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## Faculty Senate Chronicle February 22, 1989

Heather M. Loughney

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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.



SEARCH COMMITTEE MEMBERSHIPS, Continued

Business Administration Dean Search Committee

Mr. Richard Ameris, Student Representative  
Mr. David Bowersox, Student Representative  
Mr. Vince DiGirolamo, Community Representative  
Dr. Dale M. Lewison (Chair), Department Head, Marketing  
Mr. Michael P. Litka, Professor of Business Law  
Dr. E. Jane Martin, Dean, College of Nursing  
Dr. Gary E. Meek, Professor of Management  
Dr. Richard W. Metcalf, Department Head, Accounting  
Mr. Andy Platt, Community Representative

Education Search Committee

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Dr. Louis Daughtery, Community Representative  
Dr. Harold M. Foster, Professor of Education  
Dr. Robert Gandee, Professor of Physical Education  
and Biomedical Engineering  
Dr. Violet Leathers, Asst. Professor of Education  
Mrs. Barbara Matthews, Community Representative  
Dr. William Nemec, Professor of Education  
Mr. Robert A. Schultz, Student Representative  
Dr. Wenifort Washington, Assoc. Professor of Education  
Wallace E. Williams (Co-Chair), Dean,  
College of Fine and Applied Arts

Graduate Dean Search Committee

Dr. Jean Blosser, Assoc. Professor of Communicative Disorders  
Dr. Howard L. Greene, Professor of Chemical Engineering  
Isaac C. Hunt, Dean, School of Law  
Dr. Linda G. Linc, Assoc. Professor of Nursing  
Ms. Cindy W. Porter, Student Representative  
Dr. Helen W. Richter, Asst. Professor of Chemistry  
Dr. Rita S. Saslaw (Chair), Department Head,  
Educational Foundations  
Dr. Franklin B. Simmons, Assoc. Professor of Management



MINUTES OF UNIVERSITY COUNCIL MEETING  
December 1, 1988

The regular meeting of the University Council was called to order by the Chairman, Senior Vice President and Provost, Dr. Frank Marini, at 3:05 p.m. on Thursday, February 2, 1989 in Leigh Hall 307.

Sixty-three of the 82 members of Council were present. Those absent with notice were Dean Claibourne Griffin, Dean Isaac Hunt, Dean Frank Kelley, Dean Jane Martin, Dr. Lawrence Focht, Dr. Avraam Isayev, Mr. Arthur Pollock, Mr. George Pope, and Non-Traditional Student Government Representative Carol Adams. Absent without notice were Dr. James Divoky, Dr. Frank Harris, Dr. Paul Lam, Dr. Carl McMillin, Associated Student Government Representatives Andrew Milligan, Tony Brown, and Michelle Walulik, Graduate Student Government Representative Cindy Porter, Non-Traditional Student Government Representative Leigh Cromleigh, and Student Bar Association Representative Parker Edmiston.

Item No. 1 - Remarks of the President. The remarks of the President were as follows:

Good afternoon. I've been informed that winter's on the way, so I'd better be prepared. Some of you may have seen the note in the paper the last couple of days about a company named Delta Computer Corporation making a decision to locate in Akron, and that's good news for our community because this company indicates it will probably employ somewhere between 1,800 to 2,000 employees, manufacturing computers. The results are interesting in that they are transferring their manufacturing operations from Taiwan and Korea and a few other places to Akron. I hope you also noticed and, it wasn't highlighted to a great extent, but a major part of their decision to locate here was due to access to polymer technology at The University of Akron, as well as liquid crystals technology at Kent State. In my discussions with them, they also indicated considerable interest in our graduates in electronics, in electronics technology, who might be interested in employment with that corporation. I'm very pleased to see that because of the overall impact that this will have on our total community and the role that The University of Akron has played in that process.

What I'd like to do today in the time that I have allotted is to respond to a couple of issues that University Council has on its agenda. I've reviewed the Council's recommendation that representatives of the Contract Professionals/ Instructional group be added to University Council.

Let me first say that I support the addition of representatives from Contract Professionals to University Council. Furthermore, I would recommend that representation also be extended to our classified and unclassified staff. University Council is not a body such as a traditional academic senate. It is, rather, a



body made up of faculty, students, administrators, and administrative appointees. Nor has University Council confined itself to academic and student matters; for example, it has, in recent memory, dealt with issues such as smoking in all buildings of the campus, and it will apparently soon be making recommendations as to when paychecks are issued. University Council is as it seems, in actuality and by design, the legislative body of the University, and in that capacity makes recommendations to the President on a host of things of general campus interest.

It is true that Board bylaws state that University Council is "the legislative body" "of the University Faculty," but this language dates to the time when "the University Faculty" referred to the "General Faculty, as well as teaching faculty. It seems clear from the composition of University Council that it is not, strictly speaking, a body of the faculty. (For example, it has for some time included a significant number of students.)

The group formerly called "General Faculty" is now called "Contract Professionals" and is divided into "Instructional" and "Administrative" solely because of an agreement which the University made with the STRS and SERS for such retirement system purposes only. I note that the group that University Council has referred to as "Contract Professionals/Instructional" does not correspond to any definition now used. (It is neither the group so-called for retirement system purposes, nor is it the entirety of the former "General Faculty" now called "Contract Professionals".)

I support representation of Contract Professionals on University Council, but I do not support selecting certain contract professionals for such representation. I am aware that some contract professionals possess terminal degrees and may serve as adjunct faculty and perform some instructional support services. However, their primary assignments are neither teaching nor research as we commonly understand those activities. Their positions and roles on campus are important and highly supportive of the University's primary mission and goals, but not to the exclusion of others in the contract professionals classification. I do not think, though, that it is in the interest of the University or of the University faculty to endorse any more blurring of the definition of faculty or the term "instructional" than has already occurred.

Therefore, I am referring this recommendation back to University Council. If University Council recommends that Contract Professionals be represented in Council, I will give that serious and sympathetic consideration. If Council recommends that classified and unclassified staff be represented in Council, I will give that serious and sympathetic consideration also. But I ask University Council to resist picking and choosing from among parts of potential groups of employees. If Contract Professionals should be represented on Council, well and good; but I would like for us to avoid deciding that some Contract Professionals should be represented and others should not.



Next, let me respond to University Council's Resolution on the matter of reporting part-time faculty members' service to the State Retirement System.

I should point out that two points in the rationale offered by University Council are misleading:

First, it is not true that part-time faculty pay into the retirement system at 100% and are credited with 60%. Part-time faculty members pay into retirement at the full rate (8 3/4%) of the dollars they are paid and are reported at 100% of the workload they perform. The problem is that 12 load hours of part-time instruction is not the equivalent of a full-time faculty member's load because of all the other things a full-time faculty member is required to do besides the equivalent of a 12 hour classroom load. Historically we have estimated that 12 hours taught by a part-time faculty member is only 60% of a full-time load because of the other duties and responsibilities which the University requires of full-time faculty members and does not require, expect, or reimburse for part-time faculty members.

Second, it may not be true that changing our reporting system has no costs to the University nor to benefits for full-time faculty members. However, I will comment on those matters at the conclusion of my remarks.

Nevertheless, the STRS system is subject to different reporting criteria among Ohio universities and requires what seems to be a very long time for part-time faculty members' retirement contributions to be vested.

I am sympathetic to the problem of the length of time it takes part-time faculty to have their retirement contributions vested in the STRS. And I respect University Council's right to support positions which carry some risks, possible sacrifices, and possible costs to full-time faculty members. Therefore, I would like to defer to University Council's judgment on this question if I can do so without jeopardizing the definitions of full-time and part-time faculty members load definitions and compensation.

Given the present situation of questionable understanding and support of the needs of higher education in the State of Ohio, and the general misunderstanding and underappreciation of all the duties and work of full-time faculty members, I want to be extremely careful to do nothing to suggest that the normal workload of full-time faculty is less than we in the University know it to be.

The language adopted by University Council suggests that full-time faculty members' full responsibilities are 12 load hours a semester and 24 load hours an academic year, and it suggests that percentage of employment of part-time instructors is to be reported to the State Teachers Retirement System with this definition of



full-time load in mind. This definition of full-time is at variance with what we know about the responsibilities of full-time faculty members.

We know that full-time faculty members' responsibilities are not confined to teaching 12 hours of courses or the equivalent. It is generally understood that full-time faculty members' duties include not only 12 hours a semester of formal instruction or its equivalent per semester (i.e., the instructional load is 12 hours a semester but some of this instructional load may be assigned to instructional or instructionally-related duties which are not formal classroom instruction), but also research and scholarly and creative activities, expected service activities, and various professional growth activities.

Part-time instructors' employment with the University is employment for the purpose of teaching specific courses only. We know that some part-time instructors are involved in activities such as creative and scholarly and professional growth activities, but such activities are not expected as a condition of employment for part-timers and are explicitly expected for full-time instructors.

When looked at this way, each 3-hr. load unit which a part-time instructor is employed to teach does not constitute 25% of what the university expects of a full-time instructor as a condition of employment. The assertion that a 3-hr. load unit constitutes 25% of a full-time load greatly understates the expected formal workload of the full-time faculty, and I do not believe it is in the interest of the University or the full-time faculty to agree to this definition.

It is very important not to state the workload of full-time faculty members as less than it is. We have enough misunderstanding of the "12 hour teaching load" as it is--a "12 hour teaching load," when performed in conjunction with the requirements for scholarship and service activities, is the equivalent of at least a 45 hour work week and it is in our interest to remember that and to remind others of that.

Nevertheless, the State Teachers Retirement System is not consistent and systematic in the definition of load, and some of our sister institutions in the State report the part-time service in ways which University Council's recommendation endorses. The problem, then, is how to report service to the Retirement System in ways which do not disadvantage our part-time faculty members as compared to those employed by other Ohio universities without such reporting tending to undermine a clear understanding of comparative loads of part-time and full-time faculty; and especially how to report service to STRS in ways which support our part-time faculty members without understating the actual work which full-time faculty members do regularly as part of their explicit employment expectations.



I have concluded that the only way to do this is to separate clearly the reporting to STRS from actual work load understandings for all other purposes.

It seems that the humane thing to do (considering the practice of some of our sister institutions and the uncertain definitions of the retirement system itself) is to report each unit of part-time instruction to the STRS as 1/24 of a year's retirement credit as University Council has recommended, but to make it a clear matter of record that this reporting is for retirement purposes only and does not represent the University's definition of work load. Specifically, I want it clearly to be a matter of record that the University does not consider 24 load hours per year to be anywhere near the total work load of our full-time faculty, and that thus the University considers each load hour of part-time instruction to be significantly less than 1/24 of a full-time load.

Earlier, I indicated that I would comment on the issue of whether changing our reporting system would impact costs to the University and benefits for full-time faculty. If, as a result of different reporting, more people become eligible for pensions (on a quicker basis and for larger pensions) with no increase in their income, it is likely that STRS would be forced to increase employer and employee contributions to the fund.

With respect to the potential impact upon benefits for full-time faculty, I am advised that with respect to certain full-time faculty (specifically, those earning \$50,000 or more), changing our reporting system could increase the likelihood and/or the amount of taxes which such full-time faculty would be required to pay. This is because recently enacted IRS CODE SEC. 89 employee benefit rules impose strict requirements on otherwise nontaxable benefits provided to highly compensated employees in excess of the amount that would satisfy various IRS tests. Treasury Regulations implementing CODE SECTION 89 have not yet been issued, and it is not possible to accurately predict what impact any changes in STRS reporting could have on the tax consequences to full-time faculty earning over \$50,000. Even if we assert that service credit reporting is for retirement purposes only, such assertion may well prove meaningless with respect to regulations implementing IRS CODE SECTION 89.

In an effort to resolve this matter in the most favorable fashion for part-time faculty, I recommend we proceed as follows: Provided we are able to determine with reasonable certainty the changes in our STRS reporting will have no adverse tax consequences to our full-time faculty, I will recommend the changes as I have indicated to be effective with the start of the next fiscal period commencing July 1, 1989.

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



Dr. Irv Brandel, who was not a member of Council, asked to be allowed to speak. The Chairman asked for a vote of Council and the request was approved.

Dr. Brandel, identifying himself as a member of the General Faculty, wanted to express his disappointment in the President's decision regarding Contract Professional/Instructional representation on Council. He did not disagree with the statement that the Contract Professional/Administrative and the unclassified deserve representation, but what the President's decision did was keep all those groups unrepresented for the time being. Perhaps a better answer would have been to encourage members of the Contract Professionals/Administrative to take the initiative to request representation, as the other group had done. To his knowledge, this group had shown no interest in representation.

Dr. Brandel was also concerned about the concept of University government, in the sense that in a survey 80 percent of the General Faculty supported Council's resolution, and in the November meeting of Council over two-thirds of that body had approved it. In early January, the President had met with a select group of Contract Professionals and, to his knowledge, no request of feedback or discussion of this issue had come from them. It seemed to him frustrating with this fairly overwhelming support of this particular resolution to see the President's unilateral decision going in the opposite direction.

President Muse responded that he appreciated Dr. Brandel's point of view but thought that it was in the best interests of the University that we not take a particular classification of employees and choose from that classification representation as opposed to letting all employees within that classification be represented.

Mr. Elton Glaser had two questions which he wanted President Muse to address. The first dealt with a couple of announcements which had been made within the last two weeks: The President's announcement that contracts for the next year would have the flat salary with no increase, and his second announcement to the Board that there was a budget surplus of \$5.3 million. Why couldn't some of that budget surplus be used as a pool for salary increases?

President Muse answered that in his address at the beginning of the semester, he had attempted to summarize the discussions which were going on in Columbus relative to state funding for education. In the Governor's recommended budget, the University would receive only about a 1.4 percent increase in funding for next year. That was not much of an increase with which to work. Since there was sure to be a considerable amount of debate and lobbying going on before the end of the legislative session, he hoped that the final result would be better than what had currently been proposed.

What he had also indicated in his convocation address was that he anticipated that the University would not have adequate guidance in terms of funding by the April Board meeting. Therefore, we would be in a situation where contracts would be reissued in April as required by



the Bylaws, but with no increase in pay. Later amendments or revisions would be issued when the budget was adopted. He was hopeful that a salary increase for the faculty could be achieved which was consistent with both our goals and past practice.

In regard to the budget surplus, approximately \$2 million of that was being carried forward into the next year. This action had been approved by the Board at its last meeting and would be helpful in making the money available to be added to whatever our State appropriation was, as well as any money generated from possible tuition increases. The remainder of the money, \$3 million, was allocated for areas where expenses had been greater than had been previously budgeted. A major part went for an increase in the part-time faculty budget because we had had to hire more part-time faculty this year than anticipated. Another major portion went to fund the indirect cost redistribution which was going to the departments. Major portions also went to fund higher utility costs, as well as substantial increases in health care benefits than what we had previously budgeted.

Mr. Glaser then asked about summer school. There had been much piecemeal, second-hand information and rumors to the effect that there would be a reduction of classes offered, an increase in class size in some instances, and an emphasis on assigning classes to junior faculty or part-time rather than senior faculty. Was there a change in policy?

The President responded that he, too, had heard the rumors and probably should allow Dr. Marini to comment on the specifics. However, the amount of money budgeted for the summer was consistent with what was available last summer, in addition to some increment to account for salary increases. We ought to be able to offer approximately the same number of classes as last summer. Enrollment was anticipated as being about the same as last year. Since Dr. Marini and the deans had been discussing the matter for a while in terms of the management of the summer school budget and schedule, perhaps there were some differences in the way that the money was to be allocated. He asked Dr. Marini whether he had anything to add.

Dr. Marini noted that the budget for this summer was 105 percent of last summer's, that it was the same budget increased by 5 percent. It was not the same amount of money spent last summer because we had overspent that budget by 2 percent (about \$120,000). He was only talking about the instructional part of the budget. The distribution of dollar amounts to the colleges was a new thing, but this was something which he had been talking about for four years. By doing this, the budget could be controlled in order to stay within its limits, or at least to know when additions would be needed. Those dollar amounts were not distributed to the colleges in the same way that money had been spent last year. They had been allocated to the colleges on the basis of ongoing discussions with the deans in relation to proposed target money amounts and enrollment figures. These discussions had only ended two days ago when he had finally approved memoranda to go out of Associate Provost Bonniwell's office giving the allocations and the enrollment targets. Some colleges had gotten more money than they probably would have guessed they would in the beginning, judging from



last year's budget; some had gotten less. But the total amount budgeted was more than the amount last time. It was not more than was spent last time.

In regard to how to spend the allocations - whether to spend it on lower-rank or higher-rank people - Dr. Marini's instructions to the deans had been to spend the money as they thought prudent in terms of academic programs and enrollment, with the understanding that if they did not make their target enrollment they would get fewer dollars next summer. If they did make their enrollment target or exceed it within their budget, they could anticipate getting more dollars next year. He saw what was happening as a general redistribution of the summer budget in accordance with where the summer enrollment was, and as a move away from a schedule driven by faculty preferences as to what they would like to teach in the summer or what they considered their right - i.e., "I have a right to teach nine hours in the summer." This was something that Dr. Marini thought the University had to move away from, and he had been discussing it - much of it in writing - since August, 1985.

Dr. C. Frank Griffin thought that Dr. Marini had not specifically addressed the question of whether or not he had urged the deans to use junior faculty and part-timers. Had he stated that in his budget?

Dr. Marini responded that he had not asked the deans to do that. The Summer Sessions office had introduced to the deans a number of observations which might be used to help them stay within budget and still build enrollment. One of them said that you might look at the people who were teaching. (It did not say hire junior people.) If you had all full professors teaching, that was a very expensive way to operate and stay within your budget. If the deans wanted to do that, it was fine with him as long as they understood the consequences. Since we were trying to maximize enrollment with an intelligent schedule, if you put together schedules that were not intelligent in terms of that goal, you would have less money to work with the following summer. However, he had not given any specific guidelines to the deans about how to exercise their judgment in these matters. The Summer Sessions office had critiqued the summer schedules now for four years, and there was a lot of advice built into that critique about what might be traditionally going into those schedules that might not make sense.

Mrs. Linda Weiner wondered whether to be glad or sad in regard to the President's announcement about STRS for part-time <sup>Faculty</sup> people. She was not sure what to report back to the part-time <sup>Faculty</sup> people. Could the President perhaps help her understand why the reporting of STRS for part-time faculty should depend on the tax situation for certain full-time faculty?

The President said that he, too, did not fully understand that implication. It was built upon IRS Section 89, which prohibited discrimination in treatment of various employees relative to fringe benefits. Employment contribution would be a fringe benefit. He thought that Section 89 ought not to have a major impact on what to do here, but our legal counsel had offered caution until those regulations were made clear. Therefore, we ought to wait in implementing the



proposal. He was willing to accept for retirement system contribution purposes a recommendation of one credit being 1/24, but it was important for both our long-term purposes and establishing an understanding of the workload of full-time faculty not to accept that as a definition of load. Those issues had to be clearly separated. If Section 89 regulations did not further complicate the matter, he would be willing to go ahead and implement the change effective with the next fiscal year.

Dr. William Fleming asked whether the moratorium on raises would apply throughout the University to administrative personnel, as well as teaching faculty. Would there also be a hold on new administrative positions until this economic crisis was past?

President Muse stated that there was no moratorium on raises. At the beginning of the semester, he had been attempting to inform us about the legislative process and what was resulting from it. Because of what the Governor had recommended in terms of support for higher education, he thought that our next budget would be much tighter than what we had in the past. He fully expected that there would be some raise - whether up to the established goal of inflation plus 2 percent it was impossible to say. In an attempt to be realistic, he had leaned toward the pessimistic side. Whatever raise could be generated would apply equally to both faculty and administration, which had certainly been the past practice during the time that he had been here. As far as administrative positions were concerned, in the strategic planning document there was a requirement that no net new positions be created, and he had attempted to follow that pattern.

Because the budget for next year was expected to be tighter, an effort would have to be made to get the Legislature to act on increasing the State appropriation of what the Governor has recommended. One possible way of dealing with the budget problem was the raising of tuition. This was an alternative which other state institutions were considering and, while it was not something the University wanted to do, it might be our only option. As he had noted earlier, we had tried to carry forward into next year as much money as we could in order to be able to provide an adequate budget for operations.

Dr. Don Gerlach rose to say two things. The President's decision on no raises in the April contracts ran contrary to Gerlach's more than a quarter of a century experience at the University. We had never failed to be given some increment of salary in the spring, although he did remember a few occasions when it was necessary to make those increases small, with the prospect that they might be enlarged later, and they were. He was sorry that the President felt that he had to change that historic pattern.

President Muse corrected Dr. Gerlach by noting that two years ago contracts were issued in April at no increase in pay, and then two months later when the budget was adopted, there was a fairly adequate salary increase. Therefore, he was not breaking precedent here. Dr. Gerlach replied that he was breaking precedent slightly by starting to create certain precedents of his own, which he was now following.



The other matter which Dr. Gerlach begged to protest was that in regard to the General Faculty representation idea which had been passed by Council on the third of November, the President had broken a rule of Council because he had not observed the 45-day limit by which time he was supposed to report his actions to Council. He hoped that Council would not have to wait so long in future for answers to what it passed.

The President wondered whether weekends were counted also, and Gerlach replied that the rule states 45 days from the time which he received the measure. Perhaps the President had not received it until 45 days ago, but it had been passed about 90 days back.

The President said that he would try to do a better job of counting the days.

Since there were no other questions, President Muse left the meeting.

Item No. 2 - Consideration of the Minutes of the Meeting of University Council, December 1, 1988, as printed in The University of Akron Chronicle on December 30, 1988. Dr. Gary Oller, Secretary of University Council, read the corrections to the minutes which he had received.

On page 2, Dr. Michael Jalbert is listed as absent without notice from the December 1 meeting. Dr. Jalbert was present at the meeting, but had not signed the attendance sheet.

On page 7, first full paragraph - The last half of the last sentence reads: "...and to make recommendations to Council with the Part-Time Faculty Resolution Grievance Procedures." It should read instead: "...and to make recommendations to Council with regard to the Part-Time Faculty Resolution Grievance Procedures."

On page 12, the sentence beginning at the end of line three - Some of us may think that the wisdom that Council puts forth does generate a great deal of light and illumination, but the sentence which reads "No one could predict the blinding effect Council debate in any given year would have on future years," - as much as people may have read that and thought that that was what was intended - it should have read: "No one could predict the binding effect Council debate in any given year would have on future years."

On page 12 also, next-to-last paragraph - The sentence beginning on line 6 reads: "Associate Provost Cooper had separated one of the proposals listed on the agenda - BA-89-4 - from the rest, but she assumed that it would be moved separately." The end of that sentence should instead read: "...but he (the Chairman) assumed that it would be moved separately."

On page 14, second full paragraph - Dean Jane Martin's last name is mistakenly repeated twice at the beginning of the paragraph, so strike one Martin.



On page 27 at the bottom of the page - Reference is made to the Director of Graduate Studies, which we do not have; the correct title is Director of Graduate Programs in Business.

There is one addition to Appendix D - The University of Akron Calendar for next year. There are asterisks beside some of the days listed, but no explanation for what those asterisks represent. For the 1989-90 academic year, one asterisk designates a day when the University is closed. Two asterisks designate that the University will be closed for the Thanksgiving holiday from Wednesday, November 22 at 5 p.m. until Monday, November 27 at 7 a.m. Finally, a third asterisk should be added before May Day, designating that classes will be cancelled on that day from noon to 5 p.m. A corrected calendar will be printed in the February Chronicle).

Finally, there is a correction in Appendix E, Curriculum Changes. In the first paragraph, reference is made to the curricular changes having been adopted by the Faculty of the School of Law at its meeting of May 12, 1988. The correct date of the meeting is November 10, 1988.

The minutes, as corrected, were then approved.

Item No. 3 - Remarks of the Presiding Officer. The Chairman said that because he had been pulled into remarks on the President's time he would be brief, although he did not mind answering any questions. He did want to report on the creation of the Honors Task Force. Having received nominations of one faculty member from each of the deans of the three colleges with the highest number of honors students as directed by Council, he had made all of the appointments. These were John Bee, Jerry Drummond, Orville Keister, Linda Linc, Kristine MacDermott, James Richardson, Edith Weinstein, and Linda Moore. Dr. Moore will act as Chair of the Task Force.

Having already discussed summer scheduling, the Chairman next commented on the earlier question regarding a moratorium on salaries both for faculty and administration. The President was correct in stating that there was no moratorium. What would happen in April was exactly the same as what had occurred two years ago. Since the budget seemed so uncertain, the President did not propose going to the April Board meeting to get a budget approved. Instead, he would wait until later, probably the June meeting. Therefore, the information of reappointment, and the things that were usually referred to as contracts, which were in fact notification of Board action, would be given to the faculty in April, following precedent and requirements of the Faculty Manual; however, those contracts would carry the same salary as this year. It was not intended that there would be no raises, and the administration had every intention that between the April and June meetings it would work out a budget and whatever possible kind of raise.

It was the President and Dr. Marini's personal goal to try to adhere to the planning statement in order to do the things which were appropriate to faculty salaries to move into the top third for four-year public institutions in the State of Ohio. They would attempt to achieve



this by trying to give at least 2 percent higher raises than the cost of living. Whether the money would be there or not was a question to be settled between April and June, but no salaries would be adjusted in April. No salaries, either faculty or administrative, would be adjusted until the budget was redone. Administrative salaries then would be, as they had in previous years, in the same category with faculty salaries.

Dr. Fleming, as the member who had asked the question, thanked the Chairman for his clarification.

The Chairman noted that the President had taken the comments on the 45-day rule with good grace, given the fact that he - Dr. Marini - and not President Muse, was at fault. While he had reported on a few occasions that the President would not be able to meet with Council, he should have noted more clearly that those items for the President's consideration were still under deliberation. Had he reported that or gotten it to Council in writing, which he would endeavor to do in the future, it would have kept the President from this difficulty. Insofar as there was an apparent disregard of the rule on the part of the President, any delay in informing Council that it was still under deliberation by the President was the Chairman's fault and not the President's.

Item No. 4 - Special Announcements. There were none.

Item No. 5 - Reports of Standing Committees.

A. Executive Committee - Dr. Oller, Secretary, reported that the Committee met on January 19. As its first item of business, it set dates of February 16, March 16, and April 20 for its spring semester meetings. It next turned to the matter of establishing an ad hoc committee to examine the rights of part-time faculty as requested by the action of Council at its December, 1988 meeting. It was decided that nominations for faculty interested in serving on that committee could be acquired by a direct mailing to all faculty, both full and part-time, asking for nominations by the next meeting of the Committee on February 16.

The Committee then organized the agenda for the February 2 meeting of Council. It was decided that because of the full agenda of items, both old and new, and the complexity of the continuing discussion and debate on the proposal for a faculty ombudsman, the Committee would recommend to Council that it postpone discussions of the latter issue to a special Council meeting to be held on February 23, at 3:00 p.m. in Leigh Hall 307, at which time it would be the only item of business.

Finally, the Committee discussed the propriety of receiving motions or business from organizations or groups which were not structurally part of the University and decided that under the existing organization of Council it was not appropriate.

It was decided that Dr. Oller would move the Committee's recommendation for the special meeting at the appropriate point in the agenda.



B. Academic Planning and Priorities Committee - The Chairman reported that the Committee had met on December 9. Spring semester meetings were scheduled for February 17, March 17, and April 21.

C. Academic Policies, Curriculum and Calendar Committee - Associate Provost Constance Cooper reported that the Committee had met on January 24, 1989 and heard reports from its subcommittees. The Policy and Calendar Subcommittee met on January 17 and discussed the President's proposal for adding new faculty ranks. It would meet with the President on February 7 for further discussion of the proposal. The Curriculum Subcommittee had cancelled its January 17 meeting because there were no curriculum proposals eligible for consideration.

D. Athletics Committee - Mr. David Jamison said there was no report from the Committee, but its chair had contacted him and asked him to report on the 1989 NCAA Convention which he had attended as NCAA Faculty Athletics Representative.

Mr. Jamison reported the following actions taken by the member institutions as among those likely to be of most interest to faculty and administrators:

The convention...(1) adopted a NCAA Manual, a comprehensive reorganization of the various rules governing member institutions, reflecting considerable attention to deregulation and rules simplification; (2) created a Special Committee on Cost Reduction, as requested by the NCAA President's Commission, to make recommendations concerning ways to control the spiraling costs of intercollegiate athletics programs; (3) created a Student-Athlete Advisory Committee to provide information to the NCAA governing structure about athlete's own opinions concerning NCAA issues; (4) formalized the Faculty Athletics Representatives Forum as a part of the NCAA structure and imposed rules on who may be selected a FAR by member institutions; (5) agreed to study expanded drug testing programs; (6) adopted "Proposition 42," eliminating the category of "partial qualifier" from eligibility for an athletics scholarship; and (7) rejected proposals to increase the football season from a permissible 11 games to 12 games, to increase the number of football scholarships which an institution can award, and to give an added year of eligibility to current "non-qualifiers."

Professor Jamison invited anyone interested in details on these or other actions at the convention to contact him.

Dr. Walter Arms asked for a point of clarification from the Chairman. He remembered Council having only one report from the Athletics Committee this year, and he was concerned that this implied that nothing was going on. He thought that much was happening on the basis of rumors heard and therefore hoped that Council would have a bona fide report from Athletics at its next meeting. The Chairman so noted.

Dr. Frank Griffin wanted to know what amount of time was allotted for practice by the football or basketball teams and whether there was any limitation on it. He understood that under Dennison it was about 18 hours a week and now it is double that, about 36 hours a week. He



thought that 36 hours a week on a sport was unreasonable. What about study time?

Mr. Jamison replied that Dr. Griffin's point was well taken. There were many issues and problems related to this which needed to be studied. The answer to the specific question about limitations was that the NCAA had set no limit on the amount of practice time.

Dr. Gerlach wondered what had happened to the proposal on a drug testing program which Council had reviewed and referred back to the Athletics Committee for further study. He had heard rumors to the effect that the program, although not approved by Council, had been implemented and executed anyway. Was this so?

Mr. Glaser, as a member of the Athletics Committee, answered that as far as he knew the program had gone into practice. However, the Athletics Committee had set up a subcommittee to go over the document again and try to take into account some of the objections to the procedures which had been raised in Council. That subcommittee had not yet been called to meet.

Dr. Fleming said that Mr. Glaser had not quite answered the question. Was there a drug testing program actually in place at The University of Akron?

Mr. Jamison responded that the answer was yes, and in fact it had already been in place before it came to Council. The President had sent it to Council for information, and it had been approved by the Board of Trustees.

The Chairman remembered that when it came to Council, the program was identified as already being implemented on an experimental basis and Council was asked to look at it. Council's sending it back apparently had not affected the continuing implementation of it. He thought that members of the Athletics Committee might keep in mind that Council would like someday to know what happened to business which it had referred to that Committee.

After some discussion of proper procedure, Dr. Fleming asked that a statement be entered into the minutes which noted for the record that such a drug testing program was in effect without the approval of University Council, the legislative body of the University. He thought that this was necessary in case legal complications should arise. Council should be on record as not having had time to deliberate on the program. The Chairman had no objections to seeing the statement entered into the minutes.

E. Campus Facilities Planning Committee - No report.

F. Faculty Rights and Responsibilities Committee - Dr. Thomas Miles, the Chairman, presented a resolution from the Committee regarding the issue of appointment with tenure: "In rare and compelling circumstances, the Board of Trustees may grant indefinite tenure upon initial appointment of distinguished professors, professors, deans, and



department heads. This grant of indefinite tenure may occur only in exceptional circumstances to scholars who are nationally or internationally recognized and only upon the affirmative recommendation of the appropriate indefinite tenure committee." The Chairman took this as a motion, which Dr. Michael Farona then seconded.

Dr. Miles reported that the Committee had spent much time on this issue and had heard presentations on alternative ways of dealing with it. It was a complicated issue, but he thought that the proposal from the Committee was consistent with past practices and faculty interests. He was willing to answer any questions.

Dr. Fleming wanted to speak about the motion, although he was not certain whether he was for or against it. He did offer a note of caution. It was a little like getting married on the first date and possibly cheapened the business of tenure at the University to offer it up to people whom we did not yet know. If people wanted to come to The University of Akron, perhaps they should be willing to take a certain amount of risk regarding tenure.

Dr. Farona spoke in favor of the motion. He thought that it was an excellent compromise since it would satisfy those departments and colleges (such as Chemistry and Engineering) which needed it, as well as the Administration, without infringing upon any department that did not desire to make use of it. He could see no objections to it. We could not bring in an internationally known scholar, who arrived with a quarter of a million dollars to support several graduate students and post-doctoral fellows and who had hundreds of publications, and tell him, "Yes, we will give you 4,000 square feet of space for your research, and we will provide you with an extraordinary salary, and you will bring great prestige to the University, but you cannot have tenure until you earn it." The person had already earned tenure at another noted institution and was at least as good as everybody on the faculty already. And under "rare and compelling circumstances" you could not bring this kind of person in and insult him by telling him he could not have automatic tenure. It was the same with a department head or dean. These men could not do their jobs in many cases without tenure.

Mr. Glaser wondered whether this kind of tenure decision would follow the normal route that personnel decisions took - from department, to dean, to the Provost, to the President, to the Board, since these middle steps were not mentioned in the motion. Dr. Miles responded that it did.

After some discussion of the intent of the motion in relation to standard personnel procedures and the proper bodies for making the tenure decision, Dr. Gerlach noted that all of these questions were handled by the fact that in the Committee's printed report, which all the members had, it was noted that this motion would be placed in the appropriate place in the Faculty Manual, where all these matters were duly delineated [Section 3359-20-03 (C) (2), where the motion would be listed as (c) with subsequent reordering of paragraphs]. Therefore, there was no need to add all these points to the motion itself.



Dr. Gerlach commented that he was disturbed about the implication that deans or department heads were given tenure. As far as he knew, only people in professorial ranks were given tenure. Deans and department heads served at the pleasure of the President. There was no reason to refer to them in this motion, since presumably such deans or department heads would be brought in under the category of Distinguished Professors, and would be granted their tenure in those ranks. Therefore, he moved to strike out the words "deans and department heads" and to insert "and" between "distinguished professors" and "professors."

The motion was seconded and the Chairman called for discussion. Since there was none, a vote was taken and the amendment passed.

After continuing discussion on insuring that the proper procedures for awarding tenure would not be bypassed by this motion, the Chairman reiterated that the meaning of the motion would become apparent when it was inserted in its proper place in the Board of Trustees Bylaws and the Faculty Manual. Then the sequence of recommending bodies would be clear. If someone wished to append a paragraph to the motion which clearly stated this, it could be handled by amendment.

Dr. Fleming asked whether it was true that the Board could grant tenure on its own after one year's service. The Chairman noted that it was, so that by the Board's own rules, it was prohibited from doing it upon appointment without some action coming either from them or some other body for their consideration.

Dr. Dale Jackson stated that he had heard several people say that they thought they knew the context into which the motion fit. Since the issue was an important one, perhaps it would be appropriate to postpone voting on this until we had a clear context available to us.

Dr. David Buchthal noted that all of the Council members had copies of the Faculty Manual attached to the meeting's agenda and that under Section 3359-20-03 (C) (2) (e) it stated "Academic tenure recommendations are initiated and proposed by the decision of tenured members of each department to appropriate deans and the President. If there are no tenured members in the department, the department chair or the appropriate dean shall make the necessary recommendation." This clearly stated the procedure.

Dr. Gerlach moved that the motion be inserted into the Manual as section (f) after the section (e) just read by Dr. Buchthal. This was instead of the Faculty Rights and Responsibilities Committee's recommendation for its insertion as paragraph (c). This was seconded.

Since Dr. Jackson still was not certain that everyone had a copy of the Faculty Manual and understood the context, he moved to postpone further discussion until everyone could see the language of the motion in context in the revised Faculty Manual.

This was seconded and a vote taken. The motion was defeated and discussion continued on Gerlach's amendment.



Dr. Faith Helmick spoke against the amendment because she believed that the motion fit better in context as paragraph (c) as originally proposed by the Faculty Rights and Responsibilities Committee. A vote was then taken on Gerlach's amendment and it failed. The Chairman then returned to the main motion, which had the effect of inserting the language into the Manual as paragraph (c).

Dr. John Bee noted that although the motion dealt with the item of tenure, it was equally concerned with initial appointment. Therefore, perhaps a statement about the affirmative recommendation of the appropriate search committee should be added. He suggested the following amendment: "The grant of indefinite tenure may occur only in exceptional circumstances to scholars who are nationally or internationally recognized and only upon the affirmative recommendation of the appropriate search committee, indefinite tenure committee, and other recommending bodies." His thought in making this suggestion was that when a person was hired, he was considered as the recommendation of the search committee. In this situation, it was obvious that an affirmative vote of the tenure committee would also be needed.

Dean James Dunlap spoke against the proposed amendment because search committees included non-academic representatives from the community, as well as students. On the serious issue of initial appointment in a department or college at full professor rank, that decision should be the department's through the recommendations of the tenure committee of that department and the procedures within the college at the University. He presumed that the search committee would have to clear all that prior to the recommendation and initial appointment. Speaking from 26 years of being on many search committees for deans and others, he found that many good people were lost solely because they were not offered initial tenure. The ones who had the least to fear in regard to getting tenure were the ones who most often declined an appointment without it.

Dr. Bee said that he had no strong feelings either way about his proposed amendment.

Dean Wallace Williams emphasized that the search committee did not recommend the appointment of one candidate, but presented a slate of names and then the department and dean made the decision. In regard to tenure, it was inappropriate to attach a search committee here because tenure decisions were made by the tenured faculty.

Council then voted on Dr. Bee's amendment, and it was defeated.

The main motion was then finally voted on and approved. (See Appendix A.)

G. Faculty Well-Being Committee - No report.

H. Library and Learning Resources Committee - No report.

I. Reference Committee - Dr. Sue Hardin reported that, as required



by Council Bylaws, a revised Faculty Manual was being submitted at the February meeting and would be voted on in March. Spelling and grammatical errors had been removed, but the revised document was not intended to change policy in any way.

The Chairman noted that this was introduced now with the understanding that it would be on the agenda for the next meeting.

J. Research Committee - No report.

K. Student Affairs Committee - Associate Provost and Dean Robert Dubick reported the following:

Extracurricular Activities Subcommittee - Seven new student organizations have applied to become officially registered: 1) Golden Key National Honors Society; 2) Northeastern Ohio Flute Association; 3) Bicycle Club; 4) Amnesty International; 5) Aquatics Club; 6) Black Graduate Student Council; and, 7) Saber Drill Team. Six of those are undergraduate groups, and one is a graduate organization. The 1989-90 EAF budget allocation process is well underway. The grant packets have been distributed to over 115 student organizations, which could prove to be the highest yet - 105 student groups were funded last year.

Awards, Scholarships, Grants, and Loans Subcommittee - Nothing to 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 stated that in the interest of time the written report would suffice. (See Appendix B.)

Item No. 7 - Old Business. The Chairman stated that Council would take up items in the following order: It would take up the items of unfinished business in the order in which they had appeared on the agenda of the last meeting, and then it would move on to items of General Orders, which in this case were the issues postponed at the last meeting. They would be taken up in the order in which they were made General Orders at the last meeting. That order was reflected in the present agenda. Therefore, the Reference Committee's motion to amend the Bylaws regarding the election and term of office for the representative to the Faculty Advisory Committee to the Chancellor of the Ohio Board of Regents would be dealt with first. (See Appendix C.)

Dr. Sue Hardin explained that the motion had been prepared at the request of the current representative to the Faculty Advisory Committee to the Chancellor of the Ohio Board of Regents who had asked that the term be extended to two years. The Faculty Manual had been used as a guide in regard to whom to elect.

After the motion was seconded, Dr. Gerlach rose to comment on item (H). It appeared to him to be unwise to include the language "for reporting purposes only" because by saying "an ex officio non-voting member of Council" the intent was clear enough. What if that member



should otherwise wish to exercise a right of members to speak, or even possibly to make a motion. He or she ought to be able to make a motion to this Council that something be done in consequence of the report, but if the words "for reporting purposes only" remained, that person could never even make a motion. Therefore, he would like to safeguard the privileges or rights of members and restrict them only in terms of final voting. He, therefore, moved to strike out the last words "for reporting purposes only," and end the sentence with a period after "non-voting members." This was seconded.

Dr. Hardin stated that she had no problems with the amendment. However, she wanted Council to know that the language of the document was the same which was used to describe chairs of other committees, like Faculty Well-Being, who were not elected members of Council.

A vote was then taken and the amendment passed.

Mr. James Nolte wondered how one could determine a non-Council member's willingness to serve in the position.

After some discussion, Dr. Paul Merrix commented that no one in Council would nominate someone unless he knew that the person was willing to serve.

Dr. Rainey noted that given the value of one person holding this position for a longer period of time than in the past, in terms of positive dealings in Columbus it was quite likely that the representative might hold the position beyond his tenure as a Council member. Therefore, there would be plenty of people in the category of being a non-member of Council.

Mr. Glaser called the question and Council voted in favor of ending debate.

The main motion as amended was then voted on and approved by Council.

The Council next took up an amendment to the Council Bylaws which stated that any seven members of Council might require that votes on substantive issues or legislation be taken by ballot or by roll call.

3359-10-07 Meetings. (H) ANY SEVEN MEMBERS OF COUNCIL MAY REQUIRE THAT VOTES ON SUBSTANTIVE ISSUES OR LEGISLATION BE TAKEN BY BALLOT OR BY ROLL CALL.

Dr. Gerlach stated that he had made the proposal. It had occurred to him after some years of experience on and off Council that this fine point was not in Council's rules, and without such a rule Council would be confined by requiring a majority vote on such an issue. Yet, a roll call or ballot vote ought to be the right of a decided minority. The reason he had proposed the number "seven" was that it would square with the number provision in Council Bylaws which said that any seven members of this Council might require a special meeting of the body, and he liked the number seven because it was a perfect number, like three and



so on. He then moved the adoption of the amendment with the understanding that it had to lay over for another meeting before a vote could be taken.

Dr. Farona asked what current practice in Council was regarding a roll call vote.

The Chairman assumed that according to Robert's Rules any member could ask for it. Dr. Bee, reading from Robert's Rules, indicated that in the absence of a special rule - the group should adopt a special rule if it wanted to specify how many - a majority vote was required in order to take a roll call vote.

The Chairman noted the correction and stated that this amendment would be taken up again at the next meeting of Council. He then moved on to General Orders on Old Business, which were the items that Council had postponed at its last meeting. The first such item was the Midterm Grade Report System. (See Appendix D.)

Associate Provost Cooper, reporting from the Academic Policies, Curriculum and Calendar Committee, stated that this proposal was a carryover from last spring. The proposal had been discussed (as was noted in the second page of the proposal under "SUPPORT") at the Council of Deans meeting on April 12, 1988, and the Academic Policies, Curriculum and Calendar Committee recommended that Council adopt this.

Mr. Nolte said that he taught a number of 100-level classes in the C & T College which were accelerated and available in the evenings and weekends to people who wished to obtain certification for state licensure. These classes generally ran for five weeks with an enrollment of 30 to 40. He was wondering how it would be possible for him to adhere to the midterm reporting system for a five-week class. He had no problems with the intent of the motion, but it might simply be a structural problem for him. Into the second week of class, 50 percent of the course was already completed.

After some discussion of the problems a course like Mr. Nolte's raised regarding the proposal, Dr. Buchthal proposed an amendment which would read "...a midterm grade report system be instituted whereby all students earning D's or F's in 100-level courses lasting all semester would receive a grade report during the ninth week of the term." Associate Provost Cooper seconded the motion.

Mr. Nolte noted that, according to the administration's interpretation in the past, five weeks would be considered a semester.

The Chairman thought that the real thing under dispute here was whether it was the intention of the Committee to require that a grade report occur in the midpoint of 100-level courses or whether it really intended for it to be at this specific week in semester-long courses.

The Council then voted on Dr. Buchthal's amendment, and it passed by a vote of 15 to 14. Council then returned to the main motion.



Dean Williams stated that he had spoken against this proposal before. His reason was that as an emerging, truly comprehensive university, this institution owed more to its students. If we were concerned about students' understanding and knowing what progress they had to make in classes and our overall goal was retention, he thought that midterm grade reports should be given to all students whether in a 100-level or a 400-level course. As a dean, he had listened to numerous appeals from students who often appeared to have misperceptions of how they were doing in a course. A midterm grade report for all students would help with this. He offered an amendment to the main proposal which read "...that a midterm grade report be instituted for all undergraduate students to receive a grade report during the ninth week of the term."

Mr. Glaser asked whether graduate students should be treated in the same way.

Dean Williams replied that the situation in graduate school was different in that the students were older, more mature, and generally worked more closely with a professor or advisor. All of these things made it possible for them to have a good idea of how they were doing.

Dr. Rainey asked whether anyone was cognizant of the cost of such a procedure. Dean Dubick replied that he had asked the Computer Center to do a study. The first semester midterm grades would be reported, it would cost about \$11,500, not counting computer time and expenses in other offices outside of the Computer Center. However, \$8,500 of that was programming time, so that would not be repeated. However, this was for the reporting as originally described in the proposal - only those students with D's and F's in 100-level courses. He wondered why the University, which used to report midterm grades, had stopped the practice.

Dr. Griffin could not answer that question but wanted to speak against the amendment. He thought that this would add a substantial burden to the faculty workload, and he really believed that his students could make a very close estimate of their grades at midterm as long as he had covered what was required, as well as his grading scale, at the beginning of the semester.

Dean Atwood said that midterm grade reporting had ended at the University when the first transition from semester to quarters had taken place. In the quarter system, there was insufficient time to handle it.

Mr. Glaser stated that English had been giving midterm reports to students with D's and F's in the composition courses and he had no problem with the original proposal. He thought, however, that the amendments would change the way we did business so radically that people would have to restructure their courses. It was only fair to discuss this with our colleagues before voting on this issue.

Dr. Fleming added that a great number of his part-time, evening students might be frightened into withdrawing if they received an F on a midterm grade report.



Dr. Merrix moved to postpone the discussion on this issue until the next meeting. This was seconded.

Dr. Rainey asked whether Council could hear something at that time about retention rates. Dean Dubick said that he, too, was concerned about this and that there was a study being carried out on campus dealing with retention.

Dean Marion Ruebel thought that some sort of formalized system of midterm grade reporting was necessary. He had nine courses in which he was asking instructors to report whether students were receiving D's or F's or not attending. He wanted this done so that the students could be called in by their academic advisors. He could live with a system which only required the reporting of D's and F's at the 100-level, and thought that this would only include about 15 percent of our students.

The Chairman then asked for a vote on the motion to postpone the item until the next meeting, and it passed.

Moving to the proposal for a faculty ombudsman, the Chairman recognized Dr. Oller, who recommended on behalf of the Executive Committee that this issue be postponed to a special meeting on February 23 at 3:00 p.m. in Leigh Hall 307, at which time it would be the only item of business. The motion was seconded, and then Council voted its approval.

Dr. Merrix then moved for adjournment, and this was seconded and approved.



**APPENDIX A**

**3359-20-03 The Faculty Manual: General Personnel Policies**

**(C) Reappointments and Tenure**

- (2) University faculty may serve either on annual appointment or on indefinite tenure, according to the following provisions:

(C) IN RARE AND COMPELLING CIRCUMSTANCES, THE BOARD OF TRUSTEES MAY GRANT INDEFINITE TENURE UPON INITIAL APPOINTMENT OF DISTINGUISHED PROFESSORS AND PROFESSORS/ ~~DEANS/ DEPARTMENT HEADS~~. THIS GRANT OF INDEFINITE TENURE MAY OCCUR ONLY IN EXCEPTIONAL CIRCUMSTANCES TO SCHOLARS WHO ARE NATIONALLY OR INTERNATIONALLY RECOGNIZED AND ONLY UPON THE AFFIRMATIVE RECOMMENDATION OF THE APPROPRIATE INDEFINITE TENURE COMMITTEE.

(d)(D) The award of tenure and promotion to a higher rank may occur at the same time provided guidelines for both actions have been followed.

(d)(E) A full-time appointment for two semesters shall equal one year of active service. Summer sessions or leaves without compensation granted for one-half or more of any semester may not be counted toward the probationary period for tenure. Tenure may be granted effective with the fall or spring semester.

(d)(F) Academic tenure recommendations are initiated and proposed by the decision of tenured members of each department to appropriate Deans and the President. If there are no tenured members in the department, the department chair or the appropriate Dean shall make the necessary recommendation.



APPENDIX B

DATE: January 16, 1989  
TO: Secretary, University Council  
RE: Report of Faculty Advisory Committee Representative to the  
Chancellor, Ohio Board of Regents

The minutes of the meeting are attached. Items discussed which will have particular impact on the University community include:

- 1) Changes in the way library materials will be accessed in the future, which is described by Vice Chancellor Elaine Hairston on pages two and three.
- 2) The summary of data distributed in press notes supporting the case for increasing funding for higher education in Ohio on page four, paragraph two. As many faculty as possible, as well as University administrators are needed to speak out from informed positions that can be understood by the general public if an attempt to increase funding is to be successful. Persons wishing copies of press releases may contact me at X7723.

Sincerely,

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

University of Akron Representative to the FAC/OBOR



FACULTY ADVISORY COMMITTEE  
TO THE CHANCELLOR OF THE  
OHIO BOARD OF REGENTS

Minutes of the Meeting of December 5, 1988.

Chairman Miller called the meeting to order with the following members present: R. Anderson, R. Boyer, J. Day, I. Domonokos, M. Ghodooshim, E. Hauser, R. Hehman, P. Jastram, D. Laird, P. Macklin, P. Michael, H. McSwiney, R. Miller, L. Milner, H. Munro, M. Rainey, J. Rno, J. Robertson, R. Rolwing, N. Rudd, R. Stoner, D. Todt

MORNING SESSION

**Minutes** Boyer observed that Duane Rogers had surprised us a bit by his presentation at the last meeting, which was mostly a further elaboration on the new master plan and its connection to the upcoming budget. Next fall, Boyer suggested that we should point more explicitly to the need for an FTE subsidy formula explanation which, although Rogers has given this several times in the past, would still be most helpful to the incoming, new members of CFAC. Macklin moved approval of the November minutes; the motion was seconded and carried.

**Next Meetings** The next meeting of the committee will be **January 18, 1989 (Wednesday)**. After that, the following dates (a Tues/Thurs-Wed alternating sequence, as requested by members of the committee) have been cleared through the Chancellor's calendar: **7 February, 1989 (Tuesday)**, **8 March 1989 (Wednesday)**, **27 April 1989 (Thursday)**, **17 May 1989 (Wednesday)**, and the summer luncheon on **6 July 1989 (Thursday)**. Boyer suggested that dates be submitted to the membership before scheduling with the Chancellor, as members could conceivably have conflicts; Miller said that the interests of coordinating with the Chancellor and announcing them in advance suggest that the Chair needs to carry forth this responsibility. Miller said that an out-of-state responsibility will require him to leave today at 2 pm; Vice-Chair Rudd will continue the meeting until just before 3 pm.

**Morning Items** As there were new members at this meeting, Miller welcomed them and asked all members to introduce themselves. Miller noted that several members (Cunningham and Jastram) are retiring from Ohio State University, and Tom Milburn will be on a Fulbright Spring quarter. Munro distributed copies of the committee membership roster for final revisions for the 1988-89 year, and asked that any changes be returned to him.

Boyer raised the question of reducing the amount of time scheduled to meet with the Chancellor; he observed that not to meet at all one day, and for only an hour the next time, makes long trips by members less valuable. The Chancellor's presence is valuable to us, he continued, and that is why there is agenda-setting (by the members) in the morning, with the selected issues then brought up with the Chancellor in a specified section of the afternoon agenda. Boyer also noted the absence of information-sharing among institutions (another customary morning function) and said that it ought to be returned to the agenda. Domonokos and Ghodooshim agreed: Domonokos said that the 2 hours per month with the Chancellor is valuable; Ghodooshim added that there could be even more value in the discussions with the Chancellor if the expressions of views to him were, in some manner, more specifically addressed and responded to. He suggested that he thought CFAC might be somewhat more of an advocacy group. Boyer attempted to clarify the historic, legally prescribed role of the CFAC, but a small parliamentary debate interrupted that effort, and Ghodooshim continued. He referred to the question of how closely schools must adhere to budget guidelines for some degree of uniformity, as an issue that has not, in his judgment, been fully responded to. Macklin said that Chairman Miller had told him that the absence of an "items for the Chancellor" in the agenda was an error. Miller added that he, also, wanted the group to initiate issues and not just respond to those that he brought in. Ballantine recalled that the emerging list of issues for CFAC to address this year constitutes a 'mini-political action agenda'. Jastram observed that in terms of political action, our function is



to advise the Chancellor; agreeing with Boyer, he added that we can't go to the State House and lobby, but we have -- historically -- brought our views to the Chancellor and the OBOR (eg, the proposed bailout of Ohio University with large amounts of money brought a strong response from this group). By statute, Jastram said, we are advisory; if the Chancellor doesn't want to accept that advice, that's his prerogative. He concluded that the committee has for years looked for and found ways to initiate recommendations for policy. Only in a limited sense are we not a political action group (that is, we do not direct advocacy at other state bodies); otherwise, for example, we can go back to our individual faculties and we have on occasion been effective in that role. On budget matters, he said, it is a fact of our life that there is little we can do. A member recalled that the specific budget guideline issue was the question of administrative expenses being put into the academic budget to conceal them. Jastram's response was succinct: "I'm against fraud."

Ballantine distributed a draft summary of institutional survey responses in an Interim Report on Minority Access, per the request of Chairman Miller, and reported that she had used an Akron U. model for the overall template. This was prepared through the sociology department at Wright State, with appropriate changes.

**Visit by VC** Vice-Chancellor Hairston indicated that she would talk about what's happened **Elaine Hairston** on the library project; she recalled that this is a long-term, major project, and it requires thoughtful progress, adding that she "couldn't think of a group that should be more involved in library improvements than the faculties you represent." The Chancellor's office got into this because of the large number of requests for funding increases in library space, the result of the addition of books, and for other uses. Requests for library space exceeded the ability of the state to fund them all, so it was decided to look for alternatives to storage. The search took them to UC (Berkeley), UCLA, U of Illinois (Champaign-Urbana), the Harvard libraries, publications by OCLC, and to librarians at Ohio institutions. Ultimately, the recommendations said that there should be: 1) wide access to the diverse resources of the IUC libraries, 2) a "statewide electronic catalog" in addition to a statewide access system -- with "libraries as gateways" -- that is, professors will no longer "go" to libraries, but sit at computer terminals to search for resources and order materials. This will be a future system for faculty and students; it will enhance interlibrary loan, and access to databases. The system also 3) holds the promise of cooperative collection management -- it will allow more rational acquisition: "no one [institution] can have everything, so [librarians] can be more selective."

In October, 1987 a library expert who had worked with Hugh Atkinson (Ohio State -- now deceased) was given a staff responsibility role in the Chancellor's office. Atkinson was the developer of LCS, which was introduced at the U. of Illinois -- its 21 campuses are now linked together electronically and can have any resource delivered within 24 hours, along with other new things that are now possible. The Chancellor's office hired the RMG Group, which had done many studies of system costs across the country, and OBOR was allocated \$2.5M for planning. A number of people from Ohio universities were placed on several task forces to gather ideas from faculty groups and to investigate computer needs. In June 1988, the first "book repository" was authorized; the concept can be compared to the Harvard system, where books are computer coded and stored in climate controlled, "perfect" conditions; these are infrequently used materials. Frequently used materials are not placed in such a depository (because access takes 24+ hours and causes unhappiness, as Berkeley discovered). As a consequence of studying the several systems across the country and planning to avoid the errors of some, the plan for Ohio was prepared and introduced as "The Ohio Library Access System" on November 2, 1988. Hundreds of copies were sent to each campus, with the request that they be distributed so that this week [Dec 5-9], when hearings are being conducted, there would be opportunity for comment.



There are several assumptions made by the plan: 1) Ohio Library Access System is designed for the end-user, not for librarians; 2) it will be available to all Ohioans as a resource; 3) particular institutions will be involved in the governing of the entity; it not be run by OBOR; 4) it will be a participatory developmental process, and it will be implemented in stages; 5) there will be two levels of use: "access" level -- a database to find out what's there, then a "use" level -- a circulation system. Access will have search capacity for serials, as well. One functional assumption is that catalog creation and maintenance will require some institutions to upgrade their document delivery and circulation functions, regardless of location, ownership and format. The system must show stages of acquisition before actual presence of a document. Functionality will be a primary concern -- individual local systems will retain their collections but be linked to the network, as opposed to being pooled into ONE large system. Hairston said she saw this plan as a benefit to individuals, campuses and the system as a whole. At the Illinois main campus (Urbana) there were apprehensions that, "They'll all be using our materials", but, in fact, UI is now a net borrower. She added that it is not possible to foresee the limits (except budgetary) to "where we might be in 25 years!" Hairston has begun conversations looking toward a possible systems link Ohio to Illinois and Indiana. OCLC [now 6000+ libraries in the U.S. and other countries] developed originally from just such a beginning as this. The next steps in the process include: this week, regional hearings; a final draft plan by December 16; then the "request for information" (RFI to vendors), followed by meetings with vendors. It is hoped to have operating funds by July to hire a director so that development of the system can begin (for example, building the database). Vendors will be selected in 1989, with the system to be inaugurated in July, 1991. The system will ultimately provide linkage to 2-year and private colleges, probably also to public libraries.

When Hairston invited questions and comments, Boyer asked if the first storage area is under construction? She responded that construction will begin soon -- the architectural plans are in, and the person who did the storage facilities at Harvard will be advising the Ohio construction; Harvard spent \$2M for 2M volumes, which is 16 times cheaper than conventional storage. There will probably be one each in NE Ohio, NW Ohio, and SW Ohio. The storage facility at Harvard has 'pods', is run by an independent company, and can sell space to MIT. Boyer asked what the reactions have been from the research librarians on the task forces, since they sometimes tend to be turf-oriented? Hairston said that her sense is that their reactions have been relatively good, though with some concerns. Chairman Miller asked about the other things that Hairston as Academic Vice-Chancellor was involved in; she said that she was pleased to have opportunities to see the magnificent resources in Ohio that can stimulate qualitative improvements in the the system -- the super-computer system, Ohio Aerospace Institute, connections with business and industry, approval of academic degree programs, progress on articulation issues. Munro asked if the new library system would provide for the high-speed electronic retrieval of full texts from documents such as serials (fiber optic inter-library links would make it feasible, but what of the possible legal problems)? Hairston responded that the suppliers say, we'll build you what you want; the technology is changing rapidly, and the fact that the Ohio supercomputer system was up and running in 9 months is a favorable sign.

**General Matters** After VC Hairston's departure Miller recognized the arrival of emeritus member and former vice-chairman Ed Hauser. Boyer asked how widely the "hundreds" of copies of The Ohio Library Access System document had appeared on local campuses -- the response was that some members had seen it, some had not. Rolwing raised the issue of the new IRS ruling that benefits for those over \$50k income were taxable; the issue has gone to AAUP legal advisers. Miller asked if the question should be put on agenda? Rudd asked that if CFAC members had specific questions about the possible new IRS policy, they should get in touch with her, as an adviser to OSU may be of help. Jastram said that the impression is that this recent "interpretation" has wiped out part of the new tax law. Rolwing asked about the case of a



campus where there are different unions, and one gets certain benefits, does it lock in all the others? One response was that if classified employees negotiated a health or a parking benefit, other unions may be bound to those terms. Jastram said that there have been some unexpected victories -- fee remissions for grad students (on service appointments) are not taxable now, but were before. And employee benefits for reduced tuition (up to a limit) are not taxable now. In 1986 tax law, if you wrote a book, you could not deduct expenses greater than income -- that has now been repealed.

**Items for the Chancellor** Chairman Miller asked for possible items to bring up with the Chancellor; for example, rumors of less-than-enthusiastic-reaction to the Master Plan in some quarters? Hauser inquired about the commission to authorize articulation initiatives that was approved in the last hours of General Assembly. Other possible topics were: the Regents' authority to review degree programs now apparently does not apply to religious colleges; the university/college commission which may seek to reduce competition with private businesses, has now been revised to not be made up of representatives of small-businesses. Macklin suggested we discuss with the Chancellor the status of remedial instruction. Boyer suggested that we ask how the meeting with the group that was called on to help 'sell' the Master Plan and associated budget went? There was a question about authorization for Owens Tech on CFAC -- there is a 'story' that the administration does not want a faculty person on this group; we should ask the Chancellor to check into this. Hauser added a concern about the recent decision that the distribution of tax liability for Perry nuclear plant has reduced the expected tax incomes of school districts in the immediate (northeast Ohio) vicinity of the plant.

#### AFTERNOON SESSION

**Remarks by Chancellor Coulter on the Budget** The Chancellor said that his only topic today was "selling the Ohio budget", and that he would go over some of the same material as last month, but with different emphases, as there are now "more ideas on the table as to why Ohio should finance higher education more adequately." Specifically, the productivity of the state income tax has been less than expected, and since 1982 the General Assembly and the Governor have given back most of the tax increases. The increases in gross revenues are mostly from increased state productivity, not from higher taxes. In the next budget, prospects are not much better than for the one two years ago, meanwhile all sorts of new initiatives have come into being. So the task now is to make Ohio's case, to assist the Governor and the legislature. They will probably seek a ballot referendum in May or November which will call for Ohioans to invest in their future. Now we wait for the package; it will probably be a tax referendum because a tax package could not pass through the legislature. The announcement will probably occur in the Governor's State of the State address in January: "this is what you need to listen for". Meanwhile, the Chancellor said, "we have started a campaign with your presidents and trustees, and whomever else might want to serve... so there [will be many] voices across Ohio saying that there are more things to do than there is money to do them with".

Chancellor Coulter distributed copies of press notes on the budget and said that "this a message that a lot of people need to be talking about; this state needs to have many voices saying, each in its own way, that the state needs to grapple [more adequately] with its tax problems". The Chancellor then reviewed some of the highlights from the press notes; some generalizations that the data support are: 1) in addition to the decline from 50% of world GNP produced by the U.S. in 1960 to 22% in 1980, Ohio's share within the nation has also fallen, from 8.5% of U.S. manufacturing jobs in the 1950's to 5.7% by 1987; 2) Ohio's rank in capita income has fallen from 14th among the states in 1970 to 25th in 1987; 3) these two factors mean that "Ohio losing its share within a nation which, itself, is losing its economic share [in] an intense



international competition;" 4) Ohio needs "a regenerated manufacturing sector and a diversified industrial make-up," which in turn are dependent on 5) "a strong science and technology base to retool manufacturing processes and to attract newer industries based on emerging technologies," and 6) "a well educated citizenry and a highly trained workforce, up to the challenge of world-class competition;" 7) on both counts, Ohio is presently weak -- it ranks 37th in R&D grants per capita to universities (42% below national average), and the state is 30th in percentage of its adult population (67%) having completed high school, 40th in persons with college degrees, and 44th in persons with some college experience; 8) one million Ohio workers currently "need retraining to higher levels of sophistication,"; and 9) "75% of all new job titles to be developed in the balance of the century will require some education beyond high school [while] only about 45% of Ohio's young people are now proceeding to post-secondary education." Chancellor Coulter concluded his review by observing that he is "not a crepe hanger, [nonetheless] graphing all this is spooky, though our comfort level may not reflect this ... yet."

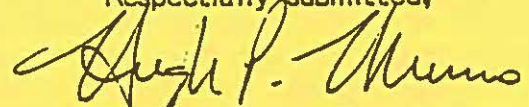
The Chancellor distributed reprints of several press releases from around the state quoting educational and community leaders, and added that he would be "very disappointed if we don't see a lot of similar stories coming out of your institutions". Boyer asked what would be the percentage increase in the income tax; Coulter replied that that is not our decision -- let the political leaders set the amount, to comment on that is a trap, and editorial writers will often talk about nothing else. Boyer then asked if the Chancellor had talked to universities' boards of trustees, what were the reactions? Coulter said that there have been information sessions, more than 200 were present at one meeting, and reactions have been very warm and they went away apparently "very enthusiastic". The Chancellor added that he was also appearing with local presidents at conferences with various editorial staffs. In response to an observation from a committee member that the prospects looked bleak from his perspective, the Chancellor invited suggestions, observing that the faculty at academic institutions has more at stake than do bureaucrats. Jastram said that our job is to sell it to people outside higher ed, but the first question is going to be, what will it cost; the Chancellor replied that the question is premature. Another member observed that people believe that universities are fat; they compare university presidents' salaries with that of the governor, they see buildings but don't know what happens in them. Perhaps they need to see dramatic acts, such as presidents who decline salary increases. Boyer added that people see large sums for presidents, deans, a football stadium, and a president who gets two cars provided by the state (even if the action was taken by the local trustees). The Chancellor asked what he could do about that? Boyer observed that he had met with groups of trustees. Rainey suggested that we need to report a different set of facts; for example, how many kids are turned away from classes -- there never seems to be any press on such topics. The Chancellor asked why there isn't? Rainey agreed that such PR should be explored. From another perspective, the Chancellor observed that sometimes he thought "the free press is pretty fundamentally flawed; they don't write what I want". Rudd responded to the earlier comment about high salaries -- that is only part of the problem: how do you get people to understand that? Domonokos suggested that although we keep hearing that tax dollars were given back, there is a need for facts enumerating the givebacks, as it doesn't seem so; the Chancellor said he will try to get the details for the committee. Munro said that most of the headlines seem to be about such things as crime and drugs in the schools, falling scores in geography, increasing class sizes; these issues are fundamental, higher ed is seen as a luxury that doesn't address these problems. On the other hand, if the people see very concrete, tangible reforms in K-12 (eg, lowering class sizes to 20 and below, adequately policing the schools, etc), then (as the Chancellor said several months ago) the people probably will pay for such credible, dramatic improvements in the schools. Agreeing, the Chancellor said that was what the Education 2000 Commission set out to do; higher education is just a small piece of the total plan.



Boyer asked if it might be appropriate and helpful to meet with the Governor again, on this issue, perhaps after the January State of the State address? The Chancellor responded that it's possible; he seemed to enjoy the session last time. Jastram, returning to the press notes, said that while these arguments will appeal to political leaders, what the public campaign ought to address are the immediate, bread-and-butter issues that Munro mentioned. CC agreed that, in fact, the press releases were addressed to political leaders. Hauser asked what was the significance of the recent GA action on the articulation of 2-yr/4-yr schools; Coulter explained that the action was attached in order to increase caps and get housing changes in the face of the restiveness of 2-yr coll presidents who were concerned about raising the caps on university enrollments. Rainey observed that we still need more space and faculty positions to maintain present quality and still serve more students. The Chancellor said that of course we do; it's a chicken and egg situation -- the great masses of people are hesitant or they would already be there. An open door is not enough; we have to bring in the underserved first. We will be serving many many more students who will be difficult to serve (as compared to the past). The Chancellor concluded, "You [FAC] have been talking a lot about minority students, and may be tired of talking about it, but this is one aspect of the problem that won't go away."

**Items for the Chancellor** Boyer raised the Owens Tech question: they have over 3000 FTE, but according to one account, the local administration is opposed to sending a rep to CFAC. The Chancellor said that this was news to him. Boyer asked if he could send a letter; Chancellor Coulter replied that he didn't know that he wanted to as his office stays out of the institutional process, beyond inviting presidents to have their institutions represented, but he would check the FTE since 1982, and the language of the documents covering representation. Milner asked about a report that either the Ohio or Federal form was required for financial aid, but some have been told that Ohio still does not accept the Federal form. The Chancellor said that he was not really sure what that situation is; he will look into it. Milner also recalled the discussion of the distribution of the Master Plan, and reported that there still problems. The Chancellor said that he had heard that the Wright State Faculty Senate was on the verge of endorsing the Master Plan.

Respectfully submitted,



Hugh P. Munro, Secretary



APPENDIX C

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 REPRESENTATIVES.
- (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 D

PROPOSAL FOR A MIDTERM GRADE REPORTING SYSTEM AT  
THE UNIVERSITY OF AKRONRATIONALE

Currently no systematic method exists to provide students with reliable feedback about their overall performance during the academic semester. While students certainly receive numerous grades for a variety of tasks throughout the semester, e.g., tests, papers, class participation, lab work, etc., oftentimes these individual tasks never "add up" to any meaningful and useful evaluation until the term is ended and it is too late for students to make necessary adjustments in their academic behavior.

*Thus, it is proposed that a midterm grade report system be instituted whereby all students (except law students) would receive a grade report during the ninth week of the term. Such a reporting system would have numerous benefits for both the University and the student, to include:*

"IT IS PROPOSED THAT A MIDTERM GRADE REPORT SYSTEM BE INSTITUTED WHEREBY ALL STUDENTS EARNING D'S OR F'S IN 100 LEVEL COURSES LASTING ALL SEMESTER WOULD RECEIVE A GRADE REPORT DURING THE NINTH WEEK OF THE TERM."

1. IMPROVED STUDENT RETENTION. The feedback provided by midterm grades would undoubtedly serve to motivate many students to improve their performance over the second half of the term to avoid receiving a deficiency final grade.
2. ENHANCED PUBLIC RELATIONS WITH STUDENTS. Students would appreciate the attention and concern the University and faculty would demonstrate by providing the type of information which could assist them in being successful.
3. ENHANCED PUBLIC RELATIONS WITH PARENTS. Parents oftentimes perceive the University to be a large, bureaucratic institution more concerned with collecting fees and flunking students out than assisting students to be successful. Midterm grades would convey a real interest on the part of the institution in helping students, especially those who are experiencing difficulties.



4. ELIMINATION OF DUPLICATE GRADE REPORTING EFFORTS. Currently much effort is being expended by numerous individuals to track the grade progress of specific student subgroups - student-athletes, minority students, probationary students, etc. A midterm grade report system would replace and enhance such uncoordinated efforts.
5. RESOLUTION OF ERRONEOUS REGISTRATIONS. Given the idiosyncrasies of our registration system with partial term courses, intersessions, cancelled courses, administrative withdrawals, etc., each semester many students receive final grades for courses they never attended, as well as attend courses they are not registered in - oftentimes because they were unaware of their actual registration. Midterm grades would alert students to such erroneous registrations in time to resolve them before final grades are issued.
6. CLEARER REPORTING OF GRADES. Instructors would be challenged to state clear grading policies and to communicate such grading policies to students earlier in the semester.

#### IMPLEMENTATION

During the seventh week of the term the Records Office would send a grade reporting card to instructors. Cards would be returned to the Records Office by the end of the eighth week with midterm grade reports being mailed to students' permanent addresses at the beginning of the ninth week. In addition, collegiate Deans would receive a set of duplicate grades for their students.

#### SUPPORT

This proposal was discussed at the April 12, 1988 Council of Deans meeting where it received strong support. The collegiate deans felt that a midterm grade report system had the potential to make a positive impact on student retention.



**APPENDIX E**  
**THE UNIVERSITY OF AKRON - ACADEMIC CALENDAR**

|                             | <u>1989-90</u>   | <u>Preliminary 1990-91</u> |
|-----------------------------|--|----------------------------|
| <b>FALL SEMESTER</b>        |  |                            |
| * Labor Day                 | Mon.....September 4                                      | Mon.....September 3        |
| Day and Evening             |  |                            |
| Classes Begin               | Mon.....August 28  | Mon.....August 27          |
| Veterans Day                |  |                            |
| (Classes Held)              | Sat.....November 11<br>(Fri.....Nov 10 Staff<br>Holiday) | Sun.....November 11        |
| **Thanksgiving              |  |                            |
| Break                       | Thrs-Sat..November 23/25                                 | Thrs-Sat..November 22-24   |
| Classes Resume              | Mon.....November 27                                      | Mon.....November 26        |
| Final Instructional         |  |                            |
| Day                         | Sat.....December 9                                       | Sat.....December 8         |
| Final Examination           |  |                            |
| Period                      | Mon-Sat..December 11-16                                  | Mon-Sat..December 10-15    |
| Commencement                | Sun.....January 7  | Sun.....January 6          |
| <b>SPRING SEMESTER</b>      |  |                            |
| * Martin Luther King        |  |                            |
| Day                         | Mon.....January 15                                       | Mon.....January 14         |
| Day and Evening             |  |                            |
| Classes Begin               | Tues.....January 16                                      | Tues.....January 15        |
| Spring Break                | Mon-Sat..March 19-24                                     | Mon-Sat..March 18-23       |
| Founders Day                | Fri.....May 4  | Fri.....May 3              |
| ***May Day                  | Fri.....May 4  | Fri.....May 3              |
| Final Instructional         |  |                            |
| Day                         | Sat.....May 5  | Sat.....May 4              |
| Final Examination           |  |                            |
| Period                      | Mon-Sat..May 7-12  | Mon-Sat..May 6-11          |
| Commencement for            |  |                            |
| Law School                  | Sat.....May 19   | Sat.....May 18             |
| Commencement                | Sat.....May 26   | Sat.....May 25             |
| <b>SUMMER SESSION I</b>     |  |                            |
| First 5 and 8 Week          |  |                            |
| Sessions Begin              | Mon.....June 11  | Mon.....June 10            |
| * Independence Day          | Wed.....July 4   | Thrs.....July 4            |
| First 5-Week                |  |                            |
| Session Ends                | Fri.....July 13  | Fri.....July 12            |
| <b>SUMMER SESSION II</b>    |  |                            |
| Second 5-Week               |  |                            |
| Session Begins              | Mon.....July 16  | Mon.....July 15            |
| 8-Week Session              |  |                            |
| Ends                        | Fri.....August 3   | Fri.....August 2           |
| Second 5-Week               |  |                            |
| Session Ends                | Fri.....August 17  | Fri.....August 16          |
| <b>FALL SEMESTER BEGINS</b> | Mon.....August 27  | Mon.....August 26          |

\* 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.



**APPENDIX F****CURRICULUM CHANGES**

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-89-2 Department of Chemistry**

**FROM:** 3150:132 Principles of Chemistry 1. 4 credits.  
Lecture and Laboratory.

**TO:** Lecture and Discussion Section  
(day classes only) and laboratory.

**FROM:** 3150:133 Principles of Chemistry II. 3 credits.  
Lecture.

**TO:** Lecture and Discussion Section  
(day sections only)

**AS-89-3 Department of Modern Languages**

**FROM:** 3580:605,6 Seminar in Hispanic Linguistics. 4 Credits.

**TO:** 3580:405/505 Spanish Linguistics: Phonology. 4 Credits.  
Prerequisite: permission. Descriptive study of Spanish phonetics and morphology, comparison of Spanish and English sounds, historical aspects, regional accents and sociolinguistic variation. Conducted in Spanish.

3580:406/506 Spanish Linguistics: Syntax. 4 Credits.  
Prerequisite: permission. Descriptive study of Spanish syntax; introduction to theories of grammar; overview of Spanish semantics and pragmatics. Conducted in Spanish.

**DROP:** 3580:409,10 Linguistics



## AS-89-6 Department of Mathematical Sciences

## EFFECTIVE SPRING SEMESTER 1990

**DROP:** 3450:122 Differential Calculus  
3450:123 Integral Calculus  
3450:124 Calculus with Trigonometry  
3450:136 Systems of Management

## AS-89-7 Department of Mathematical Sciences

## EFFECTIVE SPRING SEMESTER 1990

**FROM:** 3450:111-138 Modern University Mathematics  
**TO:** 3450:113-138 Modern University Mathematics

## AS-89-9 Department of Mathematical Sciences

### Change in Course Description, Prerequisite, and Outline

|          |   |
|----------|---|
| 3450:149 | <p>Precalculus Mathematics. 4 credits.</p> <p>Prerequisite: 145 or placement. Functions, polynomial functions, complex numbers, exponential and logarithmic functions, systems of equations, trigonometric functions, mathematical inductions, sequences, and binomial theorem.</p>                 |
| 3450:215 | <p>Concepts of Calculus I. 4 credits.</p> <p>Prerequisite: 145 or 149 or placement. Functions; limits and continuity; differentiation and applications of differentiation; trigonometric, logarithmic, and exponential functions; integration and applications of integration; math of finance.</p> |
| 3450:216 | <p>Concepts of Calculus II. 4 credits.</p> <p>Prerequisite: 215. Trigonometric functions, calculus of trigonometric functions, integration techniques L'Hopital's Rule, improper integrals, multiple integrals, mathematical induction, difference equations, series.</p>                           |

## AS-89-19 Department of Economics

3250:100 Introduction to Economics. ADD the following sentence to the description: "Cannot be used to satisfy major or minor requirements in Economics."



AS-89-20 Department of English

**FROM:** 3300:691 Bibliography and Literary Research.  
2 semester credits.

**TO:** 3300:691 Bibliography and Literary Research.  
3 semester credits.

AS-89-23 Department of Mathematical Sciences

**ADD:** 3460:330 Survey of Programming Languages. 3 credits.  
Prerequisite: 3460:210 or programming experience  
in a high-level block-structured procedural  
programming language. An introduction to  
programming in C, Fortran, and LISP for  
experienced programmers. Not to be used to  
satisfy minor or certificate requirements in the  
Department of Mathematical Sciences.

AS-89-24 Department of Mathematical Sciences

**Change Prerequisite:** 3460:420 (Structured Programming)  
**FROM:** 316  
**TO:** 3460:316 and 3460:418

**Change Title:** 3460:455  
**FROM:** Data Communications  
**TO:** Data Communication and Networks

**Change Prerequisite:** 3460:426 (Operating Systems)  
**TO:** 3460:307, 316, and (330 of knowledge of C)

**Change Prerequisite:** 3460:430 (Theory of Programming Languages)  
**TO:** 3460:316 and 330

**Change Prerequisite:** 3460:460 (Artificial Intelligence and  
Heuristic Programming)  
**TO:** 3460:316 and (330 or knowledge of Lisp)

**Change Prerequisite:** 3460:475 (Database Management)  
**TO:** 3460:316 and (330 or knowledge of C)

**Change Prerequisite:** 3460:455 (Data Communication and Networks)  
**TO:** 3460:210 and (330 or knowledge of C)

**Change Prerequisite:** 3460:457 (Computer Graphics)  
**TO:** 3460:210 and (330 or knowledge of C)



**AS-89-27** Department of Mathematical Sciences  
**Change in Course Description and Outline**

3470:261 Introductory Statistics, 1/2 credits.  
Prerequisite: Mathematics Placement Test.  
Descriptive statistics, tabular and graphical data displays; probability, probability distributions. Introduction to statistical inference (hypothesis testing, estimation); one-sample parametric and nonparametric methods. Computer applications.

**3470:262**      **Introductory Statistics II. 2 credits.**  
Prerequisite: 3470:261 or equivalent. Parametric and nonparametric methods of statistical inference for paired data and two-sample problems; one-way ANOVA, simple linear regression and correlation. Computer applications.

## AS-89-35 Department of Political Science

**ADD: 3700:312** The Politics of International Trade and Money. 3 credits. Prerequisite: 3700:310 or permission of instructor. This course examines trade and money as sources of international power; it focuses on the evolution of the Bretton Woods monetary and GATT trade regimes.

**CT-89-9 Allied Health Technology Division**

**FROM:** 2760:106 Anatomy for Radiologic Technology I.  
3 credits.

2760:107     Anatomy for Radiologic Technology II.  
3 credits.

TO: 2780:106      Anatomy & Physiology for Allied Health I.  
3 credits.

2780:107      Anatomy & Physiology for Allied Health II.  
3 credits.

**Prerequisite:** permission. Introduction to the study of human structure and function. No laboratory. (Will not satisfy General Studies science requirement).



**NU-89-2 College of Nursing**

**EFFECTIVE SUMMER SESSION I**

**ADD: 8200:315 Pathophysiology for Nurses. 2 credits.**  
Prerequisites: 3150:130 Introduction to General  
Chemistry and Biochemistry.  
3100:130 Principles of Microbiology.  
3100:207 Human Anatomy and Physiology.  
8200:300 Health Maintenance or permission  
of instructor. Develop an understanding of  
the basic concepts related to the  
pathophysiologic mechanism of health and  
illness as applied to nursing. An emphasis  
on content application to nursing will be  
done via the nursing process.



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