

**Memorandum of Understanding on
The Joint Retrenchment Committee Timelines**

WHEREAS, as result of ongoing dialog in the Joint Committee on Retrenchment (“JCR”) meetings between The University of Akron (the “University”) and the American Association of University Professors, The University of Akron Chapter (the “Akron-AAUP”), (the University and the Akron-AAUP, being collectively referred to herein as the “Parties”), the Parties have jointly agreed to extend several timelines within the retrenchment process to allow further constructive dialog and to explore various alternatives to the retrenchment of faculty at the University;

WHEREAS, the current Article 15 retrenchment process was initiated on Tuesday, November 19, 2024, by the University President, who determined that retrenchment may be necessary pursuant to the circumstances delineated in Article 15, Section 1;

WHEREAS, the Provost thereafter notified the deans of the affected units or programs that retrenchment may be required and provided a written description and rationale for the proposed reduction, a copy of which was simultaneously forwarded to the Akron-AAUP;

WHEREAS, given the early success of the separation incentive program offered, and in order to reduce or avoid the need for retrenchment, the Parties agree to continue to focus their efforts on securing additional Article 16, Section 9 separation incentive benefit agreements, especially but not exclusively in those units identified as affected;

WHEREAS, the University restates and reiterates its commitment to working together collaboratively with the faculty and the Akron-AAUP to endeavor to minimize the number of faculty released;

WHEREAS, the Parties agree to expand the JCR discussions to include other key stakeholders, as appropriate, and on an as-needed basis, and to invite those stakeholders to attend JCR meetings in a non-voting capacity; and

WHEREAS, the Parties have determined that the scope of the JCR advisory recommendations may be expanded, as mutually agreed to by the parties, to include a final recommendation that may include other creative alternatives to retrenchment in the identified units;

NOW, THEREFORE, the Parties hereby agree to extend the current timelines in Article 15 of the CBA, as follows:

1. As provided in Article 15, Section 3(C), the timeline for the faculty in the affected units to submit their recommendations to the deans shall be extended from the current deadline of January 13, 2025 to March 3, 2025;
2. Akron-AAUP shall invite proposals from all academic units in the University to reduce the need for retrenchment of faculty by increasing revenues or reducing costs;
3. The faculty recommendations provided for in Article 15, Section 3(C), including the proposals submitted pursuant to the preceding paragraph, shall be reviewed, given due consideration, and evaluated by the JCR from March 4, 2025, to April 1, 2025;

4. The thirty (30) day timeframe prescribed in Article 15, Section 4(C) for the JCR to submit its advisory recommendations to the President shall be extended from February 21, 2025, to April 4, 2025, at which time the JCR shall include in its recommendations ways to relieve the need for retrenchment by raising additional funds, by reallocating funds, or by cutting or eliminating specified activities or positions;
5. The date prescribed in Article 15, Section 7(A)(1) for the University to provide the notice(s) of release to any affected members of the bargaining unit shall be extended from not later than March 15, 2025 to not later than April 25, 2025;
6. The JCR will continue to meet regularly from January 13, 2025, until April 4, 2025, or until such time the JCR provides its advisory recommendations to the President, whichever is sooner; and

Nothing in this MOU will alter any other timeline or date, unless mutually agreed to in writing by the Parties.

Nothing in this MOU will preclude the JCR from meeting between the date of this MOU through January 12, should the JCR unanimously agree to do so.

The University hereby reiterates and agrees to take no action regarding the retrenchment of faculty until the JCR provides its advisory recommendations to the President.

IN WITNESS WHEREOF, the Parties have caused this Memorandum of Understanding regarding the Joint Retrenchment Committee Timelines to be effective this _____ day of December, 2024.

THE UNIVERSITY OF AKRON

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS
THE UNIVERSITY OF AKRON CHAPTER

By: 

By: 

Date: 12/18/2024

Date: 12/18/2024