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Faculty Senate Chronicle March 4, 2021

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March 4, 2021

38 pages

SENATE ACTIONS

1. Approved courses and programs brought by the Curriculum Review Committee (Appendix A).
2. Approved a motion brought by the Part-Time Faculty Committee to increase part-time faculty pay (Appendix B).
3. Approved changes to the Faculty Senate bylaws (Appendix C).

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MINUTES OF THE FACULTY SENATE MEETING OF

March 4, 2021

The meeting of the Faculty Senate took place Thursday, March 4, 2021 in Teams. Senate Chair Linda Saliga called the meeting to order at 3:02 pm.

Of the current roster of 45 senators, 39 attended the meeting. Senators Gandee, Miller and Sahl were absent with notice. Senators Mudrey-Camino and Palmer were absent without notice.

I. Adoption of Agenda

Chair Saliga stated there was an addition to the agenda with APC giving an oral report. This would become the first item in committee reports. There were no objections; the agenda was approved without dissent.

II. Adoption of minutes of November 2020, December 2020 and February 2021 meeting

There were no additions or corrections to the November 2020 minutes. Senator Nofziger motioned to adopt; Senator Srinivasan seconded the motion. The November 2020 minutes were approved without dissent.

There were no additions or corrections to the December 2020 minutes. Senator Srinivasan motioned to adopt; Senator Nofziger seconded the motion. The December 2020 minutes were approved without dissent.

There were no additions or corrections to the February 2021 minutes. Senator Franks motioned to adopt; Senator Nicholas seconded the motion. The February 2021 minutes were approved without dissent.

III. Remarks of the Chair

I will start with my usual reminder, please keep your microphone muted and your video off, unless you have the floor, as this will help everyone with bandwidth. If you want to be recognized to speak, you are to type “request” in the

chat and if you are a Senator you will be added to the queue. The chat is not a part of the record.

I am very pleased that the faculty have a contract with the University. We are now able to put all our energy into moving forward and making UA an even better university for our community.

This concludes my remarks.

IV. Special Announcements

Kenneth G. Preston Jr., associate vice president for research, director of technology transfer and vice president and executive director of the University of Akron Research Foundation, died Feb. 19. He was 88 years old.

Preston joined UA in 2001 to help grow our research enterprise and oversee our expanding technology commercialization and licensing operations. Throughout his career, Preston worked with hundreds of faculty members, administrators and students, assisting personnel in research, technology and intellectual property planning, funding, partnering and related compliance and policy matters. He played a central role in creating several innovative University initiatives, including UARF, the High Institute for Elastomer Industries and a partnership with The Timken Company that led to the Timken Engineered Surface Laboratory.

V. Report of the Executive Committee

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

The EC met with Provost Wiencek. We discussed a draft OAA organizational chart which will be communicated to all faculty upon approval. The provost provided an update on the athletics review committee and indicated the charge is to identify areas for cost savings. The group will provide recommendations before the end of the semester. The provost provided an update on enrollment. The committee enquired about reinstatement of previously canceled programs. The provost indicated this should be pursued through appropriate committees and faculty in programs that were canceled should be coming forward if they would

like their programs considered for reinstatement. The provost emphasized there does have to be a sound fiscal basis, but they will be generous in supporting programs that are viable. The committee provided feedback to the provost on a draft communication regarding fall reopening.

The EC established the membership for the Qualtrics Committee from campus volunteers. And, finally, the EC met to prepare for today's meeting and to discuss the items on the agenda.

For more information on these discussions, please contact Angela Hartsock.

VI. Remarks of the President

President Miller recognized the trustee, Mike Dowling, in attendance. President Miller acknowledged the new AAUP contract and indicated he was pleased with the outcome and the process. He acknowledged the process was long and difficult and he is impressed by the creativity of the negotiators. He extended his thanks to the negotiators on both sides and stated that the contract is evidence of a widespread commitment to UA and will be important for moving forward. President Miller noted that the financial simulator aided negotiations and any chair or department can see the tool; the Provost and CFO can present it to them. While we operate in financial constraints, the president noted a real opportunity to move forward.

Regarding athletics, President Miller noted that Athletic Director Larry Williams will not be returning. A search consultant has been hired to aid in a quick search. Spring commencement will be in-person and will be announced shortly.

President Miller invited questions.

Senator Klein requested additional information on planning for commencement and fall 2021. She specifically asked if UA has conferred with other university presidents in Ohio to press for priority for university faculty and staff to get vaccines or requirements for student vaccinations, since college students are recognized spreaders. She requested the president's thoughts.

President Miller responded that this is a point of continuous conversation. They have pushed for priority vaccination, but it is not the direction the state intends to go. He does not anticipate further progress on that topic. However, we do anticipate widespread vaccination by fall and UA is prepared to pivot if that does not happen. The president noted that requiring students to vaccinate during emergency use restrictions is difficult, however, there is hope for widespread access. He pointed out that we know how to do distancing, anticipate changes in the pandemic, and remain flexible. With regards to commencement, the provost will explain more, but it will be outdoors with all regulations in places and with spaced events to achieve distancing.

VII. Remarks of the Provost

On commencement, the provost credited the work of Eric Green and John Messina in coordination with the Summit Co. Health Department. Things are still in motion; there will be a communication in the Digest. They are moving towards 4 ceremonies with an additional ceremony for those from the prior year. Students can have 4 guests, there will be 6-foot social distancing, and a mask mandate. In response to Senator Klein, Provost Wiencek noted that we want to return in fall to something similar to pre-COVID but it will not be back to normal. Students have been exposed to a variety of virtual experiences and there will be a larger portfolio of courses with online/virtual formats. We will continue to rely on face-to-face courses. The provost recognized the uncertainties and stated we will make a best guess and communicate the plan. There will be a website that articulates the thinking. A majority of sections would be “safe” at 6-foot social distancing or virtual, up to 40% would be scheduled at 3-foot distancing with the knowledge that vaccinations will increase, and guidelines will shift. This requires vigilance; a committee will be attached to the COVID planning group. Volunteers were invited to contact the provost or Chair Saliga.

Planning will include pivot strategies and timelines with trigger dates on making decisions that provide time for students and faculty to adapt. The provost stated we need a more articulated plan with a contingency table, so we can make

firm decisions in July/early August. Regarding the AAUP contract, the provost stated he is grateful for the contract and thanked everyone involved. He credited the negotiating teams and acknowledged that it was the collective will of everyone involved that influenced the parties to listen and identify a path forward. The provost noted the key gain is common ground for moving forward and shared goals to thrive. He stated the ability to build on this moment and establish trust and collegiality; this can improve morale. Regarding the OAA reorganization plan, some pieces have been clarified and a cost neutral approach is being taken. There will be no requests for new funding; if funding requests are needed across the university, they will be transparent. The University Planning Group is close to having a short-term plan ready for final form and Board action. The provost provided an update on leadership searches. There will be a virtual welcoming event for BCAS Dean McKinney who starts on July 1, 2021. There is a slate of strong candidates for the Business School Dean; candidates will be interviewing in March. The Director of Polymer Science and Polymer Engineering search is moving along; this is a specialty field, so the pool is smaller however the search is moving toward the final stages with three potential candidates. The RTP process is on schedule with no delays anticipated. On enrollment, the provost noted we are not that far from last year's number with the number of admitted students similar to last spring; the 3.9% decline is within the noise. Provided we focus on yield (commitment), we could see flat enrollment or a slight increase. There are plans being rolled out to include targets for yield and summer melt. The provost indicated hope for a slight increase and the need to be consistent over the next few years. Provost Wiencek made special mention of the theatre program's virtual production of *Clue*. This is a live streaming event for the whole family at \$5 per ticket. Provost Wiencek, Chief of Staff Hendricks and Dean Urgo went to visit the theatre students and the provost saw Dean Urgo in person for the first time. The provost stressed he is looking forward to meeting everyone face-to-face. Provost Wiencek invited questions.

Senator Ebuluk raised a concern about online teaching and widespread cheating. He stated that he had taken the issue to Student Conduct, but there is not

consistency in response. This will affect the quality of education especially for those courses which will continue to be online.

Provost Wiencek noted that he will follow up with John Messina. It is common in some subject areas to have concerns around cheating, however, there are a lot of courses that are more qualitative and dialogue based that might benefit from the virtual setting. It will depend on faculty and will vary by discipline. We need to have many tools available and a policy with clear expectations.

IX. Committee Reports

Academic Policies Committee – Chair Klein

Chair Klein noted there were no action items but wanted to give a report and make a request.

Regarding the report, the committee is dealing with items that take multiple sessions to work through. Regarding the request, the committee is considering the process and options available for minority faculty to propose curricular changes and contribute to their respective program and department mission. Chair Klein noted that as departments and programs have merged, we have faculty across campus who find themselves in sub-units of only one or two faculty. The intent is to craft a fair policy for faculty to make curricular changes and have input on overall program missions. She invited faculty to contact the committee with input and disseminate the request to colleagues. Any input can be sent via email to Chair Klein with the subject “Senate Sub-Units”.

Curriculum Review Committee – Chair Kraft

Chair Kraft noted that the committee is bringing forward 95 course proposals and 14 program proposals.

Chair Saliga noted that many on the list are those associated with programs that were canceled. She invited discussion, none ensued. The proposals were assumed approved without dissent.

Computing and Communications Technology Committee – Chair Randby

Chair Randby noted the previous recommendation to automate the process of generating UA internet identification for new hires. The committee is also addressing potential need for a software “clearinghouse” to address issues surrounding the range of software used by faculty and in some cases required for or recommended to their students. The committee has been considering cheating issues related to the use of proctoring software. This includes serious issues around privacy, technology access, and accessibility. Duke University has made a statement against proctoring software; proctoring technology is not race or gender neutral. This is a difficult issue to address. The committee will look into this issue in the fall and possibly provide recommendations.

Part-Time Faculty Committee – Chair Antunez

Chair Antunez recommended that the Senate approve the increase in part-time faculty pay rate.

Chair Saliga announced the motion on the floor and invited discussion.

Senator Nofziger expressed support and encouraged action be taken. Chair Saliga indicated that assuming passage, the resolution would be sent to UC as a topic submission where it will be directed to UC budget and finance. The motion was approved without dissent.

VIII. AAUP report—Senator Schulze

Senator Schulze echoed the sentiments of Provost Wiencek. She noted that everyone is pleased that we reached an agreement; this is good for the university and good for students. Senator Schulze announced that the AAUP is working on an MOU on financial transparency and shared governance. It will be shared broadly once complete. Senator Schulze reminded everyone that information on the RIF faculty fund will be distributed soon.

IX. Graduate Council report—Senator Graor

Senator Graor noted that the council continues to meet monthly. They have finalized the restructuring of council membership based on college reorganization. The council is still 16 members with 14 elected to represent colleges and 2 from faculty senate. Council restructuring follows: Colleges of Business Administration and Health and Human Sciences: 2 each, Colleges of Arts and Sciences: 6, and College of Engineering at 4. In the Graduate Council restructuring, the committee worked to ensure that Graduate Council includes representation from various departments in the colleges.

One change to note is the revision of the Graduate Faculty Membership Committee that reviews graduate faculty status (Categories I, II, or III). Graduate Faculty Membership committee members now can include graduate faculty with any of those categories. That said, the majority of the committee must hold Category III status.

Senator Graor noted the council is now working to revise the Graduate School mission and vision statements and identifying strategies focused on recruitment and retention of graduate students.

X. GSG report—Senator Banik

Senator Banik noted that GSG had a mental health workshop focused on anxiety and stress. Speakers from the counseling center assisted in conducting the workshop. Recordings and resources will be shared. An Integrated Biosciences student was trying to publish a book chapter when the student lost their adviser due to COVID. GSG is attempting to assist the student with publishing fees.

XI. USG report—Senator Feezel

Senator Feezel noted the student trustee selection process is underway. USG had declared an equity challenge for March 2021. It is a 21-day challenge, from March 1-21, each day has a new topic or theme related to building equity.

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

Senator Evans noted the council is working hard on planning group activities. He requested that everyone continue to provide feedback and encouraged participation in surveys, interviews, and planning.

XIII. Old Business

Chair Saliga brought the bylaws up for discussion. She noted that Bill Rich assisted with preparing the bylaws for vote. She invited discussion; none ensued. Chair Saliga noted that passage required a 60% majority. Senator Nofziger motioned to adopt; Senator Biddle seconded the motion. The motion passed with 33 votes in favor and 0 against.

XIV. New Business

None

XV. Good of the Order

None

XVI. Adjournment

Chair Saliga adjourned the meeting at 4:00 pm.

—Angela Hartsock, Secretary.

Questions and comments about the minutes can be emailed to

ahartsock1@uakron.edu.

APPENDIX A

CRC Report for March 4, 2021

CRC is bringing forward 95 course and 14 program proposals for your consideration.

95 Course Proposal for Faculty Senate for March 4, 2021				
Code	Title	Status	Initiator	Received
2280:101	2280:101: Introduction to Hospitality	Deleted	jamal	2/17/2021
2280:120	2280:120: Safety Sanitation	Deleted	jamal	2/17/2021
2280:121	2280:121: Fundamentals of Food Preparation	Deleted	jamal	2/17/2021
2280:122	2280:122: A La Carte Cooking	Deleted	jamal	2/17/2021
2280:160	2280:160: Wine Beverage Service	Deleted	jamal	2/17/2021
2280:230	2280:230: Advanced Food Preparation	Deleted	jamal	2/17/2021
2280:232	2280:232: Dining Room Service Training	Deleted	jamal	2/17/2021
2280:233	2280:233: Restaurant Operations Management	Deleted	jamal	2/17/2021
2280:237	2280:237: Internship: Hospitality Management	Deleted	jamal	2/17/2021
2280:240	2280:240: Supervision in the Hospitality Industry	Deleted	jamal	2/17/2021
2280:243	2280:243: Food Equipment Plant Operations	Deleted	jamal	2/17/2021
2280:245	2280:245: Menu, Purchasing Cost Control	Deleted	jamal	2/17/2021
2280:250	2280:250: Front Office Operations	Deleted	jamal	2/17/2021
2280:256	2280:256: Hospitality Law: Legal and Ethical Issues	Deleted	jamal	2/17/2021
2280:261	2280:261: Baking Fundamentals	Deleted	jamal	2/17/2021
2280:268	2280:268: Revenue Centers	Deleted	jamal	2/17/2021
2280:278	2280:278: Hospitality Industry Marketing	Deleted	jamal	2/17/2021
2280:280	2280:280: Special Events Management	Deleted	jamal	2/17/2021

95 Course Proposal for Faculty Senate for March 4, 2021				
Code	Title	Status	Initiator	Received
2280:290	2280:290: Special Topics: Hospitality Management	Deleted	jamal	2/17/2021
2740:126	2740:126: Administrative Medical Assisting I	Deleted	knk	2/9/2021
2740:127	2740:127: Administrative Medical Assisting II	Deleted	knk	2/9/2021
2740:135	2740:135: Clinical Medical Assisting I	Deleted	knk	2/9/2021
2740:235	2740:235: Clinical Medical Assisting II	Deleted	knk	2/9/2021
2740:242	2740:242: Medical Transcription II	Deleted	knk	2/9/2021
2740:245	2740:245: Medical Billing Externship	Deleted	knk	2/9/2021
2740:246	2740:246: Medical Assisting Practicum	Deleted	knk	2/9/2021
2740:290	2740:290: Special Topics: Medical Assisting	Deleted	knk	2/9/2021
2750:336	2750:336: Legal Concepts of Healthcare	Edited	knk	2/11/2021
2750:402	2750:402: Quality Management in Healthcare	Edited	knk	2/11/2021
2750:411	2750:411: Healthcare Finance	Edited	knk	2/11/2021
2760:141	2760:141: Anatomy Positioning I	Deleted	knk	2/9/2021
2760:142	2760:142: Anatomy Positioning II	Deleted	knk	2/9/2021
2760:151	2760:151: Methods of Patient Care I	Deleted	knk	2/9/2021
2760:152	2760:152: Methods of Patient Care II	Deleted	knk	2/9/2021
2760:161	2760:161: Radiologic Physics and Principles I	Deleted	knk	2/9/2021
2760:162	2760:162: Radiologic Physics and Principles II	Deleted	knk	2/9/2021
2760:171	2760:171: Clinic Class I	Deleted	knk	2/9/2021
2760:172	2760:172: Clinic Class II	Deleted	knk	2/9/2021
2760:181	2760:181: Clinical I	Deleted	knk	2/9/2021
2760:182	2760:182: Clinical II	Deleted	knk	2/9/2021

95 Course Proposal for Faculty Senate for March 4, 2021				
Code	Title	Status	Initiator	Received
2760:192	2760:192: Radiobiology	Deleted	knk	2/9/2021
2760:221	2760:221: Clinical Experience	Deleted	knk	2/9/2021
2760:252	2760:252: Imaging Obstacles and Solutions	Deleted	knk	2/9/2021
2760:261	2760:261: Radiologic Physics and Principles III	Deleted	knk	2/9/2021
2760:262	2760:262: AP Registry Review	Deleted	knk	2/9/2021
2760:271	2760:271: Special Imaging I	Deleted	knk	2/9/2021
2760:272	2760:272: Special Imaging II	Deleted	knk	2/9/2021
2760:281	2760:281: Clinical III	Deleted	knk	2/9/2021
2760:282	2760:282: Clinical IV	Deleted	knk	2/9/2021
2760:291	2760:291: Pathophysiology	Deleted	knk	2/9/2021
2760:292	2760:292: Cross Sectional Anatomy	Deleted	knk	2/9/2021
2770:100	2770:100: Introduction to Surgical Technology	Deleted	knk	2/9/2021
2770:221	2770:221: Surgical Technology Procedures I	Deleted	knk	2/9/2021
2770:222	2770:222: Surgical Technology Procedures II	Deleted	knk	2/9/2021
2770:231	2770:231: Clinical Application I	Deleted	knk	2/9/2021
2770:232	2770:232: Clinical Application II	Deleted	knk	2/9/2021
2770:233	2770:233: Clinical Application III	Deleted	knk	2/9/2021
2770:248	2770:248: Surgical Anatomy I	Deleted	knk	2/9/2021
2770:249	2770:249: Surgical Anatomy II	Deleted	knk	2/9/2021
2770:290	2770:290: Special Topics: Surgical Assisting	Deleted	knk	2/9/2021
2780:102	2780:102: Overview of Simulation Healthcare	Deleted	knk	2/9/2021
2780:201	2780:201: Simulation Technology Basic Repair	Deleted	knk	2/9/2021
3004:201	3004:201: Introduction to International Development	Deleted	wtlyons	2/23/2021
3004:401	3004:401: International Development Project	Deleted	wtlyons	2/23/2021

95 Course Proposal for Faculty Senate for March 4, 2021				
Code	Title	Status	Initiator	Received
3150:114	3150:114: Introduction to General Organic Biochemistry (Lecture)	Added	mkonopka	2/25/2021
3150:115	3150:115: Introduction to General Organic Biochemistry (Laboratory)	Added	mkonopka	2/25/2021
3400:463	3400:463: United States Constitutional History	Edited	gmartinotrutor	2/11/2021
3700:427	3700:427: Campaign Battleground	Added	mchugh	2/11/2021
3700:470	3700:470: Fundamentals of Political Strategy	Edited	mchugh	2/25/2021
3700:471	3700:471: Fundamentals of Electoral Messaging	Edited	mchugh	2/25/2021
3700:527	3700:527: Campaign Battleground	Added	mchugh	2/25/2021
3700:570	3700:570: Fundamentals of Political Strategy	Edited	mchugh	2/25/2021
3700:571	3700:571: Fundamentals of Electoral Messaging	Edited	mchugh	2/25/2021
3750:729	3750:729: Brain and Behavior in Adulthood	Edited	tb33	2/25/2021
4600:400	4600:400: Thermal System Components	Edited	wangs	2/25/2021
4600:411	4600:411: Compressible Fluid Mechanics	Edited	wangs	2/25/2021
4600:412	4600:412: Fundamentals of Flight	Edited	wangs	2/25/2021
4600:413	4600:413: Introduction to Aerodynamics	Edited	wangs	2/25/2021
4600:414	4600:414: Introduction to Aerospace Propulsion	Edited	wangs	2/25/2021
4600:483	4600:483: Measurements Laboratory	Edited	wangs	2/25/2021
4900:320	4900:320: Aerospace Systems Engineering II	Edited	ssawyer	2/25/2021
5600:631	5600:631: Introduction to School Counseling	Edited	dowens1	2/25/2021
5600:659	5600:659: Leadership, consultation and collaboration in school counseling	Edited	dowens1	2/25/2021

95 Course Proposal for Faculty Senate for March 4, 2021				
Code	Title	Status	Initiator	Received
5600:663	5600:663: School Counseling Seminar	Edited	dowens1	2/25/2021
6200:450	6200:450: Advanced Applied Analytics Decision Analysis	Edited	lgao	2/11/2021
6200:520	6200:520: Advanced Financial Reporting and Analysis	Edited	lw37	2/25/2021
6200:540	6200:540: Assurance Services and Professional Responsibilities	Edited	lw37	2/25/2021
6200:570	6200:570: Governmental Accounting	Edited	lw37	2/25/2021
6200:610	6200:610: Process Analysis Cost Management	Edited	lw37	2/25/2021
6200:622	6200:622: Corporate Accounting Financial Reporting II	Edited	lw37	2/25/2021
6200:628	6200:628: Tax Research	Edited	lw37	2/25/2021
6400:460	6400:460: Risk and Insurance Analytics	Added	thomson1	2/11/2021
6500:695	6500:695: Organizational Strategy	Edited	dmukher	2/25/2021
7600:429	7600:429: Advanced Strategic Social Media	Edited	alm133	2/11/2021
7600:480	7600:480: Communication Internship	Edited	alm133	2/11/2021

14 Program Proposals for Faculty Senate for March 4, 2021				
Code	Title	Status	Initiator	Received
	: Supply Chain Management Certificate	Added	mjb57	2/11/2021
	: Certificate in Counseling Children and Adolescents	Added	yd13	2/11/2021
202000AA	202000AA: Arts	Edited	kc24	2/25/2021
370018BA	370018BA: Political Science, National Security	Edited	mchugh	2/25/2021
380020M	380020M: Forensic Studies	Edited	wtlyons	2/25/2021
530702BA	530702BA: AYA Integrated Mathematics	Edited	lmp	2/25/2021
560103MA	560103MA: School Counseling	Edited	yd13	2/25/2021

14 Program Proposals for Faculty Senate for March 4, 2021				
Code	Title	Status	Initiator	Received
560103MS	560103MS: School Counseling, MS	Deleted	yd13	2/25/2021
620000BS	620000BS: Accounting	Edited	lgao	2/11/2021
640003BS	640003BS: Risk Management Insurance	Edited	thomson1	2/11/2021
660111C	660111C: Professional Selling for Engineering Majors	Edited	beuk	2/11/2021
820300MSN	820300MSN: Nurse Anesthesia Track, MSN	Deleted	radesic	2/25/2021
C60101BA	C60101BA: Strategic Organizational Communication	Edited	kclark	2/11/2021
C60104BA	C60104BA: Media Studies	Edited	kclark	2/11/2021

APPENDIX B**From the Part-Time Faculty Committee:**

Dear Chair Saliga,

The Faculty Senate Part-time Faculty Committee was pleased to hear of the recent offer of \$3000 in compensation to full-time faculty for the many hours of unpaid work that were required to develop online classes as a result of the pandemic. This concrete affirmation of the significant effort by full-time faculty to support the University and its students is an encouraging step in a positive direction.

However, this is a first step that needs to be followed by the next appropriate step, which is to see that part-time faculty are also recognized for their very significant contributions, especially recently. **More than sixty percent (64.7%) of the classes offered in spring of 2020 were taught by part-time faculty**, who also dedicated a significant number of hours of unpaid work on behalf of the University and its students in a good faith effort to fulfill the University's commitment to provide quality instruction. Many of these same part-time faculty have been **faithfully working for years under a compensation schedule that has not been updated since 2001**. In addition, the Senate may recall the March 2015 resolution that passed, calling for the annual review of part-time faculty salaries by the University Council and for regular increases in part-time faculty pay rates. Yet no pay raises have been awarded since then (Appendix A). The Part Time Faculty Committee would like to point out that this outcome is unjust and contributes to the exploitation of part-time faculty, not only at their expense but at the indirect expense of full-time faculty, whose positions are less secure when the administration has a large pool of alternative teaching faculty. The Faculty Senate Part-time Faculty Committee, therefore, recommends that the Faculty Senate approve the following resolution:

Whereas, the pending collective bargaining agreement provides for a \$3000 stipend for all full-time faculty during the 2020-2021 academic year, and

Whereas, part-time faculty teach a greater proportion of the classes on campus, thus carrying the bulk of the instructional load, and

Whereas, part-time faculty pay rates have not been adjusted since 2001 despite repeated efforts to resolve this inequity,

Be it Resolved that the Faculty Senate hereby reiterates its call upon administration to adjust part-time faculty pay rates in a manner commensurate with the current market and our sister institutions.

Sincerely,
Shawneen Bixler, MA
Senior Lecturer and Faculty Senator
Psychology-Wayne

Melissa Dreisbach, MSE
Assistant Lecturer and Faculty Senator
School of Exercise and Nutrition Sciences

APPENDIX C

Computing & Communications Technologies Committee Report

The CCTC met on Monday, February 22, 2021.

1. The committee discussed the automatic generation of UAnet IDs for new hires as requested by Information Technology Services (ITS).
 - The current system that permits new hires to select UAnet IDs creates some significant delays in setting up services for new hires. Other universities avoid these delays by automatically generating IDs.
 - The committee supports the automatic generation of UAnet IDs for new hires. The CCTC will advise the Chief Information Officer John Corby of its support. Please note that the CCTC has two roles. The second role is to provide “advice and counsel to the vice president and chief information officer concerning guidelines on electronic information acquisition, budget, processing, policies, and other matters affecting academic areas.”
2. The committee began the discussion of the formation of a software clearinghouse that would review software and software licenses. The discussion is in its initial stages, and it will be some time before the committee devises a solid recommendation.

The next meeting of the CCTC will be on Monday, March 22.

Scott Randby
CCTC Chair

APPENDIX D

3359-10-02 The university of Akron bylaws of the faculty senate.

- (A) Name. The name of this body is the faculty senate of the university of Akron.
- (B) Duties. As delegated by the board of trustees of the university, the faculty senate is the legislative body of the faculty regarding its academic mission and is empowered to:
 - (1) Formulate suitable rules, requirements, and procedures for the admission, government, management, and control of the students, courses of study, granting of degrees and certificates, and other internal affairs of the institution necessary to meet the objectives of the university, subject to the approval of the board of trustees, in accordance with the established policies of the board.
 - (2) Review and offer recommendations concerning proposals for the creation, abolition, or rearrangement of colleges, departments, schools, or divisions of instruction, proposals from university-wide committees, and such other matters as may be referred to the senate by the president of the university. Such proposals shall be forwarded to the executive committee for inclusion on the agenda of senate meetings.
 - (3) University-wide committees ~~which are~~ created by the senate, shall report to the senate unless otherwise indicated by the senate; ~~other university-wide committees shall report to the parties or body creating them and shall file an information copy of such report with the executive committee, except that the president's advisory committee, the provost's advisory committee, appropriate grievance committee, committees dealing with personnel matters, and other committees where the president of the university determines sensitivity is required shall not file such information reports with the senate. The executive committee will include the report on the agenda of the senate meetings.~~

- (a) Committee recommendations for senate action shall be distributed to the members of the senate at least seven days before the senate meeting at which the recommendation is to be considered. All messages shall include a statement of the rationale for the recommendation.
 - (b) No committee recommendation that was not distributed in accordance with the foregoing requirement shall be considered by the senate unless the senate consents to its consideration by majority vote.
- (4) All legislation introduced in the faculty senate shall be designated as such; and if passed, shall be forwarded to the president. Within forty-five days of receipt of the legislation, the president shall:
- (a) Forward the legislation to the board of trustees, or
 - (b) Forward the legislation to the appropriate vice president; or
 - (c) Put the legislation into effect if the president deems it unnecessary to send the matter to the board, or
 - (d) Disapprove and return the legislation to the senate with explanation for the president's rejection; and
 - (e) Notify the senate of the disposition of the legislation, indicating whether the legislation has been approved, referred to the board of trustees, referred to the appropriate vice president, or returned to the senate for reconsideration or amendment. In the event that the president refers legislation to the board of trustees, the president shall notify the faculty senate of the board of trustees' eventual disposition of the legislation.
- (5) The senate shall elect a representative to the Ohio faculty council, who serves in that capacity along with the chair of the senate.
- (a) Senate members who are full-time teaching members of the faculties of the colleges are

electors of the senate representative. Any full-time faculty member may be elected.

- (b) The election shall be conducted by secret ballot.
- (c) The representative shall be elected at the May meeting of the senate. The term of office shall be for two years. There shall be no limit on the number of terms a person may serve.
- (d) The representative, if not already a member of the senate, shall become an ex-officio, non-voting member.

(C) Officers and executive committee.

- (1) Officers. The faculty senate shall elect a chair, vice chair, and secretary biennially from among the membership of the faculty senate. The election shall be by majority vote using a secret ballot. Except for the ex-chair serving pursuant to paragraph (C)(2) of this rule, members of the executive committee shall serve for two years.
- (2) Duties of the chair. The chair of the senate presides over regular meetings of the senate, calls special meetings of the faculty senate, acts as or designates the official spokesperson for the faculty senate in all of its external communications, serves on the Ohio faculty council, administers the budget of the senate, serves as chairperson of the executive committee of the senate, forwards to the president all legislation and recommendations passed by the senate, supervises (jointly with the secretary) the clerical staff of the senate, and undertakes such tasks as are directed by the senate. Upon the expiration of the chair's term of office, the ex-chair shall for one year be a voting member ex officio of the senate if he or she otherwise would not be a member. During that period, the ex-chair shall also be a voting member ex officio of the executive committee.
- (3) Duties of the vice chair. 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 senate.

- (4) Duties of the secretary. The secretary of the senate ~~records,~~ transcribes, and distributes the proceedings of the senate to all departments and interested members of the university, assists the chair in such ways as the latter may request, has custody (jointly with the chair) of the books, records, physical facilities, and tangible property of the senate, supervises (jointly with the chair) the clerical staff of the senate, and arranges for the orderly conduct of the business of the senate. In the absence of the chair and the vice chair, the secretary presides over meetings of the senate.
- (5) Executive committee. The chair, vice chair, secretary, and four elected members of the senate will serve as the executive committee of the senate. The executive committee of the senate will have the following responsibilities:
 - (a) Appoint members to appropriate faculty senate committees.
 - (b) Prepare the agenda for each meeting.
 - (c) Serve as an advisory committee to the senior vice president and provost on governance matters affecting the academic mission of the university.
 - (d) Ensure that the business of permanent and ad hoc committees is completed in a timely fashion.
 - (e) Bring matters to the senate or assign matters to committees.
 - (f) Consider any questions and complaints regarding elections of members to the senate and make recommendations concerning these complaints to the senate. The executive committee shall further certify the validity of all senate elections.
 - (g) When necessary, act on behalf of the senate during the period between the end of the spring semester and the beginning of the fall semester. Such actions shall be reported to the faculty senate for ratification at its next regular meeting.
- (D) Committee structure.
 - (1) The faculty senate shall create such committees as it deems appropriate to the conduct of its business.

- (2) The executive committee, at its discretion, may invite non-members of the senate to serve on senate committees.
- (3) In special cases, the senate may choose to make part or all of the membership on a committee elective rather than appointed by the executive committee.
- (4) The senate committees shall yearly elect their own chairs, who, if not otherwise members of the faculty senate, shall become ex officio, non-voting members.
- (5) For organizational purposes, the committees of the senate will have either of two forms:
 - (a) University committees, the members of which shall be elected from specified constituencies, or
 - (b) Permanent committees, the members of which shall be appointed by the executive committee of the faculty senate.

(E) University committees.

(1) The faculty rights and responsibilities committee ("FRRC").

- (a) This committee shall concern itself with grievances relating to faculty assessment or evaluation, appointment, retention, tenure, and promotion. This committee shall be composed of one member from the tenured faculty of each degree-granting college, elected by its full-time faculty and one full-time faculty member from the university libraries, elected by its full-time faculty.
- (b) For each grievance case submitted by a part-time faculty member three members of the part-time grievance pool shall be selected to be members of the faculty rights and responsibilities committee ("FRRC") for the duration of that case. These members will only participate in FRRC business involving the grievance case in question. These members will be selected by lot by the chair of the FRRC, but part-time faculty members from the same department as the grievant shall not be eligible to serve.
- (c) A part-time faculty grievance pool shall be established by each college every fall. The pool

will consist of part-time faculty members who have taught at least four semesters at the university of Akron and who have been nominated by the part-time faculty members of that college and who have subsequently confirmed to the college dean their willingness to serve.

- (d) Any persons in an administrative position, including interim positions, at or above the decanal rank (deans, associate deans, and persons of similar rank) are ineligible to serve on the committee. Members shall serve overlapping three-year terms so that during two years, three are elected, while four are elected during the third year. The committee shall elect its own chair who, if not already a member of the faculty senate, shall become an ex-officio, non-voting member.

(2) Graduate council. The faculty senate delegates to the graduate council operational responsibility over all matters concerning graduate education, but reserves to itself the right to take up any matters it deems necessary. All action taken by graduate council shall be reported to the senate for final approval. Graduate council shall be composed of two members of the faculty senate who have category two or three graduate faculty status and the elected members of the graduate council. (F) Permanent committees.

- (2) Permanent committees of the senate shall be academic policies; curriculum review; athletics; university libraries; reference; research; student affairs; computing and communication technologies; accessibility; ~~and~~ part-time faculty; and program review.

- (3) Members of the executive committee shall, in May, and after considering preferences of senate members and then non-senate members, appoint all permanent and ad hoc committees of the senate. To provide some continuity of membership for each committee, the executive committee shall appoint committee members so that, if possible, only one-third of the membership of any committee is terminated each year and members serve a three-year term. At the first meeting of each committee, the committee shall elect its chair.

- (4) ~~The following permanent committees shall have ex-officio members as indicated: athletics, the athletic director or said person's designee and the "NCAA" faculty athletics representative (appointed by the president); university libraries, the dean of university libraries or said person's designee; research, the vice president for research or said person's designee; student affairs, the associated vice president and dean of student life or said person's designee and the associate vice president of enrollment services or said person's designee; computer and communications technologies, the vice president and chief information officer or said person's designee; and curriculum review, the senior vice president and provost or said person's designee and the university registrar or said person's designee; and accessibility, the vice president for student engagement and success or said person's designee.~~ If not already a member of the senate, the chair of each permanent committee shall become an ex-officio, non-voting member for reporting purposes only. Ex-officio members of permanent committees shall be non-voting unless they are members of the senate.
- (5) Academic policies committee.
- (a) Recommends and interprets academic policy on university-wide matters such as admission, retention, graduation, and dismissal requirements.
 - (b) Recommends changes for the improvement of the academic program of the university.
- ~~(b)~~(c) The executive vice president and provost or said person's designee shall be an ex-officio member of the academic policies committee.
- (6) Athletics committee.
- (a) Advises faculty senate on all university activities relating to intercollegiate athletics including, but not limited to, conference affiliations and the national collegiate athletic association.
 - (b) Coordinates with other faculty senate committees matters of joint concern relating to intercollegiate athletics.

- (c) Provides advice and counsel to the director of athletics concerning individual player eligibility, interpretation of policy, and other matters relating to the athletic program.
 - (d) The registrar decides questions of academic eligibility of student athletes. If conflicts arise between the registrar, student athlete, and/or athletic department, the following procedures shall be made by any of the grieved parties to the athletics committee:

Upon reviewing the facts, the committee would make a recommendation to the ~~senior executive~~ vice president and provost.
 - (e) Promotes academic achievement among student athletes.
 - (f) ~~Reviews team game schedules, seasonal game limitations, and participation in post-season events. The athletic director or said person's designee and the "NCAA" faculty representative (appointed by the president) shall be ex-officio members of the athletics committee.~~
- (7) University libraries committee.
- (a) Serves as an advisory group to the dean of university libraries to express the faculty will in the growth and development of the academic support which the libraries supply.
 - (b) Provides the dean of university libraries with guidelines and advice on acquisitions, budget, policy, and other matters affecting academic areas.

~~(b)~~(c) The dean of university libraries or said person's designee shall be an exofficio member of the university libraries committee.
- (7) Reference committee.
- Reviews legislation referred to it by faculty senate to ascertain if it is drafted properly and does not conflict with existing rules and regulations or practices.
- (8) Research committee (faculty projects).

- (a) Reviews research proposals submitted by faculty members.
- (b) Recommends the budgeting of sums of the university's support of faculty research proposals to be funded by this committee.
- (c) Establishes policies for funding proposals and guidelines for expenditures of those funded.

~~(e)~~(d) The vice president for research or said person's designee shall be an exofficio member of the research committee.

(9) Student affairs committee.

- (a) Recommends policy, subject to approval of faculty senate, regarding the granting of scholarships, awards, grants, and loans to university students.
- (b) Proposes regulations concerning all extracurricular activities (except athletics) to faculty senate.

~~(b)~~(c) The associate vice president and dean of student life or said person's designee and the associate vice president of enrollment services or said person's designee shall be ex-officio members of the student affairs committee.

(10) Computer and communications technologies committee.

- (a) Provides recommendations to the senate on policy matters concerning utilization of information technology related to the academic functions of the university.
- (b) Provides advice and counsel to the vice president and chief information officer on information technology needs related to the academic functions of the university.

~~(b)~~(c) The vice president and chief information officer or said person's designee shall be an ex-officio member of the computer and communications technologies committee.

(11) Curriculum review committee.

- (a) Reviews curricula and course recommendations of the several colleges and divisions and, when necessary, submits them to faculty senate for action.
- (b) Considers the mechanics of the academic programs of the several colleges and divisions, such as adjustments in admission, retention and dismissal requirements, and changes in general bulletin descriptions.
- (c) Reviews proposals for changes to courses and academic programs, and for new courses and academic programs, and recommends same for inclusion in the general bulletin.

~~(e)~~(d) The executive vice president and provost or said person's designee and the university registrar or said person's designee shall be ex-officio members of the curriculum review committee.

(12) Accessibility committee.

- (a) Reviews and recommends policies regarding disability and accessibility issues that relate to the academic function of the university, including academic policies which apply to faculty or students, and reports these to the senate for action.
- (b) At the request of the curriculum review committee of the faculty senate, considers the mechanics of the academic programs of the several colleges and divisions, such as adjustments in admission, retention and dismissal requirements, and changes in general bulletin descriptions, as they may relate to accessibility/disability issues, and reports such to the curriculum review committee for action.
- (c) At the request of the curriculum review committee or the faculty senate, reviews proposals for new courses, course changes, and new programs as they may relate to accessibility/disability issues, recommends such proposals for inclusion in the general bulletin, and reports such to the curriculum review committee for action.

~~(e)~~(d) The vice president for student engagement and success or said person's designee shall be an ex-officio member of the accessibility committee.

(13) Part-time faculty committee.

- (a) Gathers information about matters of concern to part-time faculty.
- (b) Proposes policies concerning part-time faculty.
- (c) Advises the senior vice president and provost on matters related to part-time faculty.

(14) Program review committee.

- (a) Reviews the self-studies submitted by program faculty, providing formative assessment to the program faculty.
- (b) Establishes the template and guidelines for the program review self-studies.
- (c) Modifies the timeline for the program review process and the program review schedule as needed.

~~(e)~~(d) The dean of the graduate school or said person's designee shall be an exofficio member of the program review committee.

~~(14)~~(15) Subcommittees. Each committee may establish subcommittees as it sees fit and having established a subcommittee, may abolish it. No person who is not a member of a standing (permanent) committee may serve as a member of its subcommittees except by appointment of the executive committee. It is each committee chair's responsibility to maintain minutes and pass them on to the incoming chair.

(G) Meetings.

- (1) The number of meetings of the faculty senate shall be determined by the faculty senate as appropriate for the conduct of its business, but at least two general meetings will be held each semester. All reasonable efforts will be made to schedule regular meetings at a

standard time and day to permit coordination of senators' teaching schedules with meeting times.

- (2) All meetings of the faculty senate shall be open to members of the university community. Non-members of the senate may make a request to address the senate. Such requests to speak will be granted subject to a vote of the senate.
- (3) All meetings of the senate will be announced at least two weeks prior to the scheduled meeting unless the senate declares itself to be meeting in emergency session.
- (4) ~~All announcements of meetings will contain a detailed agenda.~~ Requests to have items placed on the agenda of the senate must be submitted in writing to the secretary of the senate at least two weeks prior to the scheduled meeting of the senate.
- (5) Items referred to the senate by the president of the university, or the president's designee, for the good of the university, will be automatically placed on the agenda of the senate.
- (6) A petition of ten members of the senate may force an item on the agenda of the senate.
- ~~(6)~~(7) A detailed agenda will be distributed one week before the meeting.
- ~~(7)~~(8) A majority of the members of the senate shall constitute a quorum.

A roll call vote will be conducted if requested by ~~(8)~~(9) any senator.

~~(9)~~(10) One permanent item on the agenda shall be presidential remarks.

~~(10)~~(11) Special meetings may be called at any time by the chair, or by the executive committee, or upon petition by any seven senate members who present their request in writing to the chair.

~~(11)~~(12) Senate members are expected to regard attendance at all meetings as a primary obligation to their colleagues and to the university. When conflicting professional duties, imperative personal affairs, or illness make attendance at a given meeting impossible, senate members are expected to notify the secretary in advance of the meetings.

Such absence will be separately listed in the minutes as absences with notice.

(H) Membership.

(1) Eligibility. Members of the faculty senate shall be elected from the members of the full-time faculty of the university of Akron, excluding deans, department chairs, and other primarily administrative officers with faculty rank; from the part-time faculty; from students; from full-time academic advisors; and from retired faculty.

(2) Apportionment.

(a) The full-time faculty of the individual degree-granting colleges, the branch campuses, and the university libraries shall elect representatives from their membership, excluding deans and other primarily administrative officers with faculty rank, apportioned on the basis of the number of full-time faculty within the electorate and appointed to the units during the semester of the election; one senator for each fifteen full-time faculty members or fraction thereof. For purposes of these bylaws the terms full-time faculty includes all full-time distinguished professors, professors, associate professors, assistant professors, professors of instruction, associate professors of instruction, assistant professors of instruction, professors of practice, associate professors of practice, and assistant professors of practice, excluding visiting faculty members.

(b) The part-time faculty shall elect two representatives from their membership.

(c) The full-time academic advisors shall elect one representative from their membership.

(d) There shall be three student representatives as follows:

(i) The president of the undergraduate student government;

(ii) One student appointed by the president of the undergraduate government whose term shall coincide with the president's term;

- (iii) One graduate/professional student elected by that constituency.
 - (e) The association of the university of Akron retirees shall elect two senators from its dues-paying membership who are retired faculty members. Senators representing the university of Akron retirees association may not be elected to the executive committee nor serve as chair or vice-chair of any senate committee on which they sit.
- (3) Diversity. To insure the representation of diverse views, all reasonable efforts should be made by the various electing units to elect ~~women and minorities~~ members from underrepresented groups to the senate. The senate may appoint up to three additional members from full-time faculty to increase diversity.
- (4) Electorate.
 - (a) The eligible electorate, for the full-time faculty membership on the faculty senate, consists of all full-time faculty of the University of Akron. For the purposes of election to the faculty senate, academic deans, department and division chairs, directors of schools, and administrative officers holding full-time faculty appointments will be considered part of the electorate.
 - (b) The eligible electorate for the part-time faculty membership on the faculty senate consists of all part-time faculty of the university of Akron.
 - (c) The eligible electorate for the full-time academic advisors consists of all full-time academic advisors of the university of Akron.
 - (d) The eligible electorate for the graduate/professional student membership on the faculty senate consists of all graduate and professional students currently enrolled at the university of Akron.
- (5) Terms of office.

- (a) The terms of office for members of the senate shall be three years, with the exception of student government representatives and part-time faculty senators which will serve one-year terms.
 - (b) New members shall take office at the first senate meeting of the fall semester.
 - (c) Should any elected member of the senate become an administrative officer on either an acting or a permanent basis during the term for which the member was elected to the senate, the person's seat shall be deemed vacant.
 - (d) A full-time faculty member who, before the expiration of his or her term of office as a senator, retires but continues to be employed part-time as a faculty member while participating in a university-approved program for transition from active employment to retirement may complete his or her term of office as a senator and may serve as an officer of the senate.
 - (e) Should a member of the senate be unable to discharge the duties of the office, the senate may declare the member's seat vacant.
 - (f) Senators who are on professional, medical, or administrative leave for one semester or less will retain their seats. If the leave extends past one semester, the senate may declare that seat vacant. The senate may declare vacant the seat of any senator who becomes unable to regularly attend meetings.
 - (g) The senate may expel any senator who is absent without notice from more than three meetings during an academic year. In such event, the senator's seat shall be deemed vacant.
 - (h) Should a vacancy occur, the senate shall notify the appropriate unit to conduct a special election to fill the vacant seat.
- (6) Elections.
- (a) Elections to the senate shall be subject to the following requirements and to the bylaws and

rules of the electing unit except to the extent that they are inconsistent with these requirements:

- (i) ~~General elections in the individual units shall be completed by March fifteenth of each year. Election reports for the individual units must be submitted to the faculty senate office by the Friday of the 12th week of the spring~~ **Formatted:** Superscript semester.
 - (ii) All elections shall be by secret mail or electronic ballot.
 - (iii) Elections may be conducted using the ranked-choice (i.e., instant-runoff) method.
 - (iv) In elections with only one seat at stake, when the ranked-choice method is not used, each winning candidate must secure a majority of the votes cast. In the event no candidate receives a majority, there shall be a run-off election between the two highest vote-getters.
 - (v) In elections with more than one seat at stake, when the ranked-choice method is not used, each winning candidate must receive a number of votes exceeding half of the total number of ballots cast. In the event there are seats unfilled and the remaining candidates did not achieve a sufficient number of votes, there shall be a run-off election among the highest vote-getters (two per unfilled seat).
 - (vi) When the ranked-choice method is not used, all run-off elections are subject to the same procedural requirements as the general elections.
 - (vii) All special elections are subject to the same procedural requirements as are general elections.
- (b) Conduct of nominations and elections to the senate from the degree-granting colleges and the

university libraries will be the responsibility of the respective deans.

(c) Conduct of nominations and elections to the senate from the part-time faculty will be the responsibility of the continuing part-time faculty senator, the faculty senate office, and the office of the senior vice president and provost.

(d) Conduct of nominations and elections to the senate from the graduate/professional students will be the responsibility of the graduate student council and the student bar association.

(I) Amendments.

(1) Proposal. Proposed amendments to this rule may be placed on the agenda of a regular or special meeting of the faculty senate by a member of the senate or by petition of twenty per cent of the voting members of the faculty.

(2) Procedure. A vote by the senate on a proposed amendment may be taken only after at

least twenty-seven days have elapsed from the date on which the proposal was formally presented to the senate.

(3) Majority. Prior to submission to the board of trustees, a proposed amendment requires the concurrence of sixty per cent of the votes cast by members of the faculty senate.

(J) Support.

(1) Material support. The faculty senate shall have suitable office space, a budget for appropriate expenditures, and at least one full-time secretary for support of its activities.

(2) Assigned time. The officers of the senate will receive at least one three-credit course equivalent per semester assigned time for support of their service.

(3) Schedules. Collegiate deans, department and division chairs, and directors of schools are to use all reasonable efforts to provide members of the senate with course schedules permitting attendance at regular meetings of the senate.

- (4) Records. All inactive documentary material and related records of the senate will be deposited in and catalogued by the university archives.
- (K) Rules. The rules contained in the current edition of "Robert's Rules of Order Newly Revised" shall govern the faculty senate in all cases to which they are applicable and in which they are not inconsistent with these bylaws and any special rules of order the senate may adopt. A person who is not a member of the faculty senate may be appointed parliamentarian by the chair of the faculty senate.

Effective: 9/16/2019

Certification:

M. Celeste Cook
Secretary
Board of Trustees

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