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## Faculty Senate Chronicle November 23, 1988

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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.

MINUTES OF UNIVERSITY COUNCIL MEETING  
November 3, 1988

The regular meeting of the University Council was called to order by the Chairman, Senior Vice President and Provost, Dr. Frank Marini, at 3:07 p.m. on Thursday, November 3, 1988 in Leigh Hall 307.

Fifty-nine of the 80 members of Council were present. Those absent with notice were President William V. Muse, Dean Wallace T. Williams, Dr. Roger Durbin, Dr. Lawrence G. Focht, Dr. Gloria J. Harman, Dr. Dale Jackson, Dr. Maryhelen Kreidler, Mr. George Pope, Mrs. Linda Weiner, Dr. Eric R. Birdsall, and Non-Traditional Student Government Representative Carol Adams. Absent without notice were Mr. William Becker, Dr. John Bee, Dr. Paul C. Lam, Dr. William McGucken, Dr. F. Bruce Simmons, Dr. Judy Wilkinson, Graduate Student Government Representative Cindy Porter, Associated Student Government Representatives Tony Brown and Michelle Walulik, and Student Bar Association Representative Parker Edmiston.

Item No. 1 - Remarks of the President. The Chairman began by stating that President Muse was unable to attend today's meeting. Taking a remark of his own slightly out of order, he mentioned that he had been asked to caution Council members that new supersensitive microphones were being used this afternoon to tape the meeting and were apt to pick up every conversation in the room. He did not have the slightest idea what the people who asked him to give this warning thought Council members talked about, but, whatever it was, it would be a matter of University records. Dean Claibourne Griffin commented that the warning was too late.

Item No. 2 - Consideration of the Minutes of the Meeting of University Council, October 6, 1988, as printed in The University of Akron Chronicle on October 21, 1988. As the Secretary of Council, Dr. Gary Oller, was suffering from laryngitis, the Chairman kindly read for him the corrections which had been received.

On page 2, Dr. Diana Chlebek was mistakenly listed as absent without notice. She was in attendance but did not sign the sign-in sheet. Also on page 2, under those listed as absent with notice, Mr. Roger Durbin should be listed as Dr. Roger Durbin.

On page 7, there was an error under C. Academic Policy, Curriculum and Calendar Committee. Dr. Cooper's title should read Associate Provost, not Assistant Provost.

On page 9, there was a typographical error on the fourth line under A. General Faculty Representation to University Council. It should read "...on until the next meeting..." not next - with an m - meeting.

The Chairman then asked for other corrections.

Dr. Frank Griffin said that he wanted to correct something that he had said at the last meeting. He had stated that, according to the Ohio Board of Regents Basic Data Series, from 1985 to 1987 there had been an increase of 200 administrators on this campus. He had done this by comparing 1985 (containing F84 data) and 1987 (containing F86 data). That statement was erroneous on two counts. First, under the column which bears the heading "Administration," the net increase was 126.9 (a 9% increase), not 200. Second, in this column as "Administration" are listed non-academic administrators, clerical and office workers, student staff support, maintenance workers, custodians, and food service workers. He went on to add that in the Faculty Support category, consisting of professional staff, non-teaching GA's, and technicians, there was an increase of 17 or 4%. He considered all of these as support personnel. Dr. Griffin also pointed out that administrators with faculty rank, such as the President, are apparently listed as faculty in the data. He thanked Dr. Linda Moore for this information and concluded with one additional comment. The faculty showed a decline of 11 or 1%, while support personnel had increased by 9%. The student to faculty ratio had gone from 21 to 1 up to 23 to 1.

Dr. Fleming wanted to amend his remarks on page 11 as reported to read in the first paragraph: "Dr. Fleming asked whether the tenured professor holding the position would be relieved of his teaching and required to devote his full time..." He wanted to change "allowed" to "required" in order to emphasize that there might be a professor who wanted to keep teaching duties, but he would be required to give them up to serve as Ombudsman.

Dr. Farona noted that on page 15, fourth paragraph, he was named as having asked for a vote count. He believed that it was Dean Isaac Hunt who had made the request, and Dean Hunt agreed.

Mr. Elton Glaser suggested that the comment attributed to the Chairman at the end of the third full paragraph on page 4 might need to be clarified. The sentence read "The language might be interpreted to include people from outside of the department but not interpreted to mean to include all tenured members, and it may also include some non-tenured members." The Chairman said that he would consider it.

There being no further corrections to the minutes, a motion was made to accept them as amended and this was seconded. Council then voted its approval.

Item No. 3 - Remarks of the Presiding Officer. The Chairman noted that he had still received no suggestions from Council members regarding candidates for a parliamentarian. Mr. William Harpine, who served last year, could not do so this fall because of a schedule conflict. However, he was available in the spring and was willing to serve. Therefore, the Chairman was inclined to do without a parliamentarian for this and the December meeting and have Mr. Harpine start in the spring semester.

The Chairman reminded the chairs of standing committees to give copies of their reports to Mrs. Linda McPherson prior to each meeting of Council, if possible. He also said that he had received a report from the General Studies Advisory Committee and that he would be meeting with them on November 16 to discuss it. He would continue to keep Council informed on this matter.

The Chairman reported that, acting on the request of President Muse, he would be appointing a task force to review our present Honors Program and to make whatever recommendations as seem wise to strengthen the University's approach to Honors Programs in general. He said that the membership of the task force would include people from the present and past Honors Councils, Student Services, the University College, and three faculty members designated by Council. He hoped that later under New Business, a means might be suggested by a Council member to choose those three individuals.

As was customary at the November Council meeting, the Chairman then distributed the overall statistics on faculty salaries for the current year. President Muse would also be sending a letter to all faculty here and on the Wayne campus with this information.

The Chairman noted that, as requested at the last Council meeting, he had mailed the observations included in the Salary Equity Task Force recommendations to all members of Council. He had also sent them to department heads and Deans and asked them to give consideration to those observations and recommendations.

The Chairman reported that he and President Muse had continued to consider the question of how to report STRS retirement credit for part-time faculty, and that he had met a few times with Mrs. Linda Weiner, part-time faculty representative to Council, to discuss this topic. Since Mrs. Weiner could not be at today's meeting, at her request he would not deal with this subject now but would wait until the next meeting.

Item No. 4 - Special Announcements. There were no special announcements.

Item No. 5 - Reports of Standing Committees.

A. Executive Committee - Reporting for Dr. Oller, the Chairman stated that the Executive Committee met on October 20 in order to set the agenda for the November 3 meeting of Council. Only one matter of possible new business was discussed - a letter from Parker Ladd, Director of the Higher Education Division of the Association of American Publishers, directed to the presiding officer of Council and dealing with ethical and legal questions concerning the sale by faculty of complimentary copies of textbooks which they received from publishers. Ladd expressed the hope that Council would review this practice and devise a resolution against it. The Committee thought that, in most instances, there were neither legal nor ethical questions involved in the practice, and that this was not a matter with which Council, or the University for that matter, should be concerned. Thus, it was not

placed on the agenda, but this could be discussed if Council members so desired.

In response to a question about the length of the term of office for the Chair of the Faculty Well-Being Committee, it was concluded that while members were elected to three-year terms, there was nothing in the Council Bylaws which stated that the Chair should be as well. Thus, the Chair should be elected each year by members of that committee.

The Committee also appointed Jack Watt, Acting Dean of Education, to a one-year term (1988-89) on the Academic Policies, Curriculum and Calendar Committee and Dr. Charles Carter to the Campus Facilities Planning Committee for a three-year term as a replacement for Dr. Gary Oller, now serving as Council Secretary. It also allowed Dr. Lawrence Focht to have his college appoint a non-voting substitute for him on the APCC for the rest of the semester to keep him informed on committee business, as he was unable to attend meetings this semester because of a schedule conflict.

Finally, the Committee discussed the proper procedure for granting permission to non-members to speak before Council and in what circumstances. It was decided that when a request to speak was made that the Chairman would ask whether there was a motion from the body to that effect. If so, the Council would then give its approval or disapproval.

Dr. Don R. Gerlach asked whether the Executive Committee, in setting the agenda for Council meetings, would provide a bit more information and list the items of Old Business, as well as those of New Business.

B. Academic Planning and Priorities Committee - Dr. Marini reported that the Committee met on October 14.

C. Academic Policies, Curriculum, and Calendar Committee - Associate Provost Constance C. Cooper said that the Committee met on October 18, but there was no report.

D. Athletics Committee - Dr. George Prough reported that the Committee had met on October 31, at which time he was re-elected as Chairman, and the presidents of Varsity A and the Alumni Association were elected to serve as ad hoc members of the Committee. Athletic Director, Jim Dennison shared with the Committee the following: (1) Our women's teams were experiencing excellent success in Northstar Conference this year. Currently, we ranked second in volleyball and third in both tennis and cross-country. (2) There was concern over the low attendance at the football games, and President Muse had recently received a report on this and related matters. (3) The basketball season ticket campaign was progressing very well, and all the home games for its season had sponsors except the Cleveland State and Kansas State games, for which sponsors were not sought.

The Committee discussed the Drug Education and Testing Program and established a subcommittee to continue work on that program, taking into

account the suggestions made by members of Council and by other faculty. Mr. Dennison also distributed copies of the syllabus for the drug education course currently being taken by those involved in Athletics this fall. Our University was one of the few offering such a course, and Dennison was impressed with its progress so far.

Dr. Gerlach asked whether the report mentioned by Dr. Prough was the one submitted by Mr. Canham, the man invited by President Muse to investigate various aspects of the University's sports program. If so what were the prospects of our hearing anything about it? Dr. Prough responded that the report to which he referred was not that report, but a separate one prepared by Dennison regarding football attendance. The Committee did not know any of the conclusions from the special report that was made.

E. Campus Facilities Planning Committee - Chairman Art Pollock reported that the Committee met on October 24 with Mr. Randy Richardson, University Architect, and Mr. Phil Bartlett, Director of Space Utilization, who provided a status report on the Polsky project and answered many questions. Members of the Committee expressed their concern about the level of faculty involvement in the planning process.

At the Committee's next meeting on November 11, Ms. Patricia Fuller, consultant to the University's Art in Public Places Committee, would discuss the Buchtel Commons project.

Mr. James Nolte asked whether the Campus Facilities Planning Committee was the proper committee to examine the possibility of renaming Polsky's with a title more appropriate for the University and, if so, whether now was an appropriate time to make the request.

The Chairman thought that such a question could be referred to that committee and noted that some people had fallen into the habit of calling the building West Campus. He wondered whether or not financial considerations should be taken into account in regard to the name change. Dr. Gerlach added that the person after whom the building would be named should be dead. The Chairman agreed that was a good rule because if you named things after living people, there was always a chance you would regret it; so too with dead people, but they did less.

F. Faculty Rights and Responsibilities Committee - Chairman Tom Miles reported that the Committee had met three times, on October 18 and 27 and November 3, to consider documents referred to it by Council. These included a proposal for a part-time faculty grievance procedure, a proposal for a change in tenure policy from the Department of Chemistry, and proposal from the College of Engineering for tenure upon appointment for deans and department heads. Mrs. Linda Weiner, Dr. Marini, Acting Dean Atwood, and Dr. Farona all met with the Committee. Finally, a document from Dr. Faith Helmick regarding a part-time faculty grievance procedure was received and distributed to Committee members.

G. Faculty Well-Being Committee - Mr. Mark Soppeland reported that the Committee met on October 28, at which time he was elected Chairman. In regard to a question dealing with more specific information from

Aetna about limitations on our health insurance, it was decided that an Aetna representative should meet with the Committee to answer questions concerning health insurance benefits and to review current procedures for utilization of services provided by Aetna.

H. Library and Learning Resources Committee - Dr. William Fleming, reporting for Chairman Rob Kent, stated that the Committee met on October 25 to establish the agendas of its standing subcommittees for the 1988-89 year. The subcommittees were requested to address the following issues:

Budget Subcommittee: (1) How does our library budget stand in comparison to other Ohio university libraries? (2) What, if any, unmet financial needs does the library have?

User Subcommittee: (1) Library security - (a) What are the problems? (b) How serious are they? (c) What alternatives exist for their resolution?

Space Subcommittee: (1) Bierce Library is at 119% capacity at present. What are the immediate short-term space needs for the library? What can be done to alleviate them now? (2) What are the long-term space needs of the library? To what extent will high-density off-campus storage alleviate them?

I. Reference Committee - Dr. Sue Hardin reported that the Committee had been working on the annual review of the Faculty Manual for the report to be presented to Council at the February meeting.

The Committee had also developed a proposal designed to clarify procedures for electing the Council representative to the Faculty Advisory Committee to the Chancellor of the Ohio Board of Regents. Copies of the proposal were distributed at the beginning of today's meeting, and it would be formally introduced as a motion to Council at the December meeting (see Chronicle Appendix A).

J. Research (Faculty Projects) Committee - Dr. Carl McMillin, re-elected Chairman, reported that the Committee met October 28 and 31. Thirty-nine faculty grant proposals were reviewed, and of these 24 were selected for funding. A list of these would be published in the Chronicle (see Chronicle Appendix B).

The Committee would meet again on November 11 to evaluate 22 proposals submitted for summer fellowships.

K. Student Affairs Committee - Dean Robert Dubick stated that there was no report.

Item No. 6 - Report of the Akron Representative on the Faculty Advisory Committee to the Chancellor of the Ohio Board of Regents. Dr. Mary Rainey presented her report (see Chronicle Appendix C, which is a corrected report submitted 11/8/88).

Dr. James Richardson had a question about the statement on the first page of the report which seemed contradictory to what went before and after. The statement said "the more rapid growth in number of Blacks and Hispanics in the student body than Whites..." He wanted to



know if that really meant the student body or the potential applicant pool of 18- to 21-year-olds, since the next section said that Black college enrollment had declined by almost 11%. Dr. Rainey said that she would check on this.

Item No. 7 - Old Business. After a brief discussion of which item of old business to take up first, Dr. Gerlach moved to take the proposal for General Faculty Representation to Council (see Chronicle Appendix D) from the table, and the motion was seconded by Dr. Frank Griffin. A vote was taken and the motion passed. The proposal was then open for discussion.

Dr. Gerlach asked why, if in item 4 of the proposal a Contract Professional was being added to the Faculty Rights and Responsibilities Committee, we were not considering electing a similar member to the Faculty Well-Being Committee. Dr. Faith Helmick replied that there already was a General Faculty member on the Well-Being Committee.

Dr. Fleming wanted clarification that the term in the document "Contract Professional/Instructional" limited the representation to those Contract Professionals who were directly involved in instruction.

The Chairman replied that the document was pretty clear on who was meant - the people reporting to the Provost, plus members of the Computer Center and the Black Cultural Center.

Dr. Fleming noted that since the diagonal punctuation could be interpreted as the conjunction "or," at a later time the term "Contract Professional/Instructional" could be interpreted to mean Contract Professional or Instructional.

Dean Griffin asked what categories of General Faculty were left out by the definition and why.

In response Dr. Irv Brandel asked permission to speak. Mr. David Jamison so moved, and the motion was seconded by Dr. Frank Griffin. Council then approved the motion to allow Dr. Brandel to speak. He noted that the people eliminated from this were those with the title Contract Professional/Administrative, who reported to Vice Presidents other than the Provost and were not directly involved in the instructional process. He had no objection to their inclusion here, but he didn't represent them. The decision not to include them was based on the fact that in previous dealings with what used to be called General Faculty, these two groups had different interests. It seemed that the instructional group was much more interested in the types of activities of this body. In a survey of the total General Faculty done by Roger Ryan about splitting the two and giving representation to the instructional group, he believed about 80% of the total General Faculty supported both of these.

In the interest of clarity, the Chairman said that the term "General Faculty" was no longer the way in which these people were referred to as a category, although some of the people who had held the title "General Faculty" and were "grandfathered" in still had the title.

In general, the category was Contract Professional. He wondered about the division into instructional and administrative groups.

Dr. Helmick responded that it was divided by retirement system membership as part of an agreement with the retirement system on who would be members of which system, and the instructionals were STRS.

The Chairman then asked why the proposal did not simply state that it was dealing with Contract Professionals who were in STRS.

Dr. Brandel replied that it was felt that the best definition was if they reported to the Provost. However, there were two groups involved with the learning of students who, because of their administrative assignments would have been excluded - the groups from the Computer Center and the Black Cultural Center, and therefore they were added.

Mr. Jamison said that if he correctly understood Dr. Brandel, some people with the title Contract Professional/Administrative were being included in this proposal. The Chairman agreed with his understanding. Mr. Jamison then went on to say that while he supported General Faculty representation in Council, he was against this version of it. He thought that all the Contract Professionals should be included, especially after hearing the explanation of the distinction as drawn in the document. As he noted at the last meeting, Council did not deal solely with academic matters but treated things that affected the entire life of the University. Therefore, he urged Council either to amend this proposal to include all Contract Professionals, or to defeat it in its present form and ask those who proposed it to reconsider and bring it to Council again in terms of all Contract Professionals being covered.

Dr. Fleming spoke against Mr. Jamison's point of view because he understood the purpose and direction of Council as being primarily academic and concerned with matters directly affecting the teaching process in the University. The Contract Professionals/Instructional would have more application to this body than Contract Professionals/Administrative.

Dr. Frank Griffin spoke in favor of the proposal, noting that the Contract Professionals/Instructional had taken an active role in pursuing membership on the Council, and the other group had not. If the second group wanted membership, let them pursue it.

Mr. Jamison responded that Council should not be the one to define these groups in terms of who ought to have representation. That definition should come from the entire group of Contract Professionals, and they then could elect whomever they wanted.

Dr. David Buchthal asked whether, if other General Faculty were asked to petition for membership, we would be putting two General Faculty members on each committee - one referring to the instructional and one for the non-instructional.

Dr. Helmick agreed with Mr. Jamison in supporting representation for Contract Professionals as a whole and pointed out two discrepancies in the proposal. First, the Faculty Well-Being Committee did have a member from the Contract Professionals who represented the entire group. If Council passed this proposal, it would have that committee with a representative who could be any Contract Professional and other committees with specific Contract Professionals. Second, adding a Contract Professional to the Faculty Rights and Responsibilities Committee would put that person on a committee comprised of tenured faculty members who heard grievances from full-time faculty. The Contract Professional group had its own grievance committee, which represented the entire group as prescribed in their section of the Faculty Manual

*acted at  
meeting as  
stated on p. 12/1*

~~Dr. Griffin as the original mover of the proposal then moved to delete item 4 in order to include all Contract Professionals as entitled to Council representation, and, as one of their number was already on the Faculty Well-Being Committee, he saw no sense in excluding them from Faculty Rights and Responsibilities, even though they had a separate grievance procedure.~~

Dr. Paul Merrix wanted to support the motion to delete for the reasons just given before.

The Council then voted on the motion to delete item 4, which passed 32-15.

The Chairman then noted that he was in a bit of a quandary because he wished to vacate the chair in order to speak, but the President Pro Tem, John Bee, to whom he would turn over the meeting, was not in attendance.

Dr. Gerlach said that it was an absolute requirement under Robert's Rules that the Chairman must vacate the chair if he wished to speak and that he would have to appoint someone else to do his job. The Chairman agreed and asked former President Pro Tem James Inman to take over the chair, which he did.

Dr. Marini thought that the fundamental issue here was defining the body of Council. While Council had been defined as an academic body dealing with academic questions, it had also dealt with a smoking policy for the whole University, and regularly handled matters that would be difficult to squeeze comfortably under the umbrella of academics. Council had student, part-time faculty, and retired faculty representation. The general question was whether Council would be a general advisory body for the University dealing with both academic and non-academic matters, or a faculty or academic senate dealing only with academic matters. His view on whether or not to include Contract Professionals would depend on what type of body Council thought that it was creating.

Dr. Gerlach responded that over the years Council had grown into a very odd body. By its title under the Bylaws, it was the legislative body of the faculty, yet there were many members of Council who were

Item No. 2 - Consideration of the Minutes of the Meeting of University Council, November 3, 1988, as printed in The University of Akron Chronicle on November 23, 1988. Dr. Gary Oller, Secretary of University Council, read the corrections to the minutes which he had received.

There is one correction to the Table of Contents: The first item should read "Minutes of Meeting of University Council of 11-03-88," and not 11-23-88.

On page 2 in the attendance information in paragraph 2, Dr. William McGucken was listed as absent without notice. He should be listed as absent with notice, as he had notified the Secretary of Council that he would be unable to attend the Fall meetings.

On page 7 under H. Library and Learning Resources Committee, the punctuation is incorrect at the end of sentence (1) under Budget Subcommittee. The sentence "How does our library budget stand in comparison to other Ohio university libraries" should end with a question mark rather than a period.

On page 10, the typist inadvertently merged parts of two paragraphs into a single paragraph. Paragraph 2 should be stricken and the following 2 paragraphs inserted in its place:

Dr. Griffin, as the original mover of the proposal, then moved to delete item 4 in order to eliminate membership in the Faculty Rights and Responsibilities Committee, and this was seconded by Dr. Buchthal.

Dr. Gerlach had some difficulty with this because if Council ultimately did agree to include all Contract Professionals as entitled to Council representation, and one of their number was already on the Faculty Well-Being Committee, he saw no sense in excluding them from Faculty Rights and Responsibilities, even though they had a separate grievance procedure.

On page 13, 6th line from the bottom of paragraph 3, the word "about" is missing from the sentence. It should read "...when he chided Mozart about that piece of music that had too many notes in it."

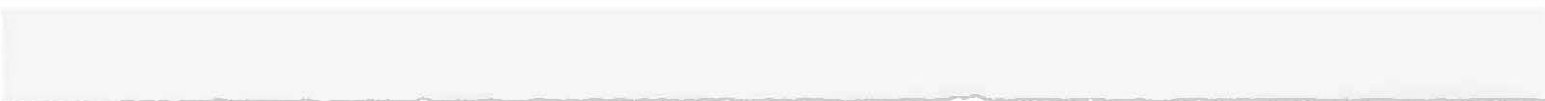
On page 18, 5th full paragraph, a word was left out of the first full sentence on line 4. It should read: "If the term 'accountable' simply meant that the Ombudsman was under the power of the Board, as was everyone here, that was acceptable."

On page 19, 6th paragraph, two words were left out. The sentence should read: "A vote was then taken on the motion to delete the second sentence of the opening paragraph, and it was passed."

Finally, at the October Council meeting a friendly amendment was made to the proposal for a faculty ombudsman to include a representative from Wayne General, who had been inadvertently excluded, on the selection committee. This mistake had not yet been corrected in the Proposal for a Faculty Ombudsman printed in the November Chronicle, but it will be corrected in the next revision.

The Chairman asked for additional corrections. Dr. Lawrence Focht wondered whether there was any difference between being described as absent with notice or excused. Dr. Oller responded that there was not. The minutes, as corrected, were then approved.

Item No. 3 - Remarks of the Presiding Officer. The Chairman reminded the chairs of standing committees that whenever possible they should give copies of their reports to Gary Oller or Linda McPherson one day prior to the meeting of Council.



not faculty, including students, much to his dismay and serious objection. While Council could go on redefining itself, he thought that it would be best to keep Council as closely related to the faculty as possible and to academic concerns, even though it touched on peripheral areas. He supported this proposal and agreed that a strict line should be drawn between the instructional versus administrative categories for these Contract Professionals.

Dean Long humorously suggested that someone listening to Dr. Gerlach would conclude that he opposed the proposal, following the argument that this is a faculty body, and we would not want people who did not have faculty appointments to increase in their numbers in Council.

Dr. Marini said that, remembering that Council had grown organically and speaking with a willingness to change and a predisposition to preserve, his position would be to include as many segments of the University community as possible in the body. It already contained student, part-time faculty, and retired faculty representatives and was not a faculty senate. It might be, by the Bylaws, the legislative body of the faculty, but it was not a body of the faculty, strictly speaking. If representation was given to Contract Professionals, it should include all of them and not just some.

Dr. Brandel had some difficulty with this because, as the proposal now was written, there were about 150 people who would have one representative on Council. If that group were to be expanded as was being discussed, there would be somewhere between 200 to 250 people represented by one person.

Mr. Jamison noted that the only place where Council had been scrupulous about numbers representing people was in the faculty relationship to the number of teaching faculty in the college. The number of students who served on Council was completely disproportionate to the number of students enrolled at the University. He thought that the issue was constituencies. Council had made provisions for separate evening student and student bar representatives and tried to recognize that the University was a composite of various constituencies. A further recognition of that would be to include all Contract Professionals in the group for representation.

Dr. Fleming had no strong feelings on either side of the issue but wondered, since there were natural differences and interests between the Contract Professionals/Instructional and Contract Professionals/Administrative, and since administrative membership on Council was either by virtue of office or by appointment, whether it would be possible to handle the problem by electing an instructional representative under the present proposal, and then having an administrative representative appointed by somebody in the administration, having first been elected by other Contract Professionals/Administrative.

Dr. Marini thought that the point was well taken about representation for an already large group being diluted if one included

another group. Perhaps if Council were going to consider representation by all Contract Professionals, attention should be paid to trying to get some sort of proportional representation. However, he did not think that it was his place to make a motion to refer this back to the Committee.

Dr. Frank Griffin moved the question and Acting Chairman Inman called for a vote to cease debate. Council voted in the affirmative, but Dr. Gerlach asked whether it was a two-thirds majority. The vote was taken again and passed, 33-11.

The Acting Chairman then reminded members that they were voting on the proposal as published in the October 21, 1988 issue of the Chronicle, with item 4 deleted. A vote was taken and the proposal passed by a vote of 32-15. Mr. Inman then returned the Chair to Dr. Marini.

The Chairman then introduced the next item of Old Business - the Ombudsman proposal (see Chronicle Appendices E & F). Since two proposals had been offered at the last meeting, there was some confusion as to how to proceed. Dr. Gerlach clarified the matter by explaining that at the last meeting during the discussion of the first Ombudsman proposal, the second proposal had been introduced by a motion to substitute it for the original one. After that substitute had been distributed to Council members, he had moved to postpone any further discussion of either proposal until the next meeting of Council in order to give members a chance to study the substitute. His understanding was that the motion before the body was to substitute the second proposal for the first, and that was what was under debate.

The Chairman agreed and verified that the minutes of the last meeting confirmed the clarification.

Dean Jack Watt, who had originally made the motion to substitute, explained that he had two problems with the original proposal. One was that it excluded a great part of the University in terms of whom the Ombudsman would represent and the other was that it violated his sense of an appropriate kind of relationship by proposing that the Ombudsman be able to go directly to the Board of Trustees, bypassing the rest of the University administration. The substitute proposal dealt with these problems by presenting an Ombudsman who represented everybody in the University and by proposing a more appropriate line for reporting.

Mrs. Faye Dambrot, President of the local AAUP chapter, then asked for permission to speak. This was moved by Mr. Jamison, seconded, and approved by the body. Mrs. Dambrot said that Dr. Ed Wagner, who was a member of the AAUP committee that had drafted the original proposal and presented it to Council, had wanted to speak but had to leave for a class and had left a written statement which he asked her to read against the substitute proposal.

In the statement, Dr. Wagner said that he had been at the University for 30 years and found that the perception of many faculty was a lack of trust in the present administration. The original

Ombudsman proposal would at least deal with the issues of trust in that it at least granted the Ombudsman some independence and also provided recourse if recommendations were unheeded. The counterproposal placed the Ombudsman at the mercy of the President and would only seem to augment the feeling that the Administration was insincere. Finally, he had heard that the Administration considered the original proposal too costly. He submitted that, in the long run, in terms of promoting cooperation and understanding between the Administration and faculty, this proposal would actually prove less costly.

Mrs. Dambrot then stated that the AAUP strongly felt that for the Ombudsman to be effective he had to be elected by the faculty, and that the issues and grievances of students, staff, and faculty were so different that they could not be handled by one person. To those people who would argue that there was no need for an Ombudsman because of the numerous grievance procedures already in place, she noted that these were inadequate. As a member of the Faculty Rights and Responsibilities Committee, she thought that it did not deal with substantive issues, only with procedure. For all of those reasons, she was against the substitute motion and believed that the original proposal protected the rights and responsibilities of the faculty, and that the substitute proposal would be a meaningless grievance procedure.

Dr. Gerlach rose to present three basic reasons against accepting the motion to substitute. According to the rules of order, a substitute motion was brought forward when the amending process became too involved or complicated in terms of the original proposal being discussed, or when such vast changes were required in the original document that there was no other convenient way to handle it. As yet, Council had not tried to see whether the original proposal could be reasonably amended. He thought that the real purpose of the motion was to maneuver Council away from considering the main motion to adopt this plan. The substitute proposal had not even gone through the same committee process that the original plan went through. It was wholly lacking in provisions to guarantee the independence of the office. His second objection was that the proponents of the substitute could have allowed Council to proceed seriatim through the proposal and suggest amendments here and there. Also, the substitute was too wordy and reminded him of the lovely quip of the Emperor Josef to Mozart in "Amadeus," when he chided Mozart, <sup>about</sup> that piece of music that had too many notes in it. This one not only had too many notes but they were the wrong ones. If Council approved the substitute motion, then it could expect him to suggest numerous amendments to the substitute proposal. He closed by saying that he would rather have no Ombudsman than the plan envisioned in the substitute motion.

Dean Griffin spoke in favor of the substitute motion because he considered the feature of the original proposal which its proponents emphasized as critical - namely, that the Ombudsman report directly to the Board of Trustees - to be totally unacceptable and impractical in terms of the operation of the organization. He was not against the concept of an Ombudsman, but he was certain that if Council passed the original proposal with the just-cited feature, it would have no chance of acceptance by the Board of Trustees. It would make operation of the



University extremely difficult for the people who were charged with that responsibility. He, therefore, supported the substitute motion because the basic premise of the primary motion was unacceptable.

The question was then called by Dean Hunt. The Chairman asked for a vote and received a positive response for the termination of debate.

Council then voted on the motion to substitute and defeated it by a vote of 25-22.

Dr. Gerlach then made a motion that when a final vote was taken on the Ombudsman proposal it would be by secret ballot. This was seconded by Dr. Frank Griffin and approved by Council.

After some discussion of how next to proceed, Mr. Elton Glaser rose to raise some points about the proposal which disturbed him. He, too, was concerned about the Ombudsman's ability to report directly to the Board of Trustees. It seemed to him that item 2e of the proposal was really the appropriate one, "to report independent findings and recommendations to the appropriate authorities...", so that cases would come up on an ad hoc basis, and not everything that came to the Ombudsman would have to be taken to the Board of Trustees. He then moved that the final clause in item 2d be removed from the document: "...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." The motion was seconded.

Dr. Buchthal asked Mr. Glaser whether he was aware that under 2d it said "...in cases in which the President of the University disagrees." Mr. Glaser replied that he was aware of it and was concerned with keeping every case from going before the Board.

Dr. Gerlach rose to a point of order to ask the Chairman to keep members from addressing each other and "visiting back and forth." Members should rise, address the Chair, and speak accordingly so that we could keep this on a proper, businesslike plane.

The Chairman noted the point and asked for further discussion.

Dr. Fleming stated that, if the present motion did not pass, he planned to offer a substitute motion in which the Ombudsman could, in cases of disagreement with the highest authority within the University, request a hearing before the appropriate committee of the Board. Further, the Board should be asked by Council to require of the Ombudsman periodic reports of his activities.

The Chairman then called for a vote, and the motion to delete the last clause of 2d was passed.

Mr. Glaser then moved to delete everything in 2g, except the opening clause. It would now read: "to recommend adjustments in cases of complaint of inequitable faculty salaries." This deletion, he felt, would remove from the office of Ombudsman a kind of power which seemed

inappropriate. The motion was seconded by Dean Hunt.

Dr. Gerlach rose to oppose the motion and said that if we were to have an Ombudsman, it had to be an office with independence and clout. Otherwise, you might as well put the fox in charge of the chicken coop. The existing language provided that for this arbitration to proceed there had to be an agreement between the aggrieved party and the respective other authorities, whether they be "the departmental authority, or the dean, or the Provost, or the President..". Perhaps reasonable safeguards could be added here by changing one of those or's to an and, but the Ombudsman needed to have some reasonable assurance of success. Even the just-defeated substitute proposal referred to the Ombudsman as an arbitrator and mediator. A mediator was someone who acted as a friend to all sides in a dispute, and, in arbitration, it was a matter of hearing and deciding a case in controversy by someone chosen by the parties involved. The language here basically provided for that. If you let it stand, there would be the provision that no University President would have to create a special task force on salary inequity which spent and was paid at a higher rate than the money that was doled out to the people who got equity raises. In that respect, an Ombudsman would be a very cheap way of proceeding.

Mr. Glaser responded that it was the right and duty of the President to decide on the salary increments, and he would not like to see him give up that right. He was worried about the President abdicating his power in this sense and passing it on to the Ombudsman who would then have a power greater than the President.

Dr. Buchthal asked to whom the recommendations on salary were made - to the President, to the Board, to the respective Dean.

The Chairman asked if anyone could clarify that.

Dr. Gerlach noted that there was no chance that the President would abdicate any authority which he doesn't exercise in the first place. He asked how often anyone had encountered the President of the University doing anything to his salary. It had happened to him years ago when a certain President tried to alter the recommendations made by his department head and Dean, and when they complained, the President changed his mind. Perhaps the President had the right and responsibility to sit down and go over every salary, but to the main question - recommend adjustment - ultimately it was the Board of Trustees who voted this. Therefore, why couldn't the Ombudsman go directly to them since he was as much responsible to them as the President?

Dr. James Richardson commented that at every university with which he was familiar, communications to the Board went through the President, and he could not imagine that any President would forego such an arrangement. If a Board accepted such an alternate channel, it would be an indication that it had lost confidence in the President and would be time for him to resign. Therefore, as a practical matter, any recommendations which the Ombudsman would make would have to be to the President of the University. It also seemed to him that the Ombudsman

should be looking for systemic problems, not just individual grievances. If there were many problems of inequity, then perhaps we needed to rethink the process by which we arrived at decisions. This ought to be the kind of function that an Ombudsman should have.

Dr. Paul Merrix agreed to an extent with Dr. Richardson and noted that his primary concern was with the influence that this kind of Ombudsman would have on the fairly equitable ways that most departments on this campus have of proposing salaries. He would not like to see the recommendation of the English Department Salary Review Committee which had been sent to the head and then recommended to the dean, overturned by the Ombudsman on the part of one faculty member. What about the other faculty members? If you raised the salary of the one faculty member with a grievance, that had to come out of the pot available for all of the others. Having done this as the head of the English Department for five years, he knew that it was not a pleasant thing to undertake and tried to tell faculty that every time that they got a bit more, somebody else got a bit less. This item in the proposal would not solve that problem.

Associate Provost Cooper called the question. Then Dr. Buchthal asked whether Council was voting on the Ombudsman making salary adjustment recommendations to the Board or to the President. He then moved an amendment that the Ombudsman make recommendations to the President.

Although this motion was seconded, Mr. Jamison suggested that the motion was out of order. Council had to vote first on Mr. Glaser's amendment and then take this one up.

The Chairman responded that actually the question had already been called and that now Council had to vote on the motion to delete. The vote was taken and the motion passed.

Dr. Merrix then asked how much longer Council intended to debate this item today, as there were other matters of business which some of the members had coming up.

The Chairman responded that if past custom was any guide, someone usually moved adjournment about five o'clock.

Dr. Buchthal then moved to add the words "to the President" in what remained of item g.

Dean Hunt said that item g was now worded as "to recommend adjustments in cases of complaint of inequitable faculty salaries..." He didn't think that you wanted a recommendation to the President in every instance of a complaint, only when the Ombudsman had actually found an inequitable salary. He then moved as a friendly amendment to Dr. Buchthal's motion the wording "to recommend to the President adjustments in cases of complaint and findings of inequitable faculty salaries." This was seconded.

Mr. Glaser spoke against the amendment, indicating that the proper

language to add here would be the wording in item 2e which now said "to report independent findings and recommendations to the appropriate authorities..." He thought that language should be carried over to 2g - "to recommend to the appropriate authorities adjustments in cases of complaint." It wouldn't be necessary to go to the President in every case. In some, it might be more appropriate to go to a dean or the Provost.

Dr. Buchthal said that if Mr. Glaser wished to present this as a friendly amendment, it might be accepted. He did, and there were no objections.

The Chairman then stated that the amendment in 2g now would read "to recommend to the appropriate authorities adjustments in cases of complaint and findings of inequitable faculty salaries..." Council then voted and approved the amendment.

Dean Hunt then mentioned that the first full sentence in item 5a, "In order to protect the anonymity of the complaints and the confidentiality of the 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," would not withstand challenge in terms of the Ohio law dealing with records and confidentiality. Mr. Glaser also noted that he had raised his concerns about this at the last meeting. There had been some talk then about taking this section to the University lawyers and getting their reactions. Had anyone with a legal background looked at this? Since the response was no, Mr. Glaser said that he would feel very uncomfortable voting for the document while there were unresolved questions about the legality of this section.

Dr. Gerlach asked what was the problem with the language.

Dean Hunt replied that under Ohio public documents law, the records could not be "accessible only to members of the staff of the office of the Ombudsman." Many people could have access to these records through a request pursuant to the Ohio public documents law.

Dr. Fleming added there also was the power of subpoena to reckon with, which could open documents that were not even normally considered under open document laws.

Aside from the legal questions, Mr. Glaser raised another problem in regard to confidentiality. People would be coming to the Ombudsman with the understanding that their discussions would be confidential. Now the records of the case or decision would be put in the archives, and the Ombudsman alone would have the power to decide how restricted that material would be. People who had thought that their case would be confidential could find that it had become a matter of public record. This could happen at the whim of whoever was Ombudsman in a given year. He thought that this was a bad idea and would tend to discourage people from going to the Ombudsman.

Dean Hunt again suggested that the offending sentence in 5a be

deleted. When asked by the Chairman whether he had reservations about other portions of 5a, he moved to strike the entire paragraph of 5a. This was seconded.

Dr. Gerlach wondered why we were in such a hurry to strike this out when inquiry yet had to be made. He requested that Dean Hunt be a committee of one for Council and investigate these problems in 5a in order to make recommendations as to how it could be reworked. He moved to refer this matter to Dean Hunt, and this was seconded.

Dr. Gerlach's motion took precedence over the motion to delete, and the Chairman explained that what the motion asked was that Dean Hunt be a committee to advise the body sometime in the future as to what should be done with 5a.

Dr. Fleming offered as advice two changes of wording in 5a: "the office shall keep suitable records..." (change "suitable, a very vague term, to "accurate"), and substitute the word "confidentiality" for "anonymity." There also still was a typographical error in the proposal as printed in the October 21 Chronicle, where the word "complaint" should be "complainant."

Council then voted on the motion for referral, and it was passed.

Mr. Glaser then wanted to look at the second sentence of the opening paragraph of the proposal, which read, "The office of Ombudsman shall be one of high prestige, accountable directly to the Board of Trustees." If the term "accountable" simply meant that the Ombudsman was under the power of the Board, as <sup>as</sup> everyone here, that was acceptable. If "accountable" meant, however, "reporting directly to," then he thought that this should be deleted to be consistent with emendations already made.

Dean Hunt thought that, despite what the original drafters had meant, the language, under the rules of legislative interpretation, would mean "reports to" or "is only accountable to."

Dean Griffin said that if it was not the intent to have the Ombudsman report directly to the Board, then the sentence was unnecessary because he would be no more accountable than any other University employee. He would support a motion to strike that sentence.

Dr. Gerlach moved to amend the sentence to read "accountable directly to the President and the Board of Trustees." This was seconded.

Mr. Jamison was still not sure of the impact of the word "accountable," and thought that the sentence did not add anything to the document but confusion. He believed that it should be removed to clarify the document.

Dr. Fleming thought that the placement of the words "to the President and the Board of Trustees" and the word "accountable" emphasized the fact that the Board might call upon the Ombudsman at any

time for explanation, justification, or whatever.

Dean Hunt responded that no sentence was necessary for that since the Board could call any University employee before it any time it chose.

Dr. Merrix noted that he would not want a faculty Ombudsman to be accountable to anyone except the faculty.

The Chairman then called for a vote and the amendment was defeated. Dr. Richardson then moved to strike the second sentence of the opening paragraph, and this was seconded.

Dr. Gerlach commented that the office of Ombudsman would be of absolutely the lowest prestige possible and accountable to nobody except, as mentioned, that we were all accountable to the Trustees ultimately.

The question was called, and Council voted to terminate debate.

A vote was then taken on the motion to delete the second sentence of the opening paragraph and was passed.

Item No. 9 - Motion for Adjournment. Dean Hunt made a motion to adjourn the meeting, which was seconded.

With the understanding that the Ombudsman proposal would return to the floor as a continuing item of Old Business with a report from the committee of one at the next meeting, Council voted to adjourn.

APPENDIX A

THE UNIVERSITY OF AKRON  
INTEROFFICE CORRESPONDENCE

**TO:** University Council **Date:** October 31, 1988  
**FROM:** Reference Committee  
**SUBJECT:** Election of the Council Representative to the Faculty Advisory Committee to the Chancellor, Ohio Board of Regents

We propose adding the following as a new section in the University Council Bylaws:

3359-10-10 Council Representative to the Faculty Advisory Committee to the Chancellor, Ohio Board of Regents

- A. Council members who are full-time teaching members of the faculties of the colleges are electors of the Council Representative.
- B. Those eligible for election are full-time teaching members of the faculties of the colleges who may or may not be members of Council.
- C. The election shall be by normal democratic procedures, utilizing the secret ballot.
- D. The Representative shall be elected at the May meeting of Council.
- E. The term of office shall be for two years.
- F. There shall be no limit on the number of terms a person may serve.
- G. An alternate shall also be elected by the same procedures described above.
- H. The Representative, if not already a member of Council, shall become an ex officio nonvoting member for reporting purposes only.

APPENDIX B

Faculty Research Grants  
Awarded 10/31/88

<u>RG#</u>	<u>NAME AND DEPARTMENT</u>	<u>TITLE OF PROJECT</u>	<u>AMOUNT</u>
1038	Dr. Larry A. Abel, Biomedical Engineering	"A Low-Cost Eye Movement Controlled Communication System for the Totally Paralyzed."	2,260.00
1039	Drs. G. Bibel and M. Savage, Mechanical Engr.	"Vehicle Power Transmission Improvement."	2,975.00
1040	Dr. Stephen Brooks, Political Science	"Fiscal Austerity and Urban Innovation in Ohio."	468.00
1041	Dr. Kim C. Calvo, Chemistry	"Enzyme Activities in Huntington's Disease."	2,980.00
1042	Dr. Douglas E. Cameron, Math Sciences	"Norman Levine: Syntactical Tinkerer."	350.00
1043	Dr. Thomas J. Cavicchi, Electrical Engr.	"Time-Domain Ultrasonic Medical Inverse Scattering."	1,800.00
1044	Dr. Lindgren L. Chyi, Geology	"Radon Level Over Abandoned Coal Mines."	2,061.80
1045	Dr. Donna J. Gaboury, Home Economics & Family Ecology	"Determination of Sodium and Potassium in Commercially- Prepared Diet Foods."	1,200.00
1046	Dr. Nancy K. Grant, and Mr. David Hoover, Urban Studies and Fire Protection	"Researching the Status of Academic Fire Education in the U.S."	1,393.00
1047	Dr. James K. Hardy, Chemistry	"Determination of Contamination by Pattern Recognition."	2,373.00
1048	Dr. Mark L. Johnson, Biology	"The Molecular/ Genetic Basis of Human Red Blood Cell Pyruvate Kinase Deficiency."	3,000.00



Fall Faculty Research Grants  
 Awarded 10/31/88  
 Page Two

<u>RG#</u>	<u>NAME AND DEPARTMENT</u>	<u>TITLE OF PROJECT</u>	<u>AMOUNT</u>
1049	Mr. Michael Jones, Art	"Environmental Sculpture"	3,344.08
1050	Dr. Cynthia Kalodner, Psychology	"Assessing and Matching Client Needs in the Treat- ment of Obesity."	1,428.90
1051	Dr. S.V. Kanakkanatt, C & T	"Formulation and Evaluation of Con- ductive Polymers."	2,900.00
1052	Dr. Joseph P. Kennedy, Polymer Science	"Synthesis, Charac- terization and Biological Testing of Novel Amphiphilic Networks."	3,750.00
1053	Dr. A. I. Leonov, Polymer Engrn. Center	"The Effects of Surface Tension in the Theory of Fibril Necking and Crazing."	3,750.00
1054	Dr. Yueh-Jaw Lin, Mechanical Engrn.	"Dynamic Modeling and Microcomputer-Based Real-Time Control Simulation of a Light- weight Robot Arm."	2,785.00
1055	Dr. Donald Ott, Biology	"Still-Framed Documentation of the Allen Video-Enhanced Contract Studies of Cytoplasmic Streaming in <u>Vaucheria</u> ."	1,170.67
1056	Dr. David S. Perry, Chemistry	"The Movement of Vibrational Energy within Individual Ethanol Molecules."	2,950.00
1057	Dr. James Shofstahl, Chemistry	"Development of a Direct Liquid Intro- duction (OLI) Capillary Liquid Chromatography - Mass Spectrophoto- meter."	1,170.67

**Fall Faculty Research Grants  
Awarded 10/31/88  
Page Three**

<u>RG#</u>	<u>NAME AND DEPARTMENT</u>	<u>TITLE OF PROJECT</u>	<u>AMOUNT</u>
1058	Dr. T.S. Srivatsan, Mechanical Engrn.	"Micromechanisms Governing the Deformation and Fracture Behavior of Metal-Matrix Composites."	1,600.00
1059	Dr. Daniel J. Svyantek, Psychology	"An Investigation of the Relationship Between Organiza- tional Culture and Employee Satisfaction and Organizational Performance."	1,707.00
1060	Dr. Sherman VanderArk, Music	"The Relationships Between Self-Esteem and Measures of Motivation, Musical Ability, Social Status, Gender, and Age."	812.88
1061	Dr. Mary C. Verstraete, Biomedical Engrn.	"An Investigation of the Three-Dimensional Forces and Moments in the Lower Limb During Gait."	1,770.00
			<hr/> 50,000.00

APPENDIX C

REPORT OF THE UA REPRESENTATIVE  
FACULTY ADVISORY COMMITTEE TO THE CHANCELLOR  
OHIO BOARD OF REGENTS  
THURSDAY, NOVEMBER 3, 1988

A two day workshop was held for representatives to the Ohio Board of Regents Faculty Advisory Committee on October 13-14, 1988. The workshop, which was funded by the Chancellor, explored "The Faculty's Role in Enhancing Minority Access and Success in Ohio Postsecondary Institutions." An official report will be circulated following OBOR/FAC discussion and approval. Persons interested in immediate information may contact my office and borrow my copy of an excellent background paper distributed at the meetings. The paper, authored by Ph.D. Candidate Cynthia F. Traylor, is entitled "Focus on Faculty. Roles on Access and Retention for Minority Faculty and Students, October, 1988."

The document, which is divided into three sections, starts with a quote by University of Akron President, William V. Muse.

Improving minority participation has emerged as one of the most significant problems in higher education today. It is time we stop wringing our hands and start producing results.

Following this introduction, part one of the report discusses issues and factors indicating the need for minority access and retention. These factors include:

the falling percent of blacks represented in the teaching force (8.1 percent in 1971, but only 6.9 percent in 1986)

underrepresentation of Non-White faculty. In 1976, 92 percent of all full time faculty were White. At the rank of full professor, 95 percent were White.

the more rapid growth in the number of Blacks and Hispanics in the student body than Whites. Colleges will be enrolling more minority students than majority Whites, resulting in a reversal in enrollment patterns for many institutions. This situation is being referred to as minority/majority. There is lack of role models for minority students.

lack of students in the pipeline to become faculty, especially among the Black population. Between 1975 and 1982, Black high school graduates enrolling in college dropped from 31.5 percent to 28 percent. Between 1980 and 1984, according to the Carnegie Foundation, Black college enrollment declined by 10.9 percent. African Americans, American Indians, and Latinos, who comprise 20 percent of the population, earned less than 6 percent of all doctoral degrees.

Part Two of the report deals with the role of faculty in fostering access and retention for minority faculty and students. Key points made are that:

faculty directly control the enhancement of minority opportunities at the graduate level because they admit, teach, advise, award assistantships and scholarships, and help generate employment.

faculty can make a difference by actively mentoring, modifying incentive and reward systems so that minority faculty have better knowledge about and improved opportunities for promotion and tenure and by developing more elaborate procedures to discover new talent and potential in the graduate admissions process.

The final section of the report contains descriptions of what some universities and state higher education systems are doing to bridge the gap. University programs were described at the University of Wisconsin-Madison, California State University-Chico, the U.S. Naval Academy, and Columbia University. Statewide strategies were included for Illinois, Colorado, Louisiana, Maryland, Mississippi, Missouri, North Carolina, North Dakota, Rhode Island, Tennessee, Oklahoma, Oregon, Texas, Virginia, Washington, and Wisconsin.

After reading this document, you can't help but to be impressed with the key role faculty play in the recruitment, admissions and retention processes. I question, however, whether our faculty as a whole is aware of what needs to be done including the key role they play, or why.

In addition to the retreat, the Faculty Advisory Committee met on October 19, further discussing its agenda for the year, and then met with Chancellor Coulter. Corrected minutes will be distributed of this meeting as they become available. Of special note was the Chancellor's comment that probably by 1990, enrollment caps on housing at certain urban universities will be raised by 1,000, as well as enrollment caps at some of Ohio's regional campuses. Enrollment head counts at Ohio's campuses were distributed (see attachment). The full time equivalent count will be available in December.

Submitted by,

Mary C. Rainey, Ph.D.  
Professor and Director,  
School of Home Economics and  
Family Ecology  
215 Schrank Hall South

OHIO'S PUBLIC EDUCATION  
HEADCOUNT ENROLLMENT\*

Universities	Final Fall 1987 Headcount	Preliminary Fall 1988 Headcount
Akron	27,183	27,593
Bowling Green	17,897	18,299
Central	2,695	2,515
Cincinnati	30,536	30,505
Cleveland	17,791	17,700
Kent	21,763	22,753
Miami	15,966	16,011
Ohio State	53,214	53,669
Ohio Univ	16,692	17,703
Shawnee	2,972	2,905
Toledo	21,740	22,820
Wright	16,202	16,254
Youngstown	14,675	14,710
NCOT	765	838
NEUCOM	388	386
<b>TOTAL</b>	<b>260,479</b>	<b>264,661</b>
 <b>Community Colleges</b>		
Clark	2,015	2,157
Columbus	8,601	9,503
Cuyahoga	23,490	22,688
Lakeland	7,922	7,840
Lorain	5,888	6,087
Rio Grande	1,242	1,293
Sinclair	16,344	16,615
Edison	2,515	2,650
Southern	1,355	1,300
<b>TOTAL</b>	<b>69,372</b>	<b>70,133</b>

\*Degree credit students

Technical Coll	Final Fall 1987 Headcount	Preliminary Fall 1988 Headcount
Belmont	1,456	1,876
Central Ohio	1,419	1,434
Cincinnati	4,578	4,479
Hocking	3,620	4,052
Jefferson	1,332	1,410
Liaa	1,767	1,943
Marion	1,377	1,349
Muskingum	1,792	1,948
North Central	1,707	1,846
Northwest	1,731	1,868
Owens	5,797	6,653
Stark	3,402	3,247
Terra	2,386	2,610
Washington	1,333	1,723
Agricultural	537	685
<b>TOTAL</b>	<b>34,256</b>	<b>37,125</b>

Branches	Final Fall 1987 Headcount	Preliminary Fall 1988 Headcount
Ashtabula	900	866
Belmont	886	1,004
Chillicothe	1,280	1,450
Clermont	1,161	1,180
E. Liverpool	581	548
Firelands	1,213	1,273
Geauga	371	479
Hamilton	1,723	2,138
Ironton	1,289	1,140
Lake	864	864
Lancaster	1,673	1,926
Liaa	1,171	1,276
Mansfield	1,177	1,277
Marion	1,036	1,137
Middletown	1,713	1,906
Newark	1,262	1,503
Salem	739	798
Stark	1,801	1,970
Trumbull	1,759	1,695
Tuscarawas	908	952
Walters	3,534	3,570
Wayne	1,237	1,220
Zanesville	1,185	1,258
<b>TOTAL</b>	<b>29,487</b>	<b>31,252</b>

<b>TOTAL</b>		
<b>ALL INSTITUTIONS</b>	<b>393,594</b>	<b>403,171</b>

APPENDIX D

GENERAL FACULTY REPRESENTATION TO UNIVERSITY COUNCIL

Whereas Contract Professionals/Instructional (General Faculty) constitute a large number of members of the University community, and

Whereas Contract Professionals/Instructional are integrally involved in student development, academic placement, assignment, advisement and remediation, and

Whereas Contract Professionals/Instructional participate in curriculum planning and evaluation, program development provision of academically-related services and outreach activities, and

Whereas Contract Professionals/Instructional are an essential part of the teaching/learning component of the University community, and

Whereas Contract Professionals/Instructional currently have no representation on University Council, with the exception of those holding office by virtue of administrative assignment or by administrative appointment by the President.

Be it resolved that the following changes be made to the Constitution of University Council:

1. Add under Section 3359-10-03 a section (I) to read, "A representative of the Contract Professionals/ Instructional (General Faculty) shall be elected as a voting member."
2. Add under Section 3359-10-04 a section (H) to read, "The elected Contract Professional/Instructional representative shall be elected by members of the Contract Professionals/Instructional by normal democratic procedures, utilizing the secret ballot, by procedures adopted by Council."
3. Add under Section 3359-10-9, Article (C) a section (c) to read "One Contract Professional/Instructional elected by the Contract Professionals/Instructional."

~~4/ Add under Section 3359-10-9/ Article (F) a section (c) to read  
"One Contract Professional/Instructional elected by the  
Contract Professionals/Instructional"~~

Further be it resolved that the procedures for electing the Contract Professional/Instructional representatives to Council and to the above-mentioned standing committees be determined by an Ad Hoc committee of the Contract Professionals/Instructional appointed by the Contract Professionals Advisory Committee.

(Note: For the purpose of this resolution, the definitions of General Faculty and Contract Professionals engaged in instruction are

- 1) those who report to the Provost
- 2) plus members of the Computer Center and the Black Cultural Center

The rationale for this is that these people are also primarily engaged in the teaching/learning process.

genfac.1103



APPENDIX E

THE UNIVERSITY OF AKRON  
UNIVERSITY OMBUDSMAN

Preamble

The Office of the University Ombudsman shall be a place where students, faculty, and staff can get assistance in resolving problems, issues, concerns, etc. The Ombudsman will function as a facilitator who is there to help an individual get reliable information, to get assistance as to the proper procedures to follow or offices to work with, and to obtain expeditious and fair treatment by any part of the University. The Ombudsman is not a defender of the complainant nor a defender of the University or its various offices; rather the Ombudsman is a neutral third party who listens to the complaint or concern and determines the best way to help the complainant. The best way to help the complainant may be to provide information about University procedures or other matters; to refer the complainant or the complaint to another University office; to discuss the complaint with relevant University offices or individuals; to attempt to conciliate or arbitrate; to make recommendations to relevant offices or individuals; or to provide other assistance.

The University Ombudsman:

should be a full time faculty member, contract professional, or staff member who shall be assigned to Ombudsman duties full time during the term of appointment (except that if a faculty member is appointed, that person may chose to continue some teaching as long as the teaching duties do not interfere with the Ombudsman duties);

should be a person who can easily establish rapport with others; should be easy to talk to, available, flexible, able to withstand criticism and think creatively;

should be a determined, tireless fact finder who can carry on logical and sequential investigations;

should be able to handle critical problems expediently, pulling together a variety of facts and perspectives in order to focus on the essentials of problems or complaints;

should have a sense of justice and fairness and recognize both of these for all the individuals concerned and for the institution;

should educate, mediate, advise, all the while being sensitive to any individual's concern;

should have, or be able to quickly develop, a good understanding of the University as a whole and how its various elements operate and interrelate.

**1. Office of University Ombudsman: Establishment, Appointment, Evaluation, Abolition**

- a) The University of Akron shall have a University Ombudsman.\*
- b) The University Ombudsman shall be appointed by the President after consultation with University Council, the Staff Employee Advisory Committee, the Contract Professional Advisory Committee and other appropriate parties; the University Ombudsman shall serve a set term of three years, though successive terms are permissible after appropriate consultation and reappointment.
- c) The Office of University Ombudsman may be reviewed and evaluated by University Council at any time after one full year of operation; such evaluation shall include input from the Staff Employee Advisory Committee, the Contract Professional Advisory Committee and other appropriate parties.
- d) University Council may recommend abolition of the Office of University Ombudsman at any time after one full year of operation; after consultation with the Staff Employee Advisory Committee, the Contract Professional Advisory Committee and other appropriate parties, the President shall decide whether to abolish or continue the office and shall notify University Council and other appropriate parties of the decision and its rationale.

**2. Functions of Ombudsman**

The functions of the Ombudsman shall be:

- a) to facilitate the resolution of problems, issues, concerns, and complaints of faculty, students, and staff members of the University;
- b) to collect and provide information about University policies, practices, and procedures, and to clarify 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;
- c) to advise faculty, staff, and students whom to consult and of what procedures to follow in order to pursue whatever business or complaint they may have;
- d) to listen to complaints or problems and, working with all relevant parties and offices, to attempt to resolve justly and equitably such complaints or problems;

\*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) 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 complaints or problems, to make independent recommendations to the President when necessary;
- f) to report independent findings and recommendations to the appropriate administrative officers, University bodies, councils, committees, etc., and faculties by the most expeditious means possible, and when reports to the University community seem desirable, to recommend to the President that such a report be made;
- g) to advise the appropriate administrative officers, University bodies, councils, committees, etc., and faculties 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 of 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;
- h) to review cases of complaint regarding a salary adjustment and share the review, conclusions, advice, and recommended action with appropriate parties.

### 3. Duties of Ombudsman

Functioning in the widest feasible context consistent with law, University policy and Presidential directive and with minimum constraints, the Ombudsman shall:

- a) make recommendations to any office, body, council, committee, etc., but will not exercise powers which are beyond the legal authority of the University or which are specifically vested in particular individuals or offices; when such recommendations are ignored, to apprise the President of the circumstances and recommend action to the President;
- b) to follow University policy and established legislative or judicial procedures, but with the prerogative of investigating any and all of these, raising questions about them, and making recommendations for their improvement and efficient functioning;
- c) secure information from individual personal and personnel records only with written permission from the subject of the record, but have access to all other records and files bearing on a complaint;

- d) make timely reports to the President, to University Council, and, when the Ombudsman and the President deem it desirable, to the University community or the appropriate segment of the University community; such reports shall outline the continuing activities of the office, the progress the office has made in the cases it has examined and activities it has undertaken, and the degree of success the office has had in having its recommendations followed;
- e) respect requests which complainants may make for the preservation of their anonymity;
- f) see that suitable records are kept of complaints, findings and recommendations; in order to protect the anonymity of the complainants and the confidentiality of the complaint, these shall be accessible only to members of the staff of the office of the Ombudsman which shall under no circumstances employ student personnel;
- g) consult with the University archivist at the end of the Ombudsman's term of office, and after such consultation decide which records shall remain in the office for the next Ombudsman, which records shall be destroyed, which records shall be committed to the University Archives, and which persons shall have access to the various records of that office stored in the Archives and under which conditions such persons shall have such access;
- h) normally consider complaints and investigations on a first come, first served basis, making exceptions to this order only when, in the Ombudsman's considered judgment, matters of major importance require such exceptions;
- i) make an annual report to the University community and also issue special reports as are deemed useful from time to time.

#### 4. Ombudsman's Access to Information

Access to such official files and information as the Ombudsman believes are required to fulfill the functions of the job shall be provided as expeditiously as possible by all members of the University community. All members of the University community should cooperate as fully as possible with any request for information from the Ombudsman. The President shall provide efficient means for communication with the University community when in the judgment of the Ombudsman and the President such communication is desirable.

APPENDIX F

Proposal for a Faculty Ombudsman

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 to clarify 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~~
  - e. to report independent findings and recommendations to the appropriate authorities by the most expeditious means possible, and to the University community to the extent that this seems objectively to be most beneficial

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- f. to advise the appropriate administrative officers, legislative bodies, and faculties 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 and information as the Ombudsman believes required to fulfill the functions of the job shall be provided by all members of the university community. 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:
  - 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
  - b. should those recommendations be ignored or modified, the Ombudsman has the right and obligation, within two weeks notice, to take the case 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, but access to all other records and files bearing on a complaint is guaranteed to the Ombudsman

- 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.
5. Operations of the Office:
- a. the office shall keep ~~usable~~ ACCURATE records of complaints, findings and recommendations. In order to protect the anonymity of the complaints and the confidentiality of the ~~complaint~~ 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.
  - 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, and Nursing) 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.

## APPENDIX G

## CURRICULUM CHANGES

Pursuant to prior University Council authorization (Minutes, February 19, 1970, page 12 of the Faculty Bulletin, March 5, 1970 issue), these curricular changes have been duly adopted by the Faculty of the School of Law at its meeting of May 12, 1988, to be effective beginning the academic term as stated herein.

LS-89-01 School of LawEFFECTIVE FALL SEMESTER 1988 AND THEREAFTERCHANGE

Credits 9200:654  
Description (add  
grade remark)

CLINICAL STUDIES IN TAXATION.

From 3 credits TO 2 or 3 credits.

Graded Credit/Noncredit. Covers the six areas of federal tax practice: (1) Legislative process; (2) audit procedure; (3) tax litigation pleading and practice; (4) trial tactics in tax litigation; (5) tax collections; and (6) ethical considerations in tax practice. Class instruction is supplemented with work on actual tax audit, collection, and litigation cases before the Internal Revenue Service, United States Tax Court, and United States District Court.

The following curriculum changes, in accordance with the Curricula Change process adopted by University Council on December 12, 1974, have had final approval by the Senior Vice President and Provost, or through specific vote by University Council, all effective September 1989 (unless otherwise noted).

AS-89-1 Department of HistoryEFFECTIVE SPRING 1989

Add 3400:482/582

Imperialism in East Asia in the 19th and 20th Centuries. 3 credits. An examination of East Asian relations in the modern period, highlighting China's response to British, Russian and Japanese imperialism in the nineteenth and twentieth centuries.



**BA-89-1 Department of Marketing**

- Drop**      6800:505      **Multinational Corporations. 3 credits.**
- Add**      6800:685      **Multinational Corporations. 3 credits.**  
**Prerequisite: 605. An advanced course designed to develop an in-depth understanding of global businesses, their functions, structures, and strategic operations.**
- 6800:605      **International Business Environments. 3 credits.**  
**An introductory course designed to develop a broad understanding of global business environments.**

**CT-89-1 Allied Health Technology Division****Prerequisites:**

- 2790:122      **Respiratory Patient Care. T0: 121, 3100:206.**  
**Corequisite: 3100:207.**
- 2790:123      **Mechanical Ventilators. T0: 122, 131, 141.**
- 2790:131      **Clinical Applications I. T0: 121, 3100:206.**  
**Corequisite: 3100:207. Full admission to the program. (Implies the student has a clinical space. Students identified as Alternates do not have a clinical space.)**
- 2790:132      **Clinical Applications II. T0: 122, 131, 141, 31009:207.**
- 2790:133      **Clinical Applications III. T0: 123, 132, 201**
- 2790:141      **Pharmacology. T0: Corequisites: 2840:100, 3100:130.**
- 2790:142      **Pathology for Respiratory Care. T0: 201, 3100:130.**
- 2790:201      **Anatomy and Physiology. T0: 3100:207.**
- 2790:223      **Advanced Respiratory Care. T0: 123, 201.**
- 2790:224      **Pulmonary Rehabilitation and the Respiratory Care Department. T0: 142, 223.**

NU-89-1 College of Nursing

EFFECTIVE SPRING SEMESTER 1988-89

Number, Title

8200:489	Special Topics: Basic Assessment. T0:
8200:425	Basic Assessment. 3 credits.
8200:489	Special Topics: Basic Research. T0:
8200:435	Basic Research. 2 Credits.
8200:489	Special Topics: Fundamentals of Pharmacology. T0:
8200:330	Fundamentals of Pharmacology. 3 credits.
8200:489	Special Topics: Creativity and Innovation in Nursing Research. T0:
8200:340	Creativity and Innovation in Nursing Research. 2 credits.

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