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The University of Akron Faculty Senate Chronicle

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9-6-1990

## Faculty Senate Chronicle September 6, 1990

Heather M. Loughney

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the university of akron  
**Chronicle**

a report to the faculty of  
the university of akron



1990-91, No. 1

40 pages

September 28, 1990

**UNIVERSITY BOARD OF TRUSTEES, 1990-91**

The officers of the Board of Trustees for 1990-91 are:  
David L. Headley, Chairperson; Melvin E. Farris, Vice Chairperson;  
Charlene K. Reed, Secretary; and Ted A. Mallo, Assistant Secretary.

**UNIVERSITY COUNCIL MEETINGS, 1990-91**

Regular monthly meetings of University Council will continue to be held the first Thursday of the month at 3:00 p.m. in Leigh Hall 307. In addition to September 6, the regularly-scheduled meetings of University Council for 1990-91 will be October 4, November 1, December 6, February 7, March 7, April 4, and May 2.

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



# UNIVERSITY COMMITTEES

## Faculty Advisory Committee to the President, 1990-91

Buchtel College of Arts and Sciences.....Dr. Allen G. Noble  
 College of Business Administration.....Dr. John Hawes  
 Community and Technical College.....Dr. Michael Williams  
 College of Education.....Dr. David Weiss  
 College of Engineering.....Dr. Karen Mudry  
 College of Fine and Applied Arts.....Dr. David Witt  
 School of Law.....Mr. William S. Jordan  
 College of Polymer Science  
     and Polymer Engineering.....Dr. Frank Harris  
 Wayne College.....Mr. Gary Bays  
 School of Nursing.....Dr. Christine Wynd  
 Ex Officio.....Dr. Marion Ruebel,  
                                     Interim Sr. Vice President and Provost

## Faculty Advisory Committee to the Provost, 1989-90

Buchtel College of Arts and Sciences.....Dr. C. Frank Griffin  
 College of Business Administration.....Dr. Michael d'Amico  
 Community and Technical College.....Dr. George Makar  
 College of Education.....Dr. Walter Yoder  
 College of Engineering.....Dr. Nathan Ida  
 College of Fine and Applied Arts.....Mr. Marc Ozanich  
 School of Law.....Dr. Marvin M. Moore  
 College of Nursing.....Dr. Janis Campbell  
 College of Polymer Science  
     and Polymer Engineering.....Dr. Avraam Isayev  
 Student Services.....Mr. Jay R. Hershey  
 University College.....Dr. Daniel M. Newland  
 University Library and  
     Learning Resources.....Ms. Julia Gammon  
 Wayne College.....Mr. Richard M. Maringer

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## Hearing Board Pool, 1990-91

Buchtel College of Arts and Sciences - David Buchthal,  
     Douglas Cameron, Don Gerlach, Lathardus Goggins,  
     Alice MacDonald, William McMahon, Allen Noble, Gary Oller,  
     Neal Raber, James Richardson, Sally Slocum, Dawn Trouard  
  
 College of Business Administration - David Durst, Robert Figler  
     Il-woon Kim, Jayprakash Patankar, Bernard Winick  
  
 Community and Technical College - Anna Barnum, Ed McDonald,  
     Martin Siegel, LaVerne Yousey, Mel Vye



**Hearing Board Pool, 1990-91, continued**

College of Education - Walden Crabtree, Pearlmarie Goddard,  
Violet Leathers, William Frye

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

College of Fine and Applied Arts - David Bell,  
Margaret A. Carlson, Kathleen M. Davis, Elise Krigline,  
Roland Paolucci, Paul Schoenfield

School of Law - Richard C. Cohen, Marvin M. Moore

College of Nursing - Therese Down, Mary Dugan, June G. Patton,  
Victoria Schirm

College of Polymer Science and Polymer Engineering - TBA, TBA

University Library and Learning Resources - Judith Fitzgerald,  
Robert Rittenhouse

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**UNITED WAY, 1990-91**

The annual Summit County United Way Campaign officially began Saturday, September 15, 1990. The University's goal this year is \$107,110. Mr. George Ball will again be the University coordinator.

**United Way Steering Committee**

Buchtel College of Arts & Sciences.....	George L. Szoke
College of Business Administration.....	George E. Prough
Community and Technical College.....	Richard Alford
College of Education.....	Wyatt Webb
College of Engineering .....	Richard Gross
College of Fine and Applied Arts.....	Linda Moore
School of Law .....	William S. Jordan III
College of Nursing.....	Helen Dannemiller
College of Polymer Science and Polymer Engineering.....	Vincent A. Altier
Student Services.....	Sandra Emerick
University College.....	Dan Newland
University Library & Learning Resources .....	Stanley W. Akers



**Contract Professional Advisory Committee**

Elected by the General Faculty

Mrs. Phyllis S. Griffith.....Asst. V.P. - Inst. Advancement  
(1989-91)  
Dr. Karla Mugler, Chair.....Director, Special Projects  
(1990-92)  
Mr. Randolph Richardson.....Sr. Dir., Facilities Planning  
and Construction (1990-92)

Appointed by the President

Mr. Ronald L. McDonald.....Assoc. Dir., Residence Halls  
(1989-91)  
Mr. Charles Stephens.....Dir., Minority Retention  
(1990-92)

Mrs. Kathy Watson, Admin. Liaison..Asst. to VP/Human Resources

**Contract Professional Grievance Committee**

Elected by the General Faculty

Mr. Spencer Marston, Chair..Director, GSC (1989-91)  
Mr. Randolph Richardson.....Sr. Dir., Facilities Planning  
and Construction (1990-92)  
Mr. Victor Velez.....Asst. Dir., Career Planning and  
Placement (1990-92)

Appointed by the President

Mr. Bradley McClain, Vice Chair..Dir., Pre-College Programs  
(1989-91)  
Mrs. Jeannine Pastva, Secretary..Asst. Dir., Alum. Relations  
(1989-91)  
Mr. John Wray.....Treasurer (1990-92)

Selected by Committee

**Mr.** Mardy Chaplin.....Dir., Admin. Support Svcs.  
Physical Facilities (1990-91)

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**Faculty Advisory Committee to the Chancellor 1990-92**

Dr. June K. Burton.....College of Arts & Sciences  
(1990-92)  
Mr. Dennis Sullivan (Alternate)....Community & Technical College  
(1990-92)



Those joining our full-time faculty since spring 1990, teachers and administrative staff, are listed below for the 1990-91 academic year:

Mr. Mustafa, Ak1.....	Instructor of Accounting
Dr. Douglas K. Amissah.....	Visiting Asst. Prof. of Urban Studies
Miss Heather E. Ammons.....	Assistant Director of Development
Mrs. Jayne E. Antenucci.....	Assistant Dir., Student Financial Aid
Dr. Philip R. Baldwin.....	Assistant Professor of Physics
Mr. Danny L. Balfour.....	Assistant Professor of Urban Studies
Dr. Diana Barhyte.....	Associate Professor of Nursing and Assistant Director of Nursing Research
Dr. Constance B. Bouchard.....	Associate Professor of History
Dr. William Brandy.....	Assistant Professor of Communicative Disorders
Dr. William J. Brittain.....	Assistant Professor of Polymer Science
Ms. Brenda J. Brown.....	Grant & Contract Accountant
Mrs. Ruth Carlson.....	Instructor of Nursing
Mr. Anthony Charley, Jr.....	Visiting Instructor and Coordinator of Surgical Assisting Technology
Dr. Curtis B. Clemons.....	Assoc. Professor of Mathematical Science
Miss Kathleen M. Collins.....	Assistant Women's Basketball Coach
Mrs. Louise R. Cook.....	Instructor of Nursing
Ms. Nancy A. Cooper.....	Assistant Professor of Music
Mr. William J. Cubit.....	Assistant Football Coach
Ms. Coleen Curry.....	Act. Coordinator of Peer Counseling
Mr. Richard V. Damms.....	Visiting Instructor of History
Mr. Robert A. Daniels.....	Visiting Asst. Prof. of Urban Studies
Dr. Karen C. Davis.....	Visiting Asst. Professor of Mathematical Sciences
Mr. Tyrone Q. Dixon.....	Assistant Football Coach
Mr. Timothy A. Dortch.....	Secondary Education
Dr. Ronald K. Eby.....	Robert C. Musson Professor of Polymer Science
Dr. Victoria Elfrink.....	Assistant Professor of Nursing
Dr. Ray S. Fatemi.....	Research Asst. Prof. of Biomedical Eng.
Ms. Martina M. Ferraro.....	Assistant Director of Admissions
Ms. Janet Foley Orosz.....	Assistant Professor of Urban Studies
Dr. Scott J. Forbes.....	Asst. Prof. of Mechanical Engineering
Mr. Mark D. Foster.....	Assistant Professor of Polymer Science
Ms. Thalia D. Fountain.....	Academic Adviser
Dr. Sherry Francis.....	Director of Technology
Dr. Vassilios Galiatsatos.....	Asst. Professor of Polymer Science
Mr. Gurdarshan S. Gill.....	Visiting Assoc. Professor of Accounting
Ms. Yvonne Gillette.....	Asst. Prof. of Communicative Disorders
Mrs. Amy S. Gilliland.....	Budget Analyst
Dr. Mark A. Goodard.....	Asst. Professor of Mathematical Sciences
Mrs. Jo Ann M. Gustafson.....	University Auditor
Mr. Richman Haire.....	Assistant Professor of Commercial Art
Mr. Lionel D. Haizlip.....	Asst. Prof. of Mechanical Engineering
Mr. Joel L. Hampton.....	Assistant Vice President for Administrative Services, Services Auxilliary



Dr. Susan C. Hanlon.....	Assistant Professor of Management
Ms. Caryl A. Hess.....	Acting Coordinator for Assessment, Evaluation and Accreditation
Ms. Delthea J. Hill.....	Counselor - Strive Toward Excellence Program
Ms. Jean D. Hines.....	Asst. Prof. of Home Economics
Mr. George P. Hruby.....	Instructor of Business Management Tech.
Mr. Douglas James.....	Visiting Assistant Professor of Music
Ms. Karin M. Johnson.....	Psychology Intern
Dr. Manuel L. Jose.....	Associate Professor of Finance
Dr. Lu-Kwang Ju.....	Asst. Professor of Chemical Engineering
Dr. Michael J. Kendall.....	Assistant Professor of Music
Ms. Vivian L. Kerr.....	Visiting Asst. Professor of Education
Dr. Kevin L. Kreider.....	Asst. Professor of Mathematical Sciences
Mr. James E. King.....	Assistant Professor of Social Work
Dr. Robin Knee.....	Assistant Professor of Modern Languages
Dr. Ronald J. Kudla.....	Professor of Finance and Department Head of Finance
Mr. James C. Kuhn.....	Cataloger
Mrs. Sophie T. Kus-Patena.....	Academic Advisor
Dr. Bruce A. Landis.....	Visiting Asst. Prof. of Communications
Mr. Joseph A. LaRose.....	Reference Librarian
Ms. Carol A. Lasko.....	Visiting Assistant Prof. of Education
Miss M. B. Lee.....	Director, Learning Resources Center
Mr. John M. Lehman.....	Budget Director
Dr. Kathryn Lehman.....	Assistant Professor of Modern Languages
Mr. Peter Linberger.....	Reference Librarian
Dr. Gary A. Luft.....	Assistant Professor of Home Economics
Dr. Susan Mackiewicz.....	Assistant Professor of History
Mr. Robert A. Madison.....	Admissions Counselor
Dr. Elizabeth A. Mancz.....	Research Asst. Professor of Anthropology
Mrs. Cynthia D. Marco.....	Visiting Asst. Professor of Education
Mr. Guy J. Marelli.....	Electrical Engineer
Mr. William J. Marx.....	Visiting Instructor of Elec. Technology
Lt. Co. James D. Mast.....	Professor of Aerospace Studies
Ms. Kimberly A. McClafferty.....	Associate University Registrar
Mr. Ronald C. McClendon.....	Visiting Asst. Professor of Education
Ms. Nancy J. McCloud.....	Coordinator of Network Services
Dr. Marian A. Miller.....	Assistant Professor of Political Science
Dr. Karla T. Mugler.....	Director of Special Projects <b>Education</b>
Mr. Davison Munodawafa.....	Assistant Professor of <del>Military Science</del>
Cpt. James D. Musengo.....	Assistant Professor of Military Science
Mr. David A. Nypaver.....	Assistant Director of Public Relations
Dr. Daryl W. Palmer.....	Assistant Professor of English
Dr. Norman F. Paradise.....	Professor of Biology and Department Head of Biology
Dr. Dolores K. Payne.....	Assistant Professor of Social Work
Ms. Susan Pope.....	Instructor of Accounting
Mr. William T. Ramsay.....	Visit. Instr. of Comp. Programming Tech.
Dr. David Ritchey.....	Assistant Professor of Communication
Mr. Gregory F. Robinson.....	Psychology Intern



Dr. Kathleen Ross-Alaolmolki....Associate Professor of Nursing  
Dr. Hiroyuki Saigusa.....Research Assoc. Professor of Chemistry  
Ms. Anne Marie  
    Scarlsbrick-Hauser.....Field Director of Survey Research Center  
Mr. George W. Schweitzer.....Instr. of Survey & Constr. Technology  
Mr. Allen L. Sehn.....Assistant Professor of Civil Engineering  
Mr. Terrence D. Shelton.....Assistant Director of Upward Bound  
Dr. F. N. Sibai.....Asst. Prof. of Electrical Engineering  
Ms. Janette L. Sloboda.....Assistant to the Vice President  
                                for Business & Finance  
Mr. Frederick T. Smith.....Assistant Professor of Dance  
Ms. Lisa M. Snell.....Director of Community Services  
Dr. Claire A. Tessier.....Assistant Professor of Chemistry  
Mr. Ron E. Toman.....Assistant Football Coach  
Mr. David J. Umbenhour.....Visiting Instructor of Commercial Art  
Dr. Robert J. Veillette.....Asst. Prof. of Electrical Engineering  
Mr. Clifford T. West.....Assistant Professor of Management  
Dr. Carolyn D. Whittington.....Assistant Professor of Education and  
                                Director of Assessment, Evaluation and Accreditation  
Mr. Joseph M. Wilson.....Instructor of Microprocessor Service  
                                Technology and Coordinator of Microprocessor Service Technology  
Dr. Nancy M. Wineman.....Associate Professor of Nursing  
Dr. Nancy E. Woika.....Assistant Professor of Political Science  
Mr. John R. Wray.....Treasurer  
Mr. Charles M. Yates.....Director of Sports Information  
Dr. Wiley J. Youngs.....Associate Professor of Chemistry



## **DEPARTMENT AND DIVISION HEADS**

### **Buchtel College of Arts and Sciences**

#### **Division of Humanities**

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

#### **Division of Natural Sciences**

Department of Biology.....	Dr. Norman Paradise
Department of Chemistry.....	Dr. G. Edwin Wilson
Department of Geology.....	Dr. James Teeter (A)
Department of Math. Sciences.....	Dr. David Buchthal (A)
Department of Physics.....	Dr. Roger Creel

#### **Division of Social Sciences**

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

### **College of Engineering**

Department of Biomedical Engineering.....	Dr. Dan Sheffer
Department of Chemical Engineering.....	Dr. Sunggyu Lee
Department of Civil Engineering.....	Dr. Tsu-Yung Chang
Department of Electrical Engineering.....	Dr. Chiou S. Chen
Department of Mechanical Engineering.....	Dr. Benjamin T. F. Chung

### **College of Education**

Dept. of Counseling & Special Education....	Dr. Theodore Gloeckler
Dept. of Educational Administration.....	Dr. William Klingele (A)
Department of Educational Foundations.....	Dr. Rita A. Saslaw
Department of Elementary Education.....	Dr. Martha Collins
Dept. of Physical Educ. & Health Educ.....	Dr. Wyatt Webb
Department of Secondary Education.....	Dr. Robert Eley

### **College of Business Administration**

School of Accountancy.....	Dr. Orville Keister
Department of Finance.....	Dr. Ronald Kudla
Department of Management.....	Dr. Alan Krigline
Department of Marketing.....	Dr. Dale Lewison



**DEPARTMENT AND DIVISION HEADS, continued**

**College of Fine and Applied Arts**

School of Art.....Mr. Andrew Borowiec  
 Department of Communication.....Dr. John D. Bee  
 Dept. of Communicative Disorders.....Dr. William H. Seaton  
 Department of Dance.....Mrs. Margaret Carlson  
 School of Home Economics  
     and Family Ecology.....Dr. Mary Rainey  
 School of Music.....Dr. Duwayne H. Hansen  
 Department of Social Work.....Dr. Marvin Feit  
 Department of Theatre Arts.....Dr. Susan D. Speers

**University College**

Reserve Officers Training Corps  
     Army.....Lt. Col. Ronald Goodell  
     Air Force.....Colonel James Mast

**Community and Technical College**

Division of Allied Health Technology.....Mr. LaVerne C. Yousey  
 Division of Associate Studies.....Dr. Velma E. Pomrenke  
 Division of Business Technology.....Ms. Joyce Mirman  
 Div. of Engineering & Science Tech.....Mr. Tom P. Herbert  
 Division of Public Service Tech.....Mr. Michael Williams (A)

**College of Polymer Science and Polymer Engineering**

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

**Continuing Education**

Programs Division (Credit).....Mrs. Judy Vardon  
 Programs Division (Noncredit).....Mr. Robert M. Strauber



**UNIVERSITY COUNCIL ACADEMIC CALENDAR 1990-91****Fall Semester 1990**

	August 27, Monday	Classes begin
*	September 3, Monday	Labor Day
	November 11, Sunday (Fri. Nov. 9)	Veterans Day (classes meet; staff holiday)
**	November 22-24, Th-Sat	Thanksgiving Break
	November 26, Monday	Classes resume
	December 8, Saturday	Final Instructional Day
	December 10-15, M-Sat	Final Examination Period
	December 31- January 6 (M-Sun)	Spring Intercession
	January 6, 1989	Mid-year Commencement

**Spring Semester 1991**

*	January 14, Monday	Martin Luther King Day
	January 15, Tuesday	Classes begin
	March 18-23, M-Sat	Spring Break
***	May 3, Friday	Founders Day
***	May 3, Friday	May Day
	May 4, Saturday	Final Instructional Day
	May 6-11, M-Sat	Final Examination Period
	May 13-June 7 M-Fri	Summer Intercession
	May 18, Saturday	Commencement for School of Law
	May 25, Sunday	Commencement

**Summer Session I**

*	June 10, Monday	First 5-week and 8-week sessions begin
	July 4, Thursday	Independence Day
	July 12, Friday	First 5-week session ends

**Summer Session II**

	July 15, Monday	Second 5-week session begins
	August 2, Friday	Eight-week session ends
	August 15, Friday	Second 5-week session ends

**Fall Semester 1990**

	August 26, Monday	Classes begin
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- \* University closed
  - \*\* University closed from Wednesday, November 21, at 5 p.m.  
until Monday, November 26, at 7 a.m.
  - \*\*\* Classes cancelled from noon to 5 p.m.



### UNIVERSITY COUNCIL MEMBERSHIP, 1990-91

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

#### **Elected from the Faculty:**

Buchtel College of Arts and Sciences - Dr. David C. Buchthal,  
Dr. Don R. Gerlach, Dr. C. Frank Griffin, Dr. Robert Holland,  
Dr. Dale L. Jackson, Dr. William McGucken, Dr. Charles Monroe,  
Dr. Allen G. Noble, Dr. Gary H. Oller, Dr. Wolfgang Pelz, TBA,  
TBA

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

Community and Technical College - Mrs. Rose A. Kleidon,  
Ms. Joyce E. Mirman, Dr. Dorothy C. Moses,  
Mr. James W. Taggart, Mr. Dennis K. Sullivan

College of Education - Dr. Jacqueline M. Anglin, Dr. Alice  
Christie, Dr. Patricia L. Edwards, Dr. Bridgie A. Ford

College of Engineering - Dr. Lawrence G. Focht, Dr. Nathan Ida,  
Dr. John S. Serafini, Dr. Daniel B. Sheffer

College of Fine and Applied Arts - Dr. John D. Bee, Mr. Clifford G.  
Billions, Mrs. Kathleen Davis, Dr. Kathleen L. Endres,  
Mr. Dan J. Martin, Mr. Richard L. Shanklin

School of Law - Mr. William C. Becker, Mrs. Carol Olson

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

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

Wayne College - Ms. Karen J. Billions, Mr. Forrest Smith

College of Polymer Science & Polymer Engineering - Dr. John E.  
Frederick, Dr. Avraam I. Isayev



**Elected from Contract Professionals:**

Mr. Dan L. Buie (1989-91)  
Dr. Diane Vukovich (1990-92)

**Elected from the Part-Time Faculty:**

Ms. Peggy Richards, General Studies - English

**Elected from Student Organizations:**

Associated Student Government - Mr. Bill Haak,  
Mr. Samir Yebaile, Mr. Terry Haas, TBA

Non-Traditional Student Government - TBA, TBA

Graduate Student Government - Ms. Heide Schultz

Student Bar Association - Mr. David Weill, II

**Holding Office by Virtue of Administrative Assignment:**

Dr. William V. Muse, President  
Dr. Marion Ruebel, Interim Senior Vice President and Provost  
Dr. Hilton T. Bonniwell, Associate Provost and Dean for CEPsO  
Dr. Robert Dubick, Associate Provost and Dean of Student Services  
Dr. Patricia L. Carrell, Dean of Graduate ~~Studies and Research~~ School  
Dr. Claibourne Griffin, Dean of Buchtel College of Arts & Sciences  
Dr. Russell J. Petersen, Dean of the College of  
Business Administration  
Dr. Fred J. Sturm, Dean of the Community & Technical College  
Dr. William E. Klingele, Dean of the College of Education  
Dr. Nicholas Sylvester, Dean of the College of Engineering  
Dr. Wallace T. Williams, Dean of the College of Fine & Applied Arts  
Mr. Isaac C. Hunt, Jr., Dean of the School of Law  
Dr. E. Jane Martin, Dean of the College of Nursing  
Dr. Frank N. Kelley, Dean of the College of  
Polymer Science and Polymer Engineering  
Dr. T. Vukovich, Interim Dean of University College  
Dr. Roger Durbin, Acting Director of University Library and  
Learning Resources  
Dr. Tyrone M. Turning, Dean of Wayne ~~General~~ College

**Administrative Appointments by the President:**

Dr. Faith I. Helmick, V. P. for Human Resources  
Mr. Roger N. Ryan, Vice President for Administrative Services  
Dr. Joseph M. Walton, Associate Provost and ~~for~~  
~~Director of~~ Academic Services

**Ex Officio Non-Voting Members:**

Dr. June K. Burton, FACCObOR Representative (1990-92)  
Mr. David R. Brink, Chair, Faculty Rights and  
Responsibilities Committee  
Mr. Paul Richert, Chair, Faculty Well-Being Committee  
Dr. G. Edwin Wilson - Chair, Department/Division Heads Committee



**Retired Faculty Member:**

Mr. Blin Scatterday (1990-91)

**University Council Officers for 1990-91**

Dr. Marion A. Ruebel.....Chair and Presiding Officer

Dr. Gary H. Oller.....Secretary

Dr. John D. Bee.....President Pro Tempore

**UNIVERSITY COUNCIL STANDING COMMITTEES, 1990-91**

The standing committees of University Council are announced for 1990-91:

**Elected by University Council:**

**Executive Committee**

Dr. John Bee, Chair

Dr. Gary Oller

Mr. J. William Taggart (1990-92)

Dr. David Buchthal

Mr. James Inman

Interim Senior Vice President and Provost Marion Ruebel

President William V. Muse, Ex Officio

**Elected by Full-Time Collegiate Faculty:**

**Faculty Rights and Responsibilities Committee**

Buchtel College of Arts & Sciences.....Dr. Robert M. Holland

College of Business Administration.....Mr. Allen M. Cabral

Community and Technical College.....Mrs. Rose A. Kleidon

College of Education.....Dr. Michael Sugarman

College of Engineering.....Dr. Celal Batur

College of Fine & Applied Arts.....Dr. Donna Gaboury

School of Law.....Mrs. Margery B. Koosed

College of Nursing.....Dr. Linda Linc

College of Polymer Science

and Polymer Engineering.....Dr. Gary R. Hamed

ULLR (Chair).....Mr. David Brink

Wayne College.....Mrs. Diane R. Arnold

**Faculty Well-Being Committee**

Buchtel College of Arts & Sciences.....Dr. June Burton

College of Business Administration.....Dr. James Divoky

Community & Technical College.....Mrs. Chris R. Gerbig

College of Education.....Dr. Weni Washington

College of Engineering.....Dr. Jerry Drummond



UNIVERSITY COUNCIL STANDING COMMITTEES, 1989-90, continued**Elected by Full-Time Collegiate Faculty, continued:**Faculty Well-Being Committee, continued

College of Fine & Applied Arts.....Mr. Tucker Jolly  
 School of Law (Chair).....Mr. Paul Richert  
 College of Nursing.....Mrs. Katherine Kolcaba  
 College of Polymer Science  
 and Polymer Engineering.....Dr. Gary R. Hamed  
 Univ. Library and Learning Resources.....Mrs. Ruth Clinefelter  
 Wayne College.....Mrs. Patsy Vehar  
~~General Faculty.....Dr. Sally Brandel~~  
 Part-Time Faculty.....Mrs. Jeanne Hinderegger  
Ms. Barbara Bucey

Academic Planning and Priorities Committee

College of Arts & Sciences.....Dr. June K. Burton  
 College of Business Administration.....Dr. Mostafa H. Sarhan  
 Community and Technical College.....Dr. Velma Pomrenke  
 College of Education.....Dr. Jacqueline Anglin  
 College of Engineering.....Dr. C. S. Chen  
 College of Fine & Applied Arts.....Mrs. Margaret Carlson  
 School of Law.....Dr. William C. Becker  
 College of Nursing.....Dr. Lynda M. Brown  
 Polymer Science and Polymer Engineering.....Dr. H. James Harwood  
 University Library & Learning Resources.....Mr. Jack Hibbs  
 Wayne College.....Dr. Janet A. Michello

**Selected by Executive Committee:**Academic Policies, Curriculum and Calendar Committee1990-93

Dr. John D. Bee	College of Fine and Applied Arts
Dr. David C. Buchthal	Buchtel College of Arts and Sciences
Dr. Don R. Gerlach	Buchtel College of Arts and Sciences
Dr. C. Frank Griffin	Buchtel College of Arts and Sciences
Dr. Dorothy C. Moses	Community and Technical College
Ms. Peggy Richards	Part-Time Faculty, Buchtel College of Arts & Sciences
Dr. John S. Serafini	College of Engineering

1989-92

Dr. Stephen H. Aby	ULLR
Dr. Abdul A. Al-Rubaiy	College of Education
Mrs. Joan E. Baumgardner	College of Nursing
Mrs. Karin J. Billions	Wayne College
Mr. Dan L. Buie	Academic Advising

ontract  
Professional



**Academic Policies, Curriculum and Calendar Committee, continued****1989-92, continued**

Dr. Robert A. Figler	College of Business Administration
Dr. John E. Frederick	College of Polymer Science and Polymer Engineering
Dr. John F. Gwinn	Buchtel College of Arts and Sciences
Mr. Elmore J. Houston	Office of the Sr. Vice President and Provost
Mr. William S. Jordon	School of Law
Ms. Joyce E. Mirman	Community and Technical College
Dean Russell Petersen	College of Business Administration
Assoc. Provost Joseph Walton	Office of the Sr. Vice President and Provost
(Chair)	
Dean Wallace Williams	College of Fine and Applied Arts

**1988-91**

Mr. J. Dean Carro	School of Law
Dr. Lawrence G. Focht	College of Engineering
Mrs. Barbara T. Geisey	Wayne College
Dean Claibourne E. Griffin	Buchtel College of Arts and Sciences
Dean E. Jane Martin	College of Nursing
Dr. William McGucken	Buchtel College of Arts and Sciences
Mr. Adel A. Migid	College of Fine and Applied Arts
Dr. F. Bruce Simmons, III	College of Business Administration

**Athletics Committee****1990-93**

Dr. Norris B. Clark	Buchtel College of Arts and Sciences
Dr. Bridgie A. Ford	College of Education
Mr. James E. Inman	College of Business Administration
Dr. Joseph C. Latona	College of Business Administration
Dean Tyrone M. Turning	Wayne College

**1989-92**

Mrs. Cheryl L. Buchanan	College of Nursing
Mr. Michael R. Golemo	College of Fine and Applied Arts
Dean Frank N. Kelley	College of Polymer Sciences and Polymer Engineering
Mr. Thomas J. Liggett	Alumni Relations
Dr. Neal C. Raber	Buchtel College of Arts and Sciences
Mr. Dennis K. Sullivan,	Community and Technical College
Dean William E. Klingele	College of Education



**Athletics Committee, continued**

**1988-91**

Mr. David R. Brink	ULLR
Mrs. L. Irene Glanville	College of Nursing
(Chair)	
Mr. David L. Jamison	Office of the Sr. Vice President and Provost
Dr. Paul C. Lam	College of Engineering
Dr. Walter H. Yoder	College of Education

**Campus Facilities Planning Committee**

**1990-93**

Associate Provost	
Hilton Bonniwell	CEPSO
Dean Isaac C. Hunt	School of Law
Mr. Dan J. Martin	College of Fine and Applied Arts
Dr. Wolfgang Pelz	Buchtel College of Arts and Sciences
Mr. James W. Taggart	Community and Technical College
Mr. Tom Andes	Wayne College

**1989-92**

Dr. William H. Beyer	Buchtel College of Arts and Sciences
Mr. Clifford G. Billions	College of Fine and Applied Arts
Dr. Dale E. Coons	College of Education
Dr. Gary Frank	College of Business Administration
Mr. Tom A. Goosby	Athletics Department
Ms. Gretchen A. Laatsch	Gardner Student Center
Dr. Joseph V. Navari	International Programs
Dr. Glen O. Njus	College of Engineering
Dr. Allen G. Noble	Buchtel College of Arts and Sciences
Dr. John H. Olive	Buchtel College of Arts and Sciences
Dr. Susan Speers	College of Fine and Applied Arts
Dr. Harvey L. Sterns	Buchtel College of Arts and Sciences
Dean Nicholas Sylvester	College of Engineering

**1988-91**

Dr. George V. Hodowanec	ULLR
Mr. Arthur R. Pollock	Community and Technical College
Dr. Thomas E. Price, Jr.	Buchtel College of Arts and Sciences
Mrs. Paula R. Renker	College of Nursing



**UNIVERSITY COUNCIL STANDING COMMITTEES, 1990-91, continued****Selected by Executive Committee, continued:****Library and Learning Resources Committee****1990-93**

Dr. Larry A. Abel	College of Engineering
Dr. Patricia L. Edwards	College of Education
Dr. Kathleen L. Endres	College of Fine and Applied Arts
Dr. Jim L. Jackson	Buchtel College of Arts and Sciences
Dr. Charles B. Monroe	Buchtel College of Arts and Sciences

**1989-92**

Dr. Janis Campbell	College of Nursing
Dr. Alice Christie	College of Education
Dr. J. Richard Elliott, Jr.	College of Engineering
Dr. Elizabeth B. Erickson (Chair)	Buchtel College of Arts and Sciences
Dr. Avraam I. Isayev	College of Polymer Science and Polymer Engineering
Mr. Christopher Meyer	College of Fine and Applied Arts
Mr. Paul Richert	School of Law

**1988-91**

Dr. J. Thomas Adolph	College of Education
Dr. Diana A. Chlebek	ULLR
Dr. Richard C. Lutz	College of Business Administration
Dr. William S. Fleming	Community and Technical College

**Reference Committee****1990-93**

Mrs. Kathleen M. Davis	College of Fine and Applied Arts
Ms. Margaret B. Guss	ULLR
Dr. Diana Hunn	College of Education
Ms. Carol A. Olson	School of Law
Mr. LaVerne C. Yousey	Community and Technical College

**1989-92**

Dr. Jacqueline M. Anglin	College of Education
Vice President Faith Helmick	<del>Office</del> of Human Resources
Dr. Elaine F. Nichols	College of Nursing
Mrs. Diana Sousa	College of Nursing

Division

**1988-91**

Dr. Dale L. Jackson	Buchtel College of Arts and Sciences
Mr. Michael J. Jalbert	Community and Technical College
Mrs. June G. Patton	College of Nursing
Dr. Mary C. Rainey	College of Fine and Applied Arts



**Selected by Executive Committee, continued:****Research (Faculty Projects) Committee****1990-93**

Dr. Shelley O. Baranowski	Buchtel College of Arts and Sciences
Dr. Dolores A. Bower	College of Nursing
Ms. Margaret A. Carlson	College of Fine and Applied Arts
Acting Director Roger Durbin	ULLR
Dr. J. Clayton Fant	Buchtel College of Arts and Sciences
Ms. Lynn M. Miller	School of Law

**1989-92**

Mrs. Ann D. Bolek	ULLR
Dean Patricia L. Carrell	The Graduate School
Dr. James E. Grover	College of Engineering
Dr. Jon M. Hawes	College of Business Administration
Dr. Sebastian V. Kanakkanatt	Community and Technical College
Dr. Wayne Mattice	Polymer Science * <i>Polymer Engineering</i>
Dr. Isadore Newman	College of Education
Dr. Daniel B. Sheffer	College of Engineering
Mr. Dudley B. Turner	College of Fine and Applied Arts
Dr. Diane Vukovich	University College
Mrs. Adele A. Webb	College of Nursing

**1988-91**

Dr. Mary Ellen Atwood	College of Education
Dr. Roger B. Creel	Buchtel College of Arts and Sciences
Dr. Keith A. Klafehn	College of Business Administration
Dr. David B. Stark	Buchtel College of Arts and Sciences
Assoc. V.P. John Wodarski (Chair)	Research and Graduate Studies

**Student Affairs Committee****1990-93**

Dr. Nathan Ida	College of Engineering
Mr. Richard L. Shanklin	College of Fine and Applied Arts

**1989-92**

Dr. Darlene K. Ahnberg	College of Business Administration
Mrs. Jutta T. Bendremer	Buchtel College of Arts and Sciences
Mrs. Jeanne Cebulla	International Programs
Assoc. Provost Robert Dubick (Chair)	Student Services
Mr. Robert D. Hahn	Student Financial Aid
Mr. W. Neal Holmes	Afro-American Studies
Dr. Orville R. Keister	College of Business Administration
Mrs. Phyllis G. O'Connor	ULLR
Mr. Charles T. Salem	Community and Technical College



**Selected by Executive Committee, continued**

**Student Affairs Committee, continued**

Dr. Lynn A. Smolen	College of Education
Ms. Susan J. Stearns	College of Nursing
Mr. David A. Weil II	Student Bar Association

**1988-91**

Dr. David S. Bernstein	College of Fine and Applied Arts
Mr. Lyle Dye, Jr.	College of Fine and Applied Arts
Mr. James W. Nolte	Community and Technical College



**MINUTES OF UNIVERSITY COUNCIL MEETING  
September 6, 1990**

The regular meeting of the University Council was called to order by the Chairman, Interim Senior Vice President and Provost, Dr. Marion Ruebel, at 3:00 p.m. on Thursday, September 6, 1990 in Leigh Hall 307.

Seventy of the 84 members of Council were present. Those absent with notice were Associate Provost Robert Dubick, Vice President Faith Helmick, Vice President Roger Ryan, Mr. William Becker, Dr. Alice Christie, Mr. Richard Shanklin, and Associated Student Government Representative, Samir Yebaile. Absent without notice were Dr. Nathan Ida and Mr. Forrest Smith. At the time of this meeting, two representatives from the Buchtel College of Arts and Sciences and three student representatives were still to be named.

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

I would like to commend each of you for accepting this assignment. It'll be an interesting one. The University Council has assumed a very important role in this institution and has dealt with some very important issues in the past, and I anticipate that that tradition will continue this year. And I again commend each of you for taking on that responsibility.

I wanted to call to your attention a publication that I received today. It's the annual issue of the Almanac of Higher Education published by the Chronicle of Higher Education, and it contains a tremendous number of facts about higher education - essentially all that you ever wanted to know about that subject - and it also provides a state-by-state breakdown on a lot of data. So, any of you who are researching issues in higher education and would like to have the facts, I think you can get it in this particular publication.

With that, I have no other reports to make. I would be happy to answer any questions you might have before you resume your regular agenda today.

Dr. Don Gerlach had two questions which dealt with recent announcements which faculty had received from the President with regard to actions to the Board of Trustees and also reported in the August 29 Akron Update. The first related to the so-called surplus funds allocations. There had been no mention of the Library receiving any extra allocations from these funds. Was this true?

The President stated that he would not characterize what was left at the end of the year as a surplus. The University had ended up with more unallocated or unexpended balances than had been anticipated, and some of this had been put into categories which he had asked the Board



to approve. There were some additional funds that he anticipated looking at and reallocating at the beginning of this year, and the Library was clearly one of the alternatives which would be considered for the use of the money. As the financial statements were being prepared prior to the Board meeting, there had not been a lot of time to anticipate where those monies ought to be placed; but most of them were in categories where they could still be expended, or placed in reserve accounts, or things of that sort. However, the needs of the Library clearly would be top priority for the use of monies that might be allocated.

Dr. Gerlach's second question was about the curious development of new nomenclature for faculty. Reported under faculty appointments was the designation of "Full-Time Visiting Instructor." According to his understanding of these regulations, there was no such designation. There was a designation for Instructors. On pages 27 and 28 of the Faculty Manual there were two categories of visiting faculty mentioned: "A person on leave from another institution, an eminent scholar, or an expert available for a limited period whose primary objective was to pursue teaching, research, or to occupy a rotating chair during the appointment," and "A faculty member who is appointed to fill a temporary vacancy caused by a regular faculty member's leave or other temporary absence of a regular faculty member." This new title and the explanation that the positions were intended to alleviate the backlog of students in General Studies suggested to him something which he and others were somewhat uneasy about, namely, term appointments. Would not the term "Instructor" cover the situation since Instructors were hired strictly on a year-to-year basis and were subject to renewal? This would seem to cover the bill here without designating them as full-time visitors.

The President thought that there might be a misuse of terms here. The attempt had been to respond to a backlog in a number of General Studies courses by hiring some Instructors for that purpose. He thought that Dr. Gerlach was probably correct that the title designation "Full-Time Visiting Instructor" would be incorrect.

Dr. William McGucken had a question regarding President Muse's rejection of certain proposals the Council had passed last spring regarding department head evaluations. In his May 1 letter, the President had stated that he was unable to agree to Council's proposal, but he had invited Council to reconsider it. Dr. McGucken thought that this was a positive step, but he was concerned about the factor of time. The President had received the proposal on February 1, but he did not reply until the end of the Spring semester. Many members of Council did not see the response until late in August. He wondered whether there might be some way to expedite the discussion of this so as not to again have a long-term delay. Would the President entertain working with a group that the Executive Committee could perhaps select from those Council members who were most concerned about the issue? This small group could perhaps prepare something that all could agree on, and this could then be brought to Council.



President Muse thought that this was a good idea, and said that he would be happy to do it.

Item No. 3 - Consideration of the Minutes of Meetings of University Council of April 5, 1990 and May 3, 1990, as printed in the University of Akron Chronicle of April 30 and August 10, 1990, respectively. Dr. Gary Oller, last year's Secretary, had only one correction to the minutes of the May meeting as printed in the August 10 Chronicle. On page one, Table of Contents, Appendix G was described as Amendment to Faculty Manual Section 3359-20-03 The Faculty: General Personnel Policies, (C)(2)(a), but it should actually have read: Amendment to Council Bylaws Section 3359-10-06 Permanent Committees of Council, (C). The contents of Appendix G within the Chronicle were correct.

Mr. James Inman commented that on page five of the August 10 Chronicle he was named as the member who nominated Dr. Sullivan for a position. He had not done this, but someone else must have. If that person wanted the credit, he or she could make the correction.

Since no one spoke up, the statement was left unchanged. The minutes of both meetings were then approved as amended.

Item No. 4 - Remarks of the Presiding Officer. The Chairman first wanted to recognize that Assistant Provost David Jamison had agreed to serve as Parliamentarian again this year for the Council.

He next wanted to share with Council portions of a memo which he had received on July 12 from Dr. George Knepper. Dr. Knepper, speaking for the Founder's Day Committee, requested that Founder's Day be detached from its current association with May Day and the Faculty Retirement. The Committee proposed to hold a special Founder's Day ceremony, featuring a speaker and the traditional wreath ceremony, which would be scheduled for an appropriate afternoon early in the Spring term of 1991. Classes would not be affected, being neither cancelled or inconvenienced. The Chairman noted that several years ago Council, through its Calendar Committee, had combined Founder's Day and May Day to eliminate the class cancellations for Founder's Day activities. The Founder's Day Committee was anticipating no negative reaction from Council to their plan to separate them again, and they were asking permission to proceed. Was there any objection to this?

Dr. Gerlach had no particular objection but thought that the matter ought to be referred to the Policy and Calendar Subcommittee of the APCC to see whether this met with its approval before Council put its stamp of approval on it. He then moved referral, and it was seconded. Council then voted its approval.

Item No. 5 - Special Announcements. The Chairman announced that as usual the University would be participating in the United Way campaign. He called on Dr. Dale Jackson, as a spokesman for the drive at the University, to address Council. Dr. Jackson's remarks were as follows:



Mr. George Ball is the Coordinator of the University campus United Way campaign. He's asked me to remind you that the campaign is starting to get under way. Although the University is one of the largest employers in the County, with a very stable employment, the goal of the University is only \$107,000, which represents less than one percent of the County's goal. Pledge cards will be delivered to the colleges and departments the week of September 10. The campaign lasts through the 22nd of October. Payroll deduction is encouraged, or if you have cash or checks, that would be good also. The campaign supports 52 agencies and the Red Cross in Summit County and to encourage participation this year a lot of organizations have provided gifts. And the University campaign proposes to have weekly raffles for a total of over 50 prizes, which would be drawn over six successive weeks - the grand prize being a ride for two on the Goodyear Blimp, which I enjoyed about three years ago and I think its worth giving in your little card and trying to get a ride on it. The winners will be published in the Buchtelite each Tuesday the weeks of September 18 through October 23. Please remember that the United Way services are available not only to the destitute and those hit by disasters, but many members of the University community participate in the agencies. And some of them keep records, but several hundred visits were recorded by agencies last year and we know that, in fact, it probably runs into way over a thousand or more of the actual visits by people to the agencies which these funds support. So whether or not you or your family participate or benefit in the activities of these agencies, would you please contribute to the overall goal of the University.

The Chairman also wanted to make note of a memo which he had received from Ronni Stearns of the Metro Regional Transit Authority, indicating that organization's gratitude for the University's participation in Earth Week last spring, and specifically to our students Bill Haak, Dave Jones, Lorrisa Dalloul, and Sean Suddeth.

Dr. Gerlach wanted to remind Council of an event which the AAUP would be sponsoring next Tuesday, September 11, at three o'clock in the Student Center Pine Room. Mr. Murray Rosen would be presenting a kind of analysis of our University fringe benefits in comparison with other Ohio institutions as well as national trends in the area of health care benefits. Mr. Rosen was associated with a financial planning practice called Murray Rosen Associates and had appropriate collegiate degrees, including a Master of Science degree from New York University. He had served as an employee benefits consultant to a number of groups including a U.S. Senate subcommittee. In view of the fact that the University was once again facing the question of health benefits and possible revisions, Dr. Gerlach thought that it would be worthwhile to hear Mr. Rosen's overall analysis of this major concern.

Item No. 6 - Election of President Pro Tempore of University Council. The Chairman reviewed the duties of the President Pro Tem, which included chairing the Executive Committee, serving as a member of



the Academic Planning and Priorities Committee, acting as a representative of the University Council upon the request of the President, serving on the Strategic Planning and Review Committee, and chairing this body in the Chairman's absence. Any elected member of Council was eligible to be nominated, and all members of Council could vote for this position.

The Chairman then called for nominations and Dr. David Buchthal nominated Dr. Dale Jackson, who respectfully declined the nomination. Ms. Karin Billions nominated Dr. John Bee, and Dr. C. Frank Griffin nominated Dr. Don Gerlach. A motion then was made and seconded that the nominations be closed, and Council voted its approval.

A secret ballot vote was then taken, and Dr. Bee was elected to the position by a vote of 40 to 22.

Item No. 7 - Election of Secretary of University Council. The Chairman stated that the duties of the Secretary were to keep minutes of the Council meetings, be responsible for circulating those minutes to all members of Council and full-time faculty prior to the next Council meeting, and serve on the Executive Committee. Once again all members of Council were eligible to vote.

Dr. Gerlach nominated Dr. Oller, and a motion was then made and seconded that the nominations be closed. Council voted its approval and Dr. Oller was elected to another term as Secretary.

Item No. 8 - Election of Two Members of Executive Committee. The Chairman noted that one member of the Committee needed to be elected to a two-year term to replace Mrs. Linda Weiner and the other to a one-year term to replace Dr. Michael Faron, who had retired in the middle of his two-year term on the Committee.

Dr. Oller pointed out that, since Council had just elected Dr. Bee as President Pro Tem, they were required to find a replacement for him as well because he was also in the middle of a two-year term on the Executive Committee. Therefore, a third election was necessary to get someone to complete the last year of Dr. Bee's term. The Chairman agreed.

Council proceeded with the election of the member to a two-year term on the Committee. Ms. Joyce Mirman nominated Mr. William Taggart, and Dr. Oller nominated Dr. Gerlach. Dr. Bee moved that the nominations be closed, and this was seconded by Dr. Keith Klafehn. A secret ballot was taken, and Mr. Taggart won by a vote of 35 to 28.

Next followed the election of two members to two one-year terms and it was decided that the two highest vote getters would be declared the winners. The following members were nominated: Dr. Don Gerlach (by Dr. Dale Jackson); Dr. Dolores Bower (by Dean Jane Martin); Mr. Inman (by Dr. Orville Keister); Dr. David Buchthal (by Dr. Diane Vukovich); Mr. Bill Haak (by Mr. Terry Haas); Mr. Clifford Billions (by Dr. John Bee);



Dr. Diana Chlebek (by Dr. Don Gerlach); and Dr. Frank Griffin (by Dr. William McGucken). Dr. McGucken was nominated by Dr. Allen Noble, but he declined the nomination.

It was decided that in the election each member would vote for two candidates. The results of the ballot were as follows:

David Buchthal	26
James Inman	22
Don Gerlach	20
Dolores Bower	17
Diana Chlebek	15
Frank Griffin	10
Clifford Billions	8
Bill Haak	6
No vote cast	2

Dr. Buchthal and Mr. Inman were each elected to one-year terms.

Item No. 9 - Reports of Committees.

A. Executive Committee - Dr. Oller, Secretary, reported that the Committee had met twice during the summer on July 20 and 30. It certified the college elections for representatives to University Council. It also noted that replacements were necessary for Drs. Michael Farona and William Beyer on Council, and the Buchtel College of Arts and Sciences was notified that special elections were necessary to deal with this. The Committee then made assignments to the standing committees of Council. Finally, it set the agenda for today's meeting.

Dr. Gerlach, as the former Chairman of the Executive Committee, had a few remarks to add concerning the election processes used by some of the colleges in selecting their Council representatives. First, he noted that the Committee had been frustrated in getting on with its business of certifying elections and making committee assignments because of delays in the submission of reports. The most notorious was the College of Education, which did not conduct its election until May 4, which was three days after what Council Bylaws said was to be their deadline. Secondly, he reported that in the election held by the College of Nursing, 54 ballots were cast for twelve candidates, and only 9 votes were necessary to elect the representative. He thought that this was too small of a plurality to be called democratic. Although the Council's Bylaws stipulated the right of each college to establish its own procedures, the Bylaws also say that these elections should be conducted according to "normal democratic procedures." That meant striving for something as close as we could get to majority rule. Thus, the College of Nursing should have had a run-off election.

Another problem was the lateness with which the Committee was informed about who the student representatives were. This meant that the Committee had not yet been able to appoint them to standing



committees. Perhaps the Dean of Student Services could help to expedite this in the future.

B. Academic Planning and Priorities Committee - No report.

C. Academic Policies, Curriculum and Calendar Committee - Associate Provost Joseph Walton, the Chairman, stated that the Committee would have its organizational meeting on September 18 at three o'clock in the Board of Trustees Room in the Gardner Student Center.

D. Athletics Committee - No report.

E. Campus Facilities Planning Committee - No report.

F. Faculty Rights and Responsibilities Committee - Dr. Tom Miles, the Chairman, stated that the Committee would meet on September 10 and take up any unfinished business. A grievance had been received and assigned File Number 10-91.

G. Faculty Well-Being Committee - Mr. Paul Richert, the new Chairman, read the Committee's report, which included four recommendations on which it proposed Council take action. (For the full text of the Faculty Well-Being Committee report, see Appendix A.)

Mrs. Linda Weiner requested permission of the Council to ask Mr. Richert a question. With Council's approval, she inquired whether the Committee was gathering salary data for the part-time faculty as well as the full-time faculty, because there had been a recommendation to that effect at the last meeting of Council.

Mr. Richert said that the Committee had not done this yet, but he was aware of the recommendation and the Committee would deal with it at its next meeting.

A discussion then followed on how to deal with the resolutions presented in the body of the Committee's report. The Chairman thought that these items could be placed on the agenda for possible Council action at its next meeting. Dr. Gerlach was concerned that Council take some action on it now, or else the resolutions would be lost. He moved that Council postpone action on the resolutions in this report until the next regular meeting, at which time they would be taken up under Old Business. Dr. Keith Klafehn seconded this, and Council voted its approval.

H. Library and Learning Resources Committee - Dr. Elizabeth Erickson reported that the Committee had met on August 31 and elected her as Chair. It also decided to recirculate the summaries and recommendations of its two reports to Council, which had appeared in Appendix B of the Chronicle of April 30, 1990 and Appendix D of the Chronicle of August 10, 1990. In those reports the Committee had provided evidence that space, materials, personnel, and above all funding of the Library were so limited that in essentially all areas we



ranked no better than tenth among the 11 state universities, and this was a critical situation.

Dr. Erickson then read the recommendations from those two reports, which had been approved and adopted by Council at its April and May meetings last semester. She then reported the following regarding what the Committee knew of action related to those recommendations:

1. Space a. The Committee noted with approval that the Acting Provost had visited the Science and Technology Library and had seen the nature of the problem there.

b. The Space Committee of ULLR was drafting a report related to the Guidelines of the Board of Regents on requests for space. The LLR Committee planned to present information to Council on this at the next meeting.

c. It was noted that the Heritage and Vision Capital drive did not include any monies for the Library.

2. Personnel - The ULLR had requested five additional professional staff and six support staff. No action had yet been taken.

3. Materials - The Library did not receive the maintenance budget of \$2.3 million which the Committee thought was essential, but had received only \$2.06 million. This translated into a cut of at least 10 percent in the real spending ability of the Library. In 1989-90 with its budget and using carryover, the Library was able to spend \$2.22 million. With this year's budget and the last remaining carryover, it would have \$2.19 million - close to the same amount. However, there had been inflation: 10 percent on domestic books and journals and 25 to 35 percent on foreign serials - especially with regard to those journals important to science and engineering. A drop of 10 percent in purchasing power is therefore a low estimate. The result had been a memoranda to departments freezing serials budgets and, given the increases in subscription costs, serials would need to be cut, not augmented.

Dr. Erickson then made note of the question raised by Dr. Gerlach to President Muse about the allocation of the unexpected extra funds to the Library. Although none of this money had been allocated to the Library, she was glad to hear the President say that the Library was a top priority.

Finally, she made a recommendation to Council from the Committee that the Library be the highest priority for any funds available after the 14-day student headcount, and that not less than \$200,000 be added to its budget. She hoped that this recommendation would be approved and adopted by Council.

This recommendation was then moved and seconded.



Dean Wallace Williams wondered whether it was in the best interests of Council to make a recommendation on dollar figures. He was concerned that dollar figures attached to the recommendation for increased support were not within the purview of the Council's authority.

Dean Claibourne Griffin had a lot of concern for the funding of the Library, but also he was very concerned for the funding of the College of Arts and Sciences, which had not made out particularly better than the Library in terms of increases. He was therefore reluctant to vote and say that the University ought to increase the Library budget before anything else. There were probably many other units in the University that were as deserving, perhaps more deserving, of additional support than the Library; so on the basis of the presentation of the case made for this one particular unit, he was not willing to vote on this issue and thought that it was a mistake for this body to do so.

The Chairman stated that Dean Griffin's point was well taken. He thought that Council should accept the report, but he did not think that Council was in a position to determine recommendations of where the allocations should go.

Dr. Erickson pointed out that Council had approved the earlier recommendations from the Library Committee, including one which stated that "materials budget requires a 24 percent increase from the 1989-90 level to maintain our current level of spending for 1990-91." The \$200,000 in this new recommendation represented that 24 percent.

Dr. Bee then moved to postpone this matter indefinitely, and this was seconded by Dean Griffin.

When asked by Dr. McGucken to present some rationale for his motion, Dr. Bee said that he thought that the points made regarding the purview of Council were well taken. He was concerned about Council's making specific dollar requests, since budgeting really fell within the purview of a different agency of the University. He also shared with Dean Griffin the point of view that, if we had enough time and Kleenex, every unit represented here could make a very compelling case for more funds, and this was certainly without prejudice to the centrality and importance of the Library. His other thought on this was that there were some things which were, in a sense, transcendental, and the Library was one of these since it determined whether or not we were really a good university. There was no way of getting around that. He thought that we really did have a responsibility to take seriously these shortages, although on the other hand he was reluctant simply to vote up or down on Dr. Erickson's motion. It seemed to him that procedurally the way to handle this was not to act negatively, as he thought Council would be compelled to do since, if it acted positively, it would have no effect other than to simply postpone it indefinitely. This would indicate that Council was not opposed to the point of the motion, but it was recognizing the proper procedural process - that is, who was responsible for setting budgets, etc.



Dr. Gerlach responded to Dr. Bee by stating that he had seldom heard a more ridiculous case of persiflage in his life. The motion to postpone indefinitely was a motion to suppress. Robert's Rules indicated that this sort of motion was negative, and one employed it to kill a motion. If Dr. Bee wanted Council to deliberate on this matter further, he could at least move to postpone it to a specific time when, after we had given it additional thought, we could vote it up or down. It was well known that postponing matters indefinitely was a parliamentary way of killing things. He had no difficulty himself in supporting the recommendation from the Committee because we were not, heaven forbid, interfering with the royal administrative prerogative of the University. We were simply making a humble petition, a recommendation on our knees, to do something about the situation in the Library. Why could we not recommend a dollar amount, an amount our Library Committee had labored long and hard to suggest? The Library was a universal for us. All our colleges had to be concerned about it, especially after seeing, from the Committee's reports, the dreadful state it was in. He begged Council to pass the Committee's motion, which would only present a sense of the mind of Council. If Council could not have that mind, he was ashamed to be a member of it.

Dr. Diana Chlebek reminded members that as a subject librarian she constantly heard complaints from faculty and students about the inadequacy of the facilities and the materials in the Library. She wondered when people were going to have the guts to put their money where their mouths were.

At the risk of spreading oil on the fire, Dr. Noble wanted to make the observation that passing the original motion would be somewhat embarrassing to the administration. The result of passing the motion to postpone indefinitely would remove that embarrassment, so he could understand why that motion was made. He thought that Dr. Gerlach was quite right when he said that the Library was the most important part of the University - perhaps even more important than the Rubber Bowl. Council ought to be on record as supporting increased expenditures for the Library. We all knew quite well that passing this motion was not going to cause that to happen, but at least it put us on record.

Ms. Ann Bolek reminded members that the Library served all of the faculty and students, as well as those outside of the University. She understood people wanting to protect their own turf, but it was also necessary to look at the Library, where all were receiving some benefits.

There followed some confusion regarding the wording of the motion from the Library Committee, and members were reminded that at the moment we were discussing a motion to postpone this matter indefinitely.

Dean Patricia Carrell wondered about the mechanism for Council to hear and receive committee reports and then act on them. She was a little uncomfortable about not being aware that these things were going to be debated today. Perhaps there might be some procedure to get these



things on the floor and have some time to think about them and come back and vote at a subsequent meeting.

There followed a discussion of the procedure employed in the past in this regard - were reports merely accepted as read and any motions or recommendations coming from them taken up later as New Business, either at that meeting or the next, or were they dealt with during the time of the committee report. Dr. Klafehn pointed out that Council had done the latter on a number of occasions last year.

Dr. Bee wanted to indicate that he fully supported the need for additional resources for the Library. He hoped that any comments he had made would not be construed as anything but fully supportive of that need, not only in terms of the Library but also in terms of the absolute importance of the Library to the University. That is why he had described it as transcendent. At the same time, as a member of Council, he thought that whenever we could avoid it we should not do anything silly. He would be happy to pass a resolution to spend \$10 million on the Library and to recommend that we put a dome over the Rubber Bowl and put the Library in there.

In response to Dr. Gerlach's aside that those would be silly, Dr. Bee agreed, but thought that the Library Committee's resolution was in the same category. If Council wanted to express the opinion that the Library needed more resources, then there were perfectly appropriate ways of expressing that short and apart from the motion. It seemed to him that the easiest, quickest, and simplest thing to do was to get rid of this motion and say what Council wished to say in a manner which was appropriate for this body. That was why he had made his motion. He had no desire to deny the Library the resources which it very badly needed.

Council then voted on Dr. Bee's motion to postpone the matter indefinitely, and the result was a tie (29-29). The motion was therefore defeated.

Council then returned to a discussion of the original motion in regard to exactly what it stated and what Council's approval of it would mean. Dr. Gerlach thought that the key word here was "recommendation." The motion from the Library Committee was that the Council support their recommendation and pass it on to the administration of the University. He thought that the motion could perhaps be rephrased and suggested the following as an amendment:

That the University Council endorses the recommendation of the Library Committee, namely, the recommendation that the Library be the highest priority for any funds available after the 14-day student headcount, and not less than \$200,000 be added to its budget.

This was seconded. Council then voted on and approved the amendment. It then voted on the amended motion, and it was approved.



I. Reference Committee - No report.

J. Research (Faculty Projects) Committee - No report.

K. Student Affairs Committee - No report.

L. Ad Hoc Committee for Part-Time Faculty Rights and Grievances  
Mrs. Weiner, the Chair, stated that during Unfinished Business she planned on having Council complete its discussion and vote on recommendation number five, and move on to recommendations seven, eight, and nine. These could be found on pages 36 and 37 of the August 10 Chronicle.

M. Ad Hoc Committee on Clarification and Modification of Regulations and Faculty Manual - Dr. McGucken, the Chairman, stated that the Committee had concluded its report this week, and it would be forwarded to the Executive Committee. He expected that it would be circulated before the next meeting.

N. General Studies Advisory Council - The Chairman noted that this group had not met, and he thought that its first meeting was on September 13.

Item No. 10 - Report of the Akron Representative on the Faculty Advisory Committee to the Chancellor of the Ohio Board of Regents.  
Dr. June Burton reported as follows:

Two items filled the agenda of the June 5th meeting at Fawcett Center: the work of the Commission on Articulation and Transfer and discussion of Program Excellence.

Basically, the faculty around the state expressed a feeling of betrayal by the meeting held by the Chancellor to allow their participation because the 54-60 credit total module size was "railroaded through" when they acceded at most to only a 40-hour module. One FAC member who personally attended said that it was unquestionably "the worst meeting" he'd ever attended in his entire career, that people were "angry and ugly." The Chancellor listened to this and said she would try to accommodate it in the final report. Nevertheless, she set it at 54-60 hours, left the D's in as transferable, and left the state committee to referee complaints. The FAC Committee's suggestion that bilateral agreements should be the answer to the problem instead of the modules was merely tacked on as an afterthought.

We also formulated questions to pose to the Chancellor about Program Excellence and its relationship to the PHIPSE Project, which I told you about previously. While what she said about these was still fresh in my mind, I relayed it to John Shorrock, to whom I was referred when I phoned John Wodarski's office. I thought that was the best way to help all faculty who might be trying to write proposals for Program Excellence. In any case, Hairston



still spoke in almost mystical terms about "academic culture" and how she believes that what's important for the pursuit of excellence is not the destination, but the journey, the getting together of faculty to discuss exactly what excellence really is.

At the very end of the meeting a curious matter was taken up by the Chairman. It seems that the Chancellor objects to a retired OSU faculty member who used to be the Committee's legislative liaison continuing to attend and being there when she speaks to us. But expulsion of this person immediately was dropped when the Toledo representative pointed out that the Chairman of FAC, Nancy Rudd, herself is not the OSU official representative either! She was merely sent to observe by the OSU Faculty Senate and somehow was elected chairman, while the official OSU representative is secretary. Couple this with the fact that the Chancellor was an OSU faculty member, the search firm for the chancellorship was owned by OSU faculty members, OSU got six Program Excellence grants funded and we got none, and you may begin to see part of a picture of the power structure that makes OSU the #1 institution in the state. Akron has been ineffective in using this committee, as well as in lobbying to get grants from the Chancellor's Office.

Item No. 11 - Unfinished Business. The only item of Unfinished Business was the completion of the recommendations made by the Ad Hoc Committee on Part-Time Faculty Rights and Grievance. The Chairman recognized Mrs. Weiner, who gave a bit of background on this for the new members of Council. About two years ago, the Faculty Rights and Responsibilities Committee had asked that an ad hoc committee be formed to clarify the rights of part-time faculty and to make recommendations for a grievance procedure. That committee had been making a report to Council for several months now. We were now dealing with recommendation five, which had been attached to today's agenda and also could be found on page 37 of the August 10 Chronicle. It was a proposed amendment to the Bylaws of the University Council.

Mrs. Weiner reminded Council that the current grievance procedure was unsatisfactory because grievances were brought before a committee consisting of administrators and appointed part-time faculty, and then the decisions, even of this group, were subject to the final approval of the Provost. There was no appeal from his decision, so the Committee had proposed the following amendment:

3359-10-09 Functions of the Permanent Committees.

F. Faculty Rights and Responsibilities Committee.

2. New section (c)

For each grievance case submitted by a part-time faculty member three members of the part-time grievance pool shall be selected to be members of the Faculty Rights and Responsibilities Committee for the duration of that case.



These members will only participate in F.R.R.C. business involving the grievance case in question. These members will be selected by lot by the Chair of the F.R.R.C. but part-time faculty members from the same department as the grievant shall not be eligible to serve.

A Part-Time Faculty Grievance Pool shall be established by each college every three years. The pool will consist of part-time faculty members who have taught at least four semesters at The University of Akron and who have been nominated by the part-time faculty members of that College and who have subsequently confirmed to the College Dean their willingness to serve.

(Old "c" becomes "d".)

This was moved by Ms. Peggy Richards and then seconded.

Dean Griffin thought that it would be helpful to have some notion of numbers of individuals who should be in this pool. There was no guidance in this proposed legislation on that issue, and he also believed that this pool would have to be established every year since there was a tremendous amount of turnover in part-time faculty.

Mrs. Weiner replied that from the survey which the Committee took, there really was not as large a turnover as one might think. Fifty percent of the respondents (from a total of 400) had been here for at least five years, and 30 percent had been here for at least 10 years. Dean Griffin thought that meant that probably a minimum of at least 50 percent of your pool had been turned over in three years, which was a pretty hefty turnover, unless you elected a very big pool. He suggested that the pool be elected every year.

The Chairman asked whether Dean Griffin wanted to make a motion to that effect, but he replied that he was not sure what the new number ought to be within the pool. The Chairman thought that this would vary from college to college as far as the number of available people.

Dean Russell Petersen asked how long a grievance remained an open item. Could these grievances be extended beyond the academic year before they were resolved? If that was the case, how would this pool function? Suppose people were picked for the pool and then left the University and were no longer of part-time faculty status? What would happen then?

Dr. Jackson pointed out that most cases were dealt with in one year and, in the case where there was a turnover in people on the committee, that was a normal event. One person left and another took his place, and this did not interfere with the progress of the case. It was not as though the whole committee disappeared all of a sudden.



Dr. Robert Holland supported Dr. Jackson's point and reiterated that the objection that there was not continuity was not really a valid one.

The amended motion for this section then read: "A Part-Time Faculty Grievance pool shall be established by each college every ~~three~~ ~~years~~ FALL."

Dean Martin asked whether, since there were no guidelines for maximums or minimums, the pool would be all part-time faculty who had taught four semesters or more at the University.

After a bit of discussion, Dr. Gerlach noted that it seemed to him that there were two things which would determined the size of the pool. You would have to have the four-semester background, and then within that group, you had to have a nomination. He wondered whether a simple nomination was what was wanted here, or an election to the pool (as in the Hearing Board Pool election in the College of Arts and Sciences).

Dr. Buchthal thought that in a department which employed forty or fifty part-timers, to get them all there for an election could be a bit of a problem. Nominating them might be a better way to go. He was concerned that there might be pockets of colleges on this campus that could not draw a pool for a number of years because they did not hire part-timers. Was there, for example, a large group of part-timers in Polymer Science or Polymer Engineering from which they could draw a pool?

Dean Frank Kelley replied that there were no part-timers in those departments. Mrs. Weiner noted that if there were no part-timers<sup>^</sup> in the department, then there would be no need for a pool.

faculty (per Linda Weiner)

Council then voted on the amendment to the motion and it was passed. The amended motion was then voted on, and it was approved.

Mrs. Weiner then asked that recommendation six be skipped because the report which was coming from the Ad Hoc Committee on Clarification and Modification of Regulations and Faculty Manual would have some bearing on that. She then moved on to recommendation seven, which said:

University Council recommends that in all departments or programs employing part-time faculty, personnel guidelines be amended so that the primary responsibility for assessing the qualifications of part-time applicants be assumed by the faculties of those departments or programs by a process to be developed by each department.

The purpose of this recommendation was to give the faculty a means of quality control on the teaching being done in their departments. The means by which this was done was left to each department. The process could be as simple as having one or two rotating faculty on a committee on which the administrator currently doing the hiring also sat.



Ms. Richards moved for the adoption of the recommendation, and this was seconded by Dr. Oller. Since there was no discussion, Council then voted its approval.

Mrs. Weiner then turned to recommendation eight, which read as follows:

University Council recommends that in matters of academic governance and curriculum, all departments, divisions, or colleges shall do everything reasonable to enable part-time faculty to share the professional responsibilities of the University faculty as a whole.

She noted that the intent of this recommendation was not to involve part-time faculty in the hiring, promotion, tenure or personnel practices of full-time faculty at all. It was meant only to provide for academic freedom, and to enable part-time faculty to become more involved in professional matters than the current system permits. Its intent was to allow part-time faculty a reasonable role in decisions affecting their teaching, such as textbook selection and curriculum design for those courses that they teach. This recommendation was then moved and seconded.

Dr. Holland then moved a substitute for the recommendation which read as follows:

University Council recommends that in matters of ~~academic governance and~~ curriculum **AND INSTRUCTION**, all departments, divisions, or colleges ~~shall~~ do everything reasonable to enable part-time faculty to share ~~the~~ professional ~~responsibilities of the~~ **RESPONSIBILITY FOR THE COURSES THEY TEACH.**

The intent of this amendment was to remove the term "governance," which had caused a great deal of consternation, and to remove the words "University faculty as a whole." Otherwise, it could be taken as implying that part-time faculty had exactly the same responsibilities in University governance as full-time faculty. The motion was seconded by Dr. Bee.

Dean Isaac Hunt did not know what the phrase "to share professional responsibility for the courses they teach" meant.

Dr. Holland replied that it meant to define the standards for the course, to define the curriculum for the course, to select the textbooks, and so forth. It meant to take responsibility for courses and for curriculum and instruction in those courses they teach.

Ms. Billions did not understand the necessity for this amendment.

Dr. Buchthal pointed out that it seemed to cover everything that the Ad Hoc Committee had intended the original statement to handle, but



it removed those sorts of obligations which were mandated by the Faculty Manual for full-time faculty, such as advising students, areas of governance, etc. What the Committee had been concerned about was giving the part-time faculty a share in the curriculum and instruction and responsibilities for the courses they teach, and the amendment did that.

Mr. Billions thought that the word "responsibility" was nebulous. To him it could mean that the part-time faculty could be given more work than they were being paid for.

Dean Hunt wondered whether Dr. Holland might want to clarify this by being more specific in the motion regarding what would be meant here by the term "professional responsibility."

Dr. Holland replied that he did not care to make such a change. Professional responsibilities for teachers were defined both in the Faculty Manual and in the Part-Time Faculty Handbook in exactly the same words.

Council then voted on the amendment, and it was approved. It then turned to the amended motion and voted its approval.

Mrs. Weiner then presented recommendation nine, which read:

University Council recommends that the teaching of part-time faculty be evaluated using, so far as is practicable, the same procedures as those used to evaluate the teaching of full-time faculty.

Ms. Richards moved adoption of the recommendation, and this was seconded. Since there was no discussion, Council voted its approval. (For the full text of the Recommended Actions of the Ad Hoc Part-Time Faculty Rights and Grievance Committee as amended by University Council as of 9/6/90, see Appendix B.)

Item No. 12 - Adjournment. Dr. Buchthal moved for adjournment, and this was seconded. Dr. Miles attempted to move that an item regarding the promotion of Instructor to Assistant Professor, which had been tabled at the last meeting in May, now be taken from the table. Since the motion to adjourn had already been made, this was not possible. Council then voted its approval of Dr. Buchthal's motion, and the meeting adjourned at five o'clock.



## APPENDIX A

### Faculty Well-Being Committee Report to University Council September 6, 1990

The Faculty Well-Being Committee met on August 31, 1990 and chose Professor Paul Richert of the School of Law as the Chair for 1990-1991.

The Committee is unable to report on the methods used to determine pay raises at the various colleges and universities in Ohio. We are proceeding to analyze data obtained to date and seeking to obtain other data. I do not know when our report will be ready.

The Committee took positive action on the following resolutions. I would propose favorable action by University Council on these same resolutions.

1. BE IT RESOLVED that the University make possible for University employees to purchase additional life insurance at their own expense through our group insurer.

Rationale: It is the Committee's understanding that our insurer no longer requires a minimum participation level by University employees to offer this coverage. If our understanding is in error, the University should at least solicit employees to see if we can reach the minimum participation level required by our group life insurer. Clearly it is a benefit that the University can provide at a minimal cost but one that would be appreciated by many employees.

2. BE IT RESOLVED that the University immediately initiate discussions with Kent State University and Youngstown State University for a mutual agreement to provide tuition waivers and similar benefits to all employees and their dependents seeking to attend the other institutions.

Rationale: It is the Committee's understanding that the employees of the jointly run Northeast Ohio Universities College of Medicine have this benefit already. Many faculty and certainly many staff are finding it increasingly difficult to pay the cost to obtain the further education they need. Many programs and degrees are not offered at Akron; similarly, each of the other universities does not offer all the programs their employees and dependents wish to take.

Faculty are frequently reluctant to send their dependents to their own institution. Faculty wish to encourage the development and maturation living away from home can encourage. This would be an attractive recruiting device for new faculty. Concerns about faculty teaching and grading their dependents would be decreased if more dependents had the option to attend neighboring institutions.



This reciprocity benefit would encourage a group of able Ohio students to stay in Ohio for their higher education and later employment. This pool of talent is critical in the economic development of Ohio business and industry for the sharply more competitive world of the next century.

It is our understanding that other states as well as private universities have such reciprocity agreements.

3. BE IT RESOLVED that the University not reduce further the health care benefits of its employees and their dependents during calendar year 1991.

Rationale: Given the University's poor showing vis-a-vis other state universities in Ohio regarding faculty pay scales for each rank, it would be even more detrimental to recruiting and retention to make further cuts to our health care benefits package. Health care inflation cost projections do not appear to be rising as rapidly as forecast last fall.

4. BE IT RESOLVED that the University Council urge the President of the University to make the necessary decisions to insure sufficient funds are available for next year to give the faculty salary increases well above those given the past few years.

Rationale: Since our position relative to other state universities in Ohio is so poor in terms of faculty pay scales, it is imperative that decisions be made to increase the money available for raises. Recruiting and retaining faculty will become more difficult if our relative position remains the same.

Faculty morale and effectiveness will be adversely affected by continuing the present trend. Our institution will have a difficult time retaining or increasing its prestige if such a key indicator of institutional quality, faculty pay scales, remains so low.

The President's long-term goal of pay raises of cost of living plus two percent reflects the reasonable goal for the institution which, however, is not being met.

Paul Richert  
Chair, Faculty Well-Being Committee



## APPENDIX B

### RECOMMENDED ACTIONS (as amended by University Council as of 9/6/90)

The findings of the Ad Hoc Committee on Part-Time Faculty Rights and Grievance bring us to the following recommended actions:

1. University Council requests that the Faculty Rights and Responsibilities Committee draft an amendment to the Faculty Manual 3359-20-37 Guidelines for Initial Appointment, Reappointment, Tenure, and Promotion, that will include part-time faculty where appropriate in these guidelines. All common University requirements for the appointment, reappointment, and non-reappointment of part-time faculty should be included in the Faculty Manual, e.g., the filing of official transcripts before appointment, the maintenance of a personnel file for each lecturer, inclusion in department course and instructor evaluation procedures.

2. University Council requests that ~~the Reference Committee review the Faculty Manual to ensure that, as regards the inclusion of part-time faculty, it is consistent with the passages taken from the Bylaws and Regulations of the Board of Trustees and the Faculty Manual cited on pp. 17-18 of the Ad Hoc Committee's report~~ COUNCIL DIRECT THE EXECUTIVE COMMITTEE TO APPOINT AN AD HOC COMMITTEE OF FIVE COUNCIL MEMBERS TO STUDY THOSE PARTS OF THE REGULATIONS OF THE BOARD OF TRUSTEES AND THE FACULTY MANUAL PERTAINING TO FACULTY WITH A VIEW TO PROPOSING MODIFICATIONS AND CLARIFICATIONS TO COUNCIL, WHICH SHALL DECIDE WHICH PROPOSED MODIFICATIONS AND CLARIFICATIONS IT WILL REQUEST THE PRESIDENT OF THE UNIVERSITY TO TRANSMIT TO THE BOARD FOR ITS CONSIDERATION.

3. (a) University Council recommends that, SO FAR AS FEASIBLE, instructional support (typing, photocopying, audio-visual services) SHOULD be available to all part-time faculty as well as suitable office space for meeting with students and keeping instructional materials.

(b) University Council recommends that the Campus Facilities Planning Committee conduct a study of office space availability for ~~part-time~~ ALL faculty and that it make recommendations to be incorporated into the University's space allocation and construction plans TO UNIVERSITY COUNCIL.

4. University Council requests that the ~~Salary Equity Committee be reconvened (or reappointed)~~ to FACULTY WELL-BEING COMMITTEE review part-time faculty compensation (both salary and benefits) and to make recommendations to Council.

Our Committee recommends that the ~~Salary Equity~~ FACULTY WELL-BEING Committee be guided by a comparison of this university's pay scale with that of other State universities and by the principle of equal pay for equal work.



5. Proposed Amendment to the Bylaws of the University Council.

3359-10-09 Functions of the Permanent Committees.

F. Faculty Rights and Responsibilities Committee.

2. New section (c)

For each grievance case submitted by a part-time faculty member three members of the part-time grievance pool shall be selected to be members of the Faculty Rights and Responsibilities Committee for the duration of that case. These members will only participate in F.R.R.C. business involving the grievance case in question. These members will be selected by lot by the Chair of the F.R.R.C. but part-time faculty members from the same department as the grievant shall not be eligible to serve.

A Part-Time Faculty Grievance Pool shall be established by each college every ~~three years~~ **FALL**. The pool will consist of part-time faculty members who have taught at least four semesters at The University of Akron and who have been nominated by the part-time faculty members of that College and who have subsequently confirmed to the College Dean their willingness to serve.

(Old "c" becomes "d".)

6. University Council recommends that the Faculty Manual be the manual of part-time faculty also, except in those passages where such interpretation would not be consistent with University rules and regulations.

7. University Council recommends that in all departments or programs employing part-time faculty, personnel guidelines be amended so that the primary responsibility for assessing the qualifications of part-time applicants be assumed by the faculties of those departments or programs by a process to be developed by each department.

8. University Council recommends that in matters of ~~academic governance and~~ curriculum **AND INSTRUCTION**, all departments, divisions, or colleges ~~shall~~ do everything reasonable to enable part-time faculty to share ~~the professional responsibilities of the University faculty as a whole~~ **RESPONSIBILITY FOR THE COURSES THEY TEACH**.

9. University Council recommends that the teaching of part-time faculty be evaluated using, so far as is practicable, the same procedures as those used to evaluate the teaching of full-time faculty.