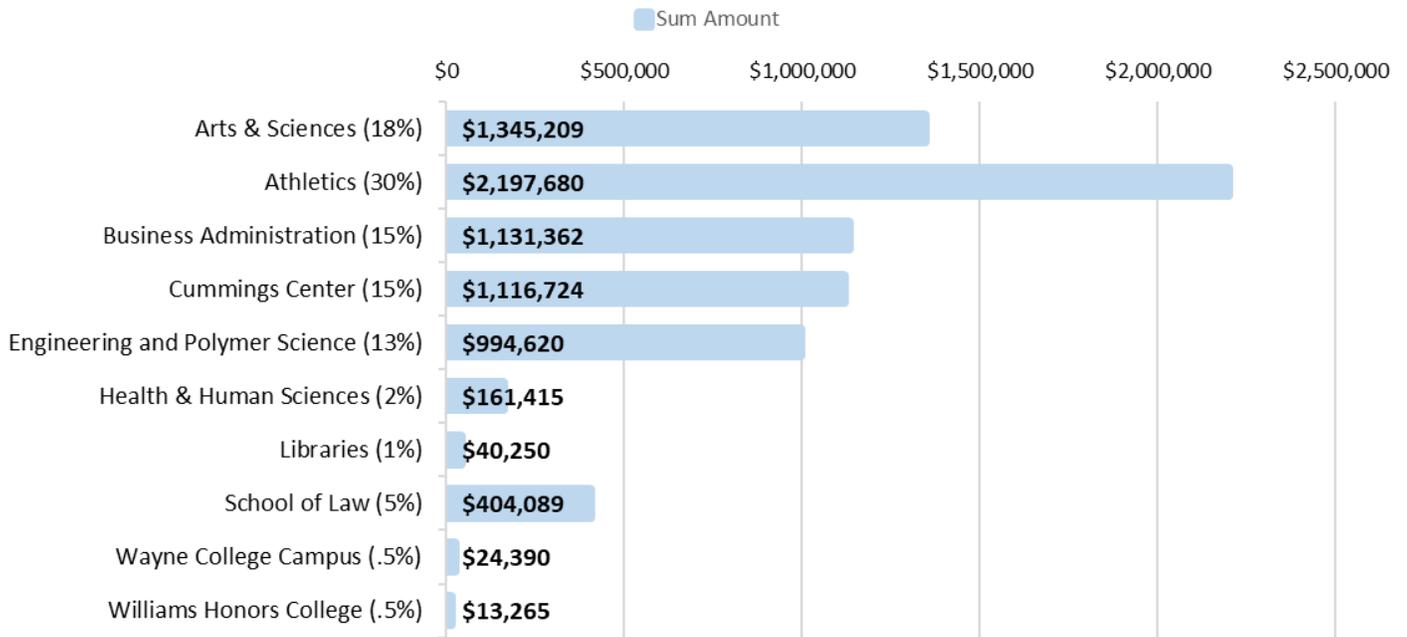


The University of Akron and The University of Akron Foundation Giving by
Constituent Type
July 1, 2022 - February 28, 2023 | FY 2023

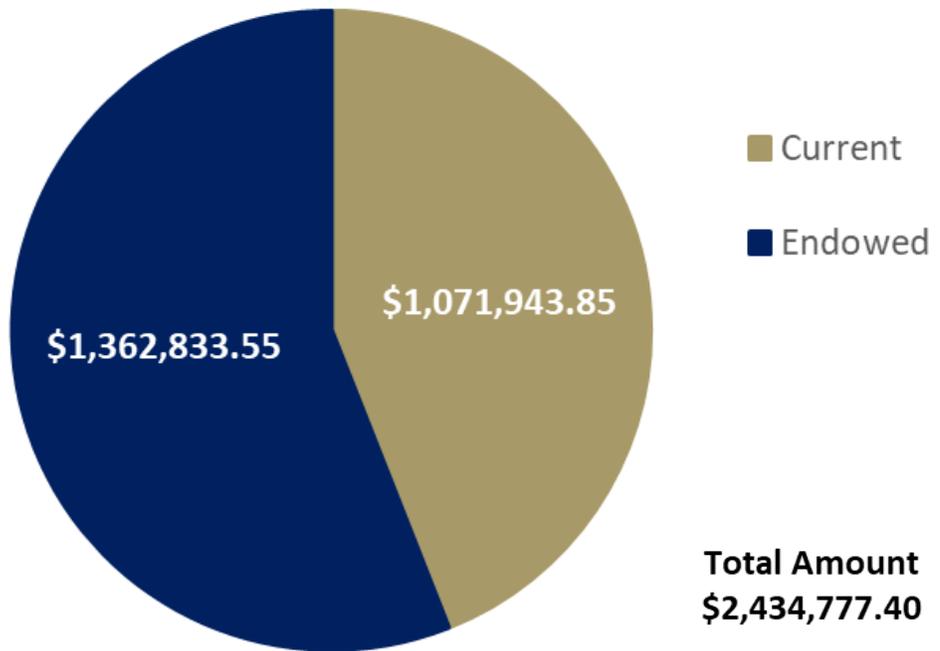


Attachment B

**THE UNIVERSITY OF AKRON AND THE UNIVERSITY OF AKRON FOUNDATION
GIFTS (NO PLEDGES) BY ACADEMIC COLLEGE/AREA
JULY 1, 2022 - FEBRUARY 28, 2023 | FY 2023**



**The University of Akron and The University of Akron Foundation
Giving to Scholarships by Fund Type | Includes Bequests
July 1, 2022 - February 28, 2023 | FY 2023**



THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Acceptance of the Gift Attainment Report for July 1, 2022 Through February 28, 2023

BE IT RESOLVED, As recommended by the Finance & Administration Committee on April 19, 2023, that acceptance of the Gift Attainment Report for July 1, 2022 through February 28, 2023 be approved.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

FINANCE & ADMINISTRATION COMMITTEE

TAB 6

**PURCHASES BETWEEN \$75,000 AND \$500,000
REPORT**



DATE: March 31, 2023

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 Reports for January and February 2023 are submitted for the Board's information.

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

The University of Akron
Purchases Between \$75,000 and \$500,000
January and February 2023
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	EAB Global Inc.	105699	\$429,628	Enrollment Services for The Admissions Department
	The Lower Agency	105842	\$292,151	Insurance for International Students
	Blackbaud Inc.	105835	\$176,428	Software Renewal for Donor Services
	Ready Field Solutions LLC	105748	\$144,535	Mulch and Landscape Maintenance
	Higher One Inc.	105829	\$131,553	Renewal of Annual Software Agreement
	Sub Total		<u>\$ 1,174,295</u>	
Auxiliary	Outback Presents, LLC	105549	\$115,437	Joe Gatto Performance - EJ Thomas
		Sub Total	<u>\$ 115,437</u>	
Grant	Teresa Potter Consulting LLC	105777	\$250,000	Consulting Services for Social Work Training Program
		Sub Total	<u>\$ 250,000</u>	
Plant	Feghali Brothers LLC	105693	\$213,900	Project - Field House Equipment Room 193 Relocation
		Sub Total	<u>\$ 213,900</u>	
	Total		<u>\$ 1,753,631</u>	

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

FINANCE & ADMINISTRATION COMMITTEE

TAB 7

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: March 31, 2023

SUBJECT: Capital Planning and Facilities Management: Informational Report for the Board of Trustees as of April 19, 2023

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**

	A	B	C	D	E	F
	PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION		STATUS
1	ASEC Vivarium Air Handler Replacement (Design/Build) (BOT Approval: 12/11/19)	\$1,260,000 State* 200,000 Local \$1,460,000 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.
2	Buckingham McClain Gallery (General Contracting)	\$357,000 State Capital Funds		Renovations and signage for the McClain Gallery. <u>Construction schedule: 3/22 - 2/23.</u>		Construction complete. Closeout in progress
3	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 complete
4	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: 4/22 - 2/23.</u>		Phase I - Closeout complete. Phase II - Construction complete. Closeout in progress.
5	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>		Construction 10% complete.
6	Crouse/Ayer Hall Consolidation (CMR) (BOT Approval: 04/10/19 & 02/12/20)	\$23,260,000 State* 35,000 Local \$23,295,000 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 78% complete.
7	Exchange Parking Deck Expansion Joint Repair	\$114,000 Local Funds		Repair expansion joints at Exchange Deck. <u>Construction schedule: TBD</u>		Design complete.
8						

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.

	A	B	C	D	E	F
	PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION		STATUS
1	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: Summer 2023</u>		To be completed in conjunction with the City of Akron Exchange Street Project.
9						
10	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 65% complete.
11	InfoCision Stadium Turf Replacement (General Contracting)	\$650,000 Donations		Replacement of original turf in InfoCision Stadium. <u>Construction schedule: 5/22-7/22</u>		Warranty replacement work to take place 05/23
12	Infrastructure Improvements - Electrical (General Contracting) (BOT Approval: 10/09/19)	\$1,660,350 State Capital Funds		Campus electrical improvements. <u>Construction schedule: 5/23-8/25</u>	 	Phase II - Closeout complete. Phase III - Equipment on order
13	JAR Lighting/Façade Repair (General Contracting)	\$470,000 Local Funds		Replace exterior light fixtures. Repair/replace window system at second floor south facade. <u>Construction schedule: 5/22 - 11/22.</u>		Closeout in progress.
14	Knight Center for the Creative Arts (CMR)	\$4,500,000 State* <u>\$37,700,000 Total</u>		Renovate the Polsky Building into the new Knight Center for the Creative Arts. <u>Construction schedule: 12/24 - 4/27</u>		RFQ issued for A/E
15	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 complete. Grass to be planted in Spring.
16	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>		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.

	A	B	C	D	E	F
	PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION		STATUS
1						
17	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: 9/22 - 6/23.</u>		Construction 99% complete.
18	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: 5/22 - 8/22.</u>		Closeout in progress.
19	ONAT Video Board (General Contracting)	\$206,000 Local Funds		Replacement of Existing video/scoreboard at the Natatorium. <u>Construction schedule: 2/23 - 5/23</u>		Construction 20% complete.
20	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: 11/20/22 - 10/23.</u>		Submittals underway.
21	Wayne College Gym HVAC Replacement	\$394,000 Local Funds		Install two heating and ventilation units on south side exterior of Gymnasium. <u>Construction schedule: TBD</u>		Design in progress.
22	Wayne College Roof Repairs	\$369,000 Local Funds		Remove and replace existing puff roof. Repair metal roofing over gymnasium and offices. <u>Construction schedule: TBD</u>		Design in progress.
23	Wonder Bread Site (General Contracting)	\$120,000 Local Funds		Relocate yard material to Lot 29 and aesthetically improve vacated site. <u>Construction schedule: 4/21 - 6/22 updated to Spring 2023.</u>		Construction complete. Grass to be planted in Spring.
24						

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

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

SECTION

B

Change Orders

CHANGE ORDERS PROCESSED FROM NOVEMBER 1, 2022 TO FEBRUARY 28, 2023

ASEC VIVARIUM AIR HANDLER REPLACEMENT

016-01	Clean and seal the supply duct riser in the shaft	\$4,965
017-01	Add a fire rated access door to the duct shaft on first floor	\$787
018-01	Cost to repair the collapsed exhaust duct on a time and material basis	\$1,622
019-01	Modifications to the return ducts on the 2nd floor to clean and inspect it for damage	\$3,792
020-01	Add one access door and remove two existing manual dampers	\$1,474
		<u>\$5,753</u>

BUCKINGHAM MCCLAIN GALLERY

001-01	Change MOZ Panels to wilsonart laminate and change light fixtures	\$13,396
		<u>\$13,396</u>

CAMPUS AIR DAMPER REPLACEMENTS

005-01	Allawance for premium time but CRS did not use premium time so it was returned to UA	(\$2,000)
		<u>(\$2,000)</u>

CAMPUES SURVEILLANCE CAMERA UPDATES

007-01	A different mount will need to be utilized as the parapet mount will not work due to camera being moved	\$365
008-01	Modifications to the conduits	\$3,405
009-01	Modifications to wall mounted cameras	\$17,689
		<u>\$21,460</u>

CENTER FOR PRECISION MANUFACTURING

001-01	Existing Advertisement was revised to exclude multiple equipment relocation, eliminated power, plumbing and HVAC work	(\$18,497.54)
		<u>(\$18,497.54)</u>

CROUSE/AYER HALL CONSOLIDATION

015-01	Add new line to DOWN TO EARTH SOV - Bulletin #4	\$6,232
		<u>\$6,232</u>

FIRE ALARM UPGRADES PHASE 6

001-04	Credit. There are no Tamper/Flows to monitor, the system is manual	(\$7,376)
002-04	Modifications to Fire Alarms	\$18,524
		<u>\$11,148</u>

JAR LIGHTING/FACADE REPAIR

002-04	Existing interior light bar to be painted. Color to match new metal decking above and structural steel	\$1,968
		<u>\$1,968</u>

Net \$55,989

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
Capital Appropriation FY23-24	\$17,410,520	\$40,123	\$40,123	\$0	\$0	\$17,370,397

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
Capital Appropriation FY19-22	\$19,042,973	\$19,042,974	\$7,096,668	\$11,844,681	\$101,625	\$0

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

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
Community Projects FY19-24	\$1,787,007	\$537,007	\$537,007	\$0	\$0	\$1,250,000

Total	\$38,388,670	\$19,768,273	\$7,821,967	\$11,844,681	\$101,625	\$18,620,397
--------------	---------------------	---------------------	--------------------	---------------------	------------------	---------------------

\$38,388,670 \$19,768,272

SECTION

D

Photos of Select Projects

Buckingham McClain Gallery



Buckingham McClain Gallery



Campus Camera Initiative



Center for Precision Manufacturing



Center for Precision Manufacturing



Crouse/Ayer Hall Consolidation



Crouse/Ayer Hall Consolidation



Fire Alarm Upgrades Phase 6



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



North Quad Piping Replacement



North Quad Piping Replacement



Wonder Bread Site



FINANCE & ADMINISTRATION COMMITTEE

TAB 8

INFORMATION TECHNOLOGY REPORT



DATE: March 31, 2023

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 April 19, 2023 meeting. The accompanying report provides a Status of Projects and Activities.

Information Technology Services

Informational Report for the Board of Trustees

April 19, 2023

Prepared effective February 28, 2023



Information Technology Services

TABLE OF CONTENTS

APPLICATION SERVICES PROJECTS & ACTIVITIES.....	1
New Portal Implementation	1
SaaS ERP System Selection and Implementation	1
CYBERSECURITY SERVICES PROJECTS & ACTIVITIES.....	2
Business Continuity (BC) and Disaster Recovery (DR) Program Initiative	2
Data Classification and Governance Initiative.....	2
Identity Management Process Improvement Initiative	2
INFRASTRUCTURE SERVICES PROJECTS & ACTIVITIES.....	3
Virtual Machine Infrastructure Refresh	3
Phase II – Telecommunications System Modernization	3
USER TECHNOLOGY SERVICES PROJECTS & ACTIVITIES	4
IT Asset Management System Implementation.....	4
IT Service Desk System Implementation	4

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
APPLICATION SERVICES					
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 04/2023.</u>		Project activities 95% 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. Phase 1: 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 05/2023.</u> Phase 3: Implement Workday Student pillar. <u>Schedule: 06/2022 – 09/2024.</u>		Phase 1 completed. Phase 2 activities 90% complete. Phase 3 activities 25% 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.

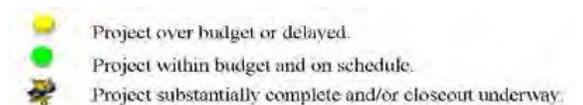
PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS
CYBERSECURITY SERVICES				
Business Continuity (BC) and Disaster Recovery (DR) Program Initiative	None		<p>Create a policy and program for business continuity (BC) and disaster recovery (DR) for the University developing procedures for each functional 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 06/2023.</u></p> <p>Phase 3: Define and test procedures for ITS and the functional units to implement BC/DR processes. <u>Schedule: 06/2023 – 10/2023.</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 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 06/2023.</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 on how to properly treat data based on its classification. <u>Schedule: 06/2023 – 12/2023.</u></p>	<p>● Phase 1 activities complete. Phase 2 activities 85% complete. Phase 3 activities 80% 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 06/2023.</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 80% 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 over budget or delayed.
- Project within budget and on schedule.
- Project substantially complete and/or closeout underway.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
INFRASTRUCTURE SERVICES					
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>		All project closeout tasks and activities completed.
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 - 06/2023U</u>		Project activities 50% 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
USER TECHNOLOGY SERVICES				
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. Schedule: 09/2021 – 10/2021.</p> <p>Phase 2: Inventory and load information for IT hardware assets. Schedule: 11/2021 – 12/2021 updated to 12/2022.</p> <p>Phase 3: Inventory and load information for IT software assets Schedule: 10/2022 – 04/2023.</p>	 <p>Phase 1 activities complete. Phase 2 activities complete. Phase 3 activities 90% complete.</p>
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. Schedule: 03/2021 – 06/2021 updated to 08/2021U</p> <p>Phase 2: Build out change/project management and remaining features. Schedule: 05/2021 – 08/2021 updated to 02/2023.</p>	 <p>All project closeout tasks and activities completed.</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 over budget or delayed.
-  Project within budget and on schedule.
-  Project substantially complete and/or closeout underway.

FINANCE & ADMINISTRATION COMMITTEE

TAB 9

ADVANCEMENT REPORT



SCHOLARSHIPS SUPPORT STUDENTS IN ACCOUNTING AND EDUCATION

Distinguished University of Akron (UA) alumni and longtime benefactors Frank '72, '74 and Marie '71, '74 Bevilacqua have generously increased support to their scholarships in the College of Business and the Buchtel College of Arts and Sciences.

"Our lives have been touched and enhanced in so many ways by The University of Akron," said Frank. "Marie and I know what solid educational foundations can produce in young people. The University is an outstanding example of an institution committed to shaping young adults and preparing them to win professionally."

Frank earned a Bachelor of Science in Mathematics and a Master of Business Administration with a concentration in Finance. With longtime friend and UA classmate Ron Winer '71, Frank established Winer & Bevilacqua (now W3 Global Accounting) in 1980. In 2001, he also founded W3 Wealth Management, LLC, a financial services and investment company.

Marie earned both a Bachelor of Science and a Master of Science in Elementary Education. She taught in Akron Public Schools and at St. Francis de Sales Catholic School before becoming a bookkeeper for Winer & Bevilacqua, Inc. She later opted to become a stay-at-home mother using her expertise to give their children a solid base in education.

"The Bevilacquas are outstanding leaders and active alumni," said UA President Gary L. Miller. "I am deeply appreciative of their lasting commitment to the University and to higher education."

The Frank P. and Marie Bevilacqua Endowed Scholarships in Education and Accounting, both established in 2006, assist students with tuition costs and fees, with awards being open to Ohio residents entering their junior year, majoring in accounting and education, respectively. Scholarship recipients must maintain a 3.0 grade point average, and eligible students in education must be enrolled full-time



Frank '72, '74 and Marie '71, '74 Bevilacqua

in The LeBron James Family Foundation School of Education and plan to teach at the K-8 level.

"Their generosity demonstrates a strong commitment to the value of a College of Business education and will create opportunities for some of our top accountancy students for generations to come," said R.J. Nemer, dean of the College of Business.

Dr. Mitchell S. McKinney, dean of the Buchtel College of Arts and Sciences, was equally appreciative.

"By giving back to the programs that changed their lives, they are creating pathways forward for today's hardworking, deserving students," he said. "Their support for education majors, in particular, will help us recruit and retain top students at a time when excellent teachers are in demand, locally and nationally."

O'NEIL SCHOLARSHIP BENEFITS STUDENTS, HONORS AKRON HERO

Behind every scholarship is a deeper story; a spark leading to benevolence that changes the course of another person's life. But occasionally, there are stories that stand out, narratives that stand on the shoulders of heroes.

Hugh Michael O'Neil was 19 years old in the summer of 1964. He had graduated from Akron's Archbishop Hoban High School, was a student at Georgetown University, and his entire life was before him. However, on a fateful Tuesday in July, as he drove through a rainstorm that deluged the City, he saw an anxious group of bystanders at a parkway catastrophe and stopped his car to see if he could help.

The Hugh Michael O'Neil Scholarship at The University of Akron (UA) honors his selflessness and compassion. It honors the memory of a man who, along with others that tragic day, risked their safety and lives. It is a scholarship that has for more than 50 years honored the solemn resolve of Akron, though shattered by calamity, to embrace the families of the victims.

An act of bravery

Velma Shidler was driving her car headed east down Tallmadge Parkway on July 21, in a torrential downpour. In the backseat were two children, her daughter, Claudia Shidler, 10, and her friend, Janet Lewis, 13. They were returning from a Firestone High School swim class. According to media accounts, as Shidler drove on the parkway, the road collapsed. Reports say Shidler swerved, but the car plunged into a 40-foot sinkhole near the Akron, Canton and Youngstown Railroad trestle.

As chaos ensued, people stopped, some, frozen by the horror of what had unfolded, unsure of what to do. Hugh O'Neil also stopped and was later joined by Akron Police Officer Ronald Rotruck. The sedan had landed on its back end, almost vertical, with the roof against the sloping wall of a crater 30 feet deep and 20 feet in diameter. O'Neil volunteered to go into the crater, using an 18-foot ladder, attached to a rope that had been tied to a truck. With a rope tied around his waist and held by

several men, O'Neil descended the ladder, dropped 13 feet to the crater's floor and made his way to the sedan.

Rotruck arrived, asked for a rope and descended into the crater. O'Neil forced open one of the car doors removing Janet, as Officer Rotruck was able to get to Mrs. Shidler. As they were lifted out of the crater, the men returned to the scene to look for Claudia. Water began bubbling up on the floor of the crater, causing sliding, with the disintegrating foundation eventually giving way, trapping both men and the child.

Over the next 48 hours, Akron was veiled in grief. O'Neil was a grandson of General Tire & Rubber Co. founder William O'Neil. Rotruck, a five-year police veteran, had a wife and three young children. Eventually the bodies of O'Neil, Rotruck and Claudia were recovered.

The road, which was closed for 100 days following the tragedy, was renamed Memorial Parkway in honor of the victims. Both men posthumously received the Carnegie Medal for Heroism from the Carnegie Hero Fund Commission.



Tragedy turns to scholarships

Six years before the accident, UA alumnus Ferdinand Brubaker presented the institution with a stock transfer in the Brubaker Gear & Manufacturing Co., establishing the Ferdinand A. and Lorry Brubaker

Continued on next page

Scholarship Fund. He closely followed the parkway tragedy and was moved by the efforts of O'Neil and Rotruck. Subsequently, he paid tribute to the young man by changing the name of his fund to the "Hugh Michael O'Neil Scholarship Fund."

In the nearly 60 years since the catastrophe and the scholarship award's establishment, more than \$300,000 has been distributed through approximately 500 scholarships. It has helped students not only prepare for professional careers but, for some, it has touched their own deeper sense of purpose.

Emma McIntyre, an O'Neil scholarship recipient from Conneaut, Ohio, majoring in criminology and criminal justice, said the bravery of the men and volunteers was moving, and touched her profoundly.

"After reading the story behind the scholarship, I have to say I am shocked and inspired. I had no idea there was such a heroic story behind it," McIntyre said. "It was incredible that he ultimately gave his life to save individuals in need. If I could, I would (thank) Hugh O'Neil for his bravery. It takes a special kind of person to be courageous enough to act."

Naomi Moore, an Akron native and an O'Neil scholarship recipient majoring in speech-language pathology and audiology, was struck by O'Neil's poise and bravery in a horrifying moment.

"At only 19 years old, he boldly helped others. Although many other people stopped to look at the accident, it was Hugh who took action and went into the crater," Moore said. "His story has made me evaluate my life and see areas in which I can help others."

Kim Cole, vice president for advancement and executive director of the UA Foundation, agrees. "The meaningful layers of impact in this Akron story are impossible to capture at once. Both O'Neil and the Brubakers gave selflessly to help others. Today, Naomi, Emma—and hundreds of students like them—now carry the energy of these good deeds into their own lives of influence."

"We are grateful for the generous human spirit that propels UA friends and alumni to lend a hand and make the promise of tomorrow a reality for so many," Cole added.

Just as UA honors heroism, plans are underway for the City to do so as well. According to recent media reports, a monument will soon honor the memory of those who died that day in 1964. Plans call for the monument to feature the date of the disaster and pictures of the three victims, the stone including inscriptions in white letters: "In Honor of All Who Helped That Day" and "In Memory of the Lives Lost That Day." It will also carry the Biblical inscription from John 15:13, "Greater love hath no man than this, that a man lay down his life for his friends."



Two of the current Hugh Michael O'Neil Scholarship Fund recipients: Joshua Panchana and Naomi Moore.



2023 ALUMNI SOCIALS



March 25: Atlanta, GA

70 people attended this year's Atlanta alumni social at the High Museum of Art, a 25% increase in attendance from the previous year (56 in '22).



March 23: Charlotte, NC

78 people attended this year's Charlotte alumni social at the Grand Bohemian Hotel, a 66% increase in attendance from the previous visit in 2018.



March 2: Washington, DC

99 people attended this year's Washington D.C. alumni social at The Willard Intercontinental Hotel, a 30% increase in attendance from the previous year (76 in '22).



February 25: Los Angeles, CA

57 people attended this year's Los Angeles alumni social at Eveleigh Restaurant, a 19% increase in attendance from the previous year (48 in '22).

UPCOMING DATES AND LOCATIONS

April 28: Cincinnati, OH

June 15: Cleveland, OH

September 7: Akron, OH

November 18: Houston, TX



OHIO MUSIC EDUCATION ASSOCIATION CONFERENCE

In early February, The University of Akron Alumni Association co-sponsored a reception as part of the annual Ohio Music Education Association conference in Columbus, Ohio.

More than 225 alumni and friends from the School of Music attended the event, where alumna **Lisa (Vitale '94) Aglioti** was recognized for her 34-year tenure in music education as a recipient of the 2023 Distinguished Music Educator Award.



“5 UNDER 35 AWARDS”

The University of Akron Alumni Association celebrated its annual “5 Under 35 Awards” in February. The 5 Under 35 Awards provide a unique opportunity for recipients to share their personal and professional stories and valuable lessons with UA students. This year’s recipients are an exceptional group who are taking risks, saving lives and making an impact on a global scale. This year’s recipients are:

Karin Bozak '11 (B.S., Electrical Engineering) — Functional Area Manager for Orion European Integration Office
NASA Glenn Research Center

Juan Camacho '19 (B.S., Biomedical Engineering) — Supplier Quality Engineer for Parker Hannifin

Brandyn Costa '15, '20, '21 (B.A., Political Science; MBA/Juris Doctor) — Associate Attorney for Buckingham, Doolittle & Burroughs, LLC

Jenny Croft '19 (B.S. Nursing) — Registered Nurse for Akron Children’s Hospital

Hanne-Lore Gambrell, Esq. '13, '18 (B.A., Sociology/Criminology and Law Enforcement; MBA/Juris Doctor) — Owner of The Law Office of H. Gambrell, LLC





MARK YOUR CALENDAR!

The University of Akron

UPCOMING EVENTS

● **UA Alumni Social - Cleveland**

Thursday, June 15

Truss Event Venue, 5:30-8 p.m.

Join us at our UA Alumni Social at Truss Event Venue. You and a guest are invited to join President and Mrs. Gary L. Miller and connect with local UA alumni over food and drink.

● **Fall Kick-Off and Akron Alumni Social**

Thursday, September 7

Downtown Akron, 4:30-6:30 p.m.

Join fellow UA alumni and friends for the "Fall Kick-Off" in downtown Akron. Enjoy live music, food and more!

● **UA's 100th Homecoming Celebration**

Saturday, October 7

UA's Family Weekend, October 6-8

Join us in celebrating The University of Akron's 100th Homecoming. More information coming soon at UAKRON.EDU/HOMECOMING.



THE UNIVERSITY OF AKRON
ALUMNI ASSOCIATION

For more information and to RSVP for these events, visit uakron.edu/alumni/events.



FINANCE & ADMINISTRATION COMMITTEE

TAB 10

**UNIVERSITY COMMUNICATIONS AND
MARKETING REPORT**



REPORT TO THE BOARD OF TRUSTEES | April 2023

UNIVERSITY COMMUNICATIONS AND MARKETING



It All Begins Here

This direct mail piece was designed to introduce UA to current high school juniors and encourage them to add UA to their college list.

200
undergraduate majors to choose from

20,000+
employers recruit our students through Career Services

\$260 million+
in financial assistance awarded each year

100% of Ohio's in-demand jobs requiring a bachelor's degree are attainable through our degree programs

Nonprofit Organization
The University of Akron
OFFICE OF ADMISSIONS
AKRON, OH 44325-0001

The University of Akron
AKRON, OH 44325-0001

CONNECT WITH US

We can't wait to meet you! Join us on campus alone or with your family. We'll have a personal admissions counselor who will help you every step of the way.

uakron.edu/visit

For more information and to request a visit, scan the QR code.

[@uakronadmissions](https://www.instagram.com/uakronadmissions)
[@uakronadmissions](https://www.facebook.com/uakronadmissions)
[@uakronadmissions](https://www.linkedin.com/company/uakronadmissions)
[@uakronadmissions](https://www.youtube.com/channel/UC...)

UA'S TUITION GUARANTEE

Our Tuition Guarantee Program ensures that your tuition will not increase over four academic years, allowing you to better predict and plan for the cost of education. uakron.edu/tuition-guarantee

SCHOLARSHIPS AND FINANCIAL AID

We don't want financial barriers to prevent you from reaching your full potential. That's why we offer merit scholarships and need-based awards you'll be considered for automatically when you apply. We also offer additional scholarship awards you may apply for each year. uakron.edu/scholarships

WHATEVER YOUR GOALS, WE'LL HELP YOU REACH THEM.

Choose from highly ranked and in-demand academic programs in engineering, business, the arts and sciences, health care, education and technology. uakron.edu/academics

CAMPUS LIFE

Make the most of your campus experience. Choose from more than 340 student clubs and organizations, cheer on our 17 NCAA Division I sports teams, play in bands, sing in choirs, join Fraternity and Sorority Life, lead your peers in student government, serve the community, work on campus and more. uakron.edu/campus-life

AKRON

With big city attractions and a small-town feel, Akron is the perfect place to begin the next phase of your life. Discover local restaurants and coffee shops, music festivals and sports venues, all within walking distance of campus. uakron.edu/city

Encourage to Confirm Mailer

Students admitted for fall 2023 received this direct mail piece to encourage them to take the next step and confirm their enrollment at UA.



Social Media Stickers

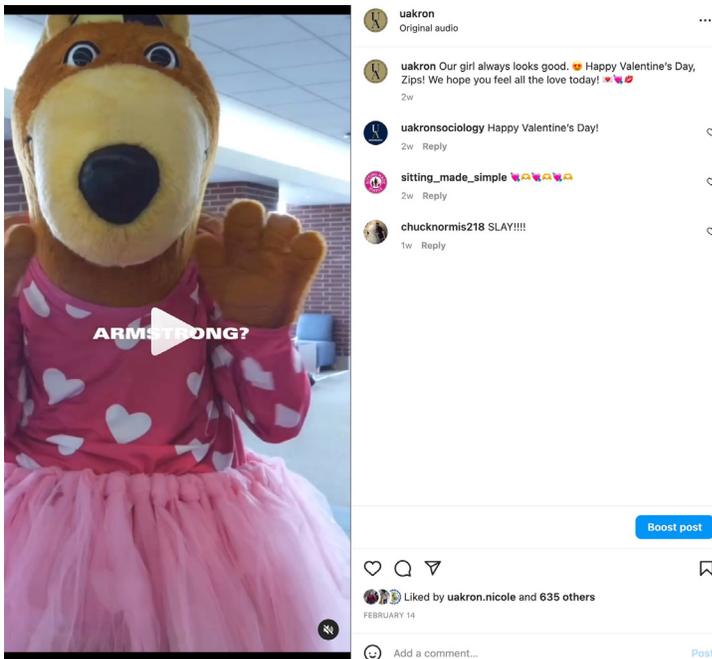
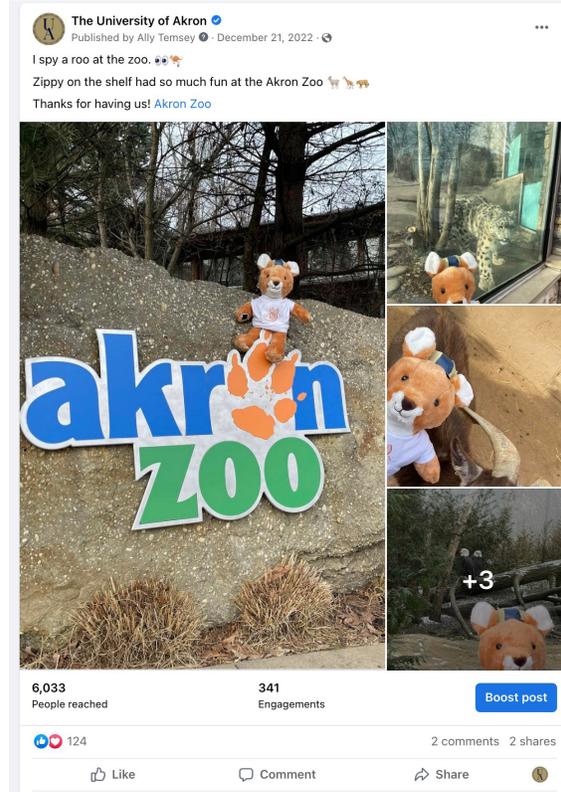
Several new social media stickers were designed to help drive engagement and excitement for incoming students. Incoming students and their families can access these stickers on Instagram to express their excitement about their decision to attend UA.



SOCIAL MEDIA

Zippy on the Shelf

We gave Elf on the Shelf a unique twist in December. Using a stuffed Zippy, we released a new image every day featuring various locations around the University and the City of Akron. This allowed us the chance to advertise a variety of majors, departments and extracurricular activities for students.



Zippy's Valentine's Day

The social media team worked with the Office of Alumni Relations to produce UA Valentine's Day cards that Zippy used to distribute to students and build student engagement. Zippy gave out 200 Valentines on Feb. 14 and posed for photos with a large number of students and faculty.

Black History Month Spotlights

The UA social media channels celebrated Black History Month by spotlighting campus events and highlighting Black-owned businesses in the Akron area. This month, we were able to visit and promote five different businesses and hosted a Zips Invade with one of the companies, bringing nearly 100 students to enjoy a treat at Essential Dipped Delights on Feb. 28.



WEB TEAM

Akron Magazine

We created a new magazine landing page on the website to highlight specific news articles from the latest issue of The University of Akron magazine and made a dedicated spot to view previous print issues and see the latest in class notes.

The screenshot shows the top navigation bar with links: My Akron, COVID-19 guide, Apply, UAkron Online, Calendars, Maps, Careers, Giving. Below is the University of Akron logo and a search bar. A secondary navigation bar includes: ABOUT UA, ADMISSIONS, ACADEMICS/MAJORS, CAMPUS LIFE, OFFICES/DEPARTMENTS, RESEARCH, LIBRARIES. The main header features a blue-tinted image of a building with the text "AKRON MAGAZINE".

Akron Magazine | Fall 2022

Partners in purpose: University and City rise together
The City of Akron and the University continue to grow together both geographically—with the expansion of campus into downtown—and ideologically with a shared vision of improving the community. And it all starts in the classroom.

A garden grows for the UA community
Located on the edge of UA's campus, the new Community Garden became a hotbed of activity this summer.

Akron Army ROTC promotes culture of service
Each year, cadets in UA's Army Reserve Officers Training Corps program serve the local community.

[Goodyear partners with UA to drive opportunity](#)
[One teacher's 'Early' success story](#)
[Forever a Zip: Homecoming and Family Weekend 2022](#)
['A' is for Akron](#)
[Mussons exemplify service to country and campus](#)

[More News >](#)

Fall 2022 (PDF) **Past Issues**

Also see

- [Class Notes & Farewells](#)
- [Alumni Association](#)
- [Shop the Alumni Store](#)

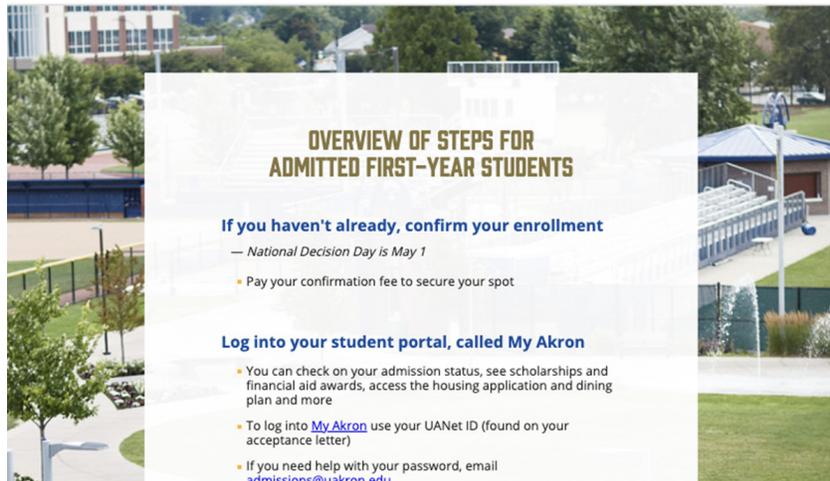
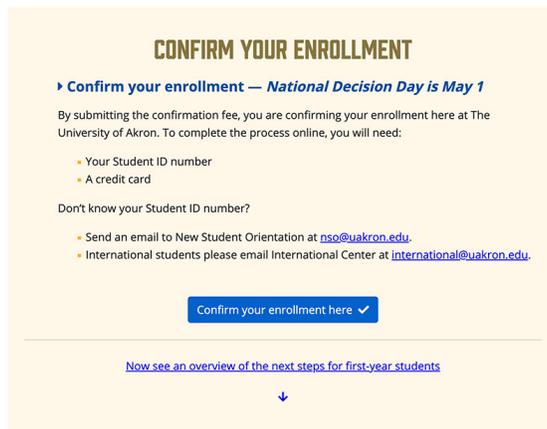
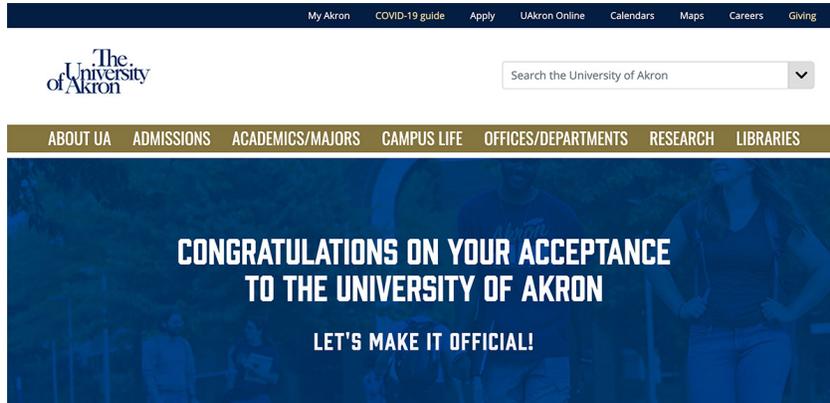
The University of Akron is proud of its more than 180,000 alumni around the world. We invite you to join us on [Facebook](#), [Instagram](#), [Twitter](#) and [LinkedIn](#).

Would you like to share some news?
Send us a note through [Post your Pride](#) and we'll include it for the next edition!

[Give to UA](#)

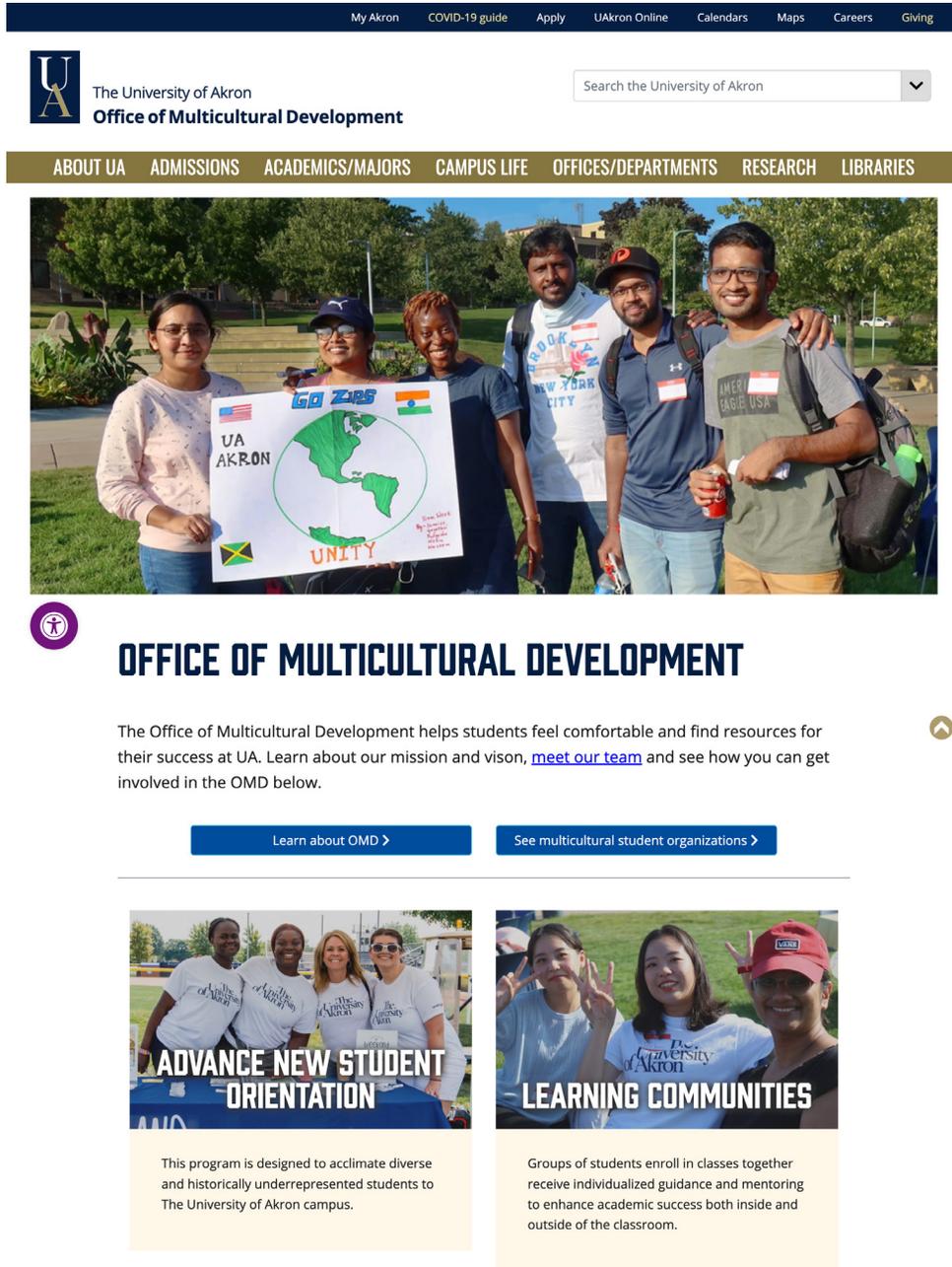
Admissions: Accepted student page

We revamped the web page students see when they have been accepted to UA but have not yet confirmed their enrollment. By visiting this page, students will be able to easily see their next steps and learn what is needed to officially become an Akron Zip!



OMD

We completely overhauled the Office of Multicultural Development website and created a visually appealing landing page to highlight the diversity and inclusion efforts of the team.



The screenshot shows the website's navigation bar with links for My Akron, COVID-19 guide, Apply, UAkron Online, Calendars, Maps, Careers, and Giving. The header includes the University of Akron logo and the Office of Multicultural Development name, along with a search bar. A secondary navigation bar lists categories: ABOUT UA, ADMISSIONS, ACADEMICS/MAJORS, CAMPUS LIFE, OFFICES/DEPARTMENTS, RESEARCH, and LIBRARIES. The main content area features a large photo of a diverse group of students holding a sign that says "GO ZIPS" and "UNITY" with a world map. Below the photo is a purple icon of a person and the heading "OFFICE OF MULTICULTURAL DEVELOPMENT". A paragraph describes the office's mission, followed by two blue buttons: "Learn about OMD >" and "See multicultural student organizations >". At the bottom, there are two featured programs: "ADVANCE NEW STUDENT ORIENTATION" and "LEARNING COMMUNITIES", each with a photo and a brief description.

My Akron COVID-19 guide Apply UAkron Online Calendars Maps Careers Giving

The University of Akron
Office of Multicultural Development

Search the University of Akron

ABOUT UA ADMISSIONS ACADEMICS/MAJORS CAMPUS LIFE OFFICES/DEPARTMENTS RESEARCH LIBRARIES

GO ZIPS
UA AKRON
UNITY

OFFICE OF MULTICULTURAL DEVELOPMENT

The Office of Multicultural Development helps students feel comfortable and find resources for their success at UA. Learn about our mission and vision, [meet our team](#) and see how you can get involved in the OMD below.

Learn about OMD >

See multicultural student organizations >

ADVANCE NEW STUDENT ORIENTATION

This program is designed to acclimate diverse and historically underrepresented students to The University of Akron campus.

LEARNING COMMUNITIES

Groups of students enroll in classes together receive individualized guidance and mentoring to enhance academic success both inside and outside of the classroom.

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:

- **Dr. David B. Cohen**, professor of political science, spoke with several outlets in post-election coverage. In a segment with National Public Radio, he discussed the possible persona of J.D. Vance, a newly elected junior senator from Ohio. He also talked with Cleveland.com to explain why Ohio is more Republican leaning than Michigan or Pennsylvania, and was a guest on WFMJ-TV21 in Youngstown, discussing the midterm Congressional and Senate races before later discussing the implications of the report on Jan. 6 actions at the U.S. Capitol. He discussed the reproductive rights amendments with WCBE-FM, saying that people who disagree



Dr. David B. Cohen, professor of political science, was a guest on Fox News, discussing with Chad Pergram what new leadership could mean for Congress after Speaker Nancy Pelosi steps down from senior leadership.

with policies being put in place have little recourse but to take issues to the ballot and put them in the constitution. And he spoke with The Columbus Dispatch about the battle that was growing over Ohio ballot initiatives, among other interviews.

- **Dr. Alexa Fox**, associate professor of marketing at UA, appeared on WFMJ-TV21 to discuss questions about Black Friday and whether consumers get better deals now that it is a month-long event at many retail outlets.
- **Alison Doehring**, director of ZipAssist, was quoted in an article in the Ohio Capital Journal and WEWS-TV about ways to combat housing and food insecurity among the college population. She outlined several ways UA helps students, including through the Campus Cupboard and Help-A-Zip programs, which are seeing a 30% increase in students coming forward to share their needs or concerns.
- **Dr. Karl Kaltenthaler**, director of the Center for Intelligence and Security Studies and professor of political science, was interviewed by Sky News Arabia about the threat from drones in that region of the world. He later was a guest on The Ray Horner Morning Show on WAKR-1590AM, discussing the Brittney Griner — Viktor Bout prisoner swap. He also spoke with PTV, Pakistan’s primary public broadcaster, about the tensions between the United States and China over the surveillance balloon shot down off the coast of the U.S.

UNIVERSITY COMMUNICATIONS AND MARKETING

Continued from previous page.

- Dayton247Now and the Ohio Capital Journal reported that colleges and universities across Ohio, including UA, are receiving funds to enhance campus safety as part of the 2022 Campus Safety Grant Program. The University of Akron will receive funding for the purchase and use of metal detectors at campus sport and entertainment venues.
- The University received a variety of coverage regarding the presentation of “The Akron Nutcracker” at E.J. Thomas Performing Arts Hall. Coverage was received in Cleveland.com, Scene Magazine, Akron Beacon Journal and WEWS-TV5.
- Crain’s Cleveland Business reported on an anonymous \$1 million estate gift commitment to The University of Akron’s Office of Multicultural Development. The gift will benefit UA’s Social Justice Fund.
- **Dr. Amanda Weinstein**, associate professor of economics, is quoted in an article by Energy News Network that analyzes the economies of seven Appalachian counties associated with Ohio’s shale gas boom. Weinstein noted that many of these counties need better access to health care, early childhood education, job training programs and investments that capitalize on their natural resources. She is also quoted in the Akron Beacon Journal about employment prospects in 2023, saying that Ohio has lagged behind other states and the nation in job recovery from the pandemic tsunami. Other articles were posted on Daily Magazine and The Canton Repository.
- Research from **Dr. Siqi Ma**, assistant professor

of management at The University of Akron, and co-authors Dr. John Aloysius, professor at the University of Arkansas, and Dr. Li Hao, senior economist at Amazon Web Services, is mentioned in this Wall Street Journal article discussing challenges in the supply-chain workforce.

The screenshot shows a news article from the Associated Press (AP) website. The headline is "Ohio Department of Rehabilitation and Correction Teams up with University of Akron and Summit Glove to Produce Nitrile Gloves in Ohio". The article includes a photograph of a group of people standing behind a decorative metal railing. Below the photo, there is a "RELATED TOPICS" section with links for Business, Education, Ohio, and PR Newswire. The article text mentions that Summit Glove is partnering with the Ohio Penal Industry (OPI) and the University of Akron to produce nitrile gloves in Ohio, aiming to provide education and a path for success for both incarcerated adults and American manufacturing.

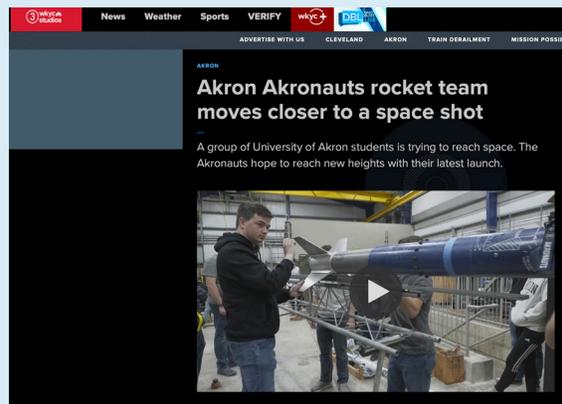
Summit Glove is partnering with The University of Akron and the Ohio Department of Rehabilitation and Correction to produce nitrile gloves in the state. UA will be offering courses that could culminate in an associate degree in technical studies to incarcerated adults and staff who work in the nitrile glove operation at Madison Correctional Institution. This story was featured and distributed by the Associated Press.

- FOX’s Josh Breslow spoke with **Dr. Andrew Thomas** from The University of Akron on KCPQ-TV13 to get his take on the potential impacts of a railroad strike. Thomas is associate professor of marketing and international business in the College of Business.

Continued from previous page.

- Commenting on the “cottage industry” of tinkering with debate formats, **Dr. Mitchell S. McKinney**, dean of the Buchtel College of Arts and Sciences, said in this interview with MSN that merely making adjustments never works. It comes down to responsible debaters.
- The Akron Beacon Journal reported that in a December Board meeting, **President Gary L. Miller** reported that UA is receiving nearly \$423,000 from Ohio’s 2022 Campus Safety Grant Program to purchase metal detectors for the entrances of campus sport and entertainment venues.
- Rubber & Plastics News reported that The University of Akron’s Driving Opportunity Scholars Program members and their mentors attended the U.S. Marine Corps Reserve’s longstanding holiday outreach program, Toys for Tots, at the hangar for Goodyear.
- The West Side Leader reported that during the Dec. 5 Akron City Council meeting, members heard details of legislation to enter into a contract with Summit County, UA and Fairlawn for the purchase, installation and maintenance of equipment, hardware, internet service and software services necessary for a public safety monitoring network in or around the off-campus housing area south of UA’s campus.
- In an article in the Daily Legal News about a new court-sponsored pilot program called Raising the Bar, The University of Akron’s 3+3 program, which allows students to earn their bachelor’s and law degrees in six years instead of the usual seven, is mentioned as a cost-effective way to attend law school.

- **Dr. Kevin Kern**, associate professor of history, was a guest on WAKR-1590AM, The Ray Horner Morning Show, discussing the Pearl Harbor attack in 1941.
- **Nate Meeker**, University of Akron’s Esports director, was a guest on This Week in Tech with Jeanne Destro on WAKR-1590AM, discussing why the program is ranked No. 2 in the nation. The team also received recognition in Cleveland.com and Dailygame.com



University of Akron students were interviewed for this story on WKYC-TV3 about the Akronauts, an engineering design team made up of hundreds of members, who are working on high altitude rocketry.

- **Dr. Erin E. Makarius**, associate professor of management, suggested one way to turn exiting employees into loyal alumni who become customers, suppliers, boomerang employees, mentors to current workers and ambassadors for the firm is through a strong offboarding process. Makarius is one of the authors of a report on this topic that is mentioned in several articles including [Quick Telecast](#), [Report Door](#) and [DNYUZ](#).

Continued from previous page.



UA nursing students were interviewed for this WEWS-TV5 story that features the relationships formed with patients as they complete clinicals at Grace House, a comfort care home in Akron. The story was also featured on WKYC-TV3 and Spectrum News.

- **Dr. Rebecca J. Erickson**, professor of sociology, spoke with MSN.com to discuss why emotional labor in marriage matters and how to share the load. The idea that all women are born nurturers is likely a holdover from the Industrial Age, when work and home lives became separated for the first time, she shared.
- Faculty shared their predictions for 2023 with WAKR-1590AM. **Dr. Stacy Willett**, interim director, School of Disaster Science and Emergency Services and lead professor, Department of Emergency Management and Homeland Security, said climate change, hackers, COVID-19 burnout and more will continue to test our ability to manage disasters in 2023. **Dr. J. Cherie Strachan**, political science professor and director of the Ray C. Bliss Institute of Applied Politics, discussed her political predictions for the new year, and **Rhiannon B. Kallis**, assistant professor from

the School of Communication discussed how much responsibility big tech companies should take for harm to the mental health of children as a result of social media addiction.

- An article in Chemistry World featured the research of a team led by **Dr. Junpeng Wang**, assistant professor, working to convert a strong new polymer into an alternative chemical form to enable effective recycling.
- **President Gary L. Miller**, who serves as chief hearing officer for the NCAA's Committee on Infractions, commented on a recent name, image and likeness (NIL) ruling with Sports Illustrated.



A study about polar bear paws conducted by researchers from The University of Akron was featured in Journal of the Royal Society Interface, BBC Science, Futurity.com, Science Daily, WEWS-TV5 and a number of other outlets across the globe. "We were interested in this topic because we are in Akron and our national partners need to develop tires with a strong grip on the road in ice and snow conditions," said **Ali Dhinojwala**, the H.A. Morton Professor of Polymer Science in the School of Polymer Science and Polymer Engineering. This article is part of continuing coverage on the study.

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.



Adam Najem Graduates

Adam Najem was a standout soccer player for the Akron Zips from 2013 to 2016. However, his lifelong dream to play soccer at the professional level meant that he would have to put earning his college degree on hold. He was able to achieve his dream by working closely with UA faculty in the College of Business to schedule needed online classes – all while juggling a demanding schedule of a professional soccer player.



UA Nursing Clinical at Grace House

As part of the requirements for obtaining a nursing degree from The University of Akron, a clinical rotation is required. One of the options for a clinical rotation is at Grace House, which provides care for the homeless and less fortunate who are in the final stage of their lives. Many students find this clinical rotation to be a positive experience that helps build communication skills.



OMD ADVANCE JumpStart New Student Orientation

The Office of Multicultural Development provides underrepresented students who will be new to The University of Akron campus the opportunity to take part in a two-day event that will help them get familiar and comfortable with being on the UA campus and make new friends.



Tre and Dunkan: UAPD Canine Unit

A new addition to The University of Akron Police Department (UAPD), this four-legged officer is here to keep UA safe from any potential explosive threats, but also put a smile on our faces when we could use it most. Dunkan is quickly becoming a popular figure on campus and his partner Tre Richardson is loving every minute of his new role as a K9 officer.



20 Questions with Chief Gilbride

He's in charge of keeping campus safe and he comes from a long line of law enforcement. But he also has an appreciation for Abraham Lincoln and Irish Dancers. We sit down with UAPD Chief Jim Gilbride to learn about what he does and what he likes about working at UA.



Proposed Consent Agenda
Meeting of The University of Akron's Board of Trustees
April 19, 2023

Item	Description	Committee	Tab
1	Minutes for December 7, 2022 and February 15, 2023	None	Board of Trustees
2	Revise 3359-1-02, Officers of the board and their duties	Rules	1
3	Revise 3359-1-03, Committees of the board	Rules	2
4	Revise 3359-10-01, The university of Akron rules of the university council	Rules	3
5	Revise 3359-20-03.10 Guidelines for initial appointment, reappointment, tenure, and promotion of full-time faculty in the school of law	Rules	4
6	Rescind 3359-22-01, Contract professional information	Rules	5a
7	Reissue 3359-22-01 as Professional staff information	Rules	5b
8	Rescind 3359-25-01, Classification of positions	Rules	6a
9	Replace with new, consolidated 3359-25-01, Classification of positions	Rules	6b
10	Rescind 25-02, 25-03, 25-04, 25-05, 25-06, 25-07, 25-10, 25-11, 25-12, 25-13 and 25-20	Rules	6c-m
11	Revise 3359-43-01, Undergraduate student government constitution	Rules	7
12	Revise 3359-60-03.4, Academic reassessment and discipline	Rules	8
13	Revise 3359-60-03.6, Graduation	Rules	9
14	Revise 3359-60-06.2, Graduate student standards	Rules	10
15	Revise 3359-60-06.4, Doctoral degree requirements	Rules	11
16	Curricular Changes	Academic Issues & Student Success	1
17	Prospective Degree Candidates for Spring 2023	Academic Issues &	2

**Proposed Consent Agenda
Meeting of The University of Akron's Board of Trustees
April 19, 2023**

Item	Description	Committee	Tab
		Student Success	
18	Personnel Actions	Finance & Admin.	1
19	Financial Report for the Eight Months Ended February 28, 2023	Finance & Admin.	2
20	Procurements for More Than \$500,000	Finance & Admin.	3
21	Temporary Modification of University Rule 3359-26-07, Staff employee advisory committee	Finance & Admin.	4
22	Gift Attainment Report for July 1, 2022 through February 28, 2023	Finance & Admin.	5

Presiding:
Chair
Joseph M. Gingo

April 19, 2023

1	Update to the Undergraduate Tuition Guarantee Program
2	Board of Trustees 2023-2024 Regular Meeting Schedule and Submission of Materials
3	Expression of Appreciation to Student Trustee Brooke M. Campbell
4	Expression of Appreciation to Chairman of the Board Joseph M. Gingo
5	
6	
7	
8	
9	
10	
11	
12	

THE UNIVERSITY OF AKRON

RESOLUTION 4- - 23

Pertaining to an Update to the Undergraduate Tuition Guarantee Program

WHEREAS, Pursuant to Ohio Revised Code Section 3345.48 and Ohio Department of Higher Education Directive 2018-017, The University of Akron (the “University”) enacted an Undergraduate Tuition Guarantee Program (the “Program”), which provides for fixed tuition, select fees, and room and board rates for eligible students in each incoming cohort of full-time, bachelor-degree seeking undergraduate students for four years of attendance; and

WHEREAS, The select fees that are included under the University’s Program are: “the general service fee and facility fee, technology fee, library fee, career advantage fee, administrative fee, and transportation fee;” and

WHEREAS, The transportation fee component of the select fees currently is used to fund transportation services and to purchase a parking permit for eligible students; and

WHEREAS, The University wishes to provide new cohorts of eligible students the option of whether to purchase a parking permit directly, as an optional, additional service; and

WHEREAS, This change also provides flexibility to the University necessary to meet the demands and opportunities available with respect to its parking and transportation services;
Now, Therefore,

BE IT RESOLVED, That for future cohorts of incoming eligible students, the fee for transportation services will remain part of the tuition guarantee program, but will exclude parking permits, which will become an optional additional service available for purchase; and

BE IT FURTHER RESOLVED, That the University administration is authorized to take all steps necessary to update the Program with the Ohio Department of Higher Education.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

**Board of Trustees 2023-2024 Regular Meeting Schedule
and Submission of Materials**

BE IT RESOLVED, That the 2023-2024 regular meeting schedule for the Board of Trustees and its standing committees be approved as follows, with the understanding that additional Board and/or committee meetings may be scheduled throughout the period, as well as special or emergency meetings pursuant to Rules of the Board of Trustees:

COMMITTEE MEETINGS	BOARD OF TRUSTEES MEETING
Tuesday, September 12, 2023	Wednesday, September 13, 2023
Tuesday, December 5, 2023	Wednesday, December 6, 2023
Tuesday, March 12, 2024	Wednesday, March 13, 2024
Tuesday, April 30, 2024	Wednesday, May 1, 2024
N/A	Wednesday, June 12, 2024 <i>tentative</i>

BE IT FURTHER RESOLVED, That the Secretary and Assistant Secretary of the Board shall prepare and implement for each regular Board meeting a schedule with deadlines for the submission of materials and information for Board meetings to the Board office so that each Trustee shall be able to receive such materials in a timely manner prior to each regular Board meeting, and they shall enforce such deadlines unless directed otherwise by the Board Chair.

M. Celeste Cook, Secretary
Board of Trustees

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Expression of Appreciation to Student Trustee Brooke M. Campbell

WHEREAS, Ms. Brooke M. Campbell, an Akron native, was appointed to the Board of Trustees of The University of Akron by Governor Mike DeWine on August 27, 2021; and

WHEREAS, She has served the University on a number of Board committees, including the Academic Issues & Student Success Committee (2022-2023); Audit & Compliance Committee (2021-2023); Finance & Administration Committee (2021-2023); Nominating Committee (2021-2022); Personnel & Compensation Committee (2022-2023); Rules Committee (2021-2022); and Safety & Facilities Special Committee (2021-2023); as well as representing the Board as Student Trustee Liaison to the University Council (2021-2022) and the Faculty Senate (2022-2023); and

WHEREAS, In addition to representing the student body and the Board effectively, Ms. Campbell, a Williams Honors Scholar, has balanced a full load of classes in her pursuit of a Bachelor of Biomedical Science degree with a minor in Chemistry and a certificate in Gerontology and has been admitted into the Early Assurance Pathway to Northeast Ohio Medical University; and

WHEREAS, Her extracurricular participation has included the Emerging Leaders Program, Residence Hall Government, Tiered Mentoring Research Program, Zips for Akron Hope, Delta Zeta Sorority and Phi Delta Epsilon International Medical Fraternity; and

WHEREAS, One of ten students featured in The University of Akron's fall 2022 appearance on The College Tour television series, Ms. Campbell represented to a global audience the value of being an Honors Scholar and the opportunities for growth in leadership, academics and career preparedness offered by UA; and

WHEREAS, Her term as a member of the Board of Trustees will expire on July 1, 2023; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees of The University of Akron expresses its sincere appreciation to Ms. Brooke M. Campbell for fulfilling her duties as a Student Trustee and wishes her well for the future.

M. Celeste Cook, Secretary
Board of Trustees

April 19, 2023

THE UNIVERSITY OF AKRON

RESOLUTION 4- -23

Expression of Appreciation to Chairman of the Board Joseph M. Gingo

WHEREAS, Joseph M. Gingo was appointed to the Board of Trustees of The University of Akron by Governor John R. Kasich on March 25, 2016 for a term ending on July 1, 2023; and

WHEREAS, He has served with historic distinction as Chair of the Board for five terms, from 2018 to 2023, the most since the University became a state institution in 1967; and

WHEREAS, A member of every Board Committee during the course of his term, Mr. Gingo participated in the search for the 18th President of The University of Akron and ultimately presided over the appointment of Dr. Gary L. Miller; and

WHEREAS, Mr. Gingo and his wife, Linda, have committed their generous philanthropic support to multiple University initiatives since 1999, most recently through a bequest estate gift of \$5 million to establish The Joseph M. and Linda L. Gingo School of Law Dean's Chair Endowment and, in 2019, a \$50,000 gift to establish The Joseph M. and Linda L. Gingo Endowed Scholarship to support UA engineering students; and

WHEREAS, Mr. Gingo also has supported the University on the boards of The University of Akron Foundation and The University of Akron Research Foundation, as well as on the School of Law Advancement Council, President's Advisory Council, College of Business Institute for Global Business Advisory Board, College of Business Advancement Council, and College of Engineering Advisory Council; and

WHEREAS, Mr. Gingo, an Akron native, is an alumnus of the University, having earned his Juris Doctor degree in 1971, and holds a bachelor's degree in chemical engineering (1966) from Case Institute of Technology (now Case Western Reserve University) and a master's degree in business management (1983) from the Massachusetts Institute of Technology, where he was a Sloan Fellow; and

WHEREAS, Mr. Gingo's remarkable professional career encompassed nearly a half-century, including 41 years with The Goodyear Tire & Rubber Company where he progressed from a design and development engineer to executive vice president, quality systems and chief technical officer; then with A. Schulman, Inc. as president, CEO and chairman from 2008 until his retirement in 2014 and, subsequently, as CEO and president from 2016 to 2018; and

WHEREAS, Mr. and Mrs. Gingo have extended their profound generosity to give back to the community through their recently established planned estate gift of \$5 million to the neonatal intensive care unit of Akron Children's Hospital in recognition and gratitude for the life-saving care provided to them as a young family; and

WHEREAS, Mr. Gingo has served as a trustee or board member with such area organizations as the Akron Symphony, the Ohio Ballet, the Northeast Ohio Technology Coalition, Omnova Solutions Inc., OM Group Inc., PolymerPlus LLC, and the Northeast Ohio Medical University Foundation; Now, Therefore,

BE IT RESOLVED That the Board of Trustees of The University of Akron expresses its deep appreciation to Joseph M. Gingo for the leadership and devotion he has shown in fulfilling his duties to the Board and its constituents, and wishes him and his family well for the future; and

BE IT FURTHER RESOLVED, That the title of Chairman Emeritus effective July 2, 2023, as well as an honorary Doctor of Humane Letters degree, be awarded to Mr. Gingo in recognition of his valued leadership, extraordinary generosity, and selfless dedication and service to The University of Akron and the community.

M. Celeste Cook, Secretary
Board of Trustees