

**KENT STATE UNIVERSITY  
BOARD OF TRUSTEES  
May 6, 2020**

**Resolution**

**RESOLUTION TO AUTHORIZE A FISCAL YEAR 2021 SALARY  
ADJUSTMENT MODEL FOR NON-REPRESENTED EMPLOYEES**

WHEREAS, Kent State University is implementing a variety of budgetary measures to counter expected revenue reductions due to the impact of the COVID-19 pandemic; and

WHEREAS, salaries and wages comprise a large percentage of overall expenditures and thus reductions to personnel costs will be necessary to deal with the imbalance between projected revenues and expenditures; and

WHEREAS, Kent State University is proposing a salary adjustment for non-represented employees for Fiscal Year 2021; and

WHEREAS, the level of salary and wage adjustments will be determined based on salary and wage ranges noted in Attachment I; and

WHEREAS, additional leave days, to be taken during Fiscal Year 2021, will be available to employees as noted in Attachment I; now, therefore,

BE IT RESOLVED, that the Board of Trustees of Kent State University hereby authorizes the President to implement the proposed salary adjustment plan, effective July 1, 2020.

**KENT STATE UNIVERSITY  
BOARD OF TRUSTEES  
May 6, 2020**

**Resolution**

**APPROVAL OF MEMORANDUM OF UNDERSTANDING:  
KENT STATE UNIVERSITY AND THE FULL-TIME TENURED/TENURE-TRACK  
FACULTY UNIT OF THE AMERICAN ASSOCIATION OF UNIVERSITY  
PROFESSORS, KENT STATE CHAPTER**

WHEREAS, under the provisions of Chapter 4117 of the *Ohio Revised Code*, Kent State University has maintained a collective bargaining relationship with its full-time tenured/tenure-track faculty since September 16, 1978; and

WHEREAS, Kent State University and the Full-Time Tenured/Tenure-Track Faculty Unit (TT Faculty Unit) ratified a Collective Bargaining Agreement effective August 19, 2019, until 11:59 p.m. on August 18, 2022; and

WHEREAS, the parties have agreed to modify this Agreement by Memorandum of Understanding; and

WHEREAS, the eligible voting membership of the TT Faculty Unit approved those modifications on or about May 1, 2020; now, therefore,

BE IT RESOLVED, that the Board of Trustees of Kent State University does hereby approve the Memorandum of Understanding with the TT Faculty Unit to modify the Collective Bargaining Agreement effective August 23, 2020, until 12:01 a.m. on August 23, 2023.

**KENT STATE UNIVERSITY  
BOARD OF TRUSTEES  
May 6, 2020**

**Resolution**

**APPROVAL OF UNIVERSITY VOLUNTARY SEPARATION  
INCENTIVE PROGRAM**

WHEREAS, Kent State University is implementing a variety of budgetary measures to counter expected revenue reductions due to the impact of the COVID-19 pandemic; and

WHEREAS, the administration recommends the offering of a voluntary separation incentive program for regular full-time staff and faculty who have three or more years of full-time service to Kent State University as of June 30, 2020; and

WHEREAS, the plan will give eligible staff and faculty the option of taking advantage of a separation package while providing the university with greater flexibility to respond to current budgetary challenges and priorities; and

WHEREAS, part-time, temporary and contracted employees, employees who have retired and were subsequently rehired, and those in grant-funded positions are not eligible for the plan; and

WHEREAS, the university will make payments to staff and faculty who qualify and exercise the incentive during the six-month period beginning July 1, 2020, if the employee is eligible and chooses to separate; and

WHEREAS, employees qualifying and electing the plan will separate from service with Kent State on June 30, 2020; and

WHEREAS, under terms of the plan the university reserves the right to retain certain employees qualifying for and electing the plan for a limited period up to three months, based upon the university's educational and operational needs, after which period their separation program participation will commence; and

WHEREAS, the plan is projected to result in significant cost savings overall; now, therefore,

BE IT RESOLVED, that the Board of Trustees of Kent State University hereby authorizes the President to proceed with the implementation of the Voluntary Separation Incentive Program.