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Faculty Senate Chronicle November 3, 2022

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November 3, 2022

15 pages

SENATE ACTIONS

1. Approved a resolution from the Academic Policies Committee to recommend inclusion of a Diversity Statement in course syllabi (appendix A).
2. Approved a list of course proposals from the Curriculum Review Committee (appendix C).
3. Approved the list of graduates for Fall Commencement.

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MINUTES OF THE FACULTY SENATE MEETING OF

November 3, 2022

The meeting of the Faculty Senate took place Thursday, November 3, 2022 in Teams. Senate Chair Kathryn Budd called the meeting to order at 3:02 pm.

Of the current roster of 43 senators, 31 attended the meeting. Senators Buldum, Garchar, Povitsky, Sahai Swanson and Weinstein were absent with notice. Senators Abousena, Biddle, Mudrey-Camino, Sahl, Sterns and Yi were absent without notice.

I. Adoption of Agenda

Chair Budd noted three changes to the agenda. The senate will be asked to approve the list of fall graduates after the provost's remarks. The graduate council report will be given by Senator Karriker, and there is no report from the Graduate Student Government this month. Chair Budd called for additional changes; hearing none and with no objections, the agenda was adopted by unanimous consent.

II. Adoption of minutes of October 6, 2022 meeting

Hearing no changes and no objections, the minutes were adopted by unanimous consent.

III. Remarks of the Chair

Welcome to the November meeting of Faculty Senate. The Senate is the legislative body of the faculty at the University level. Its meetings are relatively formal and are conducted according to Robert's Rules of Order. Senators who wish to be recognized should type "request" into the chat window and wait for me to recognize you. Please be aware that both senate meetings and minutes are part of the public record, and members of the media are in attendance. I know that you will keep debate civil and respectful; address comments to the chair to de-personalize any contentious issues. If I mispronounce your name, let me know the correct pronunciation so I can do better next time. To preserve bandwidth for all, turn off your mics and cameras until you are called on to speak.

I welcome Michael J. Saxon, who joins us from the University of Akron Board of Trustees.

Provost Wiencek and Vice Provost for Enrollment Management Steve McKellips, met with the Academic Policies Committee on Tuesday to discuss ways to improve the process for awarding course credit for students who wish to transfer to UA. Presently, we lack a standardized process or even clear expectations for how long it should take to evaluate courses from other institutions for credit towards a degree from UA. Many departments give prospective students the information they need in a few days, some outliers take weeks. We need to speed up our process to be competitive in the tightening higher education marketplace, and faculty must be involved in this effort. As stated in the university rules, faculty are responsible for the curriculum. Part of this responsibility is curriculum mapping – the structured sequence of courses a student takes to a successful outcome. I am glad the Provost is working with the APC to find solutions that will make it easier for students to transfer, while recognizing that every university's curriculum structure is different. Even 100 and 200 level courses can vary significantly in content – making a completely automated solution difficult to implement without impacting student success and retention. I trust Provost Wiencek and the APC to find a solution that makes it easier for students to transfer and solidifies our academic reputation.

Our next retreat will be Wednesday, November 30th at 3:30pm, I hope to see you there. As I mentioned at the last senate meeting, the retreats are informal gatherings that give us a chance to connect with each other and the administration in a setting that encourages open dialogue. Please send me your ideas for our next retreat topic. Perhaps you'd like to talk about how things are going in your department and hear from others about theirs? Discuss ways to improve our retention of contract professionals, faculty and staff? Would you like to hear how others are dealing with the continuing effects of the pandemic on their students and themselves? Or would you like to hear from the President and Provost about the progress that's been made at UA in the past two years, as well as their vision for our future? Remember that if something is affecting you, it's likely a shared concern. Thank you in advance for sending your suggestions to me.

This concludes the remarks of the chair.

IV. Special Announcements

Ted A. Mallo passed away on Oct. 9, aged 77. A three-time graduate of UA, Mallo earned a Bachelor of Science in Biology from the Buchtel College of Arts and Sciences, followed in 1968 with a Master of Science in Educational Administration and, in 1972, a Juris Doctor from the School of Law.

Mallo began his 48-year career with UA in 1969, advanced to chief legal officer in 1976 and was appointed as the first vice president and general counsel in 1989. He served under eight University presidents, eight Ohio attorneys general and numerous boards of trustees. From 1994-2015, and again in 2016, Mallo served as secretary for the Board of Trustees, and as assistant secretary from 1984-1994, and 2015-2016. As an educator, Mallo was an adjunct faculty member in the School of Law and the LeBron James Family Foundation School of Education. He was also a member of the University's graduate faculty.

Mallo was awarded the titles of General Counsel Emeritus and Professor of Practice upon his retirement in December 2016. The Board conferred on him an Honorary Doctor of Laws Degree in May 2017.

A moment of silence was held for our colleague.

V. Report of the Executive Committee

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

The EC continued our discussions with the provost around changes to transfer credit procedures and the need for shared governance. We are looking forward to productive engagement of the APC.

The EC discussed the Workday and Stellic implementations; the provost shared updates and addressed concerns presented by the EC.

The AIC (Academic Investment Committee) has launched with Mahesh Srinivasan as chair.

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

VII. Remarks of the Provost

Enrollment: Provost Wiencek recognized VP McKellips as a seasoned veteran in enrollment management who has provided UA with a deeper understanding of how to improve. Provost Wiencek referenced VP McKellips's white paper which was shared in the cabinet retreat with shared governance leaders. This white paper calls for investing in financial aid and the management of aid as an important strategic initiative. Data analytics and optimization will be used to align student awards to actual need allowing more students to be supported. UA is engaging experts in the field; it will take another one to two years to see the impact. In addition, the white paper calls for identifying barriers to admissions and enrollment which includes the procedures around awarding transfer credit and holds on registration for minor bills. Provost Wiencek pointed to setting aspirations as big goals for framing the strategic plan. He shared that in enrollment management, an aspiration is to become the fastest response university in our market. He shared his perception that students are no longer comparison shopping and ease of admission, application, and evaluation of credit are the determining factors in securing enrollment. He referenced his meeting with APC and acknowledged a communication issue around transfer credit processes; he clarified that the approach is not meant to be arbitrary but is an effort to be competitive in our market. He sees lots of opportunity for recruiting transfer students. The provost found the APC meeting to be productive and shared his recognition that the administration may have been moving too aggressively; he reaffirmed his commitment to working with senate and the APC.

Provost Wiencek reminded senate that we are currently in the application phase of the enrollment cycle; college targets are being defined and will be issued. Looking at year-over-year tracking, UA has changed some processes in response to market changes, making this year's numbers appear to lag in comparison to last year. This is early in the application process. Next is the confirmation phase, where students are asked to establish commitment through deposits, then the orientation and advising phases. UA is tracking all phases with the knowledge that matriculation/census is the important number. There is a focus on new students coming to the university (traditional, transfer, international, adult, etc.) which is where the university gains the biggest advantage from efforts.

Retention: While acknowledging the paramount importance of enrollment, the provost addressed retention and the effort to return to pre-pandemic retention rates.

Program Closures from 2018: Provost Wiencek shared that he is happy to meet with faculty and reconsider closures. He noted discussions with a handful of programs and appreciated the opportunity to hear faculty ideas. He pointed to some programs which were reactivated; in other cases, where there was no evidence of significant changes that would address shortcomings, programs remain closed. The provost stressed the need to focus the discussion on how programs will change to address documented shortcomings.

Searches: The search for a Senior Vice Provost is concluding with great candidates to choose from. An announcement is anticipated in the next few weeks. He thanked Dean McKinney for chairing the search which was accomplished in four months. The search for a Dean of Health and Human Sciences is coming to a close; the provost is awaiting a final report from the committee. For the Director of Nursing, the committee is working on building the size of the candidate pool in a very competitive field.

Strategic Plan: The provost encouraged senators to visit the new website for strategic planning: <https://www.uakron.edu/strategic-plan/> He pointed to the mid-cycle progress report and the upcoming process to develop the next plan. The provost reemphasized the AKR process as a shared approach to goal setting. He encouraged everyone to get familiar with AKRs and adapt your existing goals to the AKR process. He noted that communities will form around the 5 strategic promises and will include seed money to build collaboration across campus.

Provost Fellows: The provost recognized the work of the current provost fellows in strategic planning and articulation and transfer agreements. He also announced another request for fellows focused on forecasting and modeling of enrollment and finances. The goal is to become more sophisticated and strategic in budget management.

Academic Investment Committee (AIC): The committee has launched with the goal of allowing senate to give feedback and advice in the budget process. This is primarily focused on academics but really any feedback is appreciated. The provost expressed hope that by Spring 2023 the committee will be ready to reach out to faculty for ideas and by academic year 2023-2024 will be able to engage in the formalized process.

In closing, the provost thanked Senator Dreisbach for inviting him to join her class on beer brewing.

The provost invited questions, ideas, and comments.

None were offered.

VIII. Approval of Fall 2022 Graduates

Chair Budd called for a motion to approve the list. Senator Stoyhoff motioned; Senator Makki seconded the motion. With no objections, the list was adopted by unanimous consent.

VIII. Committee Reports

Academic Policies Committee – Janet Klein (Appendix A)

Senator Klein presented the revised diversity statement.

Chair Budd called for debate on motion.

Senator Evans found no issue with the statement but referenced the conclusion during the October meeting that the statement was going to be revised to not include personal pronouns. He speculated that because the statement had been revised as a recommendation and not a requirement that these edits were no longer necessary.

Senator Klein concurred that it is encouraged and not required.

Senator Stoyhoff pointed out her memory of a need to change language regarding student pronouns.

Senator Dilling shared that his previous (October) comment suggested revisions that removed the first person (“I”).

Parliamentarian Rich noted that the statement changes voice in the middle; in committee discussion the idea was, since this is a recommendation, faculty can modify the statement to their liking.

Senator Klein noted that faculty members can depersonalize the statement if they wish.

Senator Dilling shared that if it is left up to the faculty member to revise, he will leave it off.

Senator Klein shared the goal was to make the statement more personal to encourage students; it intended as a kind and personal way to reach out.

Parliamentarian Rich noted the statement goes beyond university policy, which is why it isn't written consistent with other policies.

Senator Pellegrino expressed his appreciation of the sentiments and willingness to incorporate the statement but that once everyone includes it, it will lose personalization.

Senator Klein reminded senate of a previous resolution that put all common syllabus policies on a consistent weblink to reduce syllabus length. She noted this does not stop senators from personalizing; she personalized her COVID statement.

Chair Budd called for a vote.

The motion passed unanimously with 25 votes.

Computing and Communications Technologies Committee – Scott Randby (Appendix B)

Senator Randby presented the report and invited senators with technology issues to contact him.

Curriculum Review Committee – Linda Saliga (Appendix C)

Senator Saliga brought forward the 5 program proposals and 5 course proposals for approval. With no debate and no objections, all passed unanimously.

IX. Akron-AAUP report— Toni Bisconti

Senator Bisconti updated senate on the recent liaison meeting and chapter meeting. She anticipates an end of semester social gathering. The AAUP is hosting Board Chair Gingo on campus on Wednesday, November 16th for “A day in the life of a faculty member”. The AAUP is sending a survey, if faculty wish to host Chair Gingo they can submit ideas for consideration. She thanked the labor committees for their continued work on shared governance, policies, and grievances, and noted progress on workload.

XI. Graduate Council report – Senator Karriker

Senator Karriker summarized the report.

1. Donation to Business School for female Graduate student “Diamond Leadership” Program.
 - Any subject field, up to 3 dozen applications requested
 - Networking and mentorship activities, no funding
2. Graduate resources are available
 - New QR code available now provides list of many resources available, dining, food insecurity, financial, health, counselling, etc.
 - Graduate resources portal: <https://uakron.edu/graduate/university-offered-resources-for-students>
3. Committee Reports
 - Curriculum Committee: Brought 1 course amendment from Communication Department
 - Grad Faculty Membership Committee: Brought several graduate faculty renewals
4. FERPA training for Educators (Faculty, TAs, Instructors, etc).
 - Privacy of students’ grades
 - FERPA contacts: Registrar, UA Police, UA General Counsel
5. Provisional Admission to the Graduate School
 - Change language in Admission letter to say “Full admission pending undergrad degree conferred”
 - Change Full admission GPA to 2.5
 - for TA, still need GPA 2.75
 - after first semester then need GPA 3.0
6. Discussed the future of ELI (English Language Institute)
7. Discussed a grad school exit survey.
8. Grad Student Council President’s (Benjamin Swanson) provided an update

XII. GSG report—Senator Swanson

No report.

XIII. USG report—Senator Brainard

In the absence of Senator Garchar, Miranda Brainard (Vice President of USG) provided the report. The Halloween celebration brought many student organizations together. USG is planning for diversity week with a cultural dance night. They are also planning a student leaders summit inviting student organizations to send members to gather and discuss how to improve leadership in student organizations.

Parking week is coming up; USG will provide education around parking permits and policies and encourage students to fill out permits. The winner of a drawing gets President Miller's parking spot for a day. Planning is in progress for the Ohio Student Government Summit being held on February 18, 2023. It will be a networking experience for student government leaders from around the state. She encouraged senators to remain aware of student mental health and stay observant of students.

XVI. Report of University Council Representatives – Senator Evans

UC is continuing to review committee work and make decision about changes to committee charges. The committee is creating a procedural manual to maintain consistent processes. He noted the upcoming increase to healthcare contributions and referenced the upcoming open enrollment period.

XVII. New Business

None offered.

XVIII. Good of the Order

None offered.

XIX. Adjournment

Chair Budd adjourned the meeting at 4:01 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 November 3, 2022

Diversity Statement

Whereas, “Research tells us students learn better when they are part of a supportive community of learners. When you create a positive learning environment where students feel accepted, seen, and valued, they are more likely to persist in your course, in their majors, and at the university;”¹

Whereas, The addition of this statement to faculty syllabi will indicate to students that they are in such a supportive learning environment; now, therefore, be it

Resolved, That the Faculty Senate encourages faculty to add the following statement to their syllabi.

This class, as well as the broader University of Akron community, respects diversity and strives for equity and inclusion of all students. Diversity includes how we as individuals identify along the lines of race, color, religion, sex, sexual orientation, gender identity or expression, age, national or ethnic origin, citizenship status, disability, status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a foster parent, military status, genetic information, or status as a veteran. Inclusion and respect for diversity make the classroom and the larger community stronger and foster dialogue and democratic decision making. As part of ensuring this class is a safe space for all students, please avoid use of negative stereotypes and insensitive or hateful statements toward groups of people. Please respect your classmates’ pronouns. Each of us is responsible for creating a safer, more inclusive environment. If you feel there is something I can do to make the classroom more inclusive please let me know either in person, via email, or by placing an anonymous note in my mailbox. For support services on campus, go to www.uakron.edu/ie/lgbtq or www.uakron.edu/zipassist.

¹ <https://teaching.resources.osu.edu/teaching-topics/shaping-positive-learning#:~:text=Research%20tells%20us%20students%20learn,majors%2C%20and%20at%20the%20university.>

APPENDIX B**Computing & Communications Technologies Committee Report**

The CCTC met on Tuesday, October 11, 2022.

The committee devised a list of possible projects to work on during this academic year. These projects are (1) clarify the technology purchasing process, (2) examine the options for laptops, (3) technology in the classroom, (4) investigate issues surrounding using ebooks as textbooks, and (5) examine how help with technology is obtained and suggest improvements.

The next meeting of the CCTC will be on November 15.

Scott Randby
CCTC Chair

APPENDIX C

CRC Report
10/26/2022

CRC brings forth five program proposals and five course proposals for the Senates approval.

Program Proposals

242010BS	Organizational Supervision
370016C	Conflict Transformation and Social Entrepreneurship
370016C	Applied Political Communication
38500BA	Sociology
	Certificate of Spanish Language and Hispanic Culture for International Business

Course Proposals

COMM697	Graduate Research in Communications
MGMT301	Organizational Behavior and Leadership
NUTR250	Food Science Lecture
NUTR251	Food Science Lab
NUTR426	Human Nutrition

