

The University of Akron

IdeaExchange@UAkron

The University of Akron Faculty Senate Chronicle

5-5-2022

Faculty Senate Chronicle May 5, 2022

Heather M. Loughney

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.

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.



May 5, 2022

30 pages

SENATE ACTIONS

1. Approved a motion brought by the Academic Policies Committee to approve portfolio-based prior learning assessment. (Appendix A)
2. Approved a recommendation from the Accessibility Committee to encourage faculty to place the Office of Accessibility statement in their syllabi. (Appendix B)
3. Approved a recommendation from the Accessibility Committee to develop an Accessibility Ally Training program. (Appendix B)
4. Approved a motion brought by the ad hoc Investment Criteria Committee to approve the recommendation for the criteria to be used in the evaluation of faculty proposals for academic investment by the Ad hoc Academic Investment Committee. (Appendix H)

Table of Contents

Minutes of Faculty Senate meeting held May 5, 2022.....	3
Appendices to Minutes of the Faculty Senate meeting held on May 5, 2022	
A. Academic Policies Committee report	17
B. Accessibility Committee report.....	18
C. Computing and Communication Technologies Committee report.....	20
D. Faculty Research Committee report.....	23
E. Part time Faculty Committee report.....	24
F. Student Affairs Committee report.....	25
G. University Libraries Committee report.....	26
H. Ad hoc Academic Investment Committee report.....	27

MINUTES OF THE FACULTY SENATE MEETING OF

May 5, 2022

The meeting of the Faculty Senate took place Thursday, May 5, 2022 in Teams. Senate Chair Kathryn Budd called the meeting to order at 3:01 pm.

Of the current roster of 43 senators, 36 attended the meeting. Senators Brainard and Garchar were absent with notice. Senators Bisconti, Levin, Sahl and Yi were absent without notice.

I. Adoption of Agenda

Chair Budd presented the agenda for approval, noting that President Miller would be joining the meeting late and would deliver his remarks at that time. No further changes were offered. With no objections, the agenda was adopted by unanimous consent.

II. Adoption of minutes of April 7, 2022 meeting

Chair Budd called for corrections to the minutes; none were offered. The minutes were adopted by unanimous consent.

III. Remarks of the Chair

Welcome to the final faculty senate meeting of the Spring semester. Senators who wish to be recognized should type “request” into the chat window and wait for me to recognize you. To preserve bandwidth for all, turn off your mics and cameras until you are called on to speak.

As mentioned previously, please be aware that both senate meetings and minutes are part of the public record, and members of the media are in attendance.

We have a full agenda today, so I will keep my remarks short.

Today, the Ad hoc Investment Criteria Committee will recommend the criteria to be used by the Academic Investment Committee when making recommendations to this body regarding investment

in academic programs. I appreciate the thoughtfulness of the recommendations of the ICC and believe their criteria will allow the AIC to make a fair comparison of different programs' needs. It was not an easy task to find criteria that would allow our diverse programs to be considered fairly, according to their discipline standards and with regards to the needs of the University as a whole. I thank Adam Smith and the rest of the committee for their work. For those of you interested in serving on the Academic Investment Committee in the fall, click on “forms” on the faculty senate home page to find the senate committee assignments form. You can also contact me directly with nominations or self-nominations. The FSEC would like healthy representation from across the campus, and we anticipate appointing approximately eight members to the committee. We are looking in particular for individuals who will consider the needs of programs relative to the University as a whole.

We will also be holding the election for the position of Secretary to the Executive Committee during this meeting. For anybody interested in serving on the Executive Committee in a different capacity, we will have more elections in the fall, including an election for the remaining year of the term for Vice Chair. I am very sorry we are losing Adam Smith, and I thank him for his contributions to the work of the EC and wish him the best in his new position at Texas Tech University. I would also like to thank Linda Saliga who is finishing her term on the EC as Past Chair. Linda has been tremendously supportive, and I couldn't have asked for better guidance and help. Please make sure to congratulate Linda on her new appointment as Chair of the Math department if you see her around campus.

Finally, I want to thank all of you for the work you've done this year. We've had a tough couple of years, and you've continued to go above and beyond for your students, programs and our University. We've all been working to find ways to support our students and their needs through the pandemic, but we mustn't forget to take care of our own. For most of us, summer is not a time for slowing down, even if you aren't teaching - you'll head for your labs, offices and studios to immerse yourself completely in your research agenda. Perhaps you plan to work on your curriculum, finish a committee assignment or work your way through a pile of newly published texts to prepare for your classes in the fall. For the academic advisors, administrators and other staff and contract professionals, you may barely see a difference between spring and summer as you continue to serve our students and university. But I hope that with the warmer weather you are all able to take a bit of time for yourselves to rest, repair and recharge. You've certainly earned it, and hopefully Ohio will make up for the prolonged winter with a glorious summer.

IV. Special Announcements

None.

V. Report of the Executive Committee

Since our last meeting in April, the Executive Committee has met three times.

The provost joined us for one of those meetings.

We discussed enrollment, certified election results and discussed implementation of the MOU on shared governance.

With the provost, we discussed implementation of the advising task force recommendations and the role of senate, the launch of the Academic Investment Committee in Fall 2022, and the potential for DFW rates for all courses to be displayed on a dashboard accessible to faculty as part of potential retention efforts.

The EC followed up on previous discussions of proposed changes to the part-time faculty university rule.

The EC is also planning for the composition of the Academic Investment Committee with appropriate representation from colleges and disciplines. The committee will be available for senators when submitting their requested committee assignments for next academic year.

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

VI. Election of Executive Committee officer: Secretary (2-year term)

Chair Budd called for nominations. Senator Biddle nominated Senator Hartsock; she accepted the nomination. With no further nominations, Chair Budd called to close nominations and elect Senator Hartsock by acclamation. Senator Saliga provided the motion with Senator Franks seconding the motion. With no objections to adoption by unanimous consent, Senator Hartsock was elected.

VII. Remarks of the President

President Miller echoed Chair Budd's sentiments on the work done in the last two years. He reminded the body of commencement on Saturday and invited everyone to join. He also encouraged senators to take some time off to refresh and re-engage in creative and scholarly work and to spend time with family.

President Miller made special mention of the 81-year-old graduate, the 79-year-old graduate, and the graduate who received a bachelor's degree before graduating from high school. He pointed to this as a season of celebration with lots of in-person gatherings to celebrate students, faculty, and staff. He acknowledged our fantastic students and the commitment of the faculty to the success of those students.

President Miller detailed some recent events and activities of interest. He announced a campaign by the UA Arts Advancement Council to help in moving the Myer's Art School into a new space. The BCAS showcased student exhibits in art and design and STEM. A well-attended and inspirational event was held for distinguished business alumni. President and Mrs. Miller attended the polymer awards ceremony and the Williams Honors College student recognition. Three of the students will be working for the Lighter Than Air (LTA) airship project at the Akron Airdock. The president met with business leaders and Representative Cross who proposed the GROW Act that supports higher education to develop talent in Ohio. President Miller finds it to be an innovative piece of legislation; UA supported the legislation and brought Senator Kasunic and JP Garchar to meet with Rep. Cross.

President Miller invited questions; no questions were offered.

VII. Remarks of the Provost

Provost Wiencek echoed the President's sentiments and extended gratitude for everyone's efforts.

Enrollment: UA continues to track and report on enrollment to the board. At this point, enrollment is tracking level with last year and the provost noted a big opportunity to avoid summer melt. He expressed optimism. He acknowledged the work of faculty senate in voting to collect degree maps, purchase Stellic, and approve the test optional policy. He noted an intensive campaign for calling students.

Searches: Provost Wiencek recapped a year of searches with eleven high-level searches, eight successfully completed. Dr. Fedearia Nicholson-Sweval has been appointed Vice Provost for Pathways and Dean of the Williams Honors College. Dr. Steve McKellips has been appointed Vice Provost for Enrollment Management. Dr. Craig Menzemer has been appointed Dean of the College of Engineering and Polymer Science. The search for a VP for research is nearing completion. The Director of Nursing search will continue.

Provost Fellows: Provost Wiencek announced three provost fellows for strategic planning, Angela Hartsock, Erin Makarius, and Matt Juravich. These fellows will assist with accreditation and strategic oversight and implement tools for launching the strategic plan (AKRs). The key goal for summer is to inventory what has been done and continue to refresh the plan to fit our current environment.

Commencement: Provost Wiencek expressed his hope to see everyone there.

HLC: The university's reaffirmation visit from HLC will happen in early September. The provost encouraged awareness and to look for ways to educate ourselves about the process and participate when needed. The provost reflected on the larger view of why the process is important with the intent for us to reflect internally on the mission and how to accomplish it and how to improve the way we work. He stressed the need to understand shortcomings with assessments of courses and curriculum as part of that process. There is a need to do this across the university which ties to the strategic plan and links back to enrollment. The federal government turns to accrediting bodies to ensure institutions are worthy of Pell funds. This is important work. The lead point of contact is Senior Vice Provost Hendricks.

Provost Wiencek invited questions.

Senator Evans asked the provost to discuss plans to hire more faculty and staff.

Provost Wiencek indicated a current focus of returning money to units so they can maintain ground. The AIC will help in the process of allocating resources. He acknowledged everyone's felt need for additional personnel and stressed the need to be cautious. The provost expressed intent to work hard toward re-staffing and addressing compensation issues.

President Miller confirmed it is the same question on the minds of the administration and subject to lengthy discussions. CFO Grundy's group is meeting with deans to discuss staffing needs; more discussion needs to occur at the decanal level before we put the budget together. The goal is to have

the right staffing in the right place and get more compensation into the system. The president expressed hope and invited everyone to keep asking the question.

Provost Wiencek followed up to state that deans are providing staffing requests (staff, CP, faculty) in a priority order.

There were no other questions.

VIII. Committee Reports

Academic Policies Committee – Chair Klein

Senator Klein brought forward the motion on portfolio-based prior learning assessment. (see appendix A) She explained this as an opportunity to have real world experience count as UA credit which may attract non-traditional students. She shared that some of our peer institutions offer prior learning assessment.

Chair Budd called for debate on the motion. President Miller acknowledged this effort and the importance of UA recognizing this.

Senator Evans requested information on how this will be administered across the university and what oversight will exist.

Senator Klein anticipates this will be administered similar to how CLEP is currently. APC discussed possible caps; the committee doesn't anticipate students accumulating excess credits. The committee anticipates this being applicable in specific programs for specific courses (credits will coincide with something the program offers).

Director Minocchi pointed out that each academic unit is unique; a portfolio will look different depending on discipline. The committee didn't want to hazard a guess at a typical portfolio; once faculty review some portfolios, we can bring examples. He does see a need to establish process and forms related to portfolios, the committee didn't want to explore a fee structure, and felt it important to leave portfolio evaluation to experts in the discipline.

Senator Evans followed up to ask about consistency between students and courses and the need for guidelines to ensure the process isn't random.

Senator Klein noted that portfolios will be different between units.

Senator Evans clarified the need for units to have some guideline or policy for how to assess consistently.

Senator Klein indicated it would be up to each unit to determine their process and guidelines, the current motion gives units the opportunity to consider prior learning assessment.

Senator Sterns pointed out this as an ongoing issue on campus, that we have been accepting this kind of credit from other institutions, but we have been more conservative. He felt UA hasn't been as supportive of this issue as we should be.

Senator Graor wondered what programs would see this as an option.

Senator Klein gave examples of communication (real life experience in media or campaigns), nursing (some for those who practiced as medic in military), accounting (CPA), arts (body of work). Senator Klein doesn't see it as applicable in something like history.

Senator Graor questioned how the credits are handled when students decide to transfer to another university.

Senator Klein indicated that would be up to the other university, consistent with their own policies.

Director Minocchi clarified this would appear on a transcript the same way as bypass credits with a legend that indicated portfolio-based assessment.

There was no further debate on the motion. Upon vote, the motion passed with 27 in favor, one opposed, and four abstentions.

Senator Klein concluded by thanking the APC for their hard work throughout the year. She expressed how great it is to serve on a committee with members across campus who bring lots of ideas. She made special mention of Director Minocchi's contributions in areas of rules and history.

Accessibility Committee – Co-Chairs Bible and Bennett

Senator Bible pointed to the report (see appendix B) that includes background and new initiatives going forward. The main objective for the year is to kick off the accessibility liaison program; this will ask members of the UA community to meet and act as a conduit and dialogue about accessibility needs throughout the university. They plan to gather feedback through surveys and liaisons can push

information out through the community. There is a need for education and training; the committee will focus on training for faculty and students to support recruitment and retention.

Chair Budd brought forward the motion to include an accessibility statement on all syllabi and called for debate.

Chair Randby motioned to adjust the syllabus statement to include gender inclusive language. He proposed the following modified language:

In pursuant to University policy #3359-38-01, The University of Akron recognizes its responsibility for creating an institutional atmosphere in which students with disabilities have the opportunity to be successful. Any student who feels a need for an accommodation based on the impact of a disability should contact the Office of Accessibility at 330-972-7928 or access@uakron.edu. The office is located in Simmons Hall Room 105.

After a student's eligibility for services is determined, that student's instructors will be provided a letter which will outline the student's accommodations.

With no further discussion, the motion was adopted by unanimous consent.

Senator Klein sought clarification on whether faculty could continue to use the link that provides the common syllabi information.

Senator Bible pointed out that the information is more easily accessible in the syllabus.

Chair Budd brought the second motion on accessibility ally training. With no discussion and no objections, the motion was adopted by unanimous consent.

Computing and Communications Technology Committee – Chair Randby

Senator Randby noted the need to again renew the Qualtrics contract with the hope of not being required to go out for bid. The committee will provide an update in fall.

Senator Randby read the Workday Steering Committee update. (see appendix C)

Chair Budd invited questions; none were offered.

Faculty Research Committee – Chair Makarius

See report, appendix D

Part-Time Faculty Committee – Chair Antunez

See report, appendix E

Student Affairs Committee – Chair Biddle

See report, appendix F

University Libraries Committee – Chair Hartsock

See report, appendix G

Ad hoc Investment Criteria Committee – Chair Smith

Senator Smith read a portion of the report (see appendix H) to provide background for discussion and brought forward the motion to adopt the recommendations of the ICC.

Chair Budd called for debate.

Senator Luettmmer-Strathmann asked clarifying questions about how AIC will interface with Program Review (PRC).

Senator Smith noted this as a matter of ongoing discussion with the current view that AIC will annually assemble metrics and get input on where faculty hires should be made which will happen quite independently of the PRC.

Senator Luettmmer-Strathmann expressed her impression that this renders the PRC useless as decisions will be made by AIC.

Senator Smith stated that input from PRC will be taken into account by the AIC but that faculty hiring decisions are being made on an annual basis.

Senator Luettmmer-Strathmann felt a yearly cycle prevents long term strategic planning.

Senator Smith countered that criteria will be looked at every year with historical context.

Senator Luettmmer-Strathmann observed that many things are mentioned in the report but that the chart will be most remembered and most likely to trigger decisions; the answer depends on what question you ask.

Chair Budd sought to clarify that PRC will make more holistic recommendations (faculty, curriculum, etc.).

Senator Evans noted his biggest concern that senators did not have sufficient time to discuss this with faculty in their departments. This is important going forward and for redistribution of resources, so more time is needed. He expressed some inclination to postpone the vote.

Senator Smith acknowledged and anticipated the concern due to limited resources; AIC provides a mechanism, and the goal of the criteria committee was to work through definitional issues (what can we count, what numbers we can get, needed reports). What is not provided by the report is a formula or procedure for ranking.

Chair Budd extended the point, clarifying that AIC will be developing methodology for using the proposed criteria and can be asked to bring forward methodology.

Senator Klein echoed some of Senate Luettmmer-Strathmann's sentiments and anticipated a situation where a position request might be submitted to the dean but then also might be submitted to the AIC resulting in an unclear division of labor.

Senator Smith identified this as a process question that will need to be resolved; there are multiple channels for requests.

Chair Budd stated the process is designed to give faculty a mechanism to request positions; everything that comes through senate is a recommendation to the president. Information from multiple channels will converge; there is uncertainty how this will work out.

Senator Klein wondered if faculty would then submit a dual submission (duplicating effort); she identified a need for greater understanding before moving forward.

Chair Budd speculated that faculty could use both channels, but the senate is responsible for implementing a system (as proposed by the MOU on Shared Governance) with an uncertain outcome.

Senator Makki posed a question regarding timeline. She feels this is a good positive process that allows faculty to have input on investment and if the senate doesn't act it may prevent input for the next cycle.

Chair Budd noted the AIC will not be able to complete their work in time for fall hiring and we will still be using the old process.

Senator Elbuluk expressed his feeling that there is no harm in faculty getting exposed and getting feedback; the process is bi-directional.

Senator Hartsock clarified that the AIC will be responsible for implementing process, what is presented is only related to criteria.

Senator Evans clarified that there may be more discussion to be had around the criteria or how it is applied. He questioned whether to delve into details right now. As an example, he questioned some terminology (like the use of "program" versus "department").

Senator Smith invited discussion on details. He clarified there is a difference between a program and a department. In the future, we can assign budgets by program but right now the budget is not reported in this way. Department language was retained for that reason.

Senator Weinstein questioned whether the process provides the provost a different perspective from the deans. She noted nothing the AIC does is binding but is another mechanism for input.

Senator Evans questioned use of the word "research"; there may be an option of using more inclusive language ("creative activity" or "scholarship").

Senator Smith shared that the ICC focused on research expenditures; any expenditures not from the general fund that went to research or scholarship.

Senator Evans questioned the lack of mention of funds associated with scholarship or tuition discounts.

Senator Smith acknowledged those were purposefully left out; it was considered and decided against because assigning revenue dollars to specific programs is difficult.

Senator Evans speculated about connecting this to the strategic plan. Specifically, in the qualitative criteria, connecting research/scholarly activity to the strategic plan for the university.

Senator Smith felt it was covered by the link to “mission”.

Senator Evans noted that it is an academic mission (students to degree completion); many people don't think of that as inclusive of research mission.

Senator Weinstein finds this to be a way for faculty to shape strategy, how programs fit into strategy or advocate for fitting into strategy.

Senator Evans pointed out that fair benchmarking will be difficult, he pointed to the Delaware study as an example where the data is difficult to interpret. Senator Evans summarized his recommendations to use more inclusive language around research, link this to mission and the strategic plan, and consider obstacles to benchmarking.

Senator Smith noted the ICC had hoped to be more specific about how quantitative criteria would work with benchmarking but that would become part of the directive to the AIC.

Chair Budd indicated the EC will ask the AIC to come back to senate with a recommendation for methodology.

Chair Budd called for further debate on the motion; none ensued.

The senate voted to approve the motion with 28 votes in favor, seven opposed, and six abstentions.

The senate explored a motion to request a recommendation from AIC; the parliamentarian noted that the EC can direct AIC and he can assist with the language, making the motion unnecessary.

IX. AAUP report— Toni Bisconti

No report.

XI. Graduate Council report—Senator Graor

Senator Graor shared that graduate applications are up especially for international students. The council discussed PLA for graduate students and will continue to consider this and develop guidelines. The council considered TOEFL requirements for teaching assistants both here and at other universities; there is a possibility of supports for students, increasing ESL opportunities, and reopening the English Language Institute.

XII. GSG report—Senator Frey

Senator Frey announced her last week as GSG president. She thanked the senate and introduced President-elect Benjamin Swanson. Newly elected Vice President Lor also introduced herself.

XIII. USG report—Senator Garchar

No report.

XVI. Report of University Council Representatives – Senator Evans

Senator Evans shared that the UC successfully revised their bylaws and is engaged in the strategic planning process.

XVII. New Business

No new business.

XVIII. Good of the Order

Senator Dreisbach announced summer STEM and sports camps with a need for faculty who want to develop camp activities that last up to two hours. Dates are June 21-23. She invited interested faculty to contact her.

XIX. Adjournment

Chair Budd adjourned the meeting at 5:11 pm.

—Angela Hartsock, Secretary.

Questions and comments about the minutes can be emailed to ahartsock1@uakron.edu.

APPENDIX A

Report of the Academic Policies Committee to Faculty Senate May, 2022

Portfolio-based prior learning assessment

Currently enrolled UA students, at the undergraduate level, may compile a portfolio that documents prior learning, typically through career or military experience, for evaluation by an academic department or school. Credit hours for a specific credit-bearing UA course, or courses, may be awarded with a grade of CR if the department or school determines that such prior learning corresponds to course outcomes and demonstrates appropriate academic rigor. The option to participate in portfolio-based prior learning assessment, and the evaluation of such credentials, resides with the department or school.

Portfolio-based prior learning assessment may be also applied at the graduate level after a more thorough consideration of the proposal by the Grad Council next year.

Rationale: APC has reviewed this proposal upon the request of certain programs for whom the option is particularly relevant. Additionally, the opportunity to have some of their real-world experience count for UA credit might encourage some non-traditional students to enroll in a UA program. Some peer institutions offer portfolio-based prior learning assessment as well.

APPENDIX B

Accessibility Committee Report to the Faculty Senate, April 2022

The Accessibility Committee continues to focus on approaches to increasing awareness and acceptance of, and compliance with, accessibility and accommodation practices by all faculty, contract professionals, and staff. The Office of Accessibility (OA) has been vital in these discussions and continue to serve in ex officio roles on the committee. They applaud and appreciate the support that the majority of faculty members show for students with disabilities, particularly through our inclusion of their recommended syllabus statement and acceptance of student's accommodations and needs. The Accessibility Committee completed surveys of faculty/staff and student perceptions of disabilities and accessibility on campus. Data were analyzed and shared among the committee, along with summary report shared to the Accessibility Liaisons (discussed below). Through this survey, the committee identified a number of strengths and challenges on campus, and are using results to guide our work.

In 2018, the committee recommended development of an *Accessibility Liaisons* program. Liaisons were recruited from each department, school, or college and we now have 35 members representing academic and student service departments across campuses. The mission of the liaison program is "To change the culture of the University of Akron from accessibility compliance to accessibility commitment through education and training." The Faculty Senate Accessibility Committee hosted a campus-wide event for our Accessibility Liaisons in January 2022. More than 30 faculty, staff, and administrators attended. Our great appreciation is extended to Senior Vice Provost Dr. Cher Hendricks for opening remarks, and VP of Inclusion & Equity/Chief Diversity Officer Dr. Sheldon Wrice, for joining our liaisons in call to action. We appreciate everyone that took time to learn and reflect together. The Accessibility Committee gathered input from the liaisons to guide next steps in developing training opportunities, and identifying opportunities to address challenges.

In response to the committee's work this year, and to continue supporting our students and their rights to education, we have two recommendations:

I. Recommendation to Strongly Encourage Faculty to Include the Office of Accessibility's Syllabus Statement on All Syllabi

The recommended Syllabus Statement, published on the OA website (<https://uakron.edu/access/faculty-and-staff/syllabus.dot>) is as follows:

Pursuant to University policy #3359-38-01, The University of Akron recognizes its responsibility for creating an institutional atmosphere in which students with disabilities have the opportunity to be successful. Any student who feels he/she may need an accommodation based on the impact of a disability should contact the Office of Accessibility at 330-972-7928 or access@uakron.edu. The office is located in Simmons Hall Room 105.

After the student's eligibility for services is determined, his/her instructors will be provided a letter which will outline the student's accommodations.

Note-A motion to modify the proposed statement was approved (see minutes).

The final motion follows:

In pursuant to University policy #3359-38-01, The University of Akron recognizes its responsibility for creating an institutional atmosphere in which students with disabilities have the opportunity to be successful. Any student who feels a need for an accommodation based on the impact of a disability should contact the Office of Accessibility at 330-972-7928 or access@uakron.edu. The office is located in Simmons Hall Room 105.

After a student's eligibility for services is determined, that student's instructors will be provided a letter which will outline the student's accommodations.

Inclusion of this statement on our syllabi demonstrates to students our commitment to meet their needs, and provides directions for students to help determine those needs.

II. Recommendation to Develop an Accessibility Ally training program

The committee has begun work on developing a series of accessibility training to allow faculty and staff to earn an "Accessibility Ally" badge for completion. In early fall, we are planning a follow-up event with the liaisons to provide brief training on faculty working with the Office of Accessibility. Additionally, we plan to guide discussion to brainstorm trainings that Liaisons identify as beneficial.

Potential trainings may include:

- Knowledge of federal ADA and other relevant requirements
- Knowledge of UA policies, practices, and procedures for accessibility and accommodation
- Concepts of Universal Design, including creating accessible teaching materials and practices in traditional and online courses

Faculty and staff are encouraged to reach out to the Accessibility Committee co-chairs if interested in joining the Accessibility Committee and/or the liaisons program.

The Accessibility Committee asks for your affirmative vote on both recommendations to support our teaching and our students.

Respectfully submitted,
Scott Bible and Sara Rieder Bennett
Co-Chairs

APPENDIX C

Computing & Communications Technologies Committee Report

The CCTC met on Thursday, April 14, 2022.

The committee discussed possible project for the 2022–2023 academic year.

The committee was alerted that (1) the contract for Qualtrics expires at the end of this year, (2) the university’s general counsel has stated that a new contract must be put out for bid, (3) the bid needs to be put out by July 1 so that a recommendation can be made by October, and (4) faculty representation is needed to recommend software requirements and to evaluate bids. An email containing a suggestion for faculty representation has been sent to the CIO by the chair of the CCTC. The email requested that the Faculty Senate Executive Committee approve faculty representatives.

The CIO was sent a copy of the Qualtrics resolution and report approved by the Faculty Senate on May 6, 2021. It was then decided that the CIO would work with Purchasing and General Counsel’s Office to develop a sole source justification for Qualtrics which would negate the need to put a new contract out for bid.

The next meeting of the CCTC will be early in the fall semester.

Scott Randby
CCTC Chair

Workday Steering Committee Faculty Senate Report

The Workday Steering Committee (WSC) met on March 31 and April 19, 2022. The committee is a leadership group providing support, guidance and oversight to the project to replace the PeopleSoft ERP (Enterprise Resource Planning) software with Workday.

The justification for the project is that PeopleSoft needs to be replaced because (1) it has not adequately kept pace with the requirements for automation and support of key processes, (2) the personnel and resources required to maintain and license the university’s current highly customized PeopleSoft hardware and software are significant, and (3) the current version of PeopleSoft was released in 2013 and no major upgrades are planned by the vendor (all statements taken from the cloud ERP evaluation resolution adopted by the University Council in 2020). The cloud-based Workday was selected as the replacement via a rigorous evaluation process, and now it is the task of the university to carry out the complex replacement in a way that avoids major disruptions and improves the administrative and academic operations of the university.

The project has two components:

1. Human resources, payroll, and financials (February 14, 2022 to January 27, 2023)
2. Student (July 18, 2022 to January 27, 2023)

The Executive Sponsor Committee of the project—the committee which sets project strategy and commits and allocates institutional resources to the project—created the following *Project Vision Statement* and the *Project Guiding Principles*.

Project Vision Statement: The University of Akron’s Workday project will serve as a catalyst to provide trusted and transparent data, employee and student self-service, and empower the University to make informed decisions and support operational efficiencies. Success in this regard will result in positive student outcomes as well as support our creative/scholarly mission.

Project Guiding Principles:

- Collaborate, Simplify, and Standardize
 - Operate collaboratively across functions and departments to simplify and standardize business processes to gain efficiencies across the organization
- Keep the end-user experience in mind
 - Implement Workday Platform and Student with the students, faculty, and staff experience and perspective in mind
- Embrace best practice and champion change
 - Champion a change culture and adopt Workday’s best practices where possible

1

It should be noted that the rhetoric of the vision statement and guiding principles is not academic rhetoric—it is rhetoric aimed at a business-oriented audience. In addition, the conclusion of the vision statement is not supported by any argument, and the phrases “champion change” and “champion a change culture” are meaningless at best.

As the author of this report is currently the only faculty member involved in this very large project, his role is, in short, to ensure that faculty interests and needs are acknowledged and addressed. In particular, it is likely that there will be a push to move the curriculum proposal system from CourseLeaf to Workday. This is likely because it is the view of some leaders of the project that if the functionality of a system exists in Workday, then users of the system will need a “pretty good” argument to keep that system. CourseLeaf was adopted in 2018 after a lengthy and thorough evaluation led by a subcommittee of the CCTC. Moving away from CourseLeaf simply to meet the desire to have Workday as “the single source of truth” is not advisable. Consideration of whether or not CourseLeaf should be replaced by Workday should be led by the Faculty Senate.

There is a concurrent *organizational design* project running to help and support the university commons to make the organizational changes that are implied by the Workday project's guiding principles.

A *data governance* project will be run in parallel to the Workday project. The data governance project will overlap with the Workday project in many areas. The scope of the data governance project is not yet completely determined. The following information was presented to the WSC:

Data governance is the practice of managing data assets throughout their life cycle to ensure that they meet organizational quality and integrity standards. Data governance is geared towards making sure that users can trust their data and make appropriate data-driven decisions. Why we need to deploy it:

- Define and communicate role definitions for personnel that own, manage, and use data
- Setup a framework for data, where it is classified appropriately
- Strengthen security of data with structured access process and approach
- Build trust for data accuracy
- Increase transparency and visibility to data
- Empower university personnel with a shared understanding of available data
- Establish foundation for data analytics and decision-making

The project is on schedule and it is meeting its budget constraints. No key project decisions need to be made by the WSC at this time.

The SC will be meeting at least once per month until the completion of the project.

Scott Randby
Workday Steering Committee Faculty Representative

APPENDIX D

Faculty Research Committee Report For Faculty Senate May 5, 2022

The faculty research committee conducted a Fall business meeting, a FRC grant decision meeting, and a spring business meeting this year. We are pleased to announce the fourteen winners of the 2022 Faculty Research Committee Summer Fellowship Program. Twenty-five proposals were submitted for consideration, making the selection a competitive process. Each recipient will receive a maximum \$10,000 grant to conduct research through the summer.

The 2022 recipients are:

Name	College	Department
Bahrami, Hamid	CEPS	ECE
Bastidas, David	CEPS	CBCE
Boika, Aliaksei	BCAS	Chemistry
Chura, Patrick	BCAS	English
Datta, Sujay	BCAS	Statistics
Farhad, Siamak	CEPS	ME
Gao, Lei	BUS	Accounting
Gatzia, Dimitria	BCAS	Philosophy
Gentithes, Michael	LAW	Law
Matney, Timothy	BCAS	Anthropology
Lugo, Meghan	BCAS	Psychology
Tran, Huu Nghi	CEPS	ECE
Wilson, Gregory	BCAS	History
Zhang, Wei	BCAS	English

APPENDIX E

Part-time Faculty Committee, Faculty Senate Report

The University of Akron
Spring Semester 2022

Summary of accomplishments of all Part-time Faculty Committee members

Ongoing:

- The offices of Academic Affairs and Human Resources proposed rule amendments to 3359-20-06.1 *Part-time faculty appointments* and notified the committee in late March 2022 for input. The committee discussed the proposed changes for part-time faculty and submitted questions/comments to Human Resources.

Completed:

- Held monthly meetings via MS Teams. Highlights include:
 - Collaborated with Myrissa Powell (School of Social Work & Family Sciences). Myrissa designed a needs survey for UA part-time faculty in her role as the Institute for Teaching and Learning's Part-time Faculty Fellow. The committee contributed two questions that were included in the university-wide survey, which was conducted in late spring.
 - Discussed concerns about deadlines for submitting the course syllabus before the start date of class.
- Hosted and invited part-time faculty to two Friday Brunch virtual meetings for updates and informative presentations via MS Teams. The recordings and handouts of these presentations were either posted to the UA Part-Time Faculty Network, a self-enrolled site in MS Teams or on the pt-all mailing list within two days following the live events.
- Presenter: Jessica DeFago, Associate Director of the Office of Accessibility, 13 participants, 4/8/2022.
- Presenter: Eric Green, Director of Environmental and Occupational Health and Safety, 14 participants, 2/4/2022.

The committee extends a special thanks to Shawn Bixler and Melissa Dreisbach, Faculty Senators and members of the Part-time Faculty Committee, for their dedication and diligent work on key matters impacting conditions of work for UA part-time faculty.

Respectfully submitted by Marilia Antunez
Chair, Part-time Faculty Committee, Spring 2022

APPENDIX F

Student Affairs Committee Report for Faculty Senate- May 5, 2022

The SA Committee has been meeting throughout the year.

Committee members polled students regarding concerns and suggestions to enhance the student experience.

Safety issues topped the list of concerns.

Chief Dale Gooding Jr. and Director of Off Campus Safety Kerry Jackson attended the April 6 meeting and provided an update on campus safety measures and SOE safety initiatives some of which include increased patrolling and surveillance, additional lighting, and cooperative efforts from landlords and students.

Campus safety walks will be continuing, and volunteers are welcome to join along.

APPENDIX G

2021-2022 Year End Report: University Libraries Committee

Membership: Aimee DeChambeau (ex officio), Michael Graham, Angela Hartsock (Chair), Jodi Kearns, Jennifer Lillard, Jon Miller, David Szalay

Meetings: University Libraries committee held two meetings this academic year. One in fall semester (November 2021) and one in spring semester (February 2022).

Notable Business:

- Dean DeChambeau and Associate Dean Melanie McGurr have been keeping the committee updated on staffing changes and budget impacts to the libraries.
- Dean DeChambeau shared how the UL are engaging in the strategic planning and AKR (goal setting) process
- Budget: UL is planning strategic cuts, these will be guided by usage metrics and involve faculty/departments in decision making
- UL continues to support faculty with grants for the adoption of open source or low-cost materials as part of the Affordable Learning Initiative (ALI), the ALI has saved UA students over 1 million dollars
 - Affordable Learning Initiative <https://uakron.edu/affordablelearning/>
- The UL Committee would like to promote the use of our institutional repository, Idea Exchange (<https://ideaexchange.uakron.edu/>)
- UL is engaging in a DEAI initiative that involves participation in the OhioLink Luminaries program and an effort to acquire materials to establish a DEAI collection
- UL staffing is at a very low level, this has required continued reevaluation of library services and staff to work outside of their scope to continue to provide key services

APPENDIX H

Ad hoc Investment Criteria Committee Report to Faculty Senate, May 2022

Committee Members:

Adam W. Smith (Chair), John Wiencek, Cher Hendricks, Nita Sahai, Linda Saliga, Mahesh Srinivasan.

Background

In a memorandum of understanding (MOU) between the faculty union and university administration, provisions were agreed upon in which the faculty will be able to advocate for academic investment. In September 2021, the faculty senate voted to approve the creation of an ad hoc Investment Criteria Committee. The purpose of this committee was to determine the best combination of quantitative and qualitative criteria for the evaluation of faculty proposals for academic investment and the review of academic programs. Our goal was to select criteria that were well-defined and that help assess where investment will most valuable given limited resources.

Overview of Process

The committee met 8 times during the 2021-2022 academic year and discussed many potential criteria and the practical ramifications of each. We also met several times (as a committee or individually) with the newly formed Planning Strategy & Insights (PSI) department, which will be the group supplying data for the criteria. In these meetings, the PSI group helped us better define the metrics and determine which will be practical and readily obtainable moving forward. The PSI group will be an essential link between the university administration and the senate committees that will use the data. Below is the list of criteria selected by the committee and put forward for approval by the senate.

Quantitative Criteria:

In considering potential quantitative criteria, the committee took a holistic approach that included the academic mission of the university, integration between programs, student recruitment, economic impact, external funding, and labor costs. We sought to define metrics that are clear and simple, which will facilitate data collection and reporting as well as benchmarking with other universities. One group of criteria deal with teaching, student enrollment, and degree completion, while the other group of criteria is financial.

Teaching, Enrollment, and Graduation

Number of faculty

Total faculty in the department, categorized by Full Time, Part Time, TT and NTT.

Credit hours taught

Number of credit hours taught by faculty. Credit hours are assigned to the instructor's home department, even if the course is outside their home department. For joint faculty, credit hours are split between the departments according to the proportion of their appointments.

Degree Completion

Number of degrees awarded by each program per academic year, categorized by UG, Grad, and Law.

Credit Hours per Faculty

Number of credit hours taught in each program divided by the number of full-time faculty.

Degree Completion per faculty

Number of degrees awarded by each program divided by the number of full-time faculty assigned to the program. Interdisciplinary graduate programs may need special consideration.

Financial Criteria

Department spending

Total dollars spent by the department from general fund accounts.

External Research Expenditures

Research expenditures from external funding sources by department.

Research Expenditures per Faculty

Divide the External Research Expenditures by the number of full-time TT faculty.

Labor costs

Total Faculty Salary (FT and PT) and benefit expenses divided by the Credit Hours Taught.

Cost of instruction

Department spending (from the general fund) divided by the Credit Hours Taught

*We recommend avoiding criteria that attempt to capture revenue generation/loss because of the complications inherent to assigning general fund revenue at the department level.

Qualitative Criteria

In addition to the quantitative criteria above, we have also discussed and narrowed down a set of qualitative criteria. This list is not meant to supersede or replace the current program review criteria,

but simply to provide the academic investment committee with information not captured by the quantitative criteria.

Academic Mission

How is the growth of this program critical to the academic mission of the University of Akron? How will investment lead to increased student learning and engagement? Will investment lead to new or larger opportunities for research and/or creative works?

Integration with other programs

How will investment in this program benefit other programs and departments across campus?

Connections with industry and employers

How will investment in this program strengthen connections with local and national employers? Are there economic impacts or trends in job growth at national and regional levels that should be considered?

Immediate needs

Is the program facing immediate challenges that could endanger its ability to fulfill its mission? Does the program have sufficient resources for upcoming external accreditation?

Other Considerations

Please list any additional considerations that were not captured in the questions above.

Next Steps:

The criteria defined above will be used by the ad hoc Academic Investment Committee (AIC), which was approved by the senate and will be populated in the Fall 2022 semester. The quantitative criteria will be collected by the PSI group to generate a report that will be given to the AIC and made available to all faculty. The AIC will decide how these criteria will be used to select programs for investment. These recommendations will be sent to the senate for approval and then given to the OAA

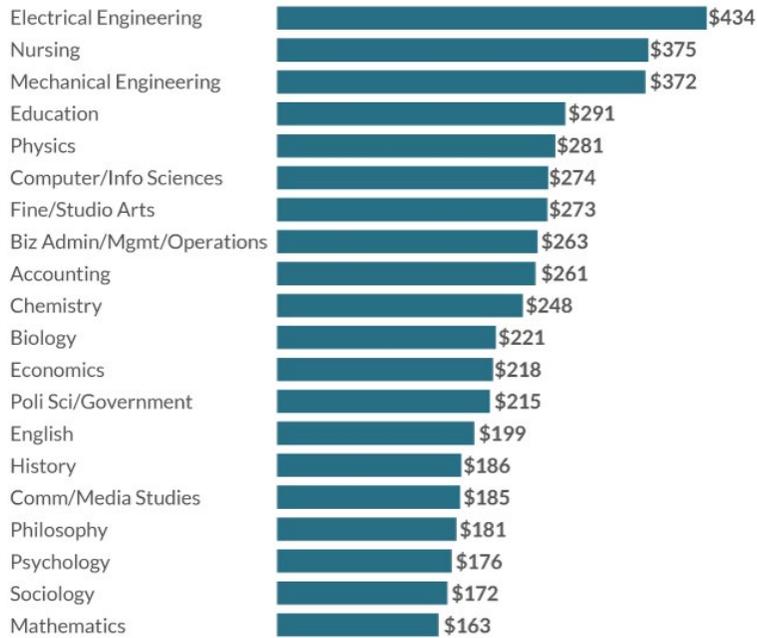
Benchmarking

Finally, the Investment Criteria Committee strongly recommends that the financial criteria selected not be used to compare programs within the University directly to each other as the cost of instruction varies widely between disciplines. (See graph below from “Why Is Math Cheaper Than English?”

Understanding Cost Differences in Higher Education” **2018 NBER Working Paper**). The committee instead recommends that criteria like labor costs and costs of instruction be benchmarked to other institutions. This approach will help account for the inherent and natural differences in the costs of instruction across disciplines.

Average instructional cost

By field, per credit hour



Source: The National Bureau of Economic Research