

The University of Akron

IdeaExchange@UAkron

The University of Akron Faculty Senate Chronicle

4-1-2021

Faculty Senate Chronicle April 1, 2021

Heather M. Loughney
hl@uakron.edu

Follow this and additional works at: <https://ideaexchange.uakron.edu/universityofakronfacultysenate>
Please take a moment to share how this work helps you [through this survey](#). Your feedback will be important as we plan further development of our repository.

Recommended Citation

Loughney, Heather M.. "Faculty Senate Chronicle April 1, 2021." *The University of Akron Faculty Senate Chronicle*, 1 Apr 2021. *IdeaExchange@UAkron*, <https://ideaexchange.uakron.edu/universityofakronfacultysenate/171>

This Article is brought to you for free and open access by IdeaExchange@UAkron, the institutional repository of The University of Akron in Akron, Ohio, USA. It has been accepted for inclusion in The University of Akron Faculty Senate Chronicle by an authorized administrator of IdeaExchange@UAkron. For more information, please contact mjon@uakron.edu, uapress@uakron.edu.

April 1, 2021

31 pages

SENATE ACTIONS

1. Approved list of graduates for spring semester.
2. Approved a motion from Academic Policies Committee to approve the consolidation and renaming of departments in University Library (Appendix A).
3. Approved a motion from Academic Policies Committee to approve the College of Business name change in Center for IT to Center for IT and Analytics (Appendix A).
4. Approved a motion from Academic Policies Committee to approve the transfer of Classics from Anthropology to History (Appendix A).
5. Approved a motion from Academic Policies Committee to approve the establishment of the College of Business' Center for Financial

Wellness (Appendix A).

6. Approved the list of proposals brought by the Curriculum Review Committee (Appendix B).
7. Approved a motion from Curriculum Review Committee to approve the pause in admissions to the Theatre and PAUS programs (Appendix B).

Table of Contents

Minutes of Faculty Senate meeting held April 1, 2021	4
--	---

Appendices to Minutes of the Faculty Senate meeting held on April 1, 2021

A. Academic Policies Committee report.....	16
B. Curriculum Review Committee report.....	28

MINUTES OF THE FACULTY SENATE MEETING OF

April 1, 2021

The meeting of the Faculty Senate took place Thursday, April 1, 2021 in Teams. Senate Chair Linda Saliga called the meeting to order at 3:01 pm.

Of the current roster of 45 senators, 36 attended the meeting. No senators were absent with notice. Senators Allen, Gendee, Hreno, Mudrey-Camino, Palmer, Sahl, Xi, Zhang and Zheng were absent without notice.

I. Adoption of Agenda

There were no corrections or additions to the agenda. The agenda was adopted without dissent.

II. Adoption of minutes of March 2021 meeting

Senator Dejbord-Sawan motioned to adopt the minutes; Senator Nofziger seconded that motion. There were no corrections to the minutes. The minutes were adopted without dissent.

III. Remarks of the Chair

I will start by sharing with you President Miller's responses to last month's actions. He forwarded the curriculum proposals to OAA, sent the bylaws changes to the Board of Trustees Rules committee, and forwarded the resolution about the salary for part-time faculty members to OAA and asked the Provost to review the issue with human resources and report back to us. I submitted the resolution about the part-time faculty members pay to the University Council's Executive Committee. They sent it to their Talent Development and Human Resources

committee. Melissa Dreisbach is one of the two Faculty Senate representatives on that committee, so I don't think the issue will be ignored.

The recommendations of best practices that the Accessibility Committee presented to us last month were sent to APC to determine if anything there should be converted to policy. They decided it was best to leave the document as best practices and not policy.

APC is bringing forward four items for our approval today: consolidation and name changes proposed by the faculty in University Libraries; a name change for the Center for IT and eBusiness to the Center for IT and Analytics; the transfer of the Classics program, with its full-time faculty, to the history department; and the creation of the Center for Financial Wellness.

CRC is requesting approval of the usual course and program proposals as well as the pause or suspension of new admissions to programs Theatre and Public Administration and Urban Studies. The request from the administration for this pause came about because there are no full-time faculty in these two units. This is not the first time we have seen programs being suspended or closed due to a lack of investment – the APR cuts of 2018 were full of such programs – but I hope this is the last.

IV. Special Announcements

There were no special announcements.

V. Report of the Executive Committee

Since our last meeting in March, the Executive Committee has met two times.

The EC met with Provost Wiencek and Chief of Staff Hendricks. We discussed the formation of a committee for fall reopening plans and the need for a decision-making timeline. We discussed instructional capacity, how to count

instructional full-time equivalents (FTE), and faculty workload. We also discussed new programs. The provost indicated new programs would go through established proposal channels and must include a market analysis. Chief of Staff Hendricks provided an overview of a tool that can determine the market for new and existing degrees. The provost provided an overview of the university's public relations campaign aimed at supporting enrollment and retention efforts and generating positive press. This includes the tuition and residence hall rate actions taken for Fall 2021, the Zips Affordability Scholarship, and a summer gateway program.

The EC met to prepare for the senate meeting. We discussed our representation on the Ohio Faculty Council, election of senate officers, planning for Fall 2021 Senate meetings, and the need for a Faculty Handbook. Finally, the EC would like to make a special announcement and a recommendation to the senate.

The EC would like to make a special announcement regarding election of officers for the Faculty Senate Executive Committee.

The election of officers for Faculty Senate EC will be moved to May. In recent history, we have conducted the elections in September. However, the officers receive a course release and conducting the elections in May will allow officers to plan their workload and allow for an efficient transition in leadership. The election of Senate Chair, Vice Chair, and Secretary will occur at our next meeting in May 2021.

The EC would like to make a recommendation regarding student COVID vaccination-related absences.

The EC recommends that faculty continue extending leniency to students during the time of COVID. Students are becoming eligible for vaccines and given the scarcity and immediacy of vaccine appointments, we encourage faculty to provide flexibility for students with a documented vaccine appointment.

VI. Remarks of the President

President Miller extended congratulations to Sheldon Wrice for the recent Black Male Summit which went well despite the COVID restrictions. President Miller noted the summit was stimulating and well attended. The president is expecting the first draft of a report from the diversity committee. He believes this will be a great start for future planning around racial diversity and inclusion efforts.

The athletics working group is also finalizing its report with one or two more meetings planned.

Regarding COVID, President Miller extended thanks to the hundreds of people making decisions that have kept the university running. He specifically acknowledged the ongoing leadership of Eric Green who has provided constant crisis management and has done amazing work since March 2020.

Regarding the AAUP, the administration is still working on MOUs with the AAUP around shared governance.

President Miller invited questions.

Senator Klein pointed out that Rutgers University is now requiring students to provide documentation of immunization. The senator questioned if many universities may follow suit and specifically if Ohio universities and UA will follow suit.

President Miller responded that the timing of the senate meeting is unfortunate because news is imminently expected on student vaccinations. The president stated that our understanding in Ohio is that the universities cannot require student vaccination since the vaccinations are still in the emergency use category and have not been through the full certification process. The president noted that this is the understanding among general counsels in Ohio. To answer the question, President Miller said that the administration would strongly consider any process that would get students immunized before coming to campus.

Senator Klein followed up to clarify if this understanding is specific to Ohio. The senator questioned how New Jersey could interpret this differently. The senator expressed doubt that UA has the classroom availability if we lack student vaccination data. She pointed out that the distancing requirements for safety and the uncertainty surrounding emerging variants impacts classroom space. She stated she cannot imagine teaching at less than 6-foot distancing under these circumstances.

President Miller noted that we have a lot to learn about the exact rules in fall. The university is staying up to date and will do whatever is necessary to be safe. The administration is operating on the belief that most students will have an opportunity to be vaccinated and is considering how we might know those rates. The administration anticipates that faculty will have the opportunity to be vaccinated. President Miller stated again that we are expecting news soon that may impact planning and address some of the outstanding questions held by all.

Senator Nofziger asked if student vaccine documentation is required, would we then also require documentation for faculty and staff.

President Miller responded in the affirmative but pointed out that we do not have to vaccinate every person to see a benefit in reduced transmission. The president noted this analysis and data are still missing. UA will monitor vaccination rates in the community and then seek the guidance of the health department and experts in the context of that data.

Senator Dejbord-Sawan asked if the university is considering an anonymous way to monitor vaccination rates among students, faculty, and staff. The senator noted this could include an anonymous poll or survey that protects identities.

President Miller responded in the affirmative but the logistics of doing that are still unclear. As fall semester approaches, decisions will need to be made based on anticipated guidelines. The president noted that everyone is asking the right questions, but the answers are not yet available.

Provost Wiencek noted that President Miller is correct and these concerns are part of the new subcommittee (task force) that will be addressing the facets of fall opening.

VII. Remarks of the Provost

Provost Wiencek echoed the sentiments of President Miller and congratulated Sheldon Wrice and the team who organized the Black Male Summit. The provost noted this is a gem and something that brings pride to the university.

Regarding COVID, Provost Wiencek noted the good questions and concerns expressed by the senators. He noted that some of the solutions being proposed by other institutions are idealistic and aspirational. He stated that UA is trying to be accommodating and provide options to people. The provost noted that the Fall 2021 Preparedness Task Force will be led by Chair Jen Lillard. The committee is being populated with appropriate faculty and student representatives. The committee is collecting ideas on how to address vaccination on campus. The data will be helpful to allow us to predict the environment on campus in fall. The provost noted that if our campus community achieves a high rate of vaccination, that information can be submitted to the Summit Co. Health Department to guide our reopening plan. Fall opening still requires a testing plan. If campus vaccination rates are low to mediocre that may be sufficient to indicate an unsafe opening situation which then may not necessitate intervention of the health department.

The provost noted that Rutgers put a stake in the ground and there will be challenges to what they are proposing. He continued that some of the lawmakers in the state are proposing forbidding state institutions from requiring vaccinations.

Regarding position searches, the provost noted the College of Business Dean search is ongoing with strong candidates. He extended thanks to the committee

and announced they are cautiously optimistic to have a selection announced by the end of spring semester. For the Director of the School of Polymer Science and Polymer Engineering, excellent candidates will be visiting campus soon. For the Vice President of Research, the search will launch soon and will follow finalization of the OAA reorganization.

On enrollment, the provost noted that applications are down 13-14%. The number of students that meet admissions criteria is down about 4%. The provost stated they are encouraged by the admit pool and are heavily focused on yield (getting students to choose UA). When looking at the decline in applications, it was noted that the decline was mainly in students who need significant financial aid to attend college, especially Pell-eligible students. There is the possibility of shifting our scholarship portfolio toward more need-based support. This informed the Zips Affordability Scholarship. This can be worked into the scholarship budget and it is possible to look at all scholarship offerings and fine tune them to keep within financial guidelines and multi-year budgeting while shifting to meet the needs of students in our service area.

Regarding COVID vaccination, Provost Wiencek encouraged everyone to be vaccinated to increase the likelihood of a strong return in fall. Currently all students are also eligible; the provost encouraged faculty to promote vaccination to students and honor requests for excused vaccine absences.

The provost invited questions.

Senator Evans stated his belief that there is general support on campus for scholarships for Pell-eligible students. However, the senator pointed to the tight budget situation and requested elaboration on how these tuition discounts will impact the budget.

Provost Wiencek welcomed input to the conversation. He stated the whole scholarship portfolio is being examined to fine tune it to address student needs while still attracting merit-based scholarship recipients. He recognized the potential unknowns but stated the need for possible changes to re-engage with the UA mission and serve the region. He also noted that the time is perfect for this (in

the midst of the pandemic) as hundreds of students are not applying because of financial hardship. He encourages UA to be bold and do it now in light of the imminent need. The opportunity is limited to students in our service area, and along with the waived requirement to live on campus, this provides an opportunity for students to attend at no-cost and live at home.

Senator Franks requested an update on the RTP procedures for this academic year and confirmation of no appeals.

Provost Wiencek responded that there were no controversial cases and he did not recall any appeals.

IX. Committee Reports

Academic Policies Committee – Chair Klein

Chair Klein brought for discussion a motion for consolidation and name changes proposed by the faculty of the University Libraries changing the name of Archival Services to Archives and Special Collections and changing the name of Electronic Services to Technical Services. No discussion ensued; the motion was approved without dissent.

Chair Klein brought for discussion a motion for the name change in the College of Business of the Center for IT and eBusiness (CITe) to the Center for IT & Analytics (CITA). No discussion ensued; the motion was approved without dissent.

Chair Klein brought for discussion a motion to approve the transfer of the Classics program and its full-time faculty member from the Anthropology Department to the History Department. No discussion ensued; the motion was approved without dissent.

Chair Klein brought for discussion a motion to approve the College of Business proposal to establish a Center for Financial Wellness. Dean Hanlon and

Dr. Thompson were in attendance to answer questions. No discussion ensued; the motion was approved without dissent.

Curriculum Review Committee – Chair Kraft

Chair Kraft brought forward for approval 34 course proposals and 24 program proposals. No discussion ensued; all were approved without dissent.

Chair Kraft noted with regret that the committee is in support of a pause or suspension of the theatre and PAUS degree until further consideration to program viability moving forward. Senate Chair Saliga invited discussion.

Senator Levin requested clarification on whether the suspension was temporary or permanent.

Chair Saliga noted that what was presented was a temporary suspension. The college will have five years to revive or permanently close the program.

Senator Levin followed up noting a specified amount of time to reinstate programs through the state board of education.

Chair Saliga noted it is a five-year window.

Provost Wiencek stated that a revised curriculum and financial consideration will be needed to revive the program. The administration remains interested in bringing programs back. There is a need to identify resources and modify curriculum to attract students that were not there in the past.

Senator Bisconti noted the Adult Development and Aging PhD program was reinstated well before the five-year mark and we must work through the state.

Provost Wiencek concurred and noted that it must be done before the five-year window closes.

At the close of discussion, the resolution was approved without dissent.

VIII. AAUP report—Senator Schulze

Senator Schulze stated the AAUP continues to work on the MOU on Shared Governance. It should be finished soon, and she hopes to have something at the next meeting to present. Senator Schulze emphasized the RIF faculty fund and encouraged faculty to give what you feel comfortable giving. She directed faculty to the AAUP webpage for details.

Chair Klein requested clarification on how we declare which courses we actually developed for online/distance delivery in fall. She noted that she developed a course in summer, so as she understands, it would not be subject to co-ownership.

Provost Wiencek encouraged her to contact him outside of the senate proceedings for clarification.

IX. Graduate Council report—Senator Graor

Submitted Report: We meet monthly and continue to revise vision and mission statements along with identifying strategies for recruitment, admissions, and retention. Toward these efforts, Tammy Ewin and her team from University Communications and Marketing will attend our May meeting to discuss marketing concerns and opportunities to promote research and graduate programs at UA.

Like last year, the Annual Graduate Faculty Meeting will be replaced by written reports posted on the Graduate School website. Graduate faculty will receive an email about these reports and asked to vote about the composite of Graduate Council and sub-committee make-up to align with the campus restructuring. The Graduate Council developed the structure during this past year and voted to approve at its February meeting.

Given the Graduate School will not have a virtual Graduate Faculty Annual Meeting this spring, please contact the Graduate School any time if you have anything to discuss.

Chair Saliga invited questions for the Graduate Council.

Senator Klein asked if the council plans to address how graduate research has been impacted by COVID. She asked how we can extend additional time for completion. She also noted the impact on students who were already forced into a five-year teach out due to program closure and now may have been unavoidably hindered in their progress due to pandemic restrictions. She used history as an example where students are unable to travel overseas, access collections and do work that may put them behind multiple years. She stated the importance of honoring our commitment to these students.

Senator Graor noted that the committee is aware of these concerns and will take it up at the next meeting.

X. GSG report—Senator Banik

Senator Banik noted that elections are underway for next year. Applications are available now. GSG has also updated their bylaws and constitution.

XI. USG report—Senator Feezel

Senator Feezel noted that the student trustee selection process is underway, and USG will be announcing officers and senators for next year. USG is focused on finishing the year strong.

XII. Report of University Council Representatives—Senator Evans & Nicholas

Senator Nicholas noted business as usual for UC and stated that relevant updates have been covered.

XIII. Old Business

Chair Saliga called for old business. No items were offered.

XIV. New Business

Chair Saliga called for new business. No items were offered.

XV. Good of the Order

Chair Saliga reiterated the shift in elections for EC officers to May 2021. She also noted that three EC members are cycling off senate this year so there will be at least three vacancies. Regarding election of officers, Chair Saliga noted that it seems odd to have officers all coming on and off at same time. The EC is considering shifting the secretary's term to be in the off year from the terms of the Chair and Vice Chair. The issue will be brought in May.

Chair Saliga encouraged everyone to enjoy the snow and for those who are religious to enjoy the holiday weekend.

XVI. Adjournment

Chair Saliga adjourned the meeting at 4:02 pm.

—Angela Hartsock, Secretary.

Questions and comments about the minutes can be emailed to

ahartsock@uakron.edu.

APPENDIX A

Report of the Academic Policies Committee to Faculty Senate

1 April, 2021

1. APC unanimously approves the consolidation and name changes proposed by the faculty of the University Libraries. Consolidation and re-naming involves
 - structurally organizing non-administrative University Libraries faculty into a single University Libraries Faculty unit reporting up through the Associate Dean for Technical Services with the name changed with the designation University Libraries Faculty;
 - consolidating staff, contract professionals, and coordination of services from Access Services, Research & Learning Services, and Science & Technology Library units into a single centralized unit reporting up through the Assistant Dean for Public Services and Facilities with the designation University Libraries Public Services;
 - changing the name of *Archival Services* to *Archives and Special Collections*; and
 - changing the name of *Electronic Services* to *Technical Services*. Please see attached memo for rationales.
2. APC unanimously approves the proposal from the College of Business to change the name of the Center for IT & eBusiness (CITe) to the Center for IT & Analytics (CITA). Please see the attached document for the rationale.
3. APC unanimously approves the transfer of the Classics program and its full-time faculty member, Dr. Eugenia (Evi) Gorogianni, from the Anthropology Department to the History Department. Dr. Gorogianni initially suggested that the Classics program would be a better fit in the Department of History than in the Department of Anthropology and Archeology and approached the chairs of both departments to consider the change. The faculty of both departments agreed, and voted unanimously to reassign the Classics program to the Department of History.
4. APC unanimously approves the College of Business proposal to establish a Center for Financial Wellness. Please see attached documents for details on the proposal. Dean Susan Hanlon and Dr. James Thomson plan to attend the April senate meeting to respond to questions from senators.

Motion: University Libraries faculty move that the Academic Policies Committee recommend to the Faculty Senate that the action items listed below be enacted.

Consolidation and name change: University Libraries Faculty

Action Item 1a: Structurally organize non-administrative University Libraries faculty into a single University Libraries Faculty unit reporting up through the Associate Dean for Technical Services.

Action item 1b: Designate this unit University Libraries Faculty.

Rationale: University Libraries is consolidating departments within the libraries. Combining faculty into a single reporting unit will allow for more effective management and deployment of resources. In the past six years, the Science & Technology Library and the Research and Learning Services department have been reduced from eight faculty and two department heads to three faculty and zero department heads. In the past ten years, University Libraries overall has seen a reduction in non-administrative faculty from nineteen to seven, and from six administrative faculty to three. This consolidation of faculty combines four collections and research librarians with three technical services librarians to form a single, highly collaborative organizational unit. This structure allows for better flexibility in assigning faculty resources to achieve University Libraries and university objectives.

Consolidation and name change: University Libraries Public Services

Action item 2a: Consolidate staff, contract professionals, and coordination of services from Access Services, Research & Learning Services, and Science & Technology Library units into a single centralized unit reporting up through the Assistant Dean for Public Services and Facilities.

Action item 2b: Designate this unit University Libraries Public Services.

Rationale: Renaming and formally consolidating into this new single University Libraries Public Services unit reflects the current functional arrangement already in operation. The consolidation into the current functional structure was precipitated by steep budget and personnel reductions across several budget cycles. In the past ten years, University Libraries Public Services areas, overall, have seen a reduction from 16 to six staff, and from three to zero contract professionals in these units providing public services functions.

Name change: Archives and Special Collections

Action item 3: Change the name of *Archival Services* to *Archives and Special Collections*.

Rationale: This name change is in keeping with the majority of our peer institutions, where these departments are called either *Archives and Special Collections* or *Special Collections and Archives*. It also better reflects the work of the unit and differentiates them from companies that provide commercial digitization and preservation services and advertise such as “archival services.”

Name change: Technical Services

Action item 4: Change the name of *Electronic Services* to *Technical Services*.

Rationale: This name change is in keeping with peer institutions, where these departments are often called *Technical Services*. It also better reflects the work of the unit.

The University Libraries faculty voted unanimously to approve this motion on February 24, 2021.

Proposal for Center Name Change

Current Name: Center for IT & eBusiness (CITe)

New name: Center for IT & Analytics (CITA)

Proposal:

It is proposed that the name of the Center for IT & eBusiness (CITe) be changed to Center for IT & Analytics (CITA). The primary goal of the renamed Center will remain to seek advice from our executive advisory board of IT and Analytics executives from NE Ohio, so that we can provide the most valuable and attractive programs and program components to our students. We will expand the current advisory board with new recruits from Business Analytics executive base, so that the Center can expand its scope and provide more scholarships to incoming students in IT and Analytics majors. Other goals are to facilitate opportunities for internships and jobs for our students/graduates, foster opportunities for faculty to conduct research in IT & Analytics, and provide outreach activities to promote IT and Analytics among local companies. It is time to change the name of the Center to focus on both IT and Analytics moving forward.

Rationale:

Twenty years ago, eBusiness/eCommerce was an emerging trend and the College of Business Administration (CBA)¹ was trying to develop new degree programs that addressed the IT aspects of these business models. The Center for Information Technologies and eBusiness (CITe) was created in 2000 to seek advice from local IT executives to develop new majors and degree programs. eBusiness/eCommerce have now melted into the fabric of what most organizations do, so that a separate focus on them is not necessary. Today, another emerging trend is the pervasive use of Business Analytics within and across enterprises and organizations.

The broad field of Information Technology and Analytics is growing rapidly, particularly in the areas of Cloud Computing, Wireless Sensors, Internet of Things (IOT), Big Data, Predictive Analytics, Smart Mobile Devices, and Cognitive Computing. Given the growing significance of these fields in the modern economy and the current efforts of CBA and The University of Akron faculty in these fields, there is an opportunity for the CBA and the University to enhance its efforts and become a leader in the area of Analytics.

Major regional employers like Goodyear & Tire Co., J.M. Smucker Company, Progressive, Signet Jewelers, GoJo and others hire students with degrees in information technology and analytics when they are looking to hire new

¹ We expect that a name change from College of Business Administration (CBA) to College of Business (CoB) will be approved soon.

employees. Cleveland Clinic, University Hospitals, and Akron Children's Hospital report that the majority of their open positions are in the information technology and health analytics areas. The same is true throughout other industries in NE Ohio.

Here are some recent developments related to Business Analytics in the CBA:

- CITE has been hosting annual Business Analytics Innovation Summit for the last three years. A number of local companies and their employees have participated in the Summit. The Summit has raised around \$20,000 every year towards student scholarships.
- The CBA has been offering undergraduate program in Business Analytics for the past two years.
- Recently, Master of Science in Management - Business Analytics program was approved by the university. This program includes one track for Information Systems and one track for Supply Chain Management, with an emphasis on Business Analytics. It is possible that other departments will add tracks in the future.
- A new undergraduate program in Sports Analytics has been proposed by the CBA.
- There are plans to introduce new certificate programs in Business Analytics.

Mission:

The mission of the Center will continue to promote the principles and practices of the related disciplines of IT and Business Analytics to benefit the faculty, students, and the local community. The Center's activities will identify and promote best practices in the analysis, design, development, application, and management of Information Technologies & Analytics in organizations. The Center will work closely with business leaders, faculty and students.

The Center will accomplish its mission by:

- Providing a comprehensive showcase of the College of Business & The University of Akron's numerous academic programs that lead to careers in Information Technology and Business Analytics,
- Recruiting students to those programs and expanding career paths in information technology and analytics;
- Making it easier for employers to identify and recruit information technology and analytics students graduating from the College of Business & The University of Akron;
- Working with employers to enhance the quality and relevance of academic offerings and experiential learning opportunities for the students studying information technology and analytics; and
- Unite and focus faculty from across the College of Business & The University of Akron who desire to work together to advance information technology and analytics.

The Center will promote interdisciplinary teaching, research, and connections to industry that will benefit both faculty and students. The Center will also work to maintain relationships with major employers to expand internship, co-op and other forms of experiential learning opportunities for students studying analytics and information technology.

Center for Financial Wellness at the College of Business

Pursuant to the unanimous endorsement of the Finance Department faculty at their March 5,

2021 meeting and the unanimous endorsement of the College of Business Strategic Initiatives

Team at their March 9, 2021 meeting, the College of Business seeks to establish the Center for Financial Wellness (CFW) at The University of Akron. The proposed CFW will support the growth and community impact of the University of Akron Financial Planning Program through programs that:

- provide financial planning degree-seeking students, in addition to other Finance and College of Business students, with additional resources for professional development opportunities to enhance their education and skills beyond the classroom,
- support community efforts to improve the financial wellness of individuals and families in our university, surrounding community, and Northeast Ohio regional communities through innovative programs and partnerships with other organizations with similar goals,
- that help improve diversity locally, regionally, and nationally in the financial planning/financial advising profession and wealth management industry,
- foster interaction between educators, industry professionals, and college and high school students to help the industry attract and retain new talent to meet the growing demand for financial advice, especially in underserved communities,
- foster interaction between industry professionals, students, and the communities we serve to improve the financial wellbeing of community members regardless of their financial means, and
- promote faculty research and disseminate/apply new research to improve financial wellness knowledge among our stakeholders and improve diversity in our profession and industry.

The expected benefits of the Center for Financial Wellness include:

- providing an infrastructure for developing and funding innovative programming that builds on the reputation of our nationally recognized Financial Planning Program while separating the non-academic activities from the academic mission of the Financial Planning Program and the Department of Finance.
- better preparing Financial Planning students to enter their new profession and having an earlier impact in their careers through increased professional development opportunities, including community service opportunities, to enhance financial wellness on campus and in the community,

- measurably increasing financial literacy in the communities we serve,
- increasing enrollment in the Financial Planning Program and other affiliated programs where Financial Planning can be a second major or a minor, through better visibility of the degree and the program in our primary recruiting areas,
- increasing visibility of our degree and non-degree programs to career changers and reentrants to the job market,
- attracting a continuous pool of high quality, diverse students to the Financial Planning Program and the College of Business to help meet the growing demand for new talent by regional and national employers,
- serving as a clearinghouse for innovative programs and ideas across UA Colleges and functions, facilitating innovation and synergies in economic/financial education efforts while reducing redundancies in program offerings,
- contributing to the continuous evolution of thought, diversity and inclusion, and innovation in the industry, and
- becoming a respected source of Information to help financial planning businesses survive and thrive in a rapidly changing world.

Rationale:

The Financial Planning Program has grown enrollment by over 50% in the past five years. This growth has fostered a variety of initiatives that were developed since the Department of Finance hired a dedicated program director in 2016 to coordinate new and existing efforts to grow the program. The program has fielded several student teams that have competed successfully in national student competitions, and program students have represented The University of Akron well at national and regional conferences for a number of years. The quality of the program has been recognized, with the program being ranked 11th nationally in early 2020 by Wealth Management magazine in the first national ranking of financial planning programs.

To improve diversity and overall growth of the program in its recruitment of students, and address a major industry issue, the Financial Planning Program in 2017 created their first Financial Planning Women and Diversity Symposium. The objective of the symposium was to provide a forum for discussing the need for increased diversity in the financial planning profession and wealth management industry. The symposium, renamed “Diversitas: Expanding Diversity in Wealth Management” in 2019, has grown tremendously over the past four years, with over 600 participants in 2020. With the pandemic forcing the program to become virtual that year, the leadership invited Financial Planning programs at other Universities nationwide to join the online program. The result has been the addition of 22 Partner Universities to the program, making Diversitas a national program.

Due to the demands of the participants and sponsors, Diversitas is poised to become a year-round initiative offering a variety of content and programming to serve a dire need within the financial planning profession and wealth management industry.

Efforts are also underway to connect Financial Planning students with campus and community efforts to improve financial literacy of our UA students and the surrounding community. Connections are developing between the program and the leadership of various university, community, and professional organizations to provide the financial planning students with opportunities to use the knowledge and skills they are developing in their education program in a way that benefits our university and regional communities. These connections include the Barker Center for Economic Education in the School of Education and the ZipAssist program at

The University of Akron, community organizations like the United Way and the Akron

Foundation, and professional organizations like the Financial Planning Association Northeast Ohio chapter and the Cleveland-Akron Financial Service Professionals chapter. Program ideas include supporting ZipAssist and the United Way through peer-to-peer counseling and financial literacy programs, supporting the Barker Center's economic education initiatives in regional schools through in-class support of K-12 teachers and student teachers and facilitating connections of industry professionals with the Barker Center, and supporting the professional organizations with their pro bono financial literacy efforts as well as providing continuing education and faculty access through collaboration with the College of Business Executive Education programs. This financial wellness initiative benefits the students through experiential learning opportunity while teaching them (and reinforcing) the value of volunteering and giving back to the community.

Collaborative programming and research opportunities have been developed between Financial Planning faculty and other programs on campus. Research on the effectiveness of diversity discussions has been published in a collaborative effort across disciplines in the Finance Department.

Collaboration between Financial Planning and Social Work faculty resulted in the 2020-2021 EXL/ITL Pedagogical Exploration Fellowship for development of a financial literacy model focused on time, money, and health.

All of the mentioned programs have tremendous potential to positively impact our university and community while providing experiential learning opportunities to Financial Planning Students, as well as other college and high school students. But resources beyond the current faculty are needed to develop and manage these programs and other future ideas. With limited program faculty and a need to keep faculty focused on their primary academic mission, the development of the Center for Financial Wellness will provide the College of Business and The University of Akron with the infrastructure

needed to develop programming to serve the community and provide students with professional development opportunities.

None of the functions of this Center are unique individually either nationally or within the State of Ohio. What is unique is housing of them in a single entity allowing for synergies across the functions. For instance, providing a platform for financial wellness while at the same time providing professional development for financial planning students and engagement of industry professionals with UA and our students. The other aspect of the Center which makes it distinctive is the diversity of stakeholders from University student counseling and wellness to individuals and institutions from the financial services industry. The Center for Financial Wellness will be a point of distinction for the College of Business Administration and the University.

Creating the Center for Financial Wellness will address several issues that will persist if these mentioned opportunities continue to be housed with the faculty in the Financial Planning Program in the Department of Finance. These include allowing the:

1. College of Business to coordinate the efforts of CFW with those of other COB centers and institutes to realize consistency of staffing and structure, thus reducing faculty overload that may impact our academic mission,
2. COB to use our strength in fundraising to provide the new center with the funding it needs to support its programming and providing financial support for their collaborative efforts with other campus and community programs and centers, such as ZipAssist and the Barker Center,
3. CFW to tap into the resources the COB has designated for centers/institutes/programs to proceed with their early efforts while building their long-term financial support, support that is enhanced by having early successful programming underway, and
4. COB to support the CFW in the coordination of interdisciplinary programming and encouraging faculty research similar to the collaborative research that resulted in the recent EXL/ITL Pedagogical Exploration Fellowship.

There is strong faculty, administration, interdisciplinary, financial planning professional, and industry support for the creation of the Center for Financial Wellness. Attached are letters of support from:

- University of Akron Programs and Entities ○
Department of Finance Faculty Vote
 - College of Business Administration
 - Strategic Initiatives Team Vote ○ College of

Business Administration Executive Education

Program ○ The Barker Center for Economic

Education ○ ZipAssist

- Professional organizations:
 - Cleveland-Akron Financial Service
 - Professionals Chapter ○ Financial Planning
 - Association Northeast Ohio Chapter
- Financial Planning Program Executive Committee members ○ Caleb Callahan, President, Valmark Financial Group ○ James McCool, Retired Executive Vice President, Charles Schwab & Co.
- Wealth Management Industry Diversity Thought Leaders ○ Suzanne Siracuse ○ Kate Healy

Implementation Plan:

The nine months following the approval of the Center by the Faculty Senate and the Board of

Trustees will be spent putting in place the financial and institutional foundation for the Center.

1. The first step in this process is to work with existing Financial Planning Program Executive Advisory Committee to finalize the Center's strategic plan and create a CFW Advisory Board structure; along with materials that will be used to recruit board members. The initial working advisory board will consist of the Executive Advisory Committee, the finance department chair and a representative from the CBA Dean's office. We envision this taking one to two months to complete. (1 to 2 months)
2. Step 2 is the recruitment and onboarding of Advisory Board members to complete the structure created in Step 1 and finalize the Board bylaws. (2 – 3 months)
 - Work with UA Department of Development to create a fund raising plan.
 - i. Primary role of the Advisory Board will be to focus the initial structure and initiatives of the Center and raise money for the operation of the Center, with funding for the Center Director being the key early initiative.
3. Begin initial fundraising for the Center, with the specific goal of securing commitments of funds to support the first three years of salary and benefits for the Center Director. (2 – 3 months)
 - Work with CBA Dean's Office and HR to create job description for the Center Director
 - Finalize the projected multi-year (5 year) budget for the Center.

4. Recruit Center Director, with onboarding and initial training. (3 months)

- Finalize organizational chart and begin search for support staff and others working in the Center.
 - Continue to fundraise for startup expenses and ongoing operating expenses
5. Program development activities. (ongoing)

APPENDIX B**CRC Report – April 1, 2021**

1. CRC is bringing forward 34 course proposals and 21 program proposals for your approval.

Course Proposals

3400:405	War and Politics in the Renaissance	added
3700:417	Environmental Security and Climate Politics	edited
3700:418	Weapons of Mass Destruction	edited
3700:478	Fundamentals of the Digital Campaign	added
3700:518	Weapons of Mass Destruction	added
3700:578	Fundamentals of the Digital Campaign	added
4100:300	Cooperative Education Work Period	edited
4100:301	Cooperative Education Work Period	edited
4100:302	Cooperative Education Work Period	edited
4100:403	Cooperative Education Work Period	edited
4800:100	Introduction to Biomedical Engineering	added
4800:101	Tools for Biomedical Engineering	edited
4800:291	Biomedical Engineering Design Principles I	added
4800:292	Biomedical Engineering Design Principles II	added
4800:307	Bioelectronics Lab	added
4800:315	Biomechanics & Biomaterials Lab	edited
4800:356	Mechanics for Biological Systems	edited
4800:391	Biomedical Engineering Regulatory Process	added
4800:392	BME Design Project Needs Analysis	added
4800:696	Engineering Report	added
4900:491	Aerospace Design Project I	added
4900:492	Aerospace Design Project II	added
5500:445	Assessment and Instruction in Literacy	edited
5500:600	Concepts of Curriculum & Instruction	edited
6300:201	Introduction to Entrepreneurship	edited
6400:518	Insurance Operations	added
6400:537	International Financial Management	added
6400:538	International Markets and Institutions	edited
6400:560	Risk and Insurance Analytics	added
6400:589	Financial Analytics	added
6400:695	Research in Finance	edited
7100:100	Survey of Global Art 1: Prehistory to 1250 CE	edited
7600:406	Public Relations Theory	edited
7750:444	Global Health Disparities	added

Program Proposals

244106AAB	Computer Information Systems, Programming Option	edited
-----------	--	--------

244201BS	Computer Information Systems, Networking Option	edited
244208AAB	Computer Information Systems, Computer Networking Option, Cisco Track	edited
244302BS	Computer Information Systems, Programming Option	edited
244305BS	Computer Information Systems, Cybersecurity Option	edited
285000C	Corrosion Technology	edited
480001BS	Biomedical Engineering	edited
480003BS	Biomedical Engineering, Co-op Option	edited
490005BS	Aerospace Systems Engineering	edited
630000MBA	Business Administration, Global Technological Innovation Concentration, MBA	deleted
650000MBA	Business Administration, Management Concentration, MBA	deleted
650202MBA	Business Administration, Supply Chain Management Concentration, MBA	deleted
820000BS	Nursing	edited
820000DNP	Nursing Practice, DNP	edited
820003BS	Nursing, LPN/BSN	edited
820200BS	Nursing Accelerated	edited
C10009BFA	Ceramics	edited
H70010C	Resilient Child	deleted
	Cooperative Education, College of Engineering and Polymer Science Certificate	added
	Biomedical Engineering Non-Thesis Option	added
	Heath Crisis Communication Graduate Certificate	added

2. CRC regrettably supports the pause or suspension of new admissions to the undergraduate Theatre degrees and the graduate PAUS degree until decisions are made about the future of each program.

Joe Urgo, acting Dean of BCAS, sent the following to BCC:

The BCAS Dean's Office requests BCC support of the decision to pause or suspend new admissions to the undergraduate Theatre degrees and graduate PAUS degree until decisions are made about the future of each program.

As you probably know, there are no full-time faculty in either Theatre or PAUS at the moment and as such, we feel a need for some official action on these degrees as a "truth-in-advertising" measure for incoming students. I don't believe our bylaws call for specific approval from BCC, but we felt it appropriate to bring it to BCC before taking it to Faculty Senate Exe Committee. We do have to file official paperwork with ODHE to suspend admissions internally and put the programs into a hiatus mode, pending further consideration post COVID-19. This is not a request to eliminate these programs and their future is still yet to be determined.

The affected Theatre programs:

Bachelor of Arts in Theatre, Applied Theatre and Business Entrepreneurship
(C80103BAT)

Bachelor of Arts in Theatre Arts (C80002BA)

Bachelor of Arts in Theatre Arts (C80002BAT)

Bachelor of Arts in Theatre, Physical Theatre (C80102BAT)

Bachelor of Arts in Theatre, Theatre and Film Studies (C80101BAT)

Bachelor of Arts in Theatre, Applied Theatre and Social Entrepreneurship
(C80104BAT)

Minor in Theatre Arts (C80002M)

The affected PAUS programs:

398005MPA MPA

398005NDG MPA

398005EMPA Executive MPA

398005MPAT MPA

398007GC Public Policy Cert.

398008GC Non-Profit Mgt Cert.

398009GC Local Devel Cert.

398010GC Policy Analysis Cert.

398011GC Program Evaluation Cert.

398012GC Urban Affairs Cert.

930001/398005MPA Joint JD/MPA

Here is BCC's reply:

Hi Joe,

Thank you for coming to us with this proposal to pause admissions to the two programs. Concerns were voiced that we are losing important programs that we might not be able to get back, but we all understood why this had to be done. BCC voted unanimously to recommend this action.

Thank you and have a nice evening,

Bill

These are the programs affected:

Bachelor of Arts in Theatre, Applied Theatre and Business Entrepreneurship
(C80103BAT)

Bachelor of Arts in Theatre Arts (C80002BA)

Bachelor of Arts in Theatre Arts (C80002BAT)

Bachelor of Arts in Theatre, Physical Theatre (C80102BAT)

Bachelor of Arts in Theatre, Theatre and Film Studies (C80101BAT)

Bachelor of Arts in Theatre, Applied Theatre and Social Entrepreneurship
(C80104BAT)

Minor in Theatre Arts (C80002M)

398005MPA MPA

398005NDG	MPA
398005EMPA	Executive MPA
398005MPAT	MPA
398007GC	Public Policy Cert.
398008GC	Non-Profit Mgt Cert.
398009GC	Local Devel Cert.
398010GC	Policy Analysis Cert.
398011GC	Program Evaluation Cert.
398012GC	Urban Affairs Cert.
930001/398005MPA	Joint JD/MPA