

The University of Akron

IdeaExchange@UAkron

The University of Akron Faculty Senate Chronicle

4-6-1995

Faculty Senate Chronicle April 6, 1995

Heather M. Loughney

Follow this and additional works at: <https://ideaexchange.uakron.edu/universityofakronfacultysenate>

Please take a moment to share how this work helps you [through this survey](#). Your feedback will be important as we plan further development of our repository.

This Article is brought to you for free and open access by IdeaExchange@UAkron, the institutional repository of The University of Akron in Akron, Ohio, USA. It has been accepted for inclusion in The University of Akron Faculty Senate Chronicle by an authorized administrator of IdeaExchange@UAkron. For more information, please contact mjon@uakron.edu, uapress@uakron.edu.



1994-95, No. 7

April 6, 1995

43 Pages

TABLE OF CONTENTS

	<u>Page</u>
Minutes of the Faculty Senate Meeting of April 6, 1995	1
Appendices to the Minutes of the Meeting of Faculty Senate of April 6, 1995	17
A. Chairman's Remarks	17
B. Remarks of the President of the University	18
C. Report of the <i>Executive Committee</i>	20
D. Report of <i>Academic Policies, Curriculum and Calendar Committee</i>	20
E. Report of <i>Student Affairs Committee</i>	21
F. Report of <i>Budget and Planning Coordination Committee</i>	22
G. Drug Testing Policy	28
H. Bylaws Section VII Revision	39
I. Resolution for Maintenance of Campus Buildings	43

Any comments concerning the contents in The University of Akron
Chronicle may be directed to the Secretary, Mr. David Brink (+1707).
FacultySenate@UAkron.Edu

**THE UNIVERSITY OF AKRON FACULTY SENATE
MINUTES OF THE MEETING OF APRIL 6, 1995**

The regular meeting of the Faculty Senate was called to order by Chairman Cheung at 3:00 p.m. on Thursday, April 6, 1995, in Room 201 of the Buckingham Center for Continuing Education.

Forty-four of the fifty-six members of the Faculty Senate were in attendance. Senators Fleming, Green, Gunn, Huff, Ranson, Stull, Vukovich and Webb were absent with notice. Senators Gottfried and Johnson were absent without notice.

SENATE ACTION

- * **APPROVED CURRICULUM CHANGES**
- * **APPROVED CANDIDATES FOR MAY GRADUATION**
- * **APPROVED PLANS FOR THE POLSKY BUILDING**
- * **APPROVED BPCC RECOMMENDED 1995-96 BUDGET**
- * **ELECTED SENATOR C. GIGLIOTTI TO LRPC TO REPLACE SENATOR HARRIS**
- * **APPROVED REVISED DRUG TESTING POLICY**
- * **DEFEATED EMERITUS FACULTY AMENDMENT**
- * **APPROVED REVISION OF SECTION VII OF THE BYLAWS**
- * **REFERRED TO CAMPUS FACILITIES PLANNING CHARGE TO CONSIDER MAINTENANCE OF CAMPUS BUILDINGS**
- * **DEFEATED MOTION TO CHARGE APCC WITH INVESTIGATING MEANS TO SIMPLIFY PROCESS FOR APPROVING CURRICULUM CHANGES**

Chairman Cheung asked that Senators stand and observe a moment of silence to honor two members of the university community: Dr. Ruth Roberts, professor emeritus of education, who died on March 8, and alumnus Harry P. Stitzlein of the class of 1950, who died on March 14.

I. APPROVAL OF THE AGENDA - Senator Clinefelter moved to approve the agenda. Seconded by Senator McElwee. Motion carried.

II. CONSIDERATION OF THE MINUTES OF MARCH 2, 1995 - Secretary Brink said that he had one correction. On page 8 in the first full paragraph, the word "rank" needed to be inserted so that it would read, "...in light of the rank of the libraries at The University of Akron in comparison . . ."

Senator Oller moved that the minutes be approved as corrected. Seconded by Senator Richards. Motion carried.

III. CHAIRMAN'S REMARKS - (Appendix A)

IV. SPECIAL ANNOUNCEMENTS - There were none.

V. REPORTS

A. Remarks of the President of the University - (Appendix B)

Senator Clinefelter asked about the status of the faculty dining room. There were rumors circulating concerning its possible demise and she wanted to know the present situation. President Elliott said she could not give an answer at this time. During the past year, many different vendors had been contacted. Because there was no liquor business, and because there was little business on Saturdays and Sundays, the university was not a terribly attractive economic opportunity. Right now there were no answers. The goal was to have a pleasant, inviting, healthy, reasonable dining area, and it was not clear yet what that would be.

Senator Erickson added one comment to what President Elliott said earlier. She gave the time and the place for the Grunberg Lecture - the date was April 20. President Elliott noted that she wanted to get it into the record to give it as much publicity as possible. There was a small group that was trying to see if it was humanly possible to put all campus events on a single calendar so folks could plan ahead. She called attention to April as Arts Awareness Month. There were 50 exciting events to enjoy during the month, and urged Senators to take advantage of them.

B. Remarks of the Provost - No remarks.

C. Report of the Representative to FACCOBOR - No report.

D. Executive Committee - (Appendix C)

E. Faculty Rights and Responsibilities Committee - No report.

F. University Well-Being Committee - No report.

G. Graduate Council - No report.

H. Academic Policies, Curriculum and Calendar Committee - (Appendix D) Assistant Provost Kelly said that the committee met on March 28 and moved to approve the following curriculum proposals for approval by the Faculty Senate: FA-95-04; EN-95-15; PS-95-02; AS-95-19, 20, 21, 22, 23, 24, 25, 26 and 27; and BA-95-15, 19 and 20. These were approved unanimously by APCC, those that required Graduate Council approval had received Graduate Council approval, and there were no outstanding objections. Motion carried.

Assistant Provost Kelly also reported the list of candidates for May graduation. Senator Prough moved to approve the list, subject to candidates' completion of all requirements for their respective degrees. Seconded by Senator I. Newman. Motion carried.

Senator McGucken said he had expected the Provost to be present at this meeting and wanted to make a request of him. There was something called the Ohio Urban University Program Linkage grant. Recently there was a competition on campus for events from that program. He wondered whether the membership of that committee, the names of the recipients of awards, the titles of the successful projects and the amount of money that had been awarded could be made known, perhaps in an appendix to "The Chronicle," just as with the Research (Faculty Projects) Committee. President Elliott responded that she did not think that would be a problem, and she would speak with the Provost about it. *grants*

I. Athletics Committee - Secretary Brink said he had been selected by the Athletics Committee to serve on the search committee for the new men's basketball coach. He had a long-standing interest in basketball, which probably began when he played the game in the alley behind the sausage plant when he was growing up in Indianapolis. One thing he learned was that this search was just like every other search he had ever been associated with at the university, except for the speed. Fifty-five people applied for the job; four were brought to campus for interviews. The search committee was looking for someone who could coach the game of basketball; it was looking for someone who was concerned that the student athletes had a better than average chance of succeeding academically; and it was looking for someone who, because of media attention, would bring in good citizens. The person that was selected, Dan Hipsher, met these criteria.

President Elliott commented that Mr. Hipsher was concerned about the academic program. He asked for the catalog and related materials first, because he said he had to know he had something he could recruit to. President Elliott commented that she felt very good about that.

J. Campus Facilities Planning Committee - Senator Guegold reported that the committee met on February 22 and considered several items. One was for exclusive use of JAR 151 by Admissions; this was postponed until the next meeting on April 19, in order to gather information and consider other options. The committee considered several suggestions for the 5th and 2nd floors of the Polsky building; plans were approved. Also approved was the request for Polsky 111 and 111A for the C & T College. The Committee learned that a campus planning consultant would be hired shortly to help develop a 15-yr. plan for the campus. The Committee heartily endorsed that and hoped it would have much input into that process. Phil Bartlett prepared the space generation data booklet also, which was very helpful.

Senator Oller raised a procedural question. Should not the two items just mentioned that the committee approved, then be presented to this body for its approval? Could Campus Facilities Planning

Committee make decisions without those decisions then being approved by the body which was its parent body? Chairman Cheung said it could not. The report was a request that the body approve the recommendations.

Senator John asked for the specifics of the plans for Polsky's 5th and 2nd floors. Senator Guegold said he would defer to the Provost's office for the details. Assistant Provost Kelly said that the second floor concerned space held by the Center for Urban Studies. Some of that space would be retained by the Center for Urban Studies but other parts of that space would be occupied by the Survey Research Center and Research Services. On the fifth floor there would be space for the Department of Psychology, a university conference center and Hospitality Management, including the Crystal Room.

Motion to approve space allocations by Campus Facilities Planning Committee carried.

K. University Libraries Committee - No report.

L. Reference Committee - Senator Moss said that a draft of the "Faculty Manual" was in the packet distributed before the meeting. She said that the names of the different vice-presidents that had changed since the last printing had not yet been incorporated, and Vice President Helmick's office was working on that. She asked Senators to review this carefully. The committee had attempted to include all the new policy statements, to correct examples of poor wording and so on, but there might be things had been omitted. She asked Senators to get back to her with problems so that a corrected text could be presented at the next Senate meeting.

Senator Rich said he saw some material that was over-stricken which he assumed were deletions and some that was in bold and capitalized, which he assumed were insertions. But he noticed one that had a dark background and he wondered about its significance. Senator Moss replied that those were highlighted by Vice President Helmick's office, and she did not know what they were planning to do in those places. She added that she would check on them and find out what exactly was to be done in these instances.

Senator Moss moved to defer consideration of the "Faculty Manual" until the May meeting. Seconded by Senator Richards. Motion carried.

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

N. Student Affairs Committee - (Appendix E)

O. Computing and Communications Technologies Committee - No report.

P. Shared Governance Council and Subcommittees - No report.

Q. Long Range Planning Committee - No report.

R. Budget and Planning Coordination Committee - (Appendix F) - Senator Midha said that BPCC reviewed proposals for allocation of \$5,200,000 of new dollars for the next year. That figure was based

on the assumption that tuition and fees would be increased by 4% effective summer '95, and by 2% effective fall '95, which would be targeted for computing technology. As the President indicated, this increase along with a substantial savings from changes in insurance policies reflecting new health contracts, and also based on the assumption of 6.2% decline in enrollment in fall, generated \$5,200,000 of new money. The task of BPCC was to allocate this money based on the requests received. BPCC received requests of roughly \$12 million. After many hours of discussion, BPCC was recommending only those proposals which affected the entire university and not any specific divisions or specific colleges.

He said the first recommendation was that \$3,750,000 go to faculty/staff salary increases. Vice President Helmick informed BPCC that a 1% increase in salary amounted to roughly \$1,009,000. So this would roughly be a 3.75% increase in the salary of staff and faculty. BPCC recommended an increase in part-time faculty pay of \$400,000. This was the request from the part-time faculty. They had requested much more than that, but because of the limited budget, BPCC had come up with \$400,000. At the present time part-time faculty had five different salary levels, the lowest starting at \$445. Senator Fowler said they intended to increase the lowest stipend to \$500 and the remainder would proportionately go to the other categories.

General education support was a request from Colleges of Arts & Sciences and Fine & Applied Arts. Last year some money was given for general education support. At that time it was mentioned that it would go in two installments. This was the second installment for implementing the general education program and the money would be proportionately divided between these two colleges.

The next item listed, Provost's reserve for \$450,000, was being recommended for three purposes: 1) For new faculty lines, because the Provost said that from time to time there was a necessity of creating a position in a college and there was no funding in his office to take care of that; 2) For unallocated salary accounts. That would cover a college's desire to offer courses and money being depleted; for example, C & T College this semester could not offer 20 sections or so, because there was no money for part-time faculty, and the Provost did not have any money to allocate. 3) For enrollment and retention initiatives; he presumed that money would be given to different colleges as necessities arose.

He said the next item was basically for indirect cost redistribution. Vice-President Sylvester told BPCC that until 1991 there was a different formula for allocating money to the colleges, to the departments, and to the principal investigators. He wanted to return to the 1991 formula and he asked for approximately \$350,000. BPCC was recommending \$100,000 for indirect cost distribution and faculty research proposals.

The last item was \$100,000 for library materials. At the last Senate meeting, the library committee's proposal for increased funding for library operations was referred to LRPC. BPCC recommended \$100,000 for library materials to cover inflationary increases this year and until LRPC reported. All of these costs amounted to \$5,200,000. If any money could be squeezed from any other turnip, BPCC recommended that it should go to faculty and staff salaries because, as the President had mentioned again and again, faculty salaries were the top priority.

Senator Midha added a couple of footnotes. BPCC recommended that colleges be limited to increasing salary pool money by 3/4 of 1%. This increase could be used for salary increases, operating

budgets or for any other needs of the colleges. Also, funding for vacant positions could be used for salary increases only with the Provost's approval. Finally, the Provost would seek the advice and consent of BPCC for any expenditure of the reserve fund in excess of \$50,000.

Senator I. Newman said that the Research (Faculty Projects) Committee had made some suggestions that were dependent upon the money that would be available. Was there anything BPCC could do to identify what would be available for next year? Senator Midha said that this matter was for next year, and if he understood correctly, the Senator was referring to money to be allocated for this spring semester. Senator Newman said he meant the \$100,000. Could this money be allocated to the Faculty Research Committee? Senator Midha said that up to the present time, money was coming from Vice President for Research to BPCC. He presumed that based on past experience he might be getting around \$80,000. BPCC was giving \$100,000 to the office of the Vice President for Research. Now he had to decide the indirect cost distribution.

Senator I. Newman said that this was part of what the committee was asking for. He did not understand how the money was being allocated. Right now the Research Committee got money from Vice President Sylvester based upon indirect costs. He had enough indirect costs, something like 6% that went into the budget which was supporting both his office and Dr. Streharsky's office, paying salaries. Last year the committee had a carryover of something like \$28,000 and Vice President Sylvester was able to allocate some money. The committee did not know how much money was available until two days ago, and commitments had already been made. There was money to cover the commitments, but since the committee did not have a line budget, it never really knew, and Vice President Sylvester did not know because the amount of money and when he received it depended upon what grants had been funded. Without having a line budget, the committee never knew how much money really was available so it could allocate funds. He said he wanted to have a minimum line budget so the committee would have a starting point.

Senator Midha said that according to indirect cost distribution which Dr. Sylvester mentioned at BPCC, at the present time 12% of the money went for research services. All he was saying was that BPCC was increasing the budget in light of the fact that there was no funding. It was up to the Vice President based on the needs of this committee to decide on the allocation. As far as the line item was concerned, he thought that request should come from LRPC. The BPCC was not looking at reallocation of money at all, but only at new money.

President Elliott said this money was to go back to the departments so that a larger percentage of the overhead could be returned to the departments, which was a "pass-through" as she understands it. Senator Midha said that part of it was; BPCC was not giving \$100,000 completely for indirect cost distribution which went back to the colleges and then to the departments. BPCC had not separated that because the original request was for approximately \$350,000.

President Elliott queried whether she was being asked to support \$100,000 more than direct costs which go not to the research office but back to the departments. Was she understanding that correctly? Senator Midha said no; BPCC was saying \$100,000 goes to the research office and part of that could go to the indirect cost distribution. It eventually might get back to departments and part of it would go to research proposals.

Senator Focht asked whether it was ever controversial as to what constituted new money. Could new money be defined? Senator Midha replied that new money could be defined.

Senator Focht asked who made the assumptions that certain things either continued at the same level or went to different levels. Chairman Cheung said the assumptions were made that BPCC was not moving money from one unit to another. What BPCC did was look at the revenue stream, look at the costs associated with not making those changes, and the difference was the \$5.2 million. The sources of that money were a 4% tuition increase, what he hoped was a conservative estimate of the savings due principally to the health plan, and an increase in the amount of money coming from the state. President Elliott added a source which was from an extremely aggressive investment policy that invested all the money that came in instantaneously.

Addressing Senator Newman, Senator Buchthal stated he thought that with the \$100,000 additional funds, Vice President Sylvester would be more amenable to setting a budget line item for the Research Committee. Having been in his job for a year, he would have a better idea of what money might be available during the course of the year. That would be preferable to mandating him to spend his money in a certain way. He suggested waiting to see what happened this year with this new money.

Senator I. Newman responded that the problem was that the \$100,000 was not for the committee; only a small part of that would be available. Another consideration was that each year when the money came back into the general fund, next year it could be totally distributed differently. Since the committee did not know where the funds were originating, it could not plan how much money it could allocate for grants. And there was a time problem between when they found out and when the committee assigned it.

Senator R. Gigliotti said that the intent on Vice President Sylvester's part was to allocate some of the \$100,000 to the grants committee. Was it also his intent to increase the indirect cost redistribution not only to the departments but also to the PI's and to the colleges? Senator Midha answered that at the present time the general fund got 46%. Vice President Sylvester's recommendation was that it should be returned to the 33% share so that colleges and departments could benefit.

Senator Norfolk said he had two questions. One related to Senator Focht's question as to the origins of these assumptions, particularly with regard to enrollment. President Elliott replied that the Provost asked all deans to work with their colleges, generally the Chairs, and to determine what they believed, given the demographics and the current enrollment, would be the realistic number for the next year. The Provost and deans discussed the projections and agreed on a number; they were tallied and that was the base. It came from those that were the closest to it. Senator Norfolk said the reason was that former President Muse had said to departments year after year that they should expect a massive enrollment decrease, but it never came. In fact, enrollment went up. Yet last year, departments were caught flat-footed in terms of the amount of decrease. He wanted a better model so there would be realistic figures.

Senator Norfolk said his second question was that on the first page of the suggested budget, if the word "of" in the last line was not deleted, it meant that tuition would be raised \$50 million next year, which would result in reasonable salary increases next year, but no students. Senator Midha thanked him for the reminder and the offending word was stricken.

Senator Marquette wanted to respond to Senator Norfolk's question. LRPC considered these assumptions. LRPC started with a set of assumptions that were not assertive enough. They projected a much smaller decrease. The 6.2% was the best guess of LRPC based on the information that came from the deans and the past several years' trends in enrollment.

Senator Witt wondered whether anybody had attempted to assess the effect of tuition increases on declining enrollment, and if in fact this did not exacerbate the problem. President Elliott said there were some models that could be run to see what percentage would be lost and what percentage would be gained. How valid they were was questionable. However, the university's position was to stay competitive with its four major competitors and Akron's tuition was still at the bottom.

Senator Witt said he was troubled that the 6.2% decline was larger than what was discussed at the Enrollment Summit, 2% statewide decline. The university had a steeper decline than any other institution. President Elliott said that was true last year and the last 3 or 4 years, which meant the sophomore, junior and senior classes were smaller than the others. Those had to be worked through. Also the retention rate compared to peers was a problem. A way had to be found to make sure that students were meeting their goals so that they wanted to stay.

Senator R. Gigliotti asked whether it was the decision of BPCC to increase the bottom rank of the part-time pay from \$445 to \$500. Senator Midha said it was not the committee's decision. There was \$400,000 available. BPCC discussed how that could be implemented and Senator Fowler's subcommittee was working on it. Senator Fowler noted that the task force recommendation for part-time faculty in 1989-90 had specified a minimum wage for incoming part-time faculty at \$500/credit hour. The original intention was to raise the base to that level.

Senator R. Gigliotti asked how much of an increase might be expected at the upper levels, since his department did not have anyone at the beginning rate. Senator Midha said that \$400,000 roughly amounted to about an 8-9% increase in the stipends of the part-time salary. If what Senator Fowler was suggesting occurred, it would mean at least 5% at the other levels.

President Elliott said that she hoped this subtext would be included in whatever the body sent forward because what she read here said only that this amount be placed in an overall pool. Senator Midha said it could be provided.

Senator Norfolk had some questions about the overall budget as presented. He found it interesting that under the colleges, the only significant decrease anywhere in the budget was for the non-personnel in Arts & Sciences, which was going to lose \$160,000. Also, Bierce Library was going to lose \$24,000 under non-personnel. Chairman Cheung noted that the latter was apparently a reallocation from non-personnel to personnel. Senator Norfolk was curious as to why. Why a need to decrease one college's budget?

Chairman Cheung asked Brian Davis, Director of Resource Analysis and Budgeting, for enlightenment. Mr. Davis said that in the last column, permanent movements within the colleges, and permanent movements between some colleges were noted. In Arts & Sciences' case, he noted that they took non-personnel money and used it to finance some positions. These changes were initiated at the college level.

The motion to approve the BPCC recommended budget carried.

Senator Midha expressed the thanks of BPCC to Provost Jamison, who chaired the meetings most of the time, who kept the meetings focused and who resolved to complete the task assigned.

S. General Education Advisory Committee - No report.

VI. UNFINISHED BUSINESS

A. Election for LRPC, to replace Senator Harris - Chairman Cheung said the next item of business was an election for the Long Range Planning Committee to replace Senator Jo Ann Harris, whose term expired essentially at the end of this academic year, though in practice it would continue until the first meeting in the fall, since LRPC met over the summer. Only candidates from the C & T College, Business, Fine & Applied Arts, Nursing, Education, Contract Professionals, and students were eligible.

Following a brief recess to Senators to caucus, the following people were nominated: Senator Carol Gigliotti, Senator George Prough, Senator Barb Bucey, Senator Isadore Newman, and Senator Carmen Keener. Ballots were distributed.

Senator Norfolk moved that should none of the candidates obtain a majority on the first ballot, a run-off between the two highest vote-getters be held. Seconded by Senator McElwee. Motion carried.

Votes cast were as follows: Gigliotti, 11; Prough, 9; Bucey, 3; Newman, 12; Keener, 5. Ballots were distributed for the run-off between Gigliotti and Newman.

Chairman Cheung announced that Senator Carol Gigliotti received 23 votes on the second ballot and Senator Isadore Newman received 14 votes. He congratulated Senator Gigliotti.

B. Drug Testing Policy - Senator Norfolk moved to approve the drug testing policy. Seconded by Senator I. Newman. Senator Norfolk pointed out a minor typo on page 25, the top line, "athletes." Motion carried. (Appendix G)

C. Faculty Senate Bylaw Revision

1. Emeritus Faculty Amendment - Senator Aupperle moved to consider the Emeritus Faculty Amendment. Seconded by Senator Richards.

Senator Marquette said that the body considered emeritus representation on the Senate last year and he wanted to give his objection to the concept, as he did last year. The body had a determinate purpose. It dealt with the current and active needs of the institution. He said that Senator Aupperle brought up the point that a former colleague was rather unhappy being a former colleague, but Senator Marquette did not think that was sufficient justification. The Senate was just starting to get back together. It dealt with some serious issues, and was getting better at it. But he thought it was far too early to start changing the composition of the body by adding more people. Many other people might be added also. The issue was that the body needed to concern itself with being effective. He was not

opposed to the concept of the emeritus faculty per se after the body had a chance to figure out how effectively it was operating. But he thought it was too early to start changing the composition of the Senate after the short time it was in operation. There would not even be a full planning cycle until next year. The body did not handle the university budget; what it did five minutes ago was only \$5 million, not \$280 million. The people who worked on this project, to try to bring the Senate to fruition, considered this and voted against it when it was being put together. The body voted on it last year and voted it down. He thought it was still too early and ill-advised to do this now.

Senator Erickson said that the last motion was on retired faculty, and it was not introducing retired faculty but was retaining something that was a part of University Council. At that time, University Council minutes which discussed bringing retired faculty onto that body were reviewed. The argument given last year was that retired faculty were not necessarily involved in the university. Emeritus faculty was a very special category and they did; they were part of this university community. There were emeritus faculty on campus doing research, being part of this university community, and they were not represented at present. With this motion the proposers were not introducing something new but bringing back the faculty to the position they had on University Council. This was a constituency of senior faculty who had been given special academic recognition. Therefore, she thought they deserved representation.

Senator Rich asked how many emeritus faculty there were. Perhaps before determining that they should have a particular number of representatives, that number could be one, or it could be more than one, the body might want to consider how many there were.

Chairman Cheung asked the President for help. She said she could not give an exact number, but in some colleges it was an honor that was afforded to all retirees. In other colleges it was done differently. Senator Clinefelter observed that they were listed in a special section in the University Bulletin.

Senator Focht stated that he was against the motion. Engineering had a flap about emeritus faculty, which caused him to check his old American college dictionary. "People who had voluntarily quit doing what they were doing" was what it said for emeritus. And he thought that was what these professors had done. They were welcome back and he liked working with them, but he did not think they needed a position on this body.

Senator Richards said she had two reasons to speak for the motion. One was primarily the wisdom and knowledge that professors emeriti had to offer and share. The university was losing quite a bit of its history. The Senate had many new faces, people who had not been involved in university governance before. In the English department, there were people who retired not just because they did not want to teach anymore, but because it was time to slow down a bit, such professors as Paul Merrix, Julia Hull and ~~Dean Peterson~~ Dr. Orsey Pearson. They would be eligible to run for this position and she would be more than happy to have them in this body. The second reason was, having served on the Executive Committee, when it came time to look for people to put on other committees, there were too few Senators. One more body, and especially a body with wisdom and knowledge added to those committees would be just one more person, because there had to be more Senators than non-Senators on each committee, and it got to be very difficult when selecting committee members.

Senator Norfolk said that in answer to Senator Rich's question, the 1993-94 UA directory listed between 260-300 emeritus faculty.

Senator Clements said she agreed with Senator Richards in spirit. Her department, too, had a number of retirements of people who were valued members of the community. But she just heard two things that alarmed her. One was Senator Rich's suggestion that the body might want to make this more than one representative, and Senator Richards' suggestion that these people would be doing committee service. She acknowledged their reservoir of experience and wisdom and she thought they ought to be involved in many aspects of the university community. One in particular was working with Educational Resources and Development to help with teaching and other such matters. But they were no longer members of departments or colleges and their relationship to the university was not very clearly defined. The group they would represent, unlike current Senators who reported back to a department and a college, was not a group interested in the functioning and governing of this institution. Furthermore, an individual who made decisions on committees needed to know how the university was working now, not how it worked 5 or 10 years ago. Although she acknowledged wisdom and experience, it was very difficult to keep in touch with what was going on at this institution. She simply did not think they would bring to the job the experience that it needed. There were many ways the university could mobilize emeriti faculty's interests and involvement, but she did not think this was either going to be productive for the community or particularly efficient to this large member of experienced, retired professors.

Senator Rich wished to clear up what might have been a misunderstanding of his question. He was not advocating that there be more than one representative; in fact, he was not speaking in favor of the motion. Actually, he did not know how many emeriti faculty there were. He did not wish to be construed as having spoken either in favor of the motion or in favor of amending the motion to increase the number.

Senator Aupperle spoke in favor of this motion. He thought it was important to speak to it because this was not an expensive motion for this body to pass. By being generous, not only would the body tap into the talents of individuals, many of whom were staying very current with what was going on, but many of these individuals wanted to have a stake in the university. They should be encouraged to remain active. Senator Clements pointed out that maybe this was not the right body, that there might be some other body where emeriti could be involved. But the problem with that was the fact that there was no central forum for doing this. By including emeriti here, all emeriti would feel they had a stake in what was going on here at the university. To say that they were now cut off, that their umbilical cords to the university had been cut was not true. Their umbilical cords were attached more firmly than perhaps contract professionals and students in regard to the departments and to the colleges. If this was a faculty senate and it had chosen to include contract professionals and students, the emeriti would seem to fit in very nicely. Part of what had surfaced was an observation that was raised in January by a Senator, that this was a zero-sum game. He said he did not agree with that Senator. He did not think a zero-sum mentality should be adopted. The idea of working together and building synergy at the university in light of our scarce resources made a lot of sense.

Senator R. Gigliotti said he heard arguments such as Senator Aupperle made and they made sense to him. But he kept coming back to the concern that there were other constituencies out there having an equal or similar contribution to make. He could cite research faculty; he could cite adjunct

faculty distinct from part-time faculty; he could cite teaching assistants who had a great stake in what went on at the university. He did not know where it would end. He was afraid to vote yes for one, because the he ought to vote yes for many of them.

Senator Kimmell called the question. Seconded by Senator Oller. Motion to close debate carried.

Motion to amend the Executive Committee Proposed Bylaw Revision to include a representative from the emeritus faculty was defeated, 22 to 11.

2. Executive Committee Proposal - Senator Clinefelter moved to consider the proposed revision of section VII of the Bylaws. Seconded by Senator Oller.

Secretary Brink said that the section was rewritten because of frustrations encountered with executing it. The Executive Committee tried to clarify the procedures. The only substantive change was that there had been some confusion about the number of people who would be on this body. The committee opted for a representative system, one Senator for every 15 faculty members.

Senator Norfolk said he had two points. First, for clarification, what was a regular faculty member? Was that faculty rank within the specific unit? Chairman Cheung said that was correct.

Senator Norfolk said his other item was a correction on the bottom of the third page. It should read, "department chairs and division heads," since this body voted to change department "head" to department "chair." Chairman Cheung said he would take that as a friendly amendment to correct the language of the document.

Chairman Cheung noted that he had been reminded by Parliamentarian Gerlach that this vote had to be by division of the house and it required a 60% majority of the votes cast to pass. Motion carried; 30 for, 1 opposed. (Appendix H)

VII. NEW BUSINESS

A. Maintenance of Campus Buildings - Senator Drummond moved to charge the Campus Facilities Planning Committee to investigate responsibility for maintenance of campus buildings during special academic or scholarly events. The request arose as a result of reports of poorly maintained restrooms in Schrank Hall South during a meeting of The Tire Society on March 21 and 22 of this year. This was an international meeting of some import, the keynote address being delivered by Mr. Francois Michelin, the Managing Partner of Michelin. Since Mechanical Engineering was a sponsor of the event, the department was embarrassed and would like to prevent future embarrassments. He imagined that Senator Guegold would rather not discuss commodes, but he would rather not have Francois Michelin using them either. Seconded by Senator Norfolk.

Senator Peebles reported that Senator Guegold said the Campus Facilities Planning Committee would be happy to accept this charge.

Senator John spoke in favor of the motion. He resided in Schrank Hall S. and some of its residents ^{have} ~~had continuously~~ met with the Facilities ^{Physical} ~~Planning Committee~~ and had similar complaints and had gotten no satisfaction. Senator Witt agreed. Senator Keener added that this was not only an issue for special events, but during all events.

Chairman Cheung asked whether anyone wanted to speak in favor of dirty restrooms.

Senator C. Newman sought to broaden the charge, and offered a friendly amendment; that it include not only special events but that restrooms and other public areas were suitable for guests at any time. It was an embarrassment, not just for the outside community but for the people who worked here. Seconded by Senator Clinefelter. Accepted by the original mover and seconder.

President Elliott observed that the generic issue here was the amount of dollars taken out of the maintenance fund. She hoped that the discussion would lead to something going to BPCC so that the trade-offs could be considered and how important this was to the campus overall.

Motion to charge Campus Facilities Planning Committee to investigate responsibility for maintenance of campus buildings carried. (Appendix I)

B. Curriculum Change Procedure - Senator Prough moved that the Senate charge APCC with investigating means of simplifying the curriculum approval process, and until such time, the process be such that the Provost and the Executive Committee of the Faculty Senate be permitted to bring urgent changes from the colleges directly to the Senate for advice, consent and/or approval. Seconded by Senator John.

Senator Norfolk said this issue was discussed in the committee this week. There was a subcommittee currently investigating and it was coming out with a proposal; however, for all the complaints in that direction the committee had observed that the main bottleneck was not APCC. Most of the documents that APCC was voting on now were given to it in the last 4 to 6 weeks. The bottleneck occurred at an earlier stage. Anything done to change APCC was not going to speed up the process. There were minor changes APCC could make that might shorten the process by one week, which would make no difference to this body. But the bottleneck was happening primarily in the deans' offices and then going forward to the Provost's office. Those two places were where documents sat and rotted. That was where the problem lay.

President Elliott said she did not quarrel with what had been said other than the fact that there were 11 steps, as she understood it. When the legislative oversight committees came in, they made it a much more difficult job. Anything the body could do to streamline bureaucratic processes certainly would get identified in that level. It was getting more and more difficult to defend that many levels of review in an educated and thoughtful body such as existed.

Senator Clinefelter followed up on Senator Norfolk's remarks. The curriculum subcommittee had one more meeting this year at which time it hoped to complete its work. The report of the special subcommittee on this problem was presently being discussed in committee.

Senator Witt said the committee could certainly study the problem and make recommendations to colleges, schools and departments, could it not? Chairman Cheung replied that was what the committee was doing.

Senator Norfolk said the point he wanted to make was really sticking it to APCC again. He understood that people wanted to streamline the process. The problem was that not only would APCC not have any real power in it, but the places that had to be changed would not listen to the committee even if it had the power. Basically, it was going to be fostered through the dean's office. What if the dean did not choose to move it along? It could get lost. That was what happened to these documents. In some cases all it took was the short form proposals, one sheet of paper to get misfiled. That was where the bottlenecks were.

Senator Buchthal spoke to the motion in that important emergencies ought to come to this body as long as things in controversy did not come to this body, then get back into the loop and take even longer.

Senator McElwee wondered what was not getting through the process. Senator Prough said he could not cite a specific example, but he knew of many instances of cumbersome procedures. He recalled the college of education combining two departments and having to bring that through the committee, which seemed to be rather absurd to him.

Senator Norfolk raised a question about the word "urgent." What would constitute urgent? It was very easy to make things urgent by waiting till the last minute, like people filing their taxes. So again, he spoke against the motion for that reason. It was giving people another out not to do their jobs beforehand.

The motion (to charge APCC with investigating means of simplifying the curriculum approval process, and until such time, the process be such that the Provost and the Executive Committee of the Faculty Senate be permitted to bring urgent changes from the colleges directly to the Senate for advice, consent, and/or approval) was defeated.

VIII. GOOD OF THE ORDER - Senator Norfolk begged the body's indulgence to clarify some figures on staffing that he cited in the meeting of February. He had pulled the salary and staff lists from 1984 and 1994, more for information than anything else. He was in error in actual numbers. The ranked faculty in academic departments had gone from 777 to 675 in that ten years, a drop of 102 people. Ranked faculty in deans' and vice presidents' offices had gone from 31 people to 42. Ranked faculty elsewhere had stayed constant. Other salaried personnel had gone from 192 to 278, an increase of 86. In effect, every time faculty members retired they were replaced by someone who was not a faculty member. He noticed in the "World Almanac" that The University of Akron reported 1,722 faculty. Wherever that figure came from, he suspected it was either everybody who worked at the university, and that number was approximately 1,700, or they threw in every, single part-timer. What made him even more worried in light of the resolution was that in the President's January message under the ERIP were listed 64 faculty but only 15 administrators. With those kinds of proportions there should be a lot more administrators retiring or leaving, and they are not. Again, at the Enrollment Summit, the Director of Admissions was discussing more hires in his department. This worried Senator Norfolk. If the bottom line mattered and teaching mattered, that was what the students cared about.

If faculty were constantly being cut, students were not going to get taught. It did not matter what else was done for them, it did not help. There was a similar complaint about the British National Health Service last year in which they were suffering a great deal of criticism for having too many administrators. They instantly solved the problem in what he hoped was not the fashion to be followed here. What they did was reclassify all administrators as nursing staff. This was in light of what Senator Bucey asked the other day, "What is a faculty member?" A faculty member was someone who was teaching and researching.

After receiving permission to speak, Parliamentarian Gerlach raised a question for the President of the University. This was to clear up a rumor that he was sure she had information about. Some weeks ago all were astonished to read that because of a snafu in Polymer Science and Engineering, a certain lady had been hired who then could not be hired, and that to save a lawsuit, the university administration settled with this lady out of court to the tune of \$300,000. He wanted to know what President Elliott had to say about this.

President Elliott thanked the Parliamentarian for raising the question because this was a good way to get that information out. The university was sued but it had not and would not and did not settle those types of things. But the university did mend its ways when the issue was raised, and corrected what had been a flawed search. There had been no settlement. Since it was a personnel matter it was not appropriate to discuss it in more detail. If there was this regrettable rumor, it was not accurate.

Senator Norfolk noted that was another item on his list. What caught his eye was the salary; \$48,000 per year for someone as an administrative assistant without qualifications for the job? His question was, why did the university even consider hiring administrative assistants for considerably more than certain department heads? He found that unconscionable. President Elliott replied that it was for significantly fewer dollars than reported and that it was not an administrative assistant. It was the research coordinator for that whole particular polymer unit. It was the person who worked with Washington and the legislature that did grant writing and research analysis.

Senator Norfolk pressed on, saying that he understood experts had to be compensated. The reason he was worried - he had contacts in the high school systems in this area who had sent their salary schedules. When one found out that somebody in their early thirties would be making \$49,000 per year with a bachelor's degree, he found it a little worrisome when the university reported the salaries that it did. He understood that it could not be fixed immediately, but it was a big problem. President Elliott said that obviously the university wanted to be on the good side of those comparisons, not where it was at the moment. She thought that all were committed to figuring out how to get there. She did not think anyone could be short-sighted about those who were bringing in the support for the institution that could not be generated internally. That particular unit brought in \$2 for every \$1 that was put into it.

Senator Aupperle agreed that this was an unfortunate incident. It gave the public the impression that the university had dollars to waste. He was curious what kind of raise the person who was ultimately responsible for making this decision was going to get next year. These individuals should be held accountable for such stupidity. Three acts of thoughtless irresponsibility were committed here. One was in regard to other people making a whole lot less money at this university. Second was that the credentials were not checked. It should not take a lot of brain power to discover that this person lacked a degree. And third was that when she was made an offer, she quit her job, the university did

April 6, 1995 - Page 16

not hire her, and she was out of a job. Irresponsibility was piled upon irresponsibility. At some point, it would be nice if this university could take the high ground, but he did not see it happening enough.

IX. ADJOURNMENT - Senator Oller moved to adjourn. Seconded by Secretary Brink. Motion carried, and the meeting was adjourned at 5:18 p.m.

Respectfully submitted by
David R. Brink, Secretary

Transcript Prepared By
Marilyn O'Quinn

APPENDIX A

Chairman's Remarks

First, a couple of technical matters.

Senators, please sit in front three or four rows and please stand when addressing the body. If you sit in the back, we quite literally cannot all even see each other; also, it is very difficult to prepare minutes without a good recording of the proceedings. And we're often unable to clearly hear the "back-benchers" on the recording.

My thanks to committee chairs who submitted material to be put together in the packet you should have gotten at the start of the meeting. I hope that this will prove to be a more orderly way to get material to the body. If any Senator has material they wish distributed at a meeting, if you get it to Mrs. Quillin by close of business the Monday before the meeting, it will be included in these packets. If you can get it to the Senate offices two weeks before the meeting, it can be included in the agenda mailing.

Later this meeting, BPCC will present to the Senate its recommendations for next year's budget. As one might expect, the result is a compromise. And like all compromises, I suspect that there will be something for everyone to dislike in it. I am sorry that it reached you only yesterday, but it was not completed by BPCC until late Monday.

Respectfully submitted by H. Michael Cheung, Chair

APPENDIX B

Remarks of the President of the University

Thank you, Dr. Cheung. We have once again reached the countdown of weeks until the end of another productive academic year. I have valued the commitment and efforts of this body as a whole and of Senators individually to reinvigorating and reshaping The University of Akron to meet the challenges and opportunities of the 21st Century.

Together we are making progress on many crucial fronts, some of which will come before you today in the form of reports or recommendations. I will keep my remarks brief so we can get on with Senate business.

I would like to thank those colleagues who are serving on our PEW Roundtable this year. Last week we held the second session of the Roundtable with Dr. Frederic Burg, our PEW leader. The exchange of ideas and plans among our faculty leadership was very exciting as we observed deeper and deeper understanding of complex change issues and the really extraordinary ways that positive change is coming into place on our campus.

From these discussions, the Roundtable generated a set of exciting and creative action recommendations (with one- and three- year time lines) that will advance us along our strategic directions. Dr. Burg is preparing a synopsis of our sessions that will be shared with the campus by the end of the summer.

I also want to express appreciation to members of BPCC for their work in preparing recommendations for the 1995-96 budget. The committee spent many hours reviewing proposals for the allocation of new dollars next year.

I look forward to receiving your input this afternoon as it will be helpful to me in preparing my recommendations, which will go to the University Board of Trustees in June. As you know, deliberations on the State's budget for the new biennium are continuing in Columbus. We are hopeful that the State budget will be approved before the Trustees' June 28 meeting.

Later this month, we will seek the Board's approval of tuition and fee rates for next year. Both the Governor's budget and initial drafts from the House would permit a two-tiered fee increase at the State Universities.

If this language is enacted, Boards would be permitted to raise fees up to a total of 6% at two meetings (4% + 2%). Some of our sister universities have indicated that they will seek a 4% increase for overall operating purposes and then a targeted 2% increase which would be designated for special needs or priorities.

This two-pronged approach will enable institutions to target dollars toward academic priorities as well as meet regular operating needs. And perhaps it will make fee increases more justifiable to students when they see direct benefits to them from those additional dollars.

April 6, 1995 - Page 19

Finally, I would like to thank those of you who were able to attend the Enrollment Summit on March 7. It was good to see so many colleagues who wanted to learn more about how all of us can contribute toward attracting good students and helping them to be successful.

Work is already underway to pilot learning communities for a select number of new freshmen next fall. As requested, I attached a copy of the overheads used at the Summit to my March memo to the campus. In your mailboxes by the end of the week will be a comprehensive profile of the student body for 1993-94.

Given all that is being accomplished, we have much to celebrate in the outstanding achievements of so many people who belong to the campus community. A nomination form for the University's annual recognition program was attached to my March memo to the campus.

I would encourage each of you to nominate those colleagues who made outstanding accomplishments during this academic year. The deadline for nominations for the annual recognition is April 14.

The Alumni Association also is now accepting nominations for the 1995 Outstanding Teacher and Outstanding Researcher awards. As you will recall, two awards are given annually in each category and recognize one's achievements over his or her career at The University of Akron. For more information, please contact the Alumni Association at Ext. 7270.

Finally, I would note that our campus in the next few weeks will host a number of distinguished speakers and arts events open to the entire Akron community.

Next Monday, Veteran Journalist Charles Kuralt will deliver the John S. Knight Lecture at 8 PM in E.J. Thomas Performing Arts Hall. He will speak on the topic of "America Behind the Headlines."

On April 20, Nobel Laureate Lawrence R. Klein will deliver the Emile Grunberg Lecture at 2:30 PM in Gardner Student Center Theatre. He will speak on the topic of "Defining an Appropriate Role for Macroeconomic Policy."

Throughout April, faculty and students of the college of fine and applied arts will present more than 50 concerts, recitals, theatre productions, art exhibitions, and special events, many of which are free or at nominal cost to the public.

It is good to be part of such a vibrant academic community.

APPENDIX C

Report of the Executive Committee

The Executive Committee met on March 9, 1995. The committee amended the text of the Senate resolution on "no new non-teaching hires"; discussed the need for Senate approval of action items from the Campus Facilities Planning Committee; discussed the distribution of Senate materials by e-mail; decided to prepare packets of information for Senators prior to the Senate meetings; directed the Secretary to remind the deans to conduct Senate elections; and set the agenda for today's meeting.

Respectfully submitted by David R. Brink, Secretary

APPENDIX D

Report of Academic Policies, Curriculum and Calendar Committee

The APCC met on March 28, 1995, and presents the following items for approval by the Faculty Senate:

Long-Form Curriculum Proposals

95-D FA-95-04 L revised

95-G EN-95-15 L
PS-95-02 L

95-H AS-95-19 L
AS-95-20 L
AS-95-21 L
AS-95-22 L
AS-95-23 L revised
AS-95-24 L
AS-95-25 L
AS-95-26 L
AS-95-27 L
BA-95-15 L
BA-95-19 L
BA-95-20 L

Respectfully submitted by S. Graham Kelly, Vice-Chair

APPENDIX E

Report of the Student Affairs Committee

Meeting of March 10, 1995

Present: D. Ely, C. Gigliotti, T. Jolly, C. Keener, D. McNutt, L. Pachnowski, G. Prough, D. Vukovich, D. Weber, M. Weidknecht
Absent: P. Fitzgerald, E. Johnson, D. Laconi, C.K. Smith
Guest: Jennifer Boykin, President, Black United Students

C. Keener reported on several students concerns including 1) the lack of adequate recreation facilities in Memorial Hall, 2) the need for increased funding for intramural activities, 3) the continued presence of high school students in the Student Center during school hours, and 4) campus safety, especially in the Jackson Field area. During the winter months there is a need for the campus escort service to begin at dusk rather than at 6 p.m. C.K. Smith will be asked to give an update on student recreation facilities plans at the next meeting. Sandra Emerick, Assistant Dean of Students, who will attend the next meeting to present the Extracurricular Activities Funding requests will be asked to comment on the funding for intramural activities.

J. Boykin cited the area of minority retention as the most pressing concern of Black United Students. (She also cited that funding for Black United Students had been cut in half and that many black student organizations are finding it difficult to operate due to inadequate funding.) Discussion first centered around current minority retention efforts such as the summer minority orientation programs for entering freshmen and their families and the College of Engineering Minority Retention Program. M. Weidknecht asked if anyone was aware of the minority recruitment and retention efforts aimed at graduate students. No one was. M. Weidknecht will find out more information for the next meeting.

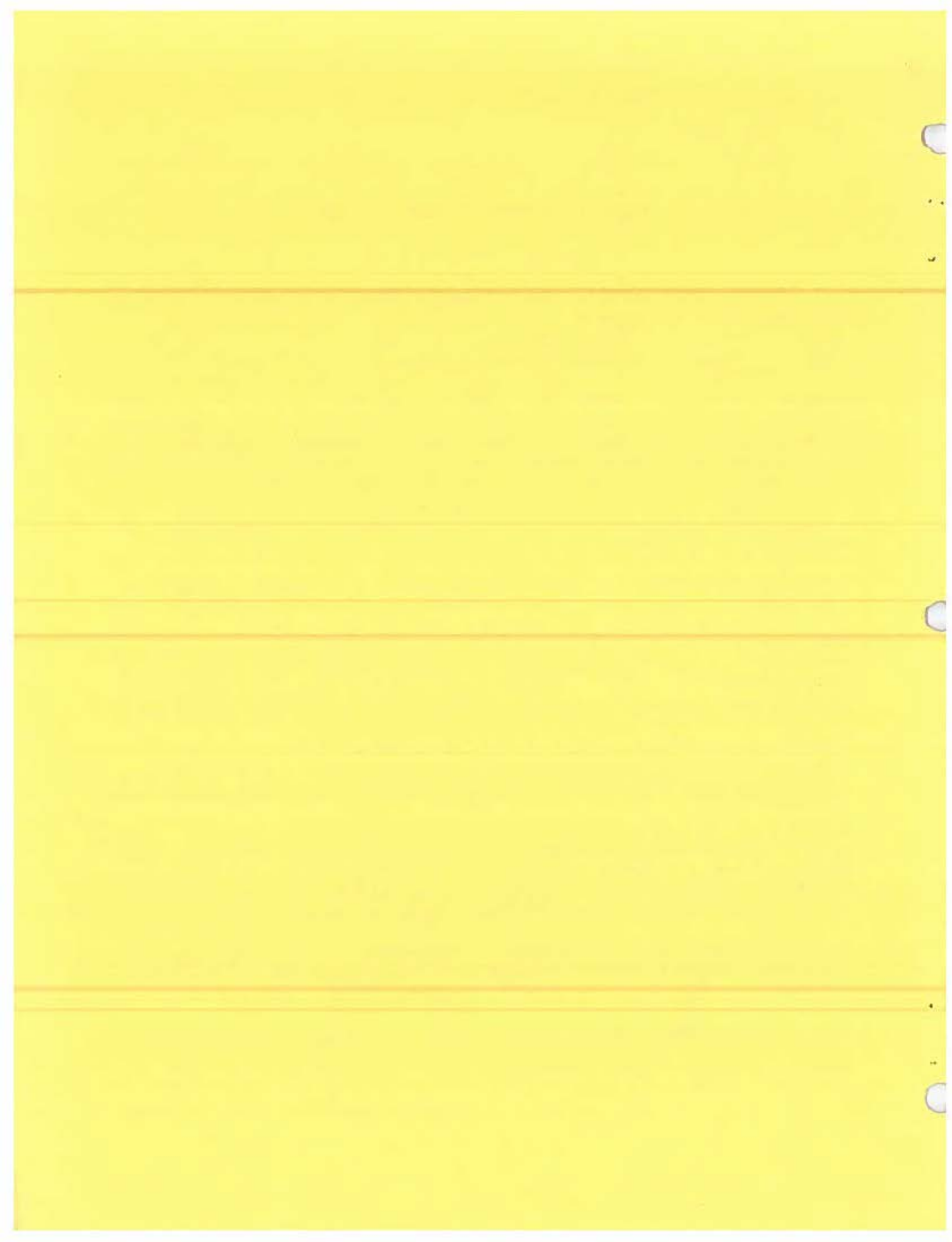
Committee members asked J. Boykin to share some student suggestions of ways in which faculty could promote minority retention. Among the ideas offered were being available and genuinely receptive to working with students during office hours and making students aware of courses that are available in the area of Black studies.

D. McNutt updated the committee on financial aid situation. Basically there have been no changes since the last meeting. C. Keener noted that she had been working on a form letter protesting the possible revisions to the Stafford Loan Program. She also attended at meeting at Ohio University and plans are in place for a joint student financial aid rally to be held at Kent State University.

Meeting plans for the remainder of the academic year were discussed. A report of committee activities will be made to students at the May 3 meeting of the Division of Student Affairs Student Advisory Committee.

The next regular meeting is scheduled for Friday, April 21 at 3:00 p.m. in Carroll Hall 208A.

Respectfully submitted by Diane Vukovich, Chair



APPENDIX F

3

THE UNIVERSITY OF AKRON - AKRON CAMPUS
UNRESTRICTED CURRENT FUND
THE GENERAL FUND
EXECUTIVE BUDGET SUMMARY - FISCAL 1995-96 PROJECTION

	1994-95 ORIGINAL BUDGET	1994-95 REVISED BUDGET	1995-96 PROPOSED BUDGET	DOLLAR DIFF. '95-'96 TO REV. '94-'95
REVENUE				
Tuition & Fees	\$71,764,756	\$71,977,500	\$72,353,880	\$376,380
Total Tuition & Fees	\$71,764,756	\$71,977,500	\$72,353,880	\$376,380
State Appropriation:				
Base Subsidy	\$77,276,729	\$78,672,548	\$83,859,944	\$5,187,396
Academic Challenge Round III	719,201	0	0	0
Subtotal	\$77,995,930	\$78,672,548	\$83,859,944	\$5,187,396
Less Restricted Fund Use:				
Academic Challenge Round III	(\$719,201)	\$0	\$0	0
Total Gen. Fd. State Approp.	\$77,276,729	\$78,672,548	\$83,859,944	\$5,187,396
Other Sources:				
Departmental Sales & Services	\$3,965,595	\$4,565,595	\$4,565,595	\$0
Investment Income	2,250,236	2,800,000	2,800,000	0
Indirect Cost Receipts	1,760,000	1,760,000	1,760,000	0
Miscellaneous/Endowment	211,000	211,000	211,000	0
Total Other Sources	\$8,186,831	\$9,336,595	\$9,336,595	\$0
Transfers - In	\$0	\$0	\$0	\$0
TOTAL REVENUE	\$157,228,316	\$159,986,643	\$165,550,419	\$5,563,776
EXPENDITURES				
Compensation:				
Payroll	\$88,829,847	\$88,829,847	\$89,493,789	\$663,942
Fringe Benefits	33,137,869	33,917,869	34,232,604	314,735
Total Compensation	\$121,967,716	\$122,747,716	\$123,726,393	\$978,677
Non-Personnel Costs	\$32,017,723	\$33,831,363	\$32,381,353	(\$1,450,010)
Technology Reserve	\$0	\$0	\$1,000,000	\$1,000,000
Transfers - Out	\$3,242,877	\$3,407,564	\$3,242,877	(\$164,687)
TOTAL EXPENDITURES	\$157,228,316	\$159,986,643	\$160,350,623	\$363,980
SURPLUS (DEFICIT) JUNE 30	\$0	\$0	\$5,199,796	\$5,199,796

CATEGORIES

1995-96 ASSUMPTIONS

- | | |
|-----------------------------------|---|
| 1) SCH per Institutional Research | Undergrad. -6.2%, Grad. -1.0%, Law 0%, Summer 0% |
| 2) Tuition & Fee Rates | Summer-All levels - +4.0%, Academic Year - +6%, Law +3% |
| 3) State Appropriation (Subsidy) | Ave. of Executive Budget Recommendation and House Substitute Bill |
| 4) Salaries | Maintain 94-95 levels |
| 5) Department's operating budgets | Maintain 94-95 amounts |
| 6) Central Campus Accounts | Scholarships +6.0% for T&F rates |
| | Group Insurance reduced \$1.0 million reflecting new health care contracts |
| | Central campus utilities reduced \$200,000. |
| 7) Support to Athletics | Increased \$185,000 for scholarships; assumed salary increase (approx. 3.75%) |
| 8) Technology Fee | 2% of academic year tuition increase setaside for technology (\$1,000,000). |

THE UNIVERSITY OF AKRON
DEPARTMENTAL & OTHER ALLOCATIONS

UNIT	1994-95 APPROVED BUDGET	1994-95 REVISED BUDGET	1995-96 PROPOSED BUDGET	1995-96 PERCENT OF TOTAL
<u>Administrative/Non-College</u>				
Office of the President				
Salaries	\$1,725,961	\$1,725,961	\$1,820,421	2.0%
Fringe Benefits	293,413	293,413	309,472	0.9%
Non-Personnel	710,057	710,057	710,057	3.7%
Other	550,000	550,000	550,000	3.5%
Total	\$3,279,431	\$3,279,431	\$3,389,950	2.1%
VP Administrative Support Services				
Salaries	\$14,183,921	\$14,183,921	\$14,183,921	15.8%
Fringe Benefits	2,449,352	2,449,352	2,449,352	7.1%
Non-Personnel	5,982,898	6,582,898	6,582,898	34.0%
Other	0	0	0	0.0%
Total	\$22,616,171	\$23,216,171	\$23,216,171	14.5%
VP Student Affairs				
Salaries	\$4,978,944	\$4,978,944	\$5,099,184	5.7%
Fringe Benefits	857,606	857,606	878,047	2.5%
Non-Personnel	1,350,673	1,350,673	1,401,673	7.2%
Other	2,668,552	2,668,552	2,732,992	17.3%
Total	\$9,855,775	\$9,855,775	\$10,111,896	6.3%
VP Research & Development				
Salaries	\$1,353,002	\$1,383,102	\$1,385,162	1.5%
Fringe Benefits	230,010	249,910	250,261	0.7%
Non-Personnel	499,227	499,227	496,817	2.6%
Other	10,000	10,000	10,000	0.1%
Total	\$2,092,239	\$2,142,239	\$2,142,240	1.3%
Senior VP & Provost				
Salaries	\$1,536,927	\$1,536,927	\$1,536,927	1.7%
Fringe Benefits	261,278	261,278	261,278	0.8%
Non-Personnel	886,645	886,645	886,645	4.6%
Other	16,000	16,000	16,960	0.1%
Total	\$2,700,850	\$2,700,850	\$2,701,810	1.7%
General Campus Accounts				
Salaries (1)	\$4,630,957	\$4,630,957	\$4,630,957	5.2%
Fringe Benefits (2)	9,663,773	9,863,773	9,481,036	27.5%
Non-Personnel	0	678,327	0	0.0%
Technology Fee Reserve	0	0	1,000,000	100.0%
Other	12,141,242	12,291,242	11,420,022	72.2%
Total	\$26,435,972	\$27,464,299	\$26,532,015	7.1%

) Represents ERIP salaries

) Includes centrally administered fringe benefits (group insurance, employee fee remission, employee parking)

THE UNIVERSITY OF AKRON
DEPARTMENTAL & OTHER ALLOCATIONS

<u>UNIT</u>	<u>1994-95 APPROVED BUDGET</u>	<u>1994-95 REVISED BUDGET</u>	<u>1995-96 PROPOSED BUDGET</u>	<u>1995-96 PERCENT OF TOTAL</u>
<u>Administrative/Non-College (Continued)</u>				
Intercollegiate Athletics & Rubber Bowl				
Salaries	\$0	\$0	\$0	0.0%
Fringe Benefits	0	0	0	0.0%
Non-Personnel	0	0	0	0.0%
Other	204,200	204,200	204,200	1.3%
Total	\$204,200	\$204,200	\$204,200	0.1%
<u>Total Administrative/Non-Colleges</u>				
Salaries	\$28,409,712	\$28,439,812	\$28,656,572	31.9%
Fringe Benefits	13,755,432	13,975,332	13,629,444	39.5%
Non-Personnel	9,429,500	10,707,827	10,078,090	52.1%
Technology Fee Reserve	0	0	1,000,000	100.0%
Other	15,589,994	15,739,994	14,934,174	94.4%
Total	\$67,184,638	\$68,862,965	\$68,298,280	42.6%
<u>Colleges and Libraries</u>				
<u>Case College of Arts & Sciences</u>				
Salaries	\$18,464,967	\$18,464,967	\$18,663,597	20.8%
Fringe Benefits	3,194,455	3,194,455	3,228,222	9.4%
Non-Personnel	1,798,669	1,798,669	1,638,629	8.5%
Other	21,250	21,250	21,250	0.1%
Total	\$23,479,341	\$23,479,341	\$23,551,698	14.7%
<u>College of Business Administration</u>				
Salaries	\$5,934,384	\$5,943,384	\$5,943,384	6.6%
Fringe Benefits	1,008,845	1,010,345	1,010,345	2.9%
Non-Personnel	299,578	328,078	328,078	1.7%
Other	0	0	0	0.0%
Total	\$7,242,807	\$7,281,807	\$7,281,807	4.5%
<u>Community & Technical College</u>				
Salaries	\$4,680,370	\$4,721,860	\$4,721,860	5.3%
Fringe Benefits	795,663	808,173	808,173	2.3%
Non-Personnel	495,019	575,019	575,019	3.0%
Other	0	0	0	0.0%
Total	\$5,971,052	\$6,105,052	\$6,105,052	3.8%
<u>College of Education</u>				
Salaries	\$5,170,328	\$5,172,636	\$5,212,636	5.8%
Fringe Benefits	893,548	896,540	903,340	2.6%
Non-Personnel	581,176	587,876	587,876	3.0%
Other	0	0	0	0.0%
Total	\$6,645,052	\$6,657,052	\$6,703,852	4.2%

THE UNIVERSITY OF AKRON
DEPARTMENTAL & OTHER ALLOCATIONS

UNIT	1994-95 APPROVED BUDGET	1994-95 REVISED BUDGET	1995-96 PROPOSED BUDGET	1995-96 PERCENT OF TOTAL
<u>Colleges and Libraries (Continued)</u>				
College of Engineering				
Salaries	\$5,922,343	\$5,922,343	\$5,922,343	6.6%
Fringe Benefits	1,006,798	1,006,798	1,006,798	2.9%
Non-Personnel	716,572	716,572	716,572	3.7%
Other	0	0	0	0.0%
Total	\$7,645,713	\$7,645,713	\$7,645,713	4.8%
College of Fine & Applied Arts				
Salaries	\$8,497,777	\$8,522,777	\$8,572,777	9.6%
Fringe Benefits	1,447,270	1,451,270	1,459,770	4.2%
Non-Personnel	905,267	926,267	926,267	4.8%
Other	717,020	717,020	720,595	4.6%
Total	\$11,567,334	\$11,617,334	\$11,679,409	7.3%
School of Law - Operating				
Salaries	\$2,046,176	\$2,046,176	\$2,046,176	2.3%
Fringe Benefits	347,850	347,850	347,850	1.0%
Non-Personnel	361,545	361,545	361,545	1.9%
Other	141,997	141,997	147,817	0.9%
Total	\$2,897,568	\$2,897,568	\$2,903,388	1.8%
School of Law - Library				
Salaries	\$358,840	\$358,840	\$358,840	0.4%
Fringe Benefits	61,003	61,003	61,003	0.2%
Non-Personnel	400,984	400,984	400,984	2.1%
Other	0	0	0	0.0%
Total	\$820,827	\$820,827	\$820,827	0.5%
College of Nursing				
Salaries	\$3,036,808	\$3,036,808	\$3,036,808	3.4%
Fringe Benefits	516,257	516,257	516,257	1.5%
Non-Personnel	156,275	156,275	156,275	0.8%
Other	0	0	0	0.0%
Total	\$3,709,340	\$3,709,340	\$3,709,340	2.3%
Polymer Science & Polymer Engineering				
Salaries	\$3,118,990	\$3,133,123	\$3,271,435	3.6%
Fringe Benefits	543,676	594,543	618,056	1.8%
Non-Personnel	510,485	510,485	505,671	2.6%
Other	0	0	0	0.0%
Total	\$4,173,151	\$4,238,151	\$4,395,162	2.7%

**THE UNIVERSITY OF AKRON
DEPARTMENTAL & OTHER ALLOCATIONS**

<u>UNIT</u>	<u>1994-95 APPROVED BUDGET</u>	<u>1994-95 REVISED BUDGET</u>	<u>1995-96 PROPOSED BUDGET</u>	<u>1995-96 PERCENT OF TOTAL</u>
<u>Colleges and Libraries (Continued)</u>				
Bierce Library - Operating				
Salaries	\$1,969,645	\$1,969,645	\$1,989,885	2.2%
Fringe Benefits	334,840	334,840	338,280	1.0%
Non-Personnel	860,240	860,240	836,559	4.3%
Other	0	0	0	0.0%
Total	<u>\$3,164,725</u>	<u>\$3,164,725</u>	<u>\$3,164,724</u>	<u>2.0%</u>
Bierce Library - Books				
Salaries	\$0	\$0	\$0	0.0%
Fringe Benefits	0	0	0	0.0%
Non-Personnel	2,141,542	2,141,542	2,141,542	11.1%
Other	0	0	0	0.0%
Total	<u>\$2,141,542</u>	<u>\$2,141,542</u>	<u>\$2,141,542</u>	<u>1.3%</u>
Graduate Assistant Stipends & Remissions				
Salaries	\$0	\$0	\$0	0.0%
Fringe Benefits	8,963,358	9,743,358	10,327,959	30.0%
Non-Personnel	0	0	0	0.0%
Other	0	0	0	0.0%
Total	<u>\$8,963,358</u>	<u>\$9,743,358</u>	<u>\$10,327,959</u>	<u>6.4%</u>
Dean Graduate Studies				
Salaries	\$1,297,762	\$1,297,762	\$1,297,762	1.4%
Fringe Benefits	220,620	220,620	220,620	0.6%
Non-Personnel	103,486	103,486	103,486	0.5%
Other	0	0	0	0.0%
Total	<u>\$1,621,868</u>	<u>\$1,621,868</u>	<u>\$1,621,868</u>	<u>1.0%</u>
<u>Total Colleges and Libraries</u>				
Salaries	\$60,498,390	\$60,590,321	\$61,037,503	68.1%
Fringe Benefits	19,334,183	20,186,052	20,846,674	60.5%
Non-Personnel	9,330,838	9,467,038	9,278,503	47.9%
Other	880,267	880,267	889,662	5.6%
Total	<u>\$90,043,678</u>	<u>\$91,123,678</u>	<u>\$92,052,342</u>	<u>57.4%</u>
<u>TOTAL ALL UNITS</u>				
Salaries	\$88,908,102	\$89,030,133	\$89,694,075	100.0%
Fringe Benefits	33,089,615	34,161,384	34,476,119	100.0%
Non-Personnel	18,760,338	20,174,865	19,356,593	100.0%
Technology Fee Reserve	0	0	1,000,000	100.0%
Other	16,470,261	16,620,261	15,823,836	100.0%
Total	<u>\$157,228,316</u>	<u>\$159,986,643</u>	<u>\$160,350,623</u>	<u>100.0%</u>

BPCC: SUMMARY FOR "NEW MONEY" RECOMMENDATIONS

RECOMMENDATION:

TUITION AND FEES TO INCREASE 4% EFFECTIVE SUMMER 1995 AND 2% TARGETED FOR COMPUTING TECHNOLOGY EFFECTIVE FALL 1995

4% INCREASE RECOMMENDATIONS	
Item	Amount
Faculty/Staff Salary Increase	\$ 3,750,000
Increase part-time faculty pay scale	400,000
General Education support	400,000
Provost's Reserve <ul style="list-style-type: none"> • New faculty lines • Increase to unallocated salary accounts • Enrollment and retention initiatives 	450,000
VP for Research <ul style="list-style-type: none"> • Indirect Cost Redistribution • Faculty Research Prop 	100,000
Library Materials	100,000 (increase)
Total	\$ 5,200,000
Faculty/Staff Salaries	Any Additional

- * Recommendation: Colleges limited to increasing (decreasing) salary pool money by 3/4 of 1%. This increase (decrease) could be used for salary increases, operating budget or for any other needs of the college.

Funding for vacant positions may be used for salary increases only with the Provost's approval.

- ** Provost to report to BPCC on usage and confer on individual expenditures > \$50,000.

APPENDIX G

IV. DRUG TESTING

The abuse of drugs and alcohol is currently a serious problem in our nation. Drugs and alcohol have a negative and sometimes deadly effect on those who abuse them. This abuse is disruptive to individual lives and to our entire society. The Department of Athletics at The University of Akron firmly believes that the use of drugs and alcohol can have a negative effect on the performance of the student-athlete, both in the classroom and in the sport. The potential for drug abuse threatens the viability of collegiate athletes, the public's confidence in athletic departments and the academic reputation of colleges and universities. Increased drug and alcohol education and counseling, although critical, are not sufficient by themselves. Drug testing is necessary both to deter drug use and to detect such use as does occur, so that drug abusers, and the threat of injury they represent to themselves and others, may be removed from the athletic department. A principal motivation for drug testing, aside from a concern for the health of student-athletes, is that drug abusers are not physically fit for the rigors of intercollegiate sports and, therefore, pose a risk of serious injury to themselves and others in the course of practice and competition. Moreover, drug abuse undermines the integrity of the University's sports programs.

The University of Akron expects all of its student-athletes to be medically certified for competition, to be appropriately conditioned for competition, to be outfitted with the appropriate safety equipment, and to be provided medical supervision.

Students who choose to become involved in intercollegiate athletics at The University of Akron are also subject to NCAA regulations, which currently require that athletes submit to a drug testing requirement for post-season play. Accordingly, students who do become involved in intercollegiate athletics at The University of Akron will be requested to consent to and participate in the University's Drug Testing Policy.

A. DRUG TESTING PROGRAM

The University of Akron has established a Drug Testing Program, with informed student-athlete consent. The Drug Testing Program is voluntary but each student-athlete is encouraged to participate in the program. For purposes of this program, "student-athletes" shall include all students participating or intending to participate in intercollegiate athletics, as well as all students serving as cheerleaders, trainers, coaches, managers, etc. in connection with the conduct of intercollegiate athletics. The program is designed to offer positive assistance to student-athletes in dealing with the issues raised with substance use and abuse, by utilizing the following testing approaches:

The University of Akron's Drug Testing Program shall include voluntary testing on a random basis and selective testing based on "reasonable suspicion" that a student-athlete is involved in drug or alcohol abuse. Whenever there is "reasonable suspicion" to believe that a student-athlete is using drugs or alcohol which contraindicate fitness for the rigors of the sport, and thereby poses a risk of serious injury to oneself or others, the student-athlete shall be tested. Random testing shall be used to detect and deter the use of drugs of abuse, including performance-enhancing drugs that undermine the integrity of athletic competition, and whose abuse can reasonably be anticipated to affect performance, health or safety in athletic competition.

"Reasonable suspicion" to believe a student-athlete is using drugs or alcohol shall be based upon the existence of one or more criteria warranting testing to confirm or abate the suspicion. Typical criteria would include, for example, alcohol on breath, slurred or confused speech, unsteady balance of coordination, information received from a reliable informant, unusual weight gain or loss, unusual redness or eyes, inability to focus attention, etc. A head coach, trainer, or other Athletic Department personnel may direct a written request to the Athletic Director to initiate a test based upon "reasonable suspicion"; provided, however, that such request shall set forth the basis for asserting "reasonable suspicion." It is the intent of this program that all testing of individual students shall be initiated only at the discretion of the Athletic Director. The Athletic Director, in consultation with the University physician and University legal counsel, shall provide in-service training for head coaches, trainers and other representatives of the University athletic interests respecting the manner of assessing the existence of "reasonable suspicion." If a student refuses to consent and cooperate with testing when confronted with reasonable suspicion by the Athletic Director, or, when a student who having first given consent, refuses to cooperate with voluntary random testing, any such refusal shall be considered a sufficient basis to immediately suspend the student from participation in intercollegiate athletics for one (1) calendar year from the date of such refusal; and his/her scholarship will be suspended effective with the end of the then current academic term, or as soon thereafter as permitted under NCAA regulations.

Although educational efforts will continue to be the major thrust of addressing drug and alcohol abuse by student-athletes, a clearly defined program of testing of the urines of student-athletes is considered a reasonable, responsive and necessary element of the total program to deter and detect such use. Implementation and ongoing administration of the program shall be conducted in

such a manner as to ensure that the Drug Testing Program will reasonably address the following specific goals of the Program:

1. Serve as a deterrent to drug and alcohol abuse by student-athletes;
2. Identify athletes who are drug or alcohol abusers, who may need to be removed from athletic participation or competition, and who may need and desire counseling and treatment;
3. Promote drug and alcohol abuse education and the availability of treatment or counseling for the student-athlete who needs and desires assistance.

B. DRUGS OF ABUSE

The following are generally regarded as some of the most common drugs of abuse, the use or abuse of which by students competing or participating in intercollegiate athletics constitutes a violation of team and Athletic Department rules. Each drug may be tested for within The University of Akron Drug Testing Program.

Alcohol

Amphetamine (phenethylamine) group: Amphetamine,
Methamphetamine

Barbiturate group: Phenobarbital, Secobarb, etc.

Cannabinoids: THC

Cocaine metabolite

Doping

Marijuana

Methaqualone: Quaalude

Opiate group: Morphine, Codeine, etc.

Phencyclidine: PCP

Propoxyphene: Darvon

Steroids

C. IMPLEMENTATION OF THE DRUG TESTING PROGRAM

All student-athletes participating or intending to participate in intercollegiate athletics at The University of Akron are requested to consent to participation in the Drug Testing Program, as well as all students serving as cheerleaders, trainers, managers, coaches, etc., in connection with intercollegiate athletics. No student shall be coerced or otherwise pressured by any representative of the

University's athletic interests to participate in voluntary drug testing.

Students who choose not to participate in voluntary drug testing shall not, on the basis of such choice, be denied the benefits of participating in intercollegiate athletics, nor shall their status be altered or other punitive action taken against them. The foregoing provision shall not apply in situations involving "Reasonable Suspicion" of drug use in violation of this policy. The University retains the right to test any student-athlete based upon reasonable suspicion of drug use even if consent to the Drug Testing Program has not been given.

All such students shall be provided with a copy of this Policy, and the Drug Testing Protocol; and, shall, prior to participation or competition, confirm in writing that he/she has received, read, and understands its provisions. A copy of this Policy shall also be provided or made available to the parent(s) or legal guardian(s) of all such students, as well as prospective student-athletes and their parent(s) or legal guardian(s) during recruitment contacts. It is the intent of this requirement that there be full disclosure of all facts surrounding the testing program prior to participation or competition; and, in the case of athletic recruits, early in the recruitment process and before any recruit makes a decision upon any offer from the University.

Prior to participation or competition, each such student [and student's parent(s) or legal guardian(s) if the student is a minor] shall be provided with a Consent and Authorization Form which should be properly executed and filed with the office of the Athletic Director. At a minimum, the form shall provide the following:

1. Acknowledgement that the student has read, understands and has been provided a copy of the Drug Testing Program, and agrees to be bound by its provisions; and
2. Specific consent to the manner of collection and testing of urine samples or other testing procedure; and
3. Specific authorization to release information from the student's education records in the manner provided by the Drug Testing Program and pursuant to the provisions of Family Educational Rights and Privacy Act of 1974; and, acknowledgement that information from the Testing Program may be accessible to third parties to the extent required or authorized by state or federal law; and

4. Release of liability to the University, its Board, officers, employees, agents and representatives, in connection with the implementation and administration of the Drug Testing Program.

Students who do not wish to execute the Consent and Authorization Form may refuse to do so, however, as noted above, the University retains the right to test any student-athlete based upon reasonable suspicion of drug use. Consent forms and all other student records pertaining to this Policy qualify as "Education Records" under The Family Educational Rights and Privacy Act of 1974, and shall not be released except as provided by law. The President of the University or her or his designee shall designate those school officials who have legitimate interests in personally identifiable information from such records. It is the responsibility of all student-athletes to provide and maintain current and accurate medical information to team physicians and/or University physicians (i.e., use of prescription drugs, etc.)

D. GUIDELINES FOR DEALING WITH POSITIVE TESTS

The following guidelines will be used in dealing with positive tests for student-athletes who execute the Consent and Authorization Form; or, for student-athletes who subsequently consent and cooperate with testing when confronted with reasonable suspicion of drug use. However, nothing herein shall limit or effect any coach's authority to administer reasonable and appropriate discipline or sanctions for violation of team rules.

1. **Positive Test Number One:** The physician responsible for the testing procedure will inform the Athletic Director of the result of a positive test. At this time, the physician, after consultation with the Athletic Director, will determine whether it would be medically advisable for the student not to practice, compete, or otherwise participate in the Intercollegiate Athletic Program and shall so inform the Athletic Director. The Athletic Director will inform the student of the positive test result and the physician's decision regarding the student's ability to continue to participate in athletic competition. At this time, the student will be reminded of the consequences of future positive tests, and will be informed that he/she may be tested on a more regular basis. The Athletic Director may require the student to participate in counseling or other procedures as deemed warranted, on a case-by-case basis. Refusal or failure to comply with the directions of the physician or the Athletic Director shall be deemed a Second Positive Test.

2. **Positive Test Number Two:** The student will be requested to participate in further consultation with the Athletic Director. The Athletic Director will notify the parent(s) or legal guardian(s) of the student and the Head Coach in the student's sport of the positive results. The student will be notified that weekly testing may be initiated. The Athletic Director may require the student to participate in counseling or other treatment procedures as may be deemed warranted on a case-by-case basis. The physician shall determine whether it would be medically advisable for the student not to practice, compete, or otherwise participate. The Athletic Director may impose a sanction or suspension from all participation until one or more "negative" test results are confirmed by the physician. Refusal or failure to comply with prescribed counseling, treatment or other rehabilitation programs shall be deemed a Third Positive Test. The student-athlete will be made aware that a third positive test will result in suspension from the team, and, in the case of student-athletes receiving grants-in-aid, loss of financial aid.
3. **Positive Test Number Three:** The student will be suspended immediately from any participation in intercollegiate athletics for a period of one (1) calendar year from the date of the test, and, in the case of student-athletes receiving grants-in-aid, his/her scholarship will be suspended effective with the end of the then current academic term, or as soon thereafter as permitted under NCAA regulations. Depending upon eligibility status, the suspension may preclude any further participation in intercollegiate athletics. Counseling and a rehabilitation program will be recommended in consultation with the physician and Athletic Director. The Athletic Director will notify the Head Coach, and parent(s) or legal guardian(s) of the student.
4. **Rehabilitation Program:** The cost of an individual independent drug rehabilitation program will not be covered by the University, but shall be the responsibility of the student.
5. **Appeals:** If a student believes that he/she has been treated unfairly in terms of the withdrawal of athletic grant-in-aid or suspension from the team, he/she retains the right to appeal to the Student Financial Aid Office through the established procedures as required by the NCAA. However, the student's right to challenge the accuracy of a positive urinalysis test or any other matters arising out of the Drug Testing Program shall be to timely appeal same to the University Athletic Subcommittee for Drug

Testing Appeals (the "Subcommittee"). Such appeal should be in writing and directed to:

Chairperson, Athletic Committee of the Faculty Senate
c/o Provost Office, Buchtel Hall
The University of Akron
Akron, OH 44325-4703

The written appeal shall include the student's reasons or basis for the appeal, in detail and shall be submitted by the student within five (5) days from the date of the receipt of written notice informing the student of his or her loss of grant-in-aid and/or suspension from participation in intercollegiate athletics in accordance with this Policy.

Upon receiving the student's written notice of appeal challenging the accuracy of a positive urinalysis test or any other matter arising out of the Drug Testing Program, the Chairperson of the Subcommittee shall inform the Athletic Director of the student's appeal and request from the physician and the Athletic Director all information available regarding the urinalysis test results of the student. The Chairperson shall also notify the members of the Subcommittee that an appeal has been filed. It will be the Chairman's responsibility to schedule a timely hearing on the student's appeal, and to provide notice of the hearing to the student and other Subcommittee members.

The notice received by the student shall provide him with timely notice of the hearing. That notice shall also provide the student with pertinent information regarding the third positive test; including, but not limited to the urinalysis results, and an outline of the procedure to be followed by the Subcommittee in conducting the hearing.

Proceedings before the Subcommittee shall be informal; provided, however, the proceedings will provide minimum procedural safeguards to ensure that a student-athlete is afforded a fair opportunity to seek and receive redress if he/she feels they have been the subject of unfair, unjust or unequal treatment under the provisions of this Policy.

The Subcommittee shall schedule and conduct the hearing with the student as soon as reasonably possible after receipt of the Notice of Appeal. Within ten (10) days of the hearing, the Chairperson of the Subcommittee shall forward the recommendation of the Subcommittee to both the

President of the University, the Chairperson of the Athletic Committee of the Faculty Senate, and the student. The President of the University shall thereafter affirm, reverse or modify the recommendation of the Subcommittee or refer the recommendation back to the Subcommittee for further action. The office of the President shall notify the student, the Chairperson of the Subcommittee, the Chairperson of the Athletic Committee of the Faculty Senate, the Athletic Director, and other appropriate parties of the final decision in the matter.

The Chairperson of the Subcommittee may extend the time limits contained herein for good cause shown.

6. **Reinstatement:** At the completion of the one-year suspension, the potential for re-admission and renewal of athletic scholarship (if applicable) will be based on the student's completion/graduation from the rehabilitation program proscribed by the physician and Athletic Director, and
 - a. Affirmative recommendation of Head Coach; and
 - b. Affirmative recommendation of the University team physician and Athletic Director; and
 - c. Retest with negative results.

Any positive test after re-admission to the athletic program following a one-year suspension shall be cause for immediate and permanent suspension from future participation in any intercollegiate athletic activity at The University of Akron and permanent loss of athletic scholarship.

7. **Effect of Non-Compliance with Testing Program:** After consent to the program has been given, refusal or failure to be subjected to, or complete any phase of the testing and/or counseling rehabilitation procedure, will be considered to be a sufficient basis to immediately suspend the student from participation in intercollegiate athletics for one (1) calendar year from the date of such refusal; and his or her scholarship will be suspended effective with the end of the then current academic term, or as soon thereafter as permitted under NCAA regulations.
8. **Athletic Department Employee Responsibilities:** Any encouragement, persuasion, or assistance to student-athletes in the use or procurement of

"drugs of abuse" as set forth herein, illicit, or performance-enhancing substances by University employees is strictly prohibited; and, may subject such employee to disciplinary action, up to and including dismissal. Athletic Department staff members shall inform the University team physician or the Athletic Director when they have knowledge or reason to believe that a student-athlete is using a substance on the list of banned drugs, contrary to Bylaw (31.2.3.1) of the NCAA.

E. THE UNIVERSITY OF AKRON DRUG TESTING PROTOCOL

1. All student-athletes and students participating in intercollegiate athletics (cheerleading, coaches, trainers, managers, etc.), shall receive a copy of the Drug Testing Program and the Consent Form to be read and signed in advance of testing. In the case of individuals less than 18 years of age, a Consent Form must be signed by at least one parent or legal guardian.
2. Such students may be tested at random intervals throughout the academic year; and, when there is "reasonable suspicion" to believe that an individual student is using/abusing drugs or alcohol in violation of University policy. These random tests will not be announced in advance. The schedule for the tests will be developed by the University's Department of Intercollegiate Athletics. Those who at any time experience a positive testing should, with particular emphasis on sport "seasons" with respect to student-athletes, expect additional tests to be done on a more regular basis.
3. All students affected by the Drug Testing Program will be asked to confirm as accurate the Drug Test Master Sheet, pairing their name with their social security number and code number. These code numbers will be used to label urine bottles and Lab Request Forms. Although drug testing will generally be performed through analysis of urine samples, the University reserves the right to use other appropriate methods including but not limited to breathalyzer tests. For purposes of determining a positive test, in the event a breathalyzer is used, current State of Ohio law for determining intoxication shall be utilized.
4. Students will be summoned to the University Campus to provide urine samples under direct supervision of the athletic training staff. All students will be supervised and directly observed throughout the urine collection process to ensure against dilution and/or switching of samples.

Direct observation means that the specimen collection will be directly or indirectly witnessed by the Drug Test Administrator (or designee) in the following manner; provided, however, that at all times reasonable additional or alternative steps necessary to maintain the integrity of the urine specimen may be implemented:

- a. In the presence of the Drug Test Administrator (or designee), the student-athlete will completely disrobe and dress in a hospital gown.
- b. In the presence of the Drug Test Administrator (or designee), the student-athlete will wash his/her hands.
- c. The student-Athlete will immediately enter a closed bathroom stall to provide the urine sample. The stall shall have been previously examined by the Drug Test Administrator (or designee) to ensure the integrity of the process.
- d. In the presence of the Drug Test Administrator (or designee) the student-athlete will remove the gown and dress.

The Drug Test Administrator (or designee) may, upon a request from a student-athlete, modify the collection process, provided, however, additional or alternative steps necessary to maintain the integrity of the urine specimen may be implemented.

The student-athlete's request to modify the collection process, as described above, shall not be unreasonably denied. However, if the Drug Test Administrator (or designee) determines that there are reasonable grounds to believe that a student-athlete intends to adulterate or dilute his/her specimen, the Drug Test Administrator (or designee) may require the student-athlete to be directly witnessed during the specimen collection.

5. All samples shall remain under the full control of Health Center or training staff until released to the Akron City Hospital Laboratory. Results shall be delivered to the office of the physician in charge of the Program. A chain of custody shall be documented and maintained by the Athletic Director or designee.
6. The Master List shall be kept by the physician to identify student-athletes' test results. The list and results shall be maintained confidential to the

extent permitted by law and released only as required by law. The Athletic Director (or designee) will arrange contact of student-athletes with positive test results and proceed pursuant to this Policy.

7. All requests for testing of individual students, other than random, unannounced tests, shall be initiated at the reasonable discretion of the Athletic Director. A head coach, assistant coach or staff member may direct a written request to the Athletic Director to initiate a test based on "reasonable suspicion"; provided, however, that such request shall set forth the basis for asserting "reasonable suspicion". The determination of the existence of "reasonable suspicion" shall be at the reasonable discretion of the Athletic Director, pursuant to this Policy.

F. DRUG EDUCATION

All student-athletes will be required to attend the University's drug education classes. Classes will be held over a designated period each semester. Attendance is mandatory. Spring sport student-athletes will attend the Fall classes and Fall sport student-athletes will attend the Spring classes. Failure to attend can result in the disciplinary/financial aid sanctions.

APPENDIX H

FACULTY SENATE BY-LAW REVISION

VII. Membership

A. Eligibility

Members of the Faculty Senate shall be elected from the members of the regular faculty of the University of Akron, excluding Deans and other primarily administrative officers with faculty rank; from the part-time faculty; from contract professionals, excluding those with decanal rank or higher; and from students.

B. Apportionment

1. The regular faculty of the individual degree granting colleges and the University libraries shall elect representatives from their membership, excluding Deans and other primarily administrative officers with faculty rank, apportioned on the basis of the number of regular faculty within the electorate and appointed to the units during the semester of the election; one senator for each fifteen regular faculty members or fraction thereof.
2. The part time faculty shall elect two representatives from their membership.
3. The Contract Professionals shall elect two representatives from their membership, not to include those with decanal rank or higher.
4. There shall be three student representatives as follow:
 - a. one student shall be President of Associated Student Government, congruent with his or her term;
 - b. one student appointed by the President of Associated Student Government to run congruent with the President's term;
 - c. one graduate/professional student elected by that constituency

C. Diversity

To ensure the representation of diverse views, all reasonable efforts should be made by the various electing units to elect women and minorities to the Senate. The Senate may appoint up to three additional members from regular faculty to increase diversity.

D. Electorate

1. The eligible electorate for the regular faculty membership on the Faculty Senate consists of all regular faculty of the University of Akron. For the purposes of election to the Faculty Senate, academic deans, department and

division chairs, directors of schools and administrative officers holding regular faculty rank will be considered part of the electorate.

2. The eligible electorate for the part-time faculty membership on the Faculty Senate consists of all part-time faculty of the University of Akron.
3. The eligible electorate for the Contract Professional membership on the Faculty Senate consists of all Contract Professionals of the University of Akron. For the purposes of election to the faculty senate, contract professionals with decanal rank or higher will be considered part of the electorate.
4. The eligible electorate for the graduate/professional student membership on the Faculty Senate consists of all graduate and professional students currently enrolled at the University of Akron.

E. Terms of Office

1. The terms of office for members of the Senate shall be three years with one-third of the membership being elected in each year.
2. New members shall take office at the first Senate meeting of the Fall semester.
3. Senators are limited to two consecutive terms of office, but former Senators may again stand for office after an hiatus of one year.
4. Should any elected member of the Senate become an administrative officer either on an acting or permanent basis during the term for which the member was elected to the Senate, the person's seat shall be deemed vacant.
5. Should a member of the Senate be unable to discharge the duties of the office, the Senate may declare that seat vacant.
6. Should a vacancy occur, the Senate shall notify the appropriate unit to conduct a special election to fill the vacant seat.

F. Elections

1. Elections to the Senate shall be subject to the by-laws and rules of the electing unit and the following requirements:
 - a. General elections in the individual units shall be completed by May 1 of each year.
 - b. All nominations and elections shall be by secret mail ballot.

- c. Each winning candidate must secure a majority of the votes cast. In the event no candidate receives a majority, there shall be a run-off election between the two highest vote-getters.
 - d. In elections with more than one seat at stake, the winning candidates shall be decided in order of total votes cast for each candidate until all seats are filled. In the event there are seats unfilled and the remaining candidates did not achieve a majority of votes cast there shall be a run-off election among the highest vote-getters (two per unfilled seat).
 - e. In the event of a tie vote, the election shall be decided by lot.
 - f. All run-off elections are subject to the same procedural requirements as the general election.
 - g. All special elections are subject to the same procedural requirements as the general election.
- 2. Conduct of nominations and elections to the Senate from the degree granting colleges and the University libraries will be the responsibility of the respective Dean.
 - 3. Conduct of nominations and elections to the Senate from the part-time faculty will be the responsibility of the continuing part-time faculty senator, the Faculty Senate office, and the office of the Senior Vice President and Provost.
 - 4. Conduct of nominations and elections to the Senate from the contract professionals will be the responsibility of the Contract Professional Advisory Committee.
 - 5. Conduct of nominations and elections to the Senate from the graduate/professional students will be the responsibility of the Graduate Student Council and the Law Student Council.
- G. Election of Senators to the Long Range Planning Committee

Five members of the Faculty Senate elected by the Faculty Senate will serve as members of the Long Range Planning Committee of the University. The term of appointment to the Long Range Planning Committee will be for two years. The Senate will take care to stagger Long Range Planning Committee terms to ensure continuity of membership. No college may have more than one Senator elected to serve on THE Long Range Planning Committee concurrently. No Senator may serve on the Long Range Planning Committee and Budget and Planning Coordination Committee concurrently.

The responsibilities of the members so elected will be to serve on the Long Range Planning Committee as the representatives of the University faculty during the planning process. The senators so elected will report on a regular basis to the full Faculty Senate as to the progress and activities of the Long Range Planning Committee.

H. Election of Senators to the Budget and Planning Coordination Committee

Eleven members of the Faculty Senate elected by the Faculty Senate will serve as members of the Budget and Planning Coordination Committee of the University. The term of appointment to the Budget and Planning Coordination Committee will be for two years. The Senate will take care to stagger Budget and Planning Coordination Committee terms to ensure continuity of membership. No college may have more than one Senator elected to serve on the Budget and Planning Coordination Committee concurrently.

The responsibilities of the members so elected will be to serve on the Budget and Planning Coordination Committee as the representatives of the University faculty during the planning and budgeting process. The senators so elected will report on a regular basis to the full Faculty Senate as to the progress and activities of the Budget and Planning Coordination Committee.

APPENDIX I

Resolution for the Maintenance of Campus Buildings

The Faculty Senate charges the Campus Facilities Planning Committee with investigating the responsibility for maintenance of restrooms and other public areas in campus buildings so that these areas are suitable for guests at any time.

The request is a result of reports of poorly maintained restrooms in Schrank Hall South during the meeting of The Tire Society on March 21 and 22 of this year. This was an international meeting of some import, the keynote address being delivered by Mr. Francois Michelin, the Managing Partner of Michelin. Since our department (Mechanical Engineering) was a sponsor of the event, we are embarrassed and would like to prevent future embarrassments.

Respectfully submitted by Jerry Drummond

MR. DAVID BRINK*
UNIVERSITY LIBRARIES
1707