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Faculty Senate Chronicle March 5, 2020

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March 5th, 2020

21 pages

SENATE ACTIONS

1. Approved a motion brought by the Academic Policies Committee to change University Rule 3359-60-03.6 to grant levels of distinction for students who are completing their program after transferring to The University of Akron and attaining very high GPAs (Appendix A).
2. Approved a motion brought by the Academic Policies Committee to approve the change of name of the School of Allied Health Technology to School of Allied Health (Appendix A).
3. Approved courses and programs brought by Curriculum Review Committee (Appendix B).
4. Approved a motion brought by Senator Haritos to endorse the recommendation from UC Budget & Finance Committee regarding research grants (Appendix D).

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MINUTES OF THE FACULTY SENATE MEETING OF

March 5, 2020

The meeting of the Faculty Senate took place Thursday, March 5, 2020, in room 180 of the Law School. Senate Chair Linda Saliga called the meeting to order at 3:01pm.

Of the current roster of 54 senators, 34 attended the meeting. Senators Dejbord-Sawan, Hartsock, Hreno, Mahajan, Scotto and Srinivasan were absent with notice. Senators Bible, Chronister, Dey, Evans, Kelly, Miller, Smith, Szalay, Tuesday, Wang, Welton, Xi, Zhang and Zheng were absent without notice.

I. Adoption of Agenda

On Senator Schwartz's motion, the agenda was adopted without dissent.

II. Adoption of Minutes of the February Senate meeting.

On Senator Roy's motion, the minutes of the February Senate meeting were adopted without dissent.

III. Remarks of the Chair

Please remember to sign an attendance sheet. There are four located throughout the room. Today we have five items for consideration. APC is bringing forth three items; two university rule revisions and a name change for a school in the College of Health Professions. CRC is asking us to approve 43 course proposals, one Gen.Ed. fast track proposal that fell through the cracks last

year, and nine program proposals. CCTC submitted a written report with no action items. Under new business, Senators from the College of Engineering will be bringing forth a motion to endorse the University Council Budget and Finance Committee's recommendation that will be going to University Council next week, to immediately suspend the policy for all new research proposals: for every two dollars allocated to non-academic-year faculty salary, one dollar is required to be allocated to academic-year salary.

President Miller isn't with us again today. He is fulfilling the presidential duty of visiting a donor. He sends his apologies for missing another Senate meeting. I told him he would be forgiven as long as he brings home a large quantity of money.

The three finalists for the provost position have been to campus. I hope you were pleased with the search committee's selection. Please provide feedback on the candidates by visiting the website for the search and filling out the Qualtrics survey for each candidate.

We are in phase two of the development of the University's strategic plan. If you haven't read the report from the Strategic Work Group, I encourage you to do so, and to share any comments you have. The Drafting and Integration Group (DIG) is chaired by Steve Ash and includes David Steer, Kristine Kraft, Frank Loth, Julia Spiker, Enoch Damson, Ruth Nine-Duff and Mark Schultz. They are in the process of developing an initial draft strategic plan, but I believe they are still monitoring the comments page, so please share your thoughts. It is my understanding that the initial draft will be available for review mid-month. Since this is supposed to be an iterative process, when the initial draft is available, I will ask APC to review it and make comments and/or recommendations to DIG,

maybe a couple of times if needed and time permits. I'm expecting that we, the full Faculty Senate, will review and vote on a final draft of the plan in May before it goes to the Board of Trustees in June.

IV. Special Announcements

None

V. Report of the Executive Committee

The Executive Committee has met five times since the last regular meeting.

On February 13th, the EC met with Interim Provost Urgo to discuss the new scheduling grid, the program proposal process, and the general education curriculum.

On February 20th, the EC met to prepare for the meeting with Interim Provost Urgo. We made committee appointments, discussed the Senate budget, and a proposed position request.

On February 20th, we met with Interim Provost Urgo to discuss issues related to online general education science labs, clarification of duties regarding the Chief Administrative Officer and the Office of the Provost, and productivity studies as it relates to credit hour production and visiting lines.

On February 27th, the EC met to prepare the agenda for the Faculty Senate meeting. We made committee appointments and discussed items to come before the Senate.

On February 27th, the EC met with Interim Provost Uργο. We discussed the agenda for the Senate meeting, REAP, and various models to appropriately allocate student credit hour production. We also discussed Wayne College and issues related to degree programs, communication, and tuition.

This concludes my report.

VI. Remarks of the Interim Provost – Joe Uργο

Interim Provost Uργο acknowledged members of the Board of Trustees and thanked them for attending. He discussed the Coronavirus and international travel for students and faculty. He encouraged all the faculty to look at online options if classes are suspended.

He thanked faculty for working to use the new grid and move 20% of classes to Friday. He stated that the revenue enhancement and accountability program (REAP) was in the final stages of discussion with deans. He described the program as one which will give more accountability to deans and placed focus on revenue growth.

Senator Ramlo discussed her role as a program director and stated that she typically maintained autonomy with regard to course scheduling. She expressed concern about micromanaging with regard to the schedule and drastic changes that were made to their schedule proposals. The Senator asked how such changes and micromanaging met the needs of students.

Interim Provost Uργο answered some micromanaging was appropriate since the goal is to standardize the schedule and make university-wide adjustments to improve course accessibility for students. He gave an example of lab classes

offered on Friday that conflicted with other courses on campus offered at the same time. The goal was for students to be able to move between departments more easily. He expressed regret that the schedule needed to be revamped again.

Senator Klein thanked Provost Uργο for his work with graduate studies and expressed concern that her student was leaving for Stanford due to program closures.

Uργο gave appreciation to Senator Klein for her work with the student.

Senator Schulze asked for decisions about visiting lines.

Provost Uργο stated things were taking a bit longer due to the strategic planning process and changes with the CFO. He hoped that there would be answers by the end of the month.

Senator Luettmmer-Strathmann discussed the role in teaching by graduate students. Expressed concern about unstaffed labs that will not be offered without graduate students.

VII. Committee Reports

A. Academic Policies Committee—Chair Klein (Appendix A)

Senator Klein discussed the APC report and asked for a vote on the first item related to record retention and modifies the length of time for record retention.

Senator Shott asked about where the proposal originated.

Senator Klein answered, that President Miller recommended the committee follow best practices of other institutions.

Senator Schwartz asked the date of effectiveness and to define a central location.

Senator Nofziger answered with the board rule that required faculty to submit their gradebook to the chair.

Senator Nicholas asked if Brightspace could occur as the central location.

Senator Makki stated the rule was unclear in relation to grades.

Senator Woyat discussed her concern with the five-week period for appeals.

Senator Makki asked for a discussion regarding the Board.

Senator Luettmmer-Strathmann asked about old grades and was told by the General Council that only five years of records were required.

Motion was made to send the item back to committee for clarification. Motion was approved.

Senator Klein discussed the second item with regard to Latin Honors. The rule is meant to give transfer students honors recognition without changing the Latin Honors requirement.

Motion was approved without dissent.

Senator Klein discussed the motion to change the name of the school of Allied Health. Motion Passes.

B. Curriculum Review Committee—Chair Thornton (Appendix B)

Senator Thornton stated that all proposals were coming for a vote with the approval from the CRC without objection.

Senator Klein asked about the status regarding edited proposals and

final status.

Chair Saliga clarified that it was related to the type of course.

The motion carried.

C. Communications and Computer Technology Committee—Chair Bove
(Appendix C)

Senator Bove submitted the written report.

VII. AAUP Standing Report—Senator Schulze

Senator Schulze reported that negotiations were continuing over a limited number of articles and a conclusion was expected soon.

IX. Graduate Council Report—Senators Graor & Hreno

Senator Graor discussed graduate school events including programs for faculty and students. The group discussed recruitment and retention efforts and stated leave policy discussions were ongoing. She commended Interim Provost Urgo on his discussion style and his openness. He asked to have a discussion regarding the mission statement which was underway.

X. GSG report—Senator Stefin

Senator Stefin reported elections were ongoing and international and domestic students were eligible for election and participation. She invited the body to look at displays for Women's History Month.

XI. USG report—Senator Okocha

Senator Okocha reported election season was underway and discussed a recent conference focused on student engagements. He highlighted fair housing activities, Black History Month activities, and sustainability activities. He mentioned that students had break-out sessions with each provost candidate. He referenced discussions regarding several recommended additions to the syllabi.

XII. New Business

Senator Haritos discussed the grant tax and feelings of being betrayed. He stated that the tax discourages faculty from going after grants. Made a motion that the body endorses the report. The motion was seconded.

He explained that the tax created conflicting requirements. He argued that although the University was in financial difficulty, the tax breaks promises to faculty that were hired under one set of rules and now the rules have changed. He claimed savings were approximately \$200,000 per year, while the cost of hiring was at least three times as much and then onboarding and mentoring added

additional costs. He lamented on the loss of good faculty because the tax fails to support younger professors.

Senator Shott expressed support for the proposal and stated that the current policy runs counter to our research mission. He also stated the current policy disincentives hiring RA's as well as limits competitiveness with regard to the provisions with summer salary. He believed the policy was not consistent with other institutions and will leave faculty out of many federal grants due the University's new rules.

Senator Haritos explained that the current policy will result in losing faculty and remaining faculty will be demoralized. He stated the current policy does not support research.

Senator Okocha asked a procedural question regarding the history of the current policy and how it was received by the Senate.

Chair Saliga explained the process and stated there was not input with shared governance bodies when enacted. The Senate did not vote on the current grant tax policy.

Asked for a vote on the motion.

The motion carries without dissent.

XIII. Good of the Order

Senator Roy announced the AAUP's First Friday will be at the Lockview at 5:00pm.

Senator Hazlett discussed the meet and greet with President Miller and the part-time faculty.

XIV. Adjournment

The meeting was adjourned at 3:59pm.

Heather Howley, Secretary.

Questions and comments about the minutes can be emailed to hhowley@uakron.edu or called in to x8914.

APPENDIX A

Report of the Academic Policies Committee to Faculty Senate, March 5, 2020

APC approved two rule changes. The edited rules have been sent via attachment.

- 1. Rationale for changes to rule 3359-20-05.1:** Per current language, this rule establishes that faculty members must maintain careful and orderly grade records in each course but does not specify a time frame for retention. In addition, this rule allows for change of grade without a concrete time frame. Absent a concrete time period for record retention, student grade appeals and other grade change requests have been difficult to resolve. APC discussed record-retention guidelines from the American Association of Collegiate Registrars and Admissions Officers (current recommendation is retention for five years after course completion) and policies at peer institutions regarding grade appeal.

The attached revisions to rule 3359-20-05.1 establish that changes to a final grade must be initiated by the end of the fifth week of the spring semester for fall semester courses, and by the end of the fifth week of the fall semester for spring or summer semester courses and establishes further guidelines for this process. The attached revisions to this rule also specify the time period for retention of grade records as five years from the completion of the course. Grade books shall be uploaded to a central location, where they may be accessed by relevant and authorized personnel.

- 2. Non-Latin Honors at Graduation**

Rationale: A number of students—particularly in Nursing and Social Work—are unable to receive Latin honors at graduation because the structure of their programs only allows them to complete their degrees at UA, but not to take all of their classes here. As such, while they meet or exceed the minimum number of credits to receive a UA degree, they have not taken the 60 credits at UA that are required to receive Latin honors. As many of these students have very high GPAs, they are frustrated that their degrees do not reflect their hard work and high achievement. APC members have considered various options to address this problem and have proposed the attached rule change (60-03.6) for Senate approval. In it, these students will not receive Latin Honors but will receive degrees awarded with the appropriate level of distinction.

- 3. APC approves of the change of the name “School of Allied Health Technology” to “School of Allied Health,”** which received a favorable vote by faculty of the School and College.

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 Senior Vice President and Provost and Chief Operating 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 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 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.

Replaces: 3359-60-03.6

Effective: 02/01/2015

Certification: _____
Ted A. Mallo
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: Prior to 11/04/77, 08/30/79, 01/30/81, 05/15/82,
01/30/87, 05/22/91, 10/28/02, 02/22/03, 01/30/06,
06/25/07, 02/11/08, 05/05/08, 12/31/09, 05/23/10, 07/05/13

APPENDIX B

Course Proposals for Faculty Senate, March 5, 2020				
Code	Title	Status	Initiator	Received
2040:252	2040:252: The Black Experience 1619-1918	Added	sandiec	2/26/2020
2040:253	2040:253: The Black Experience 1918 - Present	Added	sandiec	2/21/2020
2235:284	2235:284: Windows Forensics	Added	kfshaff	2/21/2020
2440:258	2440:258: Information Continuity and Recovery	Deleted	damson	2/26/2020
2440:259	2440:259: Computer and Network Security	Deleted	damson	2/26/2020
2440:281	2440:281: Microsoft Networking I	Deleted	damson	2/26/2020
3400:296	3400:296: Global Societies: Latin America	Edited	santos	2/21/2020
3400:452	3400:452: American Revolutionary Era	Edited	gmartinotrutor	2/21/2020
3700:580	3700:580: Policy Problems in Political Science	Edited	nmarion	2/26/2020
4600:480	4600:480: Materials Selection in Design	Added	gm33	2/21/2020
4600:482	4600:482: Fundamentals of Composite Processing and Mechanics	Added	swong	2/21/2020
4600:682	4600:682: Fundamentals of Composite Processing and Mechanics	Added	swong	2/21/2020
5200:352	5200:352: Teaching Mathematics in Inclusive Primary Settings	Edited	kbp9	2/21/2020
5500:445	5500:445: Assessment and Instruction in Literacy	Edited	gee1	2/21/2020
5600:651	5600:651: Techniques of Counseling	Edited	rcs	2/26/2020
5600:652	5600:652: Techniques of MFT	Edited	hkatafiasz	2/26/2020
5600:656	5600:656: Assessment Methods Treatment Issues in Marriage Family Therapy	Edited	hkatafiasz	2/26/2020
5600:662	5600:662: Diagnosis in Counseling	Edited	rcs	2/26/2020
5600:664	5600:664: Advanced Diagnosis in Counseling	Edited	rcs	2/26/2020
5600:666	5600:666: Treatment in Clinical Counseling	Edited	rcs	2/26/2020
5600:667	5600:667: Marital Therapy	Edited	hkatafiasz	2/26/2020
5600:669	5600:669: Systems Theory in Family Therapy	Edited	hkatafiasz	2/26/2020
5600:674	5600:674: Prepracticum in Counseling	Edited	rcs	2/26/2020
5610:448	5610:448: Individuals with Moderate/Intensive Educational Needs: Characteristics and Implications	Edited	svakil	2/21/2020
6200:524	6200:524: Business Law	Added	lw37	2/26/2020
6200:531	6200:531: Business Entity Taxation	Edited	lw37	2/26/2020
6200:615	6200:615: Professional Colloquium I	Edited	lw37	2/26/2020
6200:637	6200:637: Business Analysis and Valuation	Edited	lw37	2/26/2020

Program Proposals for Faculty Senate, March 5, 2020				
Code	Title	Status	Initiator	Received
	: Professional Firefighter	Added	kfshaff	2/21/2020
	: Artificial Intelligence Certificate	Added	dg29	2/21/2020
	: Environmental Ethics Certificate	Added	dg29	2/26/2020
330003C	330003C: Teaching English as a Second Language	Edited	wz23	2/21/2020
330008C	330008C: Linguistic Studies	Edited	wz23	2/21/2020
360006M	360006M: Environmental Ethics	Edited	dg29	2/21/2020
360007M	360007M: Ethics	Edited	dg29	2/21/2020
982100M	982100M: Polymer Science and Polymer Engineering	Edited	kac58	2/21/2020
H40500BST	H40500BST: Dietetics, Coordinated	Deleted	glotzer	2/21/2020

APPENDIX C

A Report of the
Computing & Communications Technologies Committee (CCTC)
To Faculty Senate
March 5, 2020

On **February 19th**, the Committee met for regular business. Wendy Lampner reported that the CCTC Subcommittee on Web Conferencing Software is seeking clarity from ITS regarding the web conferencing software included with the VOIP contract recently negotiated and how that may impact the subcommittee's charge. The Committee continues to develop a best practices document for increasing completion rates for end-of-course online evaluations. The Committee also discussed nominating new members for CCTC as membership has recently decreased due to retirements. Several candidates were discussed and Chair Bove committed to contacting the individuals identified to determine if he/she will accept the nomination, so the names can be moved forward and considered by the Faculty Senate EC.

Respectfully submitted:
Frank J. Bove
CCTC, Chairperson
February 27, 2020

APPENDIX D

Review of Policy to Charge Faculty \$1 AY Tax for every \$2 Summer Salary paid from Research Grants

In response to requests from several members of the faculty at UA, the University Council Budget and Finance Committee (UC B&F) considered the issue of charging \$1 *academic year salary for every \$2 non-academic year salary* (as articulated in the attached policy document received from the Director of Research). **Upon consideration and deliberation, the committee recommends an immediate suspension of this policy** for the reasons set forth below:

1. The policy was neither discussed with the faculty nor reviewed in the UC B&F committee prior to its implementation. While the policy was designed to reduce the “cost of research” there is not clarification or articulation of how the “cost of research” is quantified at UA.
2. The committee believes that the financial saving is not commensurate with the dissatisfaction caused among the faculty.
3. Several operational details of this policy remain unresolved. For example, some colleagues reported that their grant must be executed in the time frame of May – August; given such a case, asking the faculty to certify that they completed related work during the academic year is, at best, problematic for several reasons.
4. Program managers in funding agencies such as National Science Foundation are, in general, averse to seeing large salary budgets and thus, this policy unintentionally makes the proposals from UA less competitive. In general terms, this policy increases budgets by about 22% on small to medium sized grant applications.
5. Several junior members of the faculty have expressed frustration over not being able to pay themselves even one month of summer salary because of the increased salary numbers required by this policy.
6. Several members of the faculty have expressed frustration that they are unable to support students on small awards (e.g., \$50,000 per year) which was possible prior to the implementation of this policy.
7. Although we are unable to get documented evidence, several of our faculty colleagues believe anecdotally that several recent departures of research productive faculty were triggered by this policy.
8. By engaging research productive faculty in conversations, we can better quantify the “cost of research” and find new revenue sources to offset some of this cost without causing stress and dissatisfaction among the faculty