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9-25-1989

Faculty Senate Chronicle September 25, 1989

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1989-90, No. 1

45 pages

September 25, 1989

UNIVERSITY BOARD OF TRUSTEES, 1989-90

The officers of the Board of Trustees for 1989-90 are: Eugene D. Graham, Chairman; David L. Headley, Vice Chairman; Charlene K Reed, Secretary; and Ted A. Mallo, Assistant Secretary.

UNIVERSITY COUNCIL MEETINGS, 1989-90

Regular monthly meetings of University Council will continue to be held the first Thursday of the month at 3:00 p.m. in Leigh Hall 307. In addition to September 7, the regularly-scheduled meetings of University Council for 1989-90 will be October 5, November 2, December 7, February 1, March 1, April 5, and May 3.

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Any comments concerning the contents of The University of Akron Chronicle may be directed to the Office of the Senior Vice President and Provost.

UNIVERSITY COMMITTEES**Faculty Advisory Committee to the President, 1989-90**

Buchtel College of Arts and Sciences.....Dr. Douglas Cameron
 College of Business Administration.....Dr. Jonathan S. Rakich
 Community and Technical College.....Dr. Velma E. Pomrenke
 College of Education.....Mr. David G. Barr
 College of Engineering.....Dr. C. S. Chen
 College of Fine and Applied Arts.....Dr. Nikola Resanovic
 School of Law.....Ms. Dana F. Castle
 College of Nursing.....Dr. Christine Wynd
 College of Polymer Science
 and Polymer Engineering.....TBA
 Wayne College.....Mr. Gary A. Bays
 Ex Officio.....Dr. Frank Marini,
 Sr. Vice President and Provost

Faculty Advisory Committee to the Provost, 1989-90

Buchtel College of Arts and Sciences.....Dr. Roger J. Bain
 College of Business Administration.....Dr. Michael F. d'Amico
 Community and Technical College.....Mrs. Linda J. Rodda
 College of Education.....Dr. M. Kay Alderman
 College of Engineering.....Dr. Paul Chang
 College of Fine and Applied Arts.....Mr. Lyle Dye
 School of Law.....Ms. Elizabeth A. Reilly
 College of Nursing.....Mrs. Adele Webb
 College of Polymer Science
 and Polymer Engineering.....TBA
 Student Services.....Miss Geraldine Chitty
 University Library and
 Learning Resources.....Ms. Julia Gammon
 Wayne College.....Mr. Richard M. Maringer

Hearing Board Pool, 1989-90

Buchtel College of Arts and Sciences - Douglas Cameron
 William Francis, Robert Gaebel, Don Gerlach
 Lathardus Goggins, John Houser, Julia Hull
 Jim Jackson, George Knepper, Alice MacDonald
 Allen Noble, Gary Oller

College of Business Administration - Robert Figler
 Sharon Kimmell, Jayprakash Patankar
 George Prough, Bernard Winick

Community and Technical College - Ken McCormick
 Wendell Johnson, Joyce Mirman, Mel Vye
 James Switzer, Michael Bennett

Hearing Board Pool, 1989-90, continued

College of Education - J. Thomas Adolph, Alice Christie,
Violet Leathers, Steve Thompson

College of Engineering - Lawrence G. Focht, Simsek Sarikelle
John T. Welch, Minel J. Braun

College of Fine and Applied Arts - Margaret A. Carlson-Braham
Kathleen M. Davis, Mona L. Klingler, Ronald D. Taylor
Lucille M. Terry

School of Law - Richard J. Kovach, Paul Richert

College of Nursing - Barbara Anandam, Kris Gill, June Patton,
Deborah Lumley

College of Polymer Science and Polymer Engineering - TBA, TBA

University Library and Learning Resources - Stephen Aby
Thomas J. Hinders

Wayne College - TBA, TBA

UNITED WAY, 1989-90

The annual Summit County United Way Campaign officially began September 11, 1989. The University's goal this year is \$107,000. Mr. George Ball is the University's coordinator this year.

United Way Steering Committee

Buchtel College of Arts & SciencesDr. George L. Szoke
College of Business AdministrationDr. George E. Prough
Community and Technical College.....Ms. Darise A. Angwin
College of Education.....Dr. A. Al-Rubaiy
College of EngineeringDr. Minel J. Braun
College of Fine and Applied Arts.....Dr. Donald E. Hall
School of LawMr. William S. Jordan III
College of Nursing.....Mrs. June G. Patton
College of Polymer Science
and Polymer Engineering.....Mr. Vincent A. Altier
University Library & Learning
ResourcesMr. Stanley W. Akers

Contract Professional Advisory Committee

Elected by the General Faculty

Mrs. Phyllis S. Griffith.....Asst. V.P. - Inst. Advancement
(1989-91)
Mrs. Pamela A. Hall.....Assistant Registrar (1988-90)

Appointed by the President

Ms. A. Trisa Long.....Development Office (1987-89)
Mr. Ronald L. McDonald.....Assoc. Dir., Residence Halls
(1989-91)
Mrs. Donna J. Rector, Chair...Endowment Funds Accountant
(1987-89)

Contract Professional Grievance Committee

Elected by the General Faculty

Dr. Sally M. Brandel, Chair.....Counseling Psychologist
(1988-90)
Mr. Spencer Marston, Vice Chair..Director, GSC (1989-91)
Ms. Sharon E. McGuire.....Grants Accountant (1988-90)

Appointed by the President

Mr. Bradley McClain.....Dir., Pre-College Programs
(1989-91)
Mrs. Jeannine Pastva, Secretary..Asst.Dir., Alum. Relations
(1989-91)
Ms. Cynthia D. Witner.....Assoc.Dir., Public Relations
(1988-90)

Selected by Committee

Mrs. Tamara A. Lowe.....Budget Analyst (1989-90)

Faculty Advisory Committee to the Chancellor 1988-90

Dr. Mary C. Rainey.....Director, Home Economics and
Family Ecology
Mr. James W. Nolte.....Coordinator, Real Estate Program

Faculty Advisory Committee to the Chancellor 1986-90, Wayne College

Dean Tyrone Turning has announced that Dr. Edwin Thall will represent Wayne College on the Faculty Advisory Committee to the Chancellor of the Ohio Board of Regents for 1986-90; Mr. Louis Janelle will serve as an alternate representative. State-supported institutions with an enrollment of less than 3,000 Fall FTE are represented on a rotating biennial basis.

SCHEDULE OF UNIVERSITY FACULTY MEETINGS
1988-89

September 25, 1989

	<u>Univ.</u> <u>Council</u>	<u>Grad.</u> <u>Faculty</u>	<u>A & S</u> <u>Faculty</u>	<u>Comm.&</u> <u>Tech.</u> <u>Faculty</u>	<u>Engnr.</u> <u>Faculty</u>	<u>Educ.</u> <u>Faculty</u>	<u>Bus.</u> <u>Admin.</u> <u>Faculty</u>	<u>F&AA</u> <u>Faculty</u>	<u>Law</u> <u>Faculty</u>	<u>Nursing</u> <u>Faculty</u>	<u>PS/PE</u> <u>Faculty</u>	<u>ULLR</u> <u>Faculty</u>
<u>Month</u>	<u>1st</u> <u>Thurs.</u> <u>3:00</u>	<u>Mon.</u> <u>_____</u>	<u>Wed.</u> <u>3:00</u>	<u>2nd</u> <u>Tues.</u> <u>3:00</u>	<u>11:00</u>	<u>2nd</u> <u>Mon.</u> <u>3:00</u>	<u>3:00</u>	<u>_____</u>	<u>2nd</u> <u>Thurs.</u> <u>3:00</u>	<u>Mon.</u> <u>3:00</u>	<u>11:00</u>	<u>1st</u> <u>Tues.</u> <u>2:00</u>
Aug.	-						31					
Sept.	7		-	12	7	18	-	21	14	18	28	5
Oct.	5		18	10	5	9	-		12	-		3
Nov.	2		-	14	2	13	-		9	27		7
Dec.	7	4	-	5	7	11	4		14	-		5
Jan.	-		-	-	4	-	-		-	-		2
Feb.	1		-	13	1	12	27		8	26		6
Mar.	1		TBA	13	1	12	-		8	-		6
Apr.	5	TBA	-	10	5	9	23		12	23		3
May	3		-	8	3	14	-		10	-		1

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Those joining our full-time faculty since spring 1989, teachers and administrative staff, are listed below for the 1989-90 academic year:

Dr. Abdullah Abonamah.....	Asst. Professor of Mathematical Sciences
Mr. Louis H. Albert.....	Visiting Instructor of Urban Studies
Capt. Donald L. Allen.....	Assistant Professor of Aerospace Studies
Mr. Keith W. Armstrong.....	Assistant Football Coach
Dr. Denise L. Baer.....	Associate Professor of Political Science and Associate Director of the Ray C. Bliss Institute
Mr. Thomas L. Baker.....	Assistant Professor of Marketing
Dr. Shelley O. Baranowski.....	Assistant Professor of History
Mr. Anthony E. Barnes.....	College-Centered Account Executive
Mrs. Lu Ann Beavers-Willis.....	Instructor of Nursing
Ms. Deborah L. Bobinets.....	Asst. Law Librarian, Circulation Svc.
Ms. Eleanor S. Breen.....	Visiting Asst. Prof. of Urban Studies
Dr. Mary L. Byers.....	Associate Professor of Nursing
Mr. Francis E. Canda.....	Instructor of Finance
Dr. Patricia L. Carrell.....	Dean of the Graduate School and Professor of English
Dr. Chien-Chung Chan.....	Asst. Prof. of Mathematical Sciences
Mr. Mardy R. Chaplin.....	Director of Administrative Support Services - Physical Facilities
Ms. Malina Coleman.....	Visiting Assistant Professor of Law
Dr. Susan G. Colville-Hall.....	Assistant Professor of Education
Mr. William Cooperrider.....	Assistant Women's Basketball Coach
Mr. Coleman A. Crawford.....	Head Basketball Coach
Mr. John F. Creed.....	Director of the Joint Center for Taxation Studies
Mr. Joseph R. Daniels.....	Assistant Football Coach
Mrs. Mary F. Deeken.....	Graphic Designer, Print Communications
Dr. Patricia L. Edwards.....	Assistant Professor of Education
Mr. Robert A. Edwards.....	Visiting Instructor of Urban Studies
Dr. Malik E. Elbuluk.....	Asst. Prof. of Electrical Engineering
Mr. Scott J. Forbes.....	Asst. Prof. of Mechanical Engineering
Mr. James D. Frampton.....	Asst. Prof. of Drafting Technology
Dr. Mary E. Garrison.....	Assistant Professor of Home Economics
Mr. Gabriel Giralt.....	Assistant Professor of Communication
Ms. Delilah S. Grayer.....	Director, University Nursery Center
Mr. S. Wayne Hawkins.....	Business Manager, Wayne College
Ms. Maria P. Heide.....	Assistant Professor of Marketing
Dr. Glenn K. Heitman.....	Asst. Prof. of Electrical Engineering
Mr. J. B. Hill.....	Reference Librarian, ULLR Sci. & Tech.
Dr. Walter L. Hixson.....	Assistant Professor of History
Dr. Diana M. Huhn.....	Assistant Professor of Education
Ms. Ilana Iskovitz.....	Special Lecturer of Civil Engineering
Mr. John H. Jivens.....	Grant and Contract Accountant, Controller's Office
Dr. Douglas R. Kahl.....	Associate Professor of Finance
Miss Claudia L. Kelley.....	Assistant Professor of Accounting
Mr. Floyd Kerr.....	Assistant Men's Basketball Coach
Dr. Helen C. Killory.....	Asst. Prof. of Chemical Engineering

Dr. Gay C. Kitson.....	Associate Professor of Sociology
Dr. William E. Klingele.....	Dean of the College of Education and Professor of Education
Dr. Kevin L. Kreider.....	Asst. Prof. of Mathematical Sciences
Mrs. Kimberlee A. Kuhajda.....	Assistant Director of Admissions
Ms. Julie LeVeck.....	Head Women's Softball Coach
Mr. William Lewis.....	Director of the Black Cultural Center
Mr. Thomas J. Liggett.....	Assistant Director of Alumni Relations
Dr. Edward C. Lim.....	Goodyear Professor of Chemistry
Ms. Therese L. Lueck.....	Assistant Professor of Communication
Dr. Deborah Lumley.....	Assistant Professor of Nursing
Dr. Suzanne C. Macdonald.....	Assistant Professor of Education
Ms. Cherie A. Madarash-Hill.....	Cataloger, ULLR
Mrs. Laurie E. Madden.....	Assistant to the Asst. Vice President for Administrative Services - PFOC
Dr. Gergory J. Marchant.....	Assistant Professor of Education
Mr. Daniel J. Martin.....	Assistant Professor of Theatre Arts
Ms. Rebecca L. McCollum.....	Assistant Professor of Computer Programming Technology
Dr. David A. McConnell.....	Visiting Assistant Professor of Geology
Dr. Doris McLittle.....	Asst. Professor of Physical Education
Mrs. Victoria H. Medvec.....	Associate Director of Development
Dr. David Meyer.....	Assistant Professor of Management
Ms. Sandra M. Montevideo.....	Assistant to the Associate Provost and Dean of Student Services
Dr. Barbara G. Moss.....	Assistant Professor of Education
Dr. Richard C. Mueller.....	Assistant Director of Corporate Training
Dr. Dale H. Mugler.....	Assoc. Prof. of Mathematical Sciences
Dr. Emeka O. Ofobike.....	Assistant Professor of Accounting
Dr. Susan J. Olson.....	Assistant Professor of Education
Mrs. Barbara Osyk.....	Assistant Professor of Management
Capt. Randal L. Parkinson.....	Assistant Professor of Military Science
Mr. Charles T. Parsons.....	Assistant Professor of Theatre Arts
Dr. Sandra Perosa.....	Assistant Professor of Education
Mr. Daniel J. Peters.....	Assistant Men's Basketball Coach
Dr. Russell J. Petersen.....	Dean of the College of Business Administration and Professor of Accounting
Dr. Victor Pinheiro.....	Asst. Professor of Physical Education
Capt. James M. Plazo.....	Assistant Professor of Military Science
Ms. Paulette K. Polley.....	Instructor of Marketing
Mrs. Nicola Preston.....	Visiting Exchange Professor of Law
Ms. Deborah Ramage.....	Acting Director of Galleries, School of Art
Dr. Karen S. Reed.....	Associate Professor of Nursing
Dr. Howard Reminick.....	Asst. Professor of Physical Education
Dr. Darrell H. Reneker.....	Director, Institute for Polymer Science and Professor of Polymer Science
Mr. Robert E. Rosacker.....	Assistant Professor of Accounting
Ms. Nellie M. Russell.....	Director of Affirmative Action and Equal Employment Opportunity Officer
Mrs. Cheryl S. Sadler.....	Instructor of Nursing

NEW MEMBERS OF THE UNIVERSITY FACULTY, continued

Dr. William H. Seaton.....Dept. Head - Communicative Disorders and
Professor of Communicative Disorders
Mr. Allen L. Sehn.....Assistant Professor of Civil Engineering
Mrs. Barbara D. Shriner.....Visiting Instructor of Associate Studies
Mr. Brian F. Sifferlin.....Assistant Athletic Trainer
Dr. Isabelle A. Stombaugh.....Assistant Professor of Home Economics
Mr. James T. Strong.....Assistant Professor of Marketing
Dr. Nicholas D. Sylvester.....Dean of the College of Engineering and
Professor of Chemical Engineering
Dr. Richard W. Taylor.....Associate Professor of Management
Ms. Christine L. Thomas.....Instructor of Nursing
Dr. Lynn M. Tschudy.....Assistant Professor of Music
Dr. Roger J. Vaughan.....Visiting Professor of Urban Studies
Dr. Bindiganavale Vijayaraman...Assistant Professor of Management
Dr. Mark Viola.....Asst. Prof. of Electrical Engineering
Mr. Charles A. Waehler.....Assistant Professor of Psychology
Ms. Ursula Sue Wagener Chosa....Editor, University Communications
Dr. A. M. Wainwright.....Assistant Professor of History
Ms. Angela M. Walker.....Instructor of Finance
Dr. Darlene G. Walro.....Assistant Professor of Biology
Mrs. Mary Kay Warner.....Aquatics Program Director
Ms. Marcia E. Weidknecht.....Instructor of Polymer Science
Dr. Chrys Wesdemiotis.....Assistant Professor of Chemistry
Mr. David P. Whetzel.....Instructor of Marketing
Miss Connie F. Whitt.....Admissions Counselor
Ms. Mary B. Williams.....Asst. Professor of Office Administration
Mr. Kong-Cheng Wong.....Asst. Professor of Mathematical Sciences
Ms. Hui-Chu Ying.....Assistant Professor of Art

DEPARTMENT AND DIVISION HEADS

Buchtel College of Arts and Sciences

Division of Humanities

Department of Classics.....Mrs. Jacqueline Hegbar
 Department of English.....Dr. Eric Birdsall
 Department of Modern Languages...Mr. Hugo Lijeron (Acting)
 Department of Philosophy.....Dr. William McMahon

Division of Natural Sciences

Department of Biology.....Dr. Dale Jackson
 Department of Chemistry.....Dr. G. Edwin Wilson
 Department of Geology.....Dr. Arthur Burford (Acting)
 Department of Math. Sciences.....Dr. William H. Beyer
 Department of Physics.....Dr. Roger Cree

Division of Social Sciences

Department of Economics.....Dr. Randall King
 Department of Geography.....Dr. Allen Noble
 Department of History.....Dr. Keith L. Bryant, Jr.
 Department of Political Science..Dr. Jesse Marquette
 Department of Psychology.....Dr. Gerald V. Barrett
 Department of Sociology.....Dr. R. Frank Falk
 Department of Urban Studies.....Dr. Peter J. Leahy

College of Engineering

Department of Biomedical Engineering...Dr. Karen M. Mudry
 Department of Chemical Engineering.....Dr. Sunggyu Lee
 Department of Civil Engineering.....Dr. Tsu-Yung Chang (Interim)
 Department of Electrical Engineering...Dr. Chiou S. Chen
 Department of Mechanical Engineering...Dr. Benjamin T. F. Chung

College of Education

Dept. of Counseling & Special Education..Dr. Theodore Gloeckler
 Dept. of Educational Administration.....Dr. Lloyd Leake (Acting)
 Department of Educational Foundations....Dr. Rita A. Saslaw
 Department of Elementary Education.....Dr. Larry Bradley (Acting)
 Dept. of Physical Educ. & Health Educ....Dr. J. Thomas Adolph
 Department of Secondary Education.....Dr. Robert Eley (Acting)

College of Business Administration

School of Accountancy.....Dr. Richard W. Metcalf
 Department of Finance.....Dr. Arthur Wentz (Interim)
 Department of Management.....Dr. Alan Krigline
 Department of Marketing.....Dr. Dale Lewison

DEPARTMENT AND DIVISION HEADS, continued

College of Fine and Applied Arts

School of Art.....Mr. Earl L. Ertman
 Department of Communication.....Dr. John D. Bee
 Dept. of Communicative Disorders.....Dr. William H. Seaton
 Department of Dance.....Mrs. Margaret Carlson-Braham
 School of Home Economics
 and Family Ecology.....Dr. Virginia Fleming (Acting)
 School of Music.....Dr. DuWayne H. Hansen
 Department of Social Work.....Dr. Marvin Feit
 Department of Theatre Arts.....Dr. Susan D. Speers

University College

Reserve Officers Training Corps
 Army.....Lt. Col. Ronald R. Goodell
 Air Force.....Col. Gary A. Swigart

Community and Technical College

Division of Allied Health Technology...Mr. La Verne C. Yousey
 Division of Associate Studies.....Dr. Velma E. Pomrenke
 Division of Business Technology.....Ms. Joyce Mirman (Acting)
 Div. of Engineering & Science Tech.....Mr. Tom P. Herbert
 Division of Public Service Tech.....Mr. Kenneth L. McCormick

College of Polymer Science and Polymer Engineering

Department of Polymer Engineering.....Dr. James L. White
 Department of Polymer Science.....Dr. Donald McIntyre

Continuing Education

Programs Division (Credit).....Mr. E. J. Houston
 Programs Division (Noncredit).....Mr. Robert M. Strauber

UNIVERSITY COUNCIL ACADEMIC CALENDAR 1989-90

Fall Semester 1989

	August 28, Monday	Classes begin
*	September 4, Monday	Labor Day
	November 10, Friday	Veterans Day (classes meet; staff holiday)
**	November 23-25, Th-Sat	Thanksgiving Break
	November 27, Monday	Classes resume
	December 9, Saturday	Final Instructional Day
	December 11-16, M-Sat	Final Examination Period
	January 7, 1989	Mid-year Commencement

Spring Semester 1990

*	January 15, Monday	Martin Luther King Day
	January 16, Tuesday	Classes begin
	March 19-24, M-Sat	Spring Break
***	May 4, Friday	Founders Day
***	May 4, Friday	May Day
	May 5, Saturday	Final Instructional Day
	May 7-12, M-Sat	Final Examination Period
	May 19, Saturday	Commencement for School of Law
	May 26, Sunday	Commencement

Summer Session I

	June 11, Monday	First 5-week and 8-week sessions begin
*	July 4, Wednesday	Independence Day
	July 13, Friday	First 5-week session ends

Summer Session II

	July 16, Monday	Second 5-week session begins
	August 3, Friday	Eight-week session ends
	August 17, Friday	Second 5-week session ends

Fall Semester 1990

	August 27, Monday	Classes begin
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- * University closed
 - ** University closed from Wednesday, November 22, at 5 p.m.
until Monday, November 27, at 7 a.m.
 - *** Classes cancelled from noon to 5 p.m.

UNIVERSITY COUNCIL MEMBERSHIP, 1989-90

The elections for faculty representatives to University Council, according to the Bylaws, are to be completed May 1, and all elected Council members are seated at the September meeting. Each member shall be elected to a two-year term. The Chair of the Committee of Department and Division Heads is an ex-officio member of Council, as are the Chairs of the two elected faculty committees of Council -- Faculty Rights and Responsibilities and Faculty Well-Being -- elected by their respective committees. If the new chairs are not already elected members of Council, they will be ex officio members, but non-voting.

Elected from the Faculty:

Buchtel College of Arts and Sciences - Dr. William H. Beyer,
Dr. David Buchthal, Dr. Roger B. Creel, Dr. Michael Farona,
Dr. Don R. Gerlach, Dr. C. Frank Griffin, Dr. Robert
Holland, Jr., Dr. Dale Jackson, Dr. William McGucken,
Dr. Charles B. Monroe, Dr. Allen G. Noble, Dr. Gary Oller

College of Business Administration - Dr. Gary Frank,
Mr. James Inman, Dr. Orville Keister, Dr. Keith Klafehn,
Dr. F. Bruce Simmons

Community and Technical College - Dr. William S. Fleming,
Mr. Michael Jalbert, Dr. Dorothy Moses, Mr. James W. Nolte,
Mr. Arthur R. Pollock, Mr. Dennis Sullivan

College of Education - Dr. Jackie Anglin, Dr. Mary Ellen Atwood,
Dr. Alice Christie, Dr. Walter H. Yoder

College of Engineering - Dr. Lawrence G. Focht, Dr. Nathan Ida,
Dr. Paul C. Lam, Dr. Daniel B. Sheffer

College of Fine and Applied Arts - Dr. John D. Bee, Dr. David S.
Bernstein, Mr. Clifford G. Billions, Mr. Lyle Dye, Jr.,
TBA, TBA

School of Law - Mr. William C. Becker, Mr. J. Dean Carro

College of Nursing - Dr. Dolores A. Bower, Dr. Janis M. Campbell
Dr. Elaine F. Nichols, Mrs. Diana J. Sousa

University Library and Learning Resources - Mrs. Ann D. Bolek
Dr. Diana Chlebek

Wayne College - Ms. Kay Billions, Mr. Forrest Smith

Elected from the Part-Time Faculty:

Mrs. Linda Weiner, General Studies - English

Elected from Student Organizations:

Associated Student Government - Mr. James Neilson, President,
Mr. Edward Hopson, Mr. Joseph Pallotta, TBA

Non-Traditional Student Government - TBA, TBA

Graduate Student Government - Ms. Kate LeJeune

Student Bar Association - Ms. Nancy Cushion

Holding Office by Virtue of Administrative Assignment:

Dr. William V. Muse, President
Dr. Frank Marini, Senior Vice President and Provost
Dr. Hilton T. Bonniwell, Associate Provost for CEPSC
Dr. Robert Dubick, Associate Provost and Dean of Student Services
Dr. Patricia L. Carrell, Dean of Graduate Studies and Research
Dr. Claibourne Griffin, Dean of Buchtel College of Arts & Sciences
Dr. Russell J. Petersen, Dean of the College of
Business Administration
Dr. James P. Long, Dean of the Community & Technical College
Dr. William E. Klingele, Dean of the College of Education
Dr. Nicholas Sylvester, Dean of the College of Engineering
Dr. Wallace T. Williams, Dean of the College of Fine & Applied Arts
Mr. Isaac C. Hunt, Jr., Dean of the School of Law
Dr. E. Jane Martin, Dean of the College of Nursing
Dr. Frank N. Kelley, Dean of the College of
Polymer Science and Polymer Engineering
Dr. Nancy K. Grant, Acting Dean of University College
Dr. George Hodowanec, Director of
University Library and Learning Resources
Dr. Tyrone M. Turning, Dean of Wayne General College

Administrative Appointments by the President:

Dr. Faith I. Helmick, Associate Provost
Dr. Marion Ruebel, Executive Assistant to the President
Dr. Joseph M. Walton, Assistant Provost
and Director of Academic Services

Ex Officio Non-Voting Members:

Dr. Thomas T. Miles, Chair,
Faculty Rights & Responsibilities Committee
TBA - Chair, Faculty Well-Being Committee
TBA - Chair, Department/Division Heads Committee

Retired Faculty Member:

Dr. Roger Keller

University Council Officers for 1989-90

Dr. Frank Marini.....Chair and Presiding Officer
Dr. Gary Oller.....Secretary
Dr. Don R. Gerlach.....President Pro Tempore

UNIVERSITY COUNCIL STANDING COMMITTEES, 1989-90

The standing committees of University Council, with the chair of each listed first, are announced for 1989-90:

Elected by University Council:

Executive Committee

Dr. Don R. Gerlach, Chair
Dr. Gary Oller
Mrs. Linda Weiner (1989-90)
Dr. John D. Bee (1989-91)
Dr. Michael Farona (1989-91)
Sr. Vice President and Provost Frank Marini
President William V. Muse, Ex Officio

Elected by Full-Time Collegiate Faculty:

Faculty Rights and Responsibilities Committee

Buchtel College of Arts & Sciences.....Dr. Robert M. Holland
College of Business Administration.....Mr. Allen M. Cabral
Community and Technical College.....Ms. Laura Johnson
College of Education.....Dr. Michael Sugarman
College of Engineering.....Dr. Celal Batur
College of Fine & Applied Arts.....Dr. Thomas Miles
School of Law.....Mrs. Margery B. Koosed
College of Nursing.....Miss Dorothy Dobrindt
College of Polymer Science
and Polymer Engineering.....Dr. Eberhard Meinecke
University Library and Learning Resources....Mr. David R. Brink
Wayne College.....Mrs. Diane R. Arnold

Faculty Well-Being Committee

Buchtel College of Arts & Sciences.....Dr. June Burton
College of Business Administration.....Dr. James Divoky
Community & Technical College.....Mrs. Chris R. Gerbig
College of Education.....Dr. Weni Washington
College of Engineering.....Dr. Jerry Drummond

UNIVERSITY COUNCIL STANDING COMMITTEES, 1989-90, continued

Elected by Full-Time Collegiate Faculty, continued:

Faculty Well-Being Committee, continued

College of Fine & Applied Arts.....Mr. Mark Soppeland
 School of Law.....Mr. Richard Kovach
 College of Nursing.....Mrs. Willeane Schrock
 College of Polymer Science
 and Polymer Engineering.....Dr. Gary R. Hamed
 University Library and Learning Resources....Mrs. Ruth Clinefelter
 Wayne College.....Mrs. Patsy Vehar
 General Faculty.....Dr. Sally Brandel
 Part-Time Faculty.....Ms. Martha Hoffman

Academic Planning and Priorities Committee

College of Arts & Sciences.....Dr. C. Frank Griffin
 College of Business Administration.....Dr. Paul Kuzdrall
 Community and Technical College.....Mrs. Minnie Pritchard
 College of Education.....Dr. Jacqueline Anglin
 College of Engineering.....Dr. C. S. Chen
 College of Fine & Applied Arts.....TBA
 School of Law.....Dr. William C. Becker
 College of Nursing.....Dr. Lynda M. Brown
 Polymer Science and Polymer Engineering.....Dr. H. James Harwood
 University Library & Learning ResourcesMr. Jack Hibbs
 Wayne College.....Dr. Janet A. Michello

Selected by Executive Committee:

Academic Policies, Curriculum and Calendar Committee

Dr. Glenn A. Atwood, Dr. John D. Bee, Dr. David Buchthal,
Mr. J. Dean Carro, Dr. Lawrence G. Focht, Mrs. Barbara T. Geisey,
Dr. Pearlmarie Goddard, Dean Claibourne E. Griffin,
Dr. Maryhelen Kreidler, Dr. Kai-Fong Lee, Dean E. Jane Martin,
Dr. William McGucken, Mr. Adel A. Migid, Dr. Dorothy Moses,
Dean Russell Petersen, Ms. Cynthia L. Porter, Dr. James Richardson,
Dean Marion A. Ruebel, Dr. F. Bruce Simmons III

Athletics Committee

Mr. Jeff Borowy, Mr. David R. Brink, Mrs. L. Irene Glanville,
 Mr. Elton Glaser, Mr. Thomas Herbert, Mr. James Inman,
 Mr. David L. Jamison, Dean William Klingele, Dr. Paul C. Lam,
 Mr. Andrew Milligan, Dr. David Timmerman, Dean Tyrone Turning,
 Mr. Andrew Venturelli, Dr. Walter H. Yoder

UNIVERSITY COUNCIL STANDING COMMITTEES, 1989-90, continued

Selected by Executive Committee, continued:

Campus Facilities Planning Committee

Mr. William C. Becker, Associate Provost Hilton T. Bonniwell,
Mr. Leigh Cromleigh, Dr. James Divoky, Dr. Gary Frank,
Dr. George V. Hodowanec, Mrs. Lynn M. Leon, Dean James P. Long
Mr. Arthur Pollock, Mr. George Pope, Dr. Thomas E. Price,
Mrs. Paula R. Renker, Dean Nicholas Sylvester, Dr. Judith Wilkinson

Library and Learning Resources Committee

Dr. J. Thomas Adolph, Dr. June Burton, Dr. Janis Campbell,
Dr. Diana Chlebek, Dr. Alice Christie, Dr. Paul Daum,
Dr. N. F. Davis, Mr. Richard DiRienzo, Dr. William S. Fleming,
Dr. Robert Kent, Mrs. Ellen J. Moore

Reference Committee

Dr. Annabelle Foos, Dr. Susan I. Hardin, Dr. Dale L. Jackson,
Mr. Michael J. Jalbert, Mrs. June G. Patton, Dr. Mary C. Rainey,
Dr. Arjan Sadhwani, Mrs. Diana Sousa

Research (Faculty Projects) Committee

Dr. Mary Ellen Atwood, Dr. Dolores A. Bower, Dean Patricia Carrell,
Dr. Roger B. Creel, Dr. Roger Durbin, Dr. H. Roger Grant,
Acting Dean Nancy Grant, Dr. Gloria J. Harman, Mr. Don Harvey,
Dr. Keith Klafehn, Dr. Penny Marquette, Dr. Carl R. McMillin,
Dr. Daniel B. Sheffer, Dr. David B. Stark, Dr. John S. Wodarski

Student Affairs Committee

Ms. Carol Adams, Dr. Walter Arms, Dr. David S. Bernstein,
Dr. James W. Dunlap, Mr. Lyle Dye, Mr. Parker Edmiston,
Ms. Allison Green, Mr. Scott Horvath, Dean Isaac C. Hunt, Jr.,
Dr. Orville Keister, Mr. Andrew Milligan, Mr. James W. Nolte,
Ms. Cindy Porter, Mr. Mark Ridel, Ms. Roni Rosenberger,
Ms. Susan Stearns, Ms. Angelique Strong, Ms. Michelle Walulik

MINUTES OF UNIVERSITY COUNCIL MEETING
September 7, 1989

The regular meeting of the University Council was called to order by the Chairman, Senior Vice President and Provost, Dr. Frank Marini, at 3:00 p.m. on Thursday, September 7, 1989 in Leigh Hall 307.

Sixty of the 82 members of Council were present. Those absent with notice were Dean Wallace Williams, Director of ULLR George Hodowanec, Mr. William J. Becker, Dr. Gray Frank, Dr. Nathan Ida, and Student Bar Association Representative Nancy Cushion. Absent without notice were Dean Russell Petersen, Dr. Roger B. Creel, Dr. F. Harris, and Dr. Paul C. Lam. At the time of this meeting, the Acting Dean of University College, three Presidential appointments, three student representatives, two representatives from the College of Fine and Applied Arts, and three ex officio members (Chairs of Department/Division Heads, Faculty Well-Being, and Faculty Rights and Responsibilities Committees) were still to be named.

Item No. 1 - Remarks of the President. The Chairman introduced President Muse, whose remarks were as follows:

I am delighted to extend greetings to all of you on this the first meeting of the University Council for 1989. I'm convinced that this is going to be an exciting year for The University of Akron. As in previous years, it will not be a year without problems and without challenges that we encounter everyday; but there is a considerable amount of forward momentum for the institution and I would expect to see that continue.

Yesterday we welcomed two new Trustees in a reception at the Hower House, Mr. Joe Kanfer and Mrs. Kathryn Hunter. They are both very fine additions to our Board of Trustees, and they will serve the University in very fine fashion.

I'm very pleased with the role that the University Council has been playing in the governance of the institution. We dealt with a number of very important issues, and your recommendations are always taken with a great deal of serious consideration. I think there are some issues this year that I suspect will occupy a portion of our time and issues that are important for us to resolve. I would hope that we reach some resolution of a number of issues related to the General Studies program. We've talked about that for some period of time; it seems to me it's time to come to closure on that and resolve those issues. I suspect we're going to be talking this year about admission standards and admission procedures, and it's a very important issue for this institution and will occupy a good bit of our time in discussion.

I want to talk to you just a little about the budgetary process for the past year and the outcome. This past year was clearly the

longest, the most frustrating, and to many of us the most confusing of the budgetary cycles that we've been through. I think you're well aware of the fact that the budget did not finally get adopted by the Legislature until, I think, the last day of June, our Trustees did not act upon a budget until the first part of July, and I want to thank all of you for your patience and tolerance during that process while we were trying to resolve what the University's budget would be and therefore what kind of compensation - what kind of salary increase - we could provide for employees.

The higher education community in the State started that process at a significant disadvantage due to the proposal by the Governor for an education initiative that was built upon the expectation for a tax increase. Therefore, his recommended budget to the Legislature provided for very little increase for education, with the expectation being that that initiative would bring in sufficient dollars to meet the needs. Once it was clear that that initiative - the tax increase plan - was not going to be acted upon by the Legislature, the higher education community faced a very difficult task of trying to restore to the appropriation some reasonable level of expenditure. In fact, we started at a point where we felt we needed an additional \$200 million added to the budget in order to meet the needs of, simply, inflation and increasing enrollments, which had not been paid for by the State.

In the final analysis we got the House to add some money to the higher education budget; we got the Senate to add a little bit more; and finally, in an unprecedented move, the Conference Committee added an additional amount. But all of those still didn't total up to the full \$200 million that the Higher Education Committee felt was needed. So we got a slight increase; we didn't get as much money as we had hoped to get, but it was, I think, a more favorable situation than many of our companion states around the country faced.

On top of what was a marginal increase for higher education, the State Legislature did impose a fee cap, which limited us to \$120 a year in fee increases, and limited all institutions in the State. That again disadvantaged The University of Akron because we have very low fees compared to other institutions. We rank ninth out of the State universities in terms of our tuition, and with that cap we weren't able to exercise any change or achieve any variation in what had been the case in the past. All told, we expect to earn an additional \$7.7 million in revenue from State subsidy, from tuition, and from other income this year compared to last year.

Three-quarters of that increase in revenue, or about \$5.9 million, will go toward increased spending for employee compensation in the form of salary increases and various kinds of fringe benefits, including the rising cost of health care coverage. I think that's appropriate. We're a labor-intensive operation as a university,

and a major portion of whatever increase in funding we get ought go to supporting our people. But with those kinds of increased costs, it left us only \$1.8 million left over to provide for increases in operating expenditures - for departmental operating costs, utilities, for other non-personnel costs across the University - and for most of us that is going to leave a less than desirable situation in terms of the kinds of things we would like to do with our operating budgets.

I can honestly say that we did our best to maximize the resources both by lobbying the Legislature - and it took a great deal of work because of the situation we started in with the Governor's recommended budget - and in trying to convince our Board of Trustees of the level of revenue that this institution needs in order to meet the kind of expectations - in order to meet the kind of goals and objectives - we've established.

If there's anything that was more disturbing than the actual result we got in terms of the actual monetary support - I guess in the final analysis we were reasonably satisfied with that, given the position we started in, but the thing that was more disturbing was a feeling of antagonism toward education, including higher education, that we encountered within the Legislature. I think one of the challenges that we face - all of us face, both you and I - as an institution as well as a profession is to do a much better job in educating the public about what we do and why our services are of value to individuals and are of value to society as a whole. Unless we can do that, we're simply not going to find the support in the State Legislature, given the competition that exists for State dollars, that we need in order to meet our aspirations and to meet the expectations of those constituencies that we will work. And in that regard, I think we all have an opportunity to try to improve that situation because we're all teachers; we all have the opportunity to interact with others to try to convince them of the importance of this institution and of the value of education and its need for support.

Lastly, I'd like to report to you on an item of which I'm sure there is and will be a considerable amount of interest. On Tuesday of this week, I received the final report of the Health Care Benefits Task Force that I appointed last January. This committee was charged with the responsibility of reviewing in a very comprehensive way our health care benefits program to determine how we can best provide adequate coverage for our employees without incurring the kind of escalating costs that we have had to absorb in recent years. Over the past five years our health care costs have approximately doubled, from about \$3.5 million to approximately \$7 million this past year; and they're accounting for a larger and larger share of our total compensation. For instance, the increased cost in health care expense this past year alone - just the increase - was equal to 2.5% in faculty salaries; so that's eating up a substantial portion of the monies that we have to spend. The Task Force has

studied this issue in considerable depth, looking not only at our situation but looking at a lot of other universities around the State and around the country, and they've recommended a number of changes that I think merit serious consideration. In general, it's the recommendation of the Task Force that the current coverage for employees not be reduced. It is also the recommendation of that task force that it is the primary obligation of the institution to provide coverage to its employees and provide coverage at no cost. Their recommendation is that the coverage for dependents of employees be provided for a monthly contribution or, as an alternative, that dependents could have catastrophic or major illness coverage with no contribution. It's my intent to share the entire Task Force report with the campus, and to schedule a couple of open meetings this month to obtain input before presenting recommendations to the Board of Trustees in October. Whatever changes are effected would go into effect in January with the new contract we have with the health care provider.

With those comments, I'd be happy to attempt to respond to any questions that you might have.

Mrs. Linda Weiner asked whether there was any change in the status of Council's STRS proposal for part-time faculty. President Muse responded that he did not think that there had been any change in the situation from last spring, but he needed to be brought up-to-date on the issue and see what action needed to be taken on it. Mrs. Weiner then wondered whether the President was aware that part-time faculty had not been notified of last week's Convocation. The President said that he was not aware of it and was surprised that this had happened. He promised to check into the matter.

Since there were no further questions, President Muse concluded his remarks by again welcoming Council members to a busy and very productive year.

Item No. 3 - Consideration of the Minutes of the University Council Meeting of May 4, 1989, as printed in The University of Akron Chronicle of May 31, 1989. The Chairman called for any corrections to the minutes. Hearing none, he asked for approval. This was moved and seconded, and then Council voted its approval of the minutes.

Item No. 4 - Remarks of the Presiding Officer. The Chairman first noted that he was as surprised as the President that the part-time faculty had not been notified of the Convocation. He would look into the matter and find out why it had happened. It was his opinion that if part-time faculty could be a part of it, they should.

He also wanted to echo the President's welcome to Council members and hoped that they had managed to get some kind of break or rest over the summer. He perceived on campus an eagerness to meet this academic year's challenges and thought that there would be no dearth of them for Council this year.

The Chairman announced that he had asked Professor David Jamison to serve as his Parliamentarian for the coming year in Council, and Mr. Jamison had agreed to serve. He went on to note that Mr. Jamison had just assumed the position of Assistant to the Provost and would therefore be resigning a position or two that he had held in connection with Council.

The Chairman then indicated that a summer savings plan for full-time faculty on nine-month contracts had been implemented, and full-time faculty had received notification of it. The plan allowed nine-month faculty to be paid either in 10, 11, or 12 installments. More information about this could be acquired from the Payroll Office. The part-time faculty schedule had also been adjusted to produce five payments in the spring semester. This allowed the first payment to be on February 15, one month into the term, instead of asking part-time faculty to wait six weeks for the first pay. The exact pay dates would be distributed to part-time faculty members.

Item No. 5 - Special Announcements. The Chairman asked Dr. Dale Jackson, the spokesman for the United Way drive, to speak to Council. His remarks were as follows:

I was glad that President Muse started out on a positive note by saying that the University received additional funds, and I only am disappointed since I hoped that it would be greater because I'm going to ask you to give some of it away. Mr. George Ball is coordinating the United Way Campaign this year, and he has asked me to remind you that the campaign starts next week on September 11 and runs through October 20. The United Way supports 54 social agencies which meet various community needs. The campus campaign this year is \$107,000, which represents less than one-fifth of one percent of the University's annual payroll for full-time faculty. We sometimes assume that it's only the poor, the very poor, or the destitute that make use of United Way agencies, but their records show that nearly 600 University full-time employees or faculty made use of the United Way agencies last year; and they say that that figure only represents the tip of the services which are rendered to University of Akron personnel. So we do use the agencies ourselves. Payroll deductions can easily be arranged when the pledge cards come around by simply stating what type of deduction schedule you wish to follow.

The importance of the United Way is reflected by the fact that Mr. George Aucott, who is CEO of the new Bridgestone/Firestone Corporation, is the Chairman of the drive this year. It's probably reflective of the effort some people put into the United Way that he has visited 50 of the 54 agencies which make up the United Way. President Muse is Chairman of the Educational Division once again this year.

For those who return pledge cards before October 10, there are more than 40 prizes to be awarded, and these include tickets for the Goodyear blimp. I was fortunate enough to win two of those

tickets last year, and it's quite an exciting ride, and you may get a ride on the new blimp, The Spirit of Akron, which is just completing certification tests. I had a ride in the old one, which is really more fun because you can open the windows and lean out. Take a friend if you're going to do that. That's the grand prize; there are patron services, \$150 available, luncheons with various University dignitaries - the President, vice presidents, deans, and other wealthy individuals, tickets to E.J. Thomas events, and various other prizes. But we all know that the prizes are simply an additional incentive to cooperate in this worthwhile project. The slogan of the United Way says, "Please give to the United Way. Let it come from your heart." Thank you.

Item No. 6 - Election of President Pro Tempore of University Council. Before calling for nominations, the Chairman outlined the duties of the position. The President Pro Tem shall chair the Executive Committee; serve as a member of the Academic Planning and Priorities Committee; act as a representative of the University Council upon the request of the President; serve on the Strategic Planning and Review Committee (SPARC), as well as the Allocations Subcommittee of SPARC; and chair Council in the Chairman's absence. All voting members of Council may vote for this position.

The Chairman then called for nominations and Dr. John Bee was nominated by Dr. William Fleming. Dr. Don R. Gerlach was then nominated by Dr. Gary Oller. Dr. Fleming then moved that the nominations be closed and Council gave its approval.

While ballots were being marked by Council members and collected and counted by Mr. Jamison and Dr. Fleming, Dr. Gerlach asked the Chairman whether he could tell Council who the three Presidential appointees to the body were and also how many voting members of Council there were.

The Chairman replied that the President had not yet made his appointments because he (the Chairman) had not yet discussed the matter with him. He hoped to do that soon and give the President a chance to consult more widely so that the appointments could be made by Council's next meeting. He then advised those people in the room who were appointees last year, and who presumed that they would be again, not to vote on any issues today until things were settled. The Chairman also wondered whether there were more students who had introduced themselves at the beginning of the meeting than there were student positions. Some of the students then noted that they were guests. Regarding the total number of voting members, there were 76, not counting the Presidential appointments. Therefore, the total would ultimately be 79.

Dr. C. Frank Griffin pointed out that when he was on the Executive Committee last year, he was serving out a second year of the two-year term of office. Whoever replaced him should get a two-year term, not a one-year term as noted on the agenda.

The Chairman announced that the results of the election were 28 votes for each candidate. He suggested that Council take another ballot. When Dr. Alan Noble suggested that perhaps nominations should be reopened to add a third person so that the results of the second ballot would not be the same, Dr. Gerlach stated that this would not happen because he intended to change his vote.

Dean Nicholas Sylvester commented that some people had not voted because they did not know the candidates and wondered whether it would be possible to spend a couple of minutes to find out who the candidates were. The Chairman replied that although this might set a dangerous precedent for American politics to vote only for the people one knew, he had no objection to statements from each of the two candidates.

Dr. Bee stated that he represented the College of Fine and Applied Arts on University Council and his academic residence was the Department of Communication. Dr. Gerlach said that he represented the Buchtel College of Arts and Sciences and was an historian of some persuasion or other. He had served Council as President Pro Tempore before, but this did not give him any claim to it now. Listening to the new assignments of the office, he shuddered to think whether or not he could altogether meet them to the satisfaction of Council, but he was willing to try.

A second vote was taken, and Gerlach was elected by a vote of 30 - 26.

Item No. 7 - Election of Secretary of University Council. Before calling for nominations, the Chairman reminded Council that it was the Secretary's duty to keep the minutes of Council and be responsible for circulating those minutes to all members of Council and full-time faculty prior to the next Council meeting, and to serve on the Executive Committee. All voting members of Council could vote for this position.

Dr. Gerlach nominated Dr. Oller, who had served in this capacity so ably the previous year. After the nomination was seconded, Dr. Bee moved that the nominations be closed. Council voted its approval, thus consigning Dr. Oller to another year in purgatory.

Item No. 8 - Election of Two Members of Executive Committee. The Chairman stated that there were three vacancies to be filled - a two-year term to replace Elaine Nichols, a two-year term to replace Frank Griffin (as noted by Dr. Griffin earlier in the meeting), and a one-year term replacement for David Jamison, who was resigning because of his new position in the Provost's office. The last position had not been indicated on the agenda because Mr. Jamison had not accepted the new job until after the agenda had been set and mailed to Council members. If Council so desired, the election for that office could be postponed. Since there was no indication that a postponement was necessary, Council proceeded to vote on all three vacancies.

Those nominated for the replacement for Frank Griffin (two-year term) were John Bee (by Mr. James Nolte), Mr. Arthur Pollock (by Dr. William Fleming), Dr. Robert Holland (by Dr. Gary Oller), and

Dr. Michael Farona (by Dr. William Beyer). The ballots were marked, collected, and counted, and the results were: Bee 26, Pollock 12, Holland 8, and Farona 7.

Since no candidate had received a majority in relation to total voting members of Council, a discussion ensued on how to proceed. It was pointed out by Dr. Bee and Mr. Jamison, as Parliamentarian, that Robert's Rules stipulated that in the absence of a statement in our Bylaws in regard to this situation, a majority rather than a plurality of votes would be required. Therefore, another ballot was necessary and Dr. Gerlach moved that on this second ballot the members choose between the two highest vote getters. This was seconded, and Council voted its approval.

While the ballots were marked, collected, and counted, the Chairman regretted that Council had not appointed a poet laureate who could read some poetry to entertain Council members in these situations. Dr. Gerlach had no poetry to offer, but he read some graffiti which he had collected from the walls in a pub call The Bell in Long Hanborough, England this past summer. These included:

"All the world's a stage, and the people on it poorly rehearsed,"

(to which had been added)

"No, just poorly directed," (and)

"No, miscast."

"Do not adjust your mind; there is a fault in reality."

"Blessed is he that expecteth nothing, for he shall not be disappointed."

"To avoid criticism, say nothing, do nothing, be nothing."

The Chairman thought that this last was a good point, and that the one about avoiding disappointment could very well be put above the door of the Allocations Committee when they met.

The results of the second ballot were 35 votes for Bee and 20 for Pollock. Bee was elected to a two-year term.

Those nominated for the second two year term (replacing Elaine Nichols) were Dr. William McGucken (by Dr. Frank Griffin), Dr. Michael Farona (by Dr. William Beyer), Dr. Bruce Simmons (by Mr. Jim Nolte), and Mr. Art Pollock (by Dean James Long). A vote was then taken and the results were Farona 17, McGucken 14, Simmons 11, Pollock 10, and one abstention. Since this was inconclusive, Dr. Gerlach again moved that a second ballot be taken with the two highest vote getters named - Farona and McGucken. This was seconded and then approved by Council.

While the votes were cast and counted, the Chairman told an anecdote associated with Winston Churchill. Supposedly while in debate, an opponent told Churchill that he would come to no good and would die at the gallows or of syphilis. Churchill responded by saying, "Sir,

that depends entirely upon whether I embrace your principles or your mistress."

Dr. Fleming thought that this had been said by Disraeli, while Dr. Gerlach commented that it actually went back much further and was told in association with some 18th century English political figures. The Chairman replied that he was in the middle of a book on Churchill and was apt to incorrectly attribute a lot of things to him these days.

The Chairman then went on to quote one of his friends, the celebrated Dean Griffin, who, when he (the Chairman) was talking with the deans about an issue which he had talked over much and had noted that "Maybe I beat this to death," quietly responded, "You do have a tendency to teach a weasel to suck eggs."

Finally, the Chairman commented that at a deans' meeting once, when asked by a dean whether he had ever been stabbed in the back on an issue like the one which they had been discussing, he replied, "I can tell you that I've never been stabbed in the front."

The results of the second ballot were Farona 27, McGucken 23, one abstention, and a vote for someone who was not before Council for voting. Farona was elected to the second two-year position.

Council then moved on to the election of a person to replace David Jamison for the one-year position. Those nominated for this position were Mrs. Linda Weiner (by Dr. Michael Farona), Mr. Art Pollock (by Mr. Dennis Sullivan), and Dr. William McGucken (by Dr. Walter Yoder).

While the votes were being collected and counted, the Chairman was reminded of another Churchill story. In the midst of an angry political discussion, a woman said to Churchill: "If I were your wife, I would poison your drink." And Churchill replied, "Madam, if I were your husband, I'd drink it." Someone noted that it was Lady Astor who had said this.

The results of this ballot were Weiner 23, Pollock 18, and McGucken 14, and were once again inconclusive. Mr. James Inman moved that a second ballot be taken with the top two - Weiner and Pollock - as candidates. This was seconded and approved, and another vote was taken.

While these ballots were collected and tallied, the Chairman noted a comment of Moe Udall's which would probably be relevant at some point this year in Council. In the midst of a debate Udall said, "Wait a minute - everything has been said, but not everybody has had a chance to say it yet."

The results of the second ballot were Weiner 30, Pollock 23, and Dan Quayle 1. Mrs. Weiner was elected to the one-year term.

Item No. 9 - Reports of the Standing Committees. The Chairman realized that most of these committees had probably not met yet this

year, but he wanted to give those which had met a chance to report on their activities. He reminded committee chairmen who had reports for this or subsequent Council meetings to give a copy of the report to the Secretary of Council at least a day prior to the meetings, if at all possible.

A. Executive Committee - Dr. John Bee, last year's Chairman, reported that the Committee had met on August 18. The first item of business was appointments to standing committees of Council, based on current Council membership and preference sheets submitted by faculty. It was decided that a second preference sheet would be mailed to those members of Council who had not responded to the first request and to the four new deans. Although committee appointments had been decided, after these preference sheets were received consideration would be given to adding members to the standing committees.

The Committee then set the agenda for the September 7 meeting of Council. The Contract Professional Advisory Committee had developed and submitted election procedures for representation on University Council and the Faculty Well-Being Committee, and it was decided to introduce these for Council's approval as part of this report. Copies of the election procedures had been appended to the Council's agenda.

Dr. Bee's motion that the Contract Professional election procedures be approved was seconded by Dr. Oller. There being no discussion, the Chairman called for a vote, and the procedures were approved. (See Appendix A for a full copy of the procedures.)

B. Academic Planning and Priorities Committee - No report.

C. Academic Policies, Curriculum and Calendar Committee - No report.

D. Athletics Committee - No report.

E. Campus Facilities Planning Committee - No report.

F. Faculty Rights and Responsibilities Committee - No report.

G. Faculty Well-Being Committee - No report.

H. Library and Learning Resources Committee - Dr. Fleming read a report from Dr. Robert Kent, the Chairman of the Committee. The Committee met on September 5, at which time Dr. Kent was re-elected Chairman for the 89-90 academic year and a meeting time for the fall semester was chosen. The other order of business was the ULLR Director's periodic report to the Committee. Dr. Hodowanec brought the Committee up-to-date on the status of the Library budget, space needs, personnel changes, and other issues of importance to the Library for the 1989-90 academic year.

I. Reference Committee - No report.

J. Research (Faculty Projects) Committee - Assoc. Vice President John Wodarski reported that he had been asked to attend Council and make a few brief comments. Normally, about 50% of the proposals submitted were funded. Those faculty members who applied for funding must be certain to adhere to the guidelines for the proposals. If there were any questions, please feel free to contact him or the Research Services office. This year, everyone who applied and was denied a faculty research grant would receive a personal letter from Dr. Wodarski indicating why the grant was denied, with suggestions for improvement and resubmission. Finally, votes on the Committee this year would be by ballot rather than by a raising of hands. Many people had felt that the latter method was a biased type of approach.

K. Student Affairs Committee - No report.

Item No. 10 - Report of the Akron Representative to the Faculty Advisory Committee to the Chancellor of the Ohio Board of Regents. No report.

The Chairman reported that there was a problem with our representation to the FAC/COBOR for this year. Last year, Dr. Mary Rainey and Mr. James Nolte had been elected to two-year terms as representative and alternate. Unfortunately, Dr. Rainey was off campus year, serving an ACE internship, and Mr. Nolte's class schedule this year made it impossible for him to attend the meetings. Something needed to be done to select another person to serve in this capacity.

In the course of the discussion which followed, it was emphasized that it was important to choose someone as soon as possible in order that the representative be able to attend a two-day retreat for all new appointees, which would be sponsored by the Chancellor at Roscoe Village in early October. Dean Claibourne Griffin moved that an election be held at this meeting of Council, and this was seconded. In further discussion, Dr. Fleming moved that the representative whom Council elected be viewed as a substitute alternate to serve one year only. The Chairman decided to consider this as a substitute motion to Dean Griffin's, which had the effect of electing someone to serve only one year as an additional alternate, and Council would have another election for a two-year term next year. Council voted to substitute this motion for the first, and voted its approval of Fleming's substitute motion.

The Chairman then called for nominations for the position of substitute alternate, and Dr. Robert Holland was nominated by Dr. Dale Jackson. Dr. Farona then nominated Dr. Frank Griffin, who declined the nomination. There being no additional nominations, Dr. David Buchthal moved that the nominations be closed and a unanimous ballot approved for Dr. Holland. This was then approved by Council, with the proviso that Dr. Holland be allowed to check whether his own schedule and that of the meetings would permit him to attend.

Item No. 11 - Unfinished Business. Since it would take less time to handle and would allow it to be moved at today's meeting, Dr. Gerlach moved a special order so that item B, an amendment to Council Bylaws,

section 3359-10-03 Composition of Council (see Appendix B), be taken up first. This item could then be voted on at the next meeting, in accordance with the rules regarding Bylaws changes. The motion was seconded, and Council voted its approval.

The Chairman reminded Council members that at the last spring meeting the Executive Committee had moved to suspend the rules so that any business, either new or old, listed on the agenda of May 4, 1989 which was not completed could be carried over as unfinished business for Council at its first meeting in the fall. He then asked if someone would speak to item B, a motion pertaining to the composition of Council.

Dr. Gerlach moved the adoption of the amendment, which was simply a motion to delete certain language in the Bylaws under 3359-10-03 and to order appropriate renumbering of sections E through H as D through G, minus item D in the present Bylaws. He understood that after it was seconded, it had to be laid over until the next Council meeting. The motion was then seconded.

The Chairman asked for discussion, with the understanding that no vote could be taken today. Dean Dubick wanted to argue against the amendment because it removed students as voting members of University Council. As a University Council, there should be a membership from this important constituency. There had been problems with student attendance at meetings in the past which had something to do with generating this motion. He certainly did not want to justify absences by people who were not fulfilling their responsibilities, but he did want to argue that students had a proper place in this body and wanted Council members to consider it from that perspective.

Dean Long also stated that he favored students on Council and would oppose the amendment.

James Neilson, Associated Student Government President and Representative to University Council, also wanted to speak against the amendment because he thought that it was important that students be represented on any governing body of an institution of which they were a part. He noted that at his high school in Culver, Indiana, the faculty had attempted to do away with a study hall which was scheduled from 7:30 to 8:30 a.m. each morning. This hour was important to the students, and an organization (cadet club) of which he was a member was able to make this known to the faculty. A survey of the students was taken, and the faculty realized the value of the study hall and reinstated it. He used this example to emphasize the need to have student opinion expressed.

The Chairman, noting that this motion would come up for a vote at some subsequent meeting, moved back to item A, the Ombudsman proposal (see Appendix C). A motion was made at this time to adjourn and was seconded. A vote was taken, and the motion was defeated (16 for, 18 against).

The Chairman then reviewed the situation regarding the status of the Ombudsman proposal. The last time Council had discussed it was at a special meeting on February 23. A motion had just been made by Mr. David Jamison that section 4b be deleted. The meeting was then adjourned due to the loss of a quorum, and it was agreed that the Executive Committee would set a date for another special meeting to continue with this issue. Council met on March 9, but there was a lack of a quorum, and the matter could not be taken up. At the April meeting Council did not reach this item on the agenda, but carried it over to the May meeting. At that meeting, Council approved a motion to postpone consideration of the proposal to the 89-90 session. This brought Council to the position of continuing the discussion of the motion to delete 4b.

Dr. Gerlach spoke against the motion from the standpoint of two considerations. First, it had been pointed out that the power which 4b would grant to the Ombudsman - to take the case to the Board of Trustees - would interfere with the President's powers, rights, duties, and so on. Dr. Gerlach did not think this was so and noted that at a sister institution, the University of Toledo, there existed a Faculty Conference Council which functioned very much as the Ombudsman's functions were described in this proposal. He read three brief sections from that Council's proviso which reflected the ability of a faculty group as opposed to an individual ombudsman to function without necessarily stepping on the toes of the President:

The Faculty Conference Council shall serve as an intermediary between individual faculty members or other members of the instructional staff and the administration in matters affecting the interests of such members. It shall have the authority to investigate and make recommendations for the redress of personal grievances.

The Faculty Conference Council shall have access to opinions, advice, files, records and other documents from the Deans and the President and all other college administrators, University officers, and members of the faculty, attaching to these communications whatever measure of confidential privilege either seems desirable or is requested. However, privileged documents and communications shall be released to the Faculty Conference Council only with the written consent of the parties directly involved or affected.

The Faculty Conference Council may request a meeting with the Board of Trustees or its Academic Affairs Committee when the circumstances or the nature of the matter to be presented to the Board appear to require the use of other than the usual channel and modes of communication. Notice of such request shall at once be given to the President of the University.

Dr. Gerlach thought that the third provision was of some import here in Council's discussion. If our President was so accommodating and our Board of Trustees was so accommodating, there would be nothing to

stand in the way of an Ombudsman functioning in the high-minded way which many intended in backing this proposal.

Dr. Gerlach then reminded Council that when this was first discussed on February 23 he had read a brief statement from Professor Edwin Wagner of the Department of Psychology, who could not personally be present. The argument was still well taken, and Gerlach asked to resubmit it to Council. It read as follows:

As one of the faculty who helped draft this proposal, I would like to speak specifically to the importance of retaining provision 4-b regarding the right of the Ombudsman to bring an unheeded recommendation before the Board of Trustees as a last resort. It is my belief that expunging 4-b would eviscerate the proposal.

I am well aware that, technically, 4-b could be construed as an abrogation of the authority of the President. However, since both the President and the Ombudsman would presumably be presenting their respective briefs before the Board, what would emerge would be an orderly exposition of the President's dissenting position as well as the Ombudsman's complaint. And the Board, of course, would be under no obligation to accept or even act upon the Ombudsman's recommendations.

Surely this would be preferable to situations where faculty members, either individually or by proxy, go over the President's head and voice unofficial complaints to the Board - an occurrence I am told which recently took place. At least an official complaint from the Ombudsman would keep honest disagreement within the University family. Furthermore, it is my conviction that the very existence of this court of last appeal will constrain the President and the Ombudsman to work out their differences so that there would be no need to seek redress from the Board.

Finally, from a pragmatic point of view, let me iterate that this proposal would go a long way toward mollifying those faculty members who distrust the administration's sincerity and good faith, provided 4-b is retained. Without 4-b, the Ombudsman could easily be perceived as being no more than a glorified one-man grievance committee. Therefore, I would urge that 4-b be viewed as an essential and integral component of the proposal. In fact, in my opinion, if you vote against 4-b you might as well vote against the entire proposal.

Dr. Gerlach concluded by stating that he emphatically agreed with the sentiment expressed by Dr. Wagner.

The Chairman, hearing no further discussion, called for a vote on the motion to delete 4b. Council voted, and the motion was defeated.

There followed a discussion raised by a motion made by Mr. Inman with regard to the language of 4b. He wished to amend 4b to make clear that it was the Ombudsman and no one else who decided whether or not the

recommendations had received sufficient consideration. His motion read: "should those recommendations not receive due consideration and/or implementation **AS DETERMINED BY THE OMBUDSMAN IN HIS SOLE DISCRETION...**" This motion was seconded. A number of language changes were suggested by Dr. Fleming. The final result of this was an amendment which read: "should those recommendations, **IN THE OPINION OF THE OMBUDSMAN**, not receive due consideration and/or implementation..." The Chairman called for a vote to substitute that language for the language of Inman's original motion, and Council voted its approval of the substitute language.

The Chairman then stated that the substitute language had been approved for the amendment, but Council still had to vote on whether or not to put it into the proposal. Was there further discussion?

Dean Isaac Hunt wanted to know who was to give the recommendations due consideration, and the Chairman stated that this was indicated in lines one and two of section 4a: the President, faculty, and administrative offices - the individual or office to whom the recommendation had been made.

Dr. Larry Focht questioned the detailed discussion regarding item 4b. He noted that at the beginning of section 4 the proposal read: "...the investigations and recommendations made by the Ombudsman are concerned with faculty and academic matters, **SUCH AS...**" However, none of the things which followed were faculty or academic matters. They all fit better under section 5 - Operations of the Office. He thought that sections 4a, b, c, d, e, and f should all be deleted. If the document came out in this form, the members of Council would look like fools. Council was wasting its time worrying about item b, when 4 itself did not make sense.

Dr. Gerlach replied that it had been admitted after the meeting in which the words "such as" had been inserted into 4 that this was a mistake. The simple solution to the problem was to delete them and not anything else in section 4.

Dean Nicholas Sylvester then moved for an adjournment before a quorum was lost, and this was seconded.

Item No. 13 - Adjournment. Council voted to adjourn, and the meeting ended at 5:15 p.m.

APPENDIX A

THE UNIVERSITY OF AKRON
INTEROFFICE CORRESPONDENCE

August 17, 1989

TO: Dr. Gary Oller, Secretary
University Council

FROM: Patrick Darrah, Chair
Contract Professional Advisory Committee

SUBJECT: University Council Election Procedures

As requested by University Council, the Contract Professional Advisory Committee has developed election procedures for contract professional representation on University Council and on the Faculty Well-Being Committee. In the past, the Well-Being Committee representative was elected by the elected representatives on the Contract Professional Advisory Committee. Since that post is now vacant due to resignation, the committee recommends that all contract professionals serving on University Council be elected by similar procedures.

For the initial terms of office, the Advisory Committee recommends one two-year term and one one-year term to provide for overlapping memberships in the second and subsequent years.

In addition, if Council approves these procedures at the September 7, 1989, meeting the Committee recommends the following calendar for this initial election:

September 11, 1989	Nomination forms distributed
September 20, 1989	Nominations due
September 22, 1989	Ballots distributed
September 29, 1989	Ballots due

Thus, the elected representatives would be able to attend the second Council meeting of the year.

**ELECTION PROCEDURES
University Council
Contract Professional Representative
(Two-Year Term)**

Two representatives of the contract professionals shall be elected to serve two-year terms on University Council as voting members.

For the initial terms of office, the contract professionals shall elect two (2) representatives to University Council, the person receiving the highest number of votes cast for a two-year term and the person receiving the second highest number of votes for a one-year term. Thereafter, contract professionals elected to University Council shall serve two-year terms. The contract professional representatives to University Council shall be elected according to the following procedures:

1. Nomination petitions will be mailed to all eligible contract professionals each year by March 1.

Eligible contract professionals are those non-teaching professional personnel of the University appointed by the Board of Trustees as Instructional Professional Staff or Administrative Professional Staff. Persons appointed to this category prior to July 1, 1986 are also designated as Members of the General Faculty. Contract Professionals who are members of University Council by virtue of their administrative assignment or by presidential appointment and those who hold the position of vice president are not eligible.

2. Nomination petitions are to be completed and returned to the Senior Vice President and Provost's office clearly marked "Contract Professional Nomination" by 4 p.m. on March 15. Only contract professionals may submit nomination petitions and the nominee must indicate in writing that he or she will serve if elected.
3. A ballot will be drawn from all of the names submitted, and the names will be arranged on the ballot in random order.
4. Within three working days after March 15, ballots will be distributed to all eligible contract professionals by campus mail for return to the Senior Vice President and Provost by 4 p.m. on April 15. Ballots should be clearly marked "Contract Professional--Ballot."
5. The ballots will be opened and counted in the presence of the Chairpersons of the Contract Professional Advisory Committee and the Contract Professional Grievance Committee, or their designees. The person receiving the highest number of votes shall fill the

ELECTION PROCEDURES, University Council, continued

Council position. In the event of a tie, the decision will be made by a coin toss.

6. Following the election, the Senior Vice President and Provost will transmit the results of the election, including the actual number of votes cast, to the Executive Committee for the record. Only the name of the elected contract professional will be announced to University Council.
7. Should a contract professional be unable to complete his or her term, the Senior Vice President and Provost shall immediately use these procedures to elect a replacement; however, should the vacancy occur within three months of the annual election, the post may remain vacant until the election occurs. If a vacancy is to be filled during a regularly scheduled election, the person receiving the second highest number of votes shall serve out the remainder of the term.

THE UNIVERSITY OF AKRON
Akron, Ohio

NOMINATION PETITION

University Council
Contract Professional Representation
One-Year Term (1989 to 1990)
Two-Year Term (1989 to 1991)

Instructions:

Nomination Petitions must be returned to the Office of the Senior Vice President and Provost by 4 p.m. on September 20, 1989, clearly marked "Contract Professional Nomination." All valid Nomination Petitions shall be placed on the ballot. The person receiving the largest number of votes shall fill the two-year term and the person receiving the second highest number of votes shall fill the one-year term.

Only contract professionals are eligible to nominate candidates or otherwise participate in the election.

The undersigned contract professional hereby nominates

_____ to be placed on the
ballot for election to the University Council.

Signature

Department

I hereby agree that I will serve if elected to the University Council.

Name of Nominee (please print)

Department

Signature of Nominee

Date

THE UNIVERSITY OF AKRON
Akron, Ohio

BALLOT

University Council
Contract Professional Representative
Two-Year Term (19__ to 19__)

Please indicate your vote by placing an X in the appropriate box.

<u>Name</u>	<u>Department</u>
<input type="checkbox"/> John Smith	Academic Advising
<input type="checkbox"/> Jane Doe	Controller's Office
<input type="checkbox"/> Mary Brown	Computer Center

Ballots must be returned to the office of Senior Vice President and Provost, clearly marked "Contract Professional Ballot" by 4 p.m. on April 15, 19__.

**ELECTION PROCEDURES
Faculty Well-Being Committee
Contract Professional Representative
(Three-Year Term)**

A contract professional shall be elected to serve for a three-year term on the Faculty Well-Being Committee of University Council according to the following procedures:

1. Nomination petitions will be mailed to all eligible contract professionals by March 1 every third year.

Eligible contract professionals are those non-teaching professional personnel of the University appointed by the board of Trustees as Instructional Professional Staff or Administrative Professional Staff. Persons appointed to this category prior to July 1, 1986 are also designated as Members of the General Faculty. Contract Professionals who are members of University Council by virtue of their administrative assignment or by presidential appointment and those who hold the position of vice president are not eligible.

2. Nomination petitions are to be completed and returned to the Senior Vice President and Provost's office clearly marked "Contract Professional Nomination" by 4 p.m. on March 15. Only eligible contract professionals may submit nomination petitions and the nominee must indicate in writing that he or she will serve if elected.
3. A ballot will be drawn from all of the names submitted, and the names will be arranged on the ballot in random order.
4. Within three working days after March 15, ballots will be distributed to all eligible contract professionals by campus mail for return to the Senior Vice President and Provost by 4 p.m. on April 15. Ballots should be clearly marked "Contract Professional--Ballot."
5. The ballots will be opened and counted in the presence of the Chairpersons of the Contract Professional Advisory Committee and the Contract Professional Grievance Committee, or their designees. The person receiving the highest number of votes shall fill the committee position. In the event of a tie, the decision will be made by a coin toss.
6. Following the election, the Senior Vice President and Provost will transmit the results of the election, including the actual number of votes cast, to the Executive Committee for the record. Only the name of the elected contract professional representative to the Faculty Well-Being Committee will be announced to University Council.

ELECTION PROCEDURES, Faculty Well-Being Committee, continued

7. Should a contract professional be unable to complete his or her term, the Senior Vice President and Provost shall immediately use these procedures to elect a replacement; however, should the vacancy occur within three months of the annual election, the post may remain vacant until the election occurs. If a vacancy is to be filled during a regularly scheduled election, the person receiving the second highest number of votes shall serve out the remainder of the term.

THE UNIVERSITY OF AKRON
Akron, Ohio

NOMINATION PETITION

Faculty Well-Being Committee
Contract Professional Representation
Three-Year Term (1989 to 1992)

Instructions:

Nomination Petitions must be returned to the Office of the Senior Vice President and Provost by 4 p.m. on September 20, 1989, clearly marked "Contract Professional Nomination." All valid Nomination Petitions shall be placed on the ballot. The person receiving the largest number of votes shall fill the position.

Only contract professionals are eligible to nominate candidates or otherwise participate in the election.

The undersigned contract professional hereby nominates

_____ to be placed on the
ballot for election to the University Council.

Signature

Department

I hereby agree that I will serve if elected to the Faculty Well-Being Committee.

Name of Nominee (please print)

Department

Signature of Nominee

Date

SAMPLE

THE UNIVERSITY OF AKRON
Akron, Ohio

BALLOT

Faculty Well-Being Committee
Contract Professional Representative
Three-Year Term (19__ to 19__)

Please indicate your vote by placing an X in the appropriate box.

<u>Name</u>	<u>Department</u>
<input type="checkbox"/> John Smith	Academic Advising
<input type="checkbox"/> Jane Doe	Controller's Office
<input type="checkbox"/> Mary Brown	Computer Center

Ballots must be returned to the office of Senior Vice President and Provost, clearly marked "Contract Professional Ballot" by 4 p.m. on April 15, 19__.

APPENDIX B

Amendment to Council Bylaws:

3359-10-03 Composition of Council

- (D) Eight student representatives comprising four students from the undergraduate day enrollment selected in such manner as determined by Associated Student Government; two evening students selected in such manner as determined by the Evening Student Council; one student selected from the Graduate Student Council in a manner agreeable to such Council; and one student selected from the Student Bar Association in a manner agreeable to such Association.

Appropriate renumbering of sections E through H as D through G.

APPENDIX C

Proposal for a Faculty Ombudsman (As amended by Council 2/23/89)

1. The University of Akron shall have a Faculty Ombudsman* with principal concern for faculty affairs. ~~THE OFFICE OF OMBUDSMAN SHALL BE ONE OF HIGH PRESTIGE, ACCOUNTABLE DIRECTLY TO THE BOARD OF TRUSTEES.~~ The office shall be occupied by a tenured professor, respected for impartiality and independence, for a set term of three years. It shall be adequately staffed and funded in a manner consistent with its function, and the Ombudsman shall be assured of at least the average salary increments awarded to the colleagues of the department or discipline from which the Ombudsman originates.
2. The Functions of the Ombudsman shall be:
 - a. to collect and provide information about University policies, practices, and procedures, and SEEK to ~~ELABORATE~~ OBTAIN CLARIFICATION OF the University's modus operandi; to honor all reasonable requests for information pertinent to the functions and purposes of the office, and to seek actively for answers to all such inquiries, providing them to the inquiring parties and, where it seems desirable, to the University community at large
 - b. to advise faculty and others of whom to consult and of what procedures to follow in order to pursue whatever business or complaint they may have;
 - c. to hear, investigate, and attempt to resolve justly and equitably those complaints and grievances that may arise against the University or against any of its constituent parts or members;
 - d. without superseding any existing grievance procedures or channels of appeal, to mediate disputes and assist in protecting the proper rights and interests of those who remain dissatisfied with the results of pursuing existing procedures and channels, and to propose to the pertinent parties remedies for arbitrary or capricious actions or for lack of action or for unreasonable or untimely delays in action; ~~and in negotiating the settlement of grievances, to carry independent recommendations to the Board of Trustees in those cases in which the President of the University disagrees;~~

*In deference to its etymology, the word ombudsman is used in its traditional form, to refer to a man or to a woman doing the job.

- e. to report independent findings and recommendations to the appropriate authorities WITHIN THE UNIVERSITY by the most expeditious means possible, and to the University community to the extent that this seems objectively to be most beneficial;
 - f. to ~~advise~~ INFORM the appropriate administrative officers, legislative bodies, and faculties WITHIN THE UNIVERSITY COMMUNITY of what procedures and policies seem to be defective or inadequate to the protection of substantive rights, and to recommend remedies; to propose interim relief pending the use or adoption of procedures necessary to assure due process; and to notify appropriate officers and faculty when there is a failure to implement the due process already established;
 - g. to recommend TO THE APPROPRIATE AUTHORITIES adjustments in cases of complaint AND FINDINGS of inequitable faculty salaries. ~~and in cases in which the aggrieved faculty member and the respective departmental authority, or the dean of the college involved, or the provost, or the president of the university agree to arbitrate or arrange any arbitration for a settlement of the dispute~~
3. Access to ~~such official files~~ PUBLIC RECORDS and information as the Ombudsman believes required to fulfill the functions of the job shall be provided by all members of the University community, SUBJECT TO THE EXCEPTIONS FROM SUCH DISCLOSURE PROVIDED BY OHIO STATUTORY LAW OR OHIO COMMON LAW RIGHTS OF PRIVACY. Any requests from the Ombudsman for information must receive the highest priority from every member of the community. The Ombudsman shall also be given efficient means for communicating with the University community whenever necessary.
4. While the Ombudsman is authorized to function in the widest possible context and with minimum constraints, the investigations and recommendations made by the Ombudsman are concerned with faculty and academic matters, SUCH AS:
- a. the Ombudsman shall make recommendations to the president, faculty and administrative offices but will not exercise powers which are beyond the legal authority of the university and which are specifically vested in particular individuals or offices BY LAW, OR RULES AND REGULATIONS OF THE BOARD OF TRUSTEES;
 - b. should those recommendations ~~be ignored or modified~~ NOT RECEIVE DUE CONSIDERATION AND/OR IMPLEMENTATION, the Ombudsman has the right and obligation, ~~within~~ UPON two weeks' WRITTEN notice, to ~~take~~ SUBMIT the

case, IN WRITING, to The Board of Trustees for action at their next meeting;

- c. the Ombudsman shall not make University policy or replace established legislative or judicial procedures, although investigating any and all of these, raising questions about them, and making recommendations for their improvement and efficient functioning are to be considered proper activities of the office;
- d. information from individual personal and personnel records shall be secured only ~~with written permission from the subject of the record to release the information/~~ pursuant to Ohio law governing such personnel records, but access to all other records and files bearing on a complaint is guaranteed to the Ombudsman, to the extent authorized pursuant to Ohio's public records law, but subject to the exceptions provided therein;
- e. the Ombudsman shall publish timely reports to the faculty and administrative outlining the ongoing activities of the office and especially focusing on those recommendations which have not yet met with compliance;
- f. however, while the Ombudsman has wide latitude in promulgating findings and recommendations, the requests of ~~complainants~~ COMPLAINANTS that their anonymity be preserved must be respected, to the extent authorized by law.

5. Operations of the Office:

[Section 5.a. is subject to the provisions of Chapter 1347 and Section 149.43 of the Ohio Revised Code. Anonymity and confidentiality may not attach to public records or personnel information systems as defined in Ohio law, except to the extent that specific exclusions exist to authorize non-disclosure. The records maintained by the Ombudsman would constitute public records at a minimum, and would likely qualify as a personnel information system as well. This section is also subject to the records management requirements of "state records," R.C. 149.32 et seq.]

- a. The office shall keep suitable records of complaints, findings and recommendations. In order to protect the anonymity of the complaints and the confidentiality of the ~~complaints~~ COMPLAINANT, these shall be accessible only to members of the staff of the office of the Ombudsman which shall under no circumstances employ student personnel. At the end of a particular Ombudsman's term, that Ombudsman, after consulting

with the University archivist, shall decide which records shall remain for the successor, which shall be committed to the University Archives, and which shall be destroyed. In addition, that Ombudsman shall describe the conditions under which persons shall have access to the various records of that office stored in the Archives;

- b. Although the Ombudsman may, after careful consideration, make exceptions with respect to matters of major importance, normal function of the investigations will be on the bases of first come, first served;
- c. the Ombudsman shall make an annual report to the University community and also issue special reports as are deemed useful from time to time;
- d. the Office of Faculty Ombudsman may be evaluated and reviewed by University Council at any time after one full year of operation;

[The following provision conflicts with the statutory discretion vested in The Board of Trustees in R.C. 3359.03 (i.e., Only The Board of Trustees "...shall employ, fix the compensation of, and remove,...such...professors...as may be deemed necessary.)"]

- e. the Office of Faculty Ombudsman may be abolished at any time by the majority vote of the University faculty upon recommendation of university Council.
6. A selection committee shall be formed early in the fall semester of the year preceding the start of the Ombudsman's term of office. The committee shall consist of one member elected from each college (Arts & Sciences, Business, Community & Technical, Education, Engineering, Fine & Applied Arts, Law, Nursing, and Wayne General & Technical) and the Library. The committee shall solicit nominations from the entire faculty and shall select at least two but not more than three candidates (acceptable to University Council) to stand for election by a written ballot of the faculty. The election is to be completed by the end of classes in the spring semester. The candidate receiving a simple majority of the ballots cast shall be declared elected.

DR. JOSEPH M. WALTON

OFF: SENIOR VP & PROVOST

FHC 101