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Faculty Senate Chronicle September 2, 1999

Heather M. Loughney

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September 2, 1999

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Any comments concerning the contents in The University of Akron Chronicle may be directed to the Secretary, Dr. Gary Oller (+1910).
FacultySenate@UAkron.Edu

FACULTY SENATE MEMBERSHIP

(Update: 10/1/99)

College of Arts & Sciences (16)	Community & Technical College (5)	College of Education (4)
S. Baranowski, 00 Lindgren Chyi, 00 Annabelle Foos, 01 Frank Griffin, 01 Ali Hajjafar, 02 David Louscher, 02 Bill Lyons, 02 Chand Midha, 01 C. Monroe, 02 Tim Norfolk, 00 Gary Oller, 00 R. Pope, 02 P. Sakezles, 02 H. Sterns, 01 S. Stevenson, 00 Jerry Stinner, 00	Fred Baldwin, 01 John Edgerton, 01 Lawrence Gilpatric, 01 Elizabeth Kennedy, 01 Richelle Laipply, 02	Timothy Lillie, 01 (3 TBA), 02 <i>add</i>

College of Engineering (4)	College of Fine and Applied Arts (8)	College of Business Administration (5)	University Libraries (2)
Wieslaw Binienda, 02 Jack Braun, 01 Helen Qammar, 02 Dan Sheffer, 01	Laura Gelfand, 01 Barbara Heinzerling, 02 Lucinda Lavelli, 02 James Lynn, 00 Deborah Marino, 02 Marc Ozanich, 00 David Ritchey, 01 Ralph Turek, 00	Susan Hanlon, 01 John Hebert, 02 Il-Woon Kim, 02 Emeka Ofobike, 01 David Redle, 02	Jeffrey Franks, 02 Mary Konkell, 00

College of Nursing (4)	Polymer Science/ Engineering (2)	Wayne College (2)	Contract Professionals (2)
Elaine Fisher, 01 Mary Agnes Kendra, 02 Elizabeth Kinion, 02 Karen Schwarz, 02	Ali Dhinojwala, 01 Avraam Isayev, 02	Jennifer Holz, 02 Tyrone Turning, 02	Claire Purdy, 02 Charlene Reed, 02

Part-Time Faculty (2)	Students (3)	School of Law (2)	SEAC (2)
B. Filer-Tubaugh, 00 Peggy Richards, 01	Scott Hubble, 00 Joy Malek, 00 Brian Mormino, 00	William Rich, 00 Brant T. Lee, 02	Dolli Markovich, 00 (TBA), 02 <i>add</i>

Note: Term expires in year listed.

Members - 63

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1999-2000**

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 Mrs. Bonnie Filer-Tubaugh
 Ms. Mary Konkel
 Mrs. Dolli Markovich
 Dr. Chand Midha

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* designates Senator

Boldface designates Chair

Term expires in year listed.

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TBA, 02 .
TBA, 02

PLANNING AND BUDGETING COMMITTEE

^{Bold}
David Louscher *

Lawrence Gilpatric *

~~Cindy Kovalik *~~

Helen Qammar *

James Lynn *

Susan Hanlon *

Jeffrey Franks *

Elizabeth Kinion *

Ali Dhinojwala *

Jennifer Holz *

Charlene Reed *

Peggy Richards *

William Rich *

Brian Mormino *

Dolli Markovich *

Arts & Sciences

Community & Technical

Education

Engineering

Fine & Applied Arts

Business

Library

Nursing

Polymer Science/Engr.

Wayne

Contract Professionals

Part-time Faculty

Law

Students

SEAC

**MINUTES OF THE FACULTY SENATE MEETING
OF SEPTEMBER 2, 1999**

The regular meeting of the Faculty Senate was called to order by Chair Barbara Heinzerling at 3:04 p.m. on Thursday, September 2, 1999, in Room 201 of the Buckingham Center for Continuing Education.

Forty-eight of the sixty-three members of the Faculty Senate were in attendance. Senators Gilpatric, Louscher, Lyons, Ofobike, Ozanich, Pope, and Sterns were absent with notice. Senator Braun was absent without notice.

SENATE ACTIONS

- * **ELECTED NEW OFFICERS AND MEMBERS OF THE EXECUTIVE COMMITTEE**
- * **SELECTED MEMBERS FOR THE PLANNING AND BUDGETING COMMITTEE**
- * **POSTPONED UNTIL THE OCTOBER MEETING AN ELECTION FOR A REPRESENTATIVE TO THE OHIO FACULTY COUNCIL**
- * **POSTPONED UNTIL THE OCTOBER MEETING CONSIDERATION OF A NUMBER OF AMENDMENTS TO THE SENATE'S BYLAWS**
- * **APPROVED A MOTION FOR THE PLANNING AND BUDGETING COMMITTEE REGARDING PART-TIME FACULTY AND EMERITI FACULTY SALARIES**

I. APPROVAL OF AGENDA - The Chair introduced herself to the new members and announced that President Luis Proenza would be arriving later and that his remarks may need to be moved to later in the meeting than listed on the agenda. With that one minor change, she called for a motion to approve the agenda. Senator James Lynn so moved, and it was seconded by Senator Peggy Richards. The Senate then gave its approval.

II. CONSIDERATION OF THE MINUTES OF MAY 6, 1999 - Secretary Gary Oller said that he had received no corrections. Since none were presented from the floor, Senator Chand Midha moved that the minutes be approved, and this was seconded by Senator Bonnie Filer-Tubaugh. The body then voted its approval of the minutes.

III. CHAIR'S REMARKS - The Chair said that it was her pleasure to welcome everybody back. Before she introduced the new Senators, she wanted to introduce Marilyn Quillin, who had served the

Faculty Senate since its inception seven years ago. She could be found in Carroll Hall 326, the Senate headquarters, which also had a spare meeting room for use by Senate committees. Marilyn went above and beyond in trying to ensure that all business got transacted, and she could be quite helpful to those members who would be volunteering for committee chairs in a variety of ways.

The Chair also wanted to introduce Dr. Don Gerlach, who was a professor emeriti and who had graciously served as Parliamentarian for the last five years. He usually showed up in a kilt, but he said that members would have to come in October to see his knees. Finally, she introduced the present Secretary, Gary Oller.

The Chair then introduced the new Senators who included the following: From Arts and Sciences - Ali Hajjifar, David Louscher, Bill Lyons, Charles Monroe, Robert Pope, and Priscilla Sakezles; from Fine and Applied Arts - Lucinda Lavelli and Deborah Marino; from Community and Technical - Richelle Laipply; from Engineering - Wieslaw Binienda and Helen Qammar; from Business - John Hebert, David Redle (both former members), and Il-Woon Kim; from Nursing - Mary Agnes Kendra, Elizabeth Kinion, and Karen Schwarz; From Wayne - Jennifer Holz and Tyrone Turning; from the Library - Jeffrey Franks; from Polymer Science - Avraam Isayev; from Contract Professionals - Charlene Reed; from students - Scott Hubble (ASG President) and Brian Mormino. The body then gave them all a round of applause.

The Chair then asked the rest of the returning members to introduce themselves, which they did.

Senator Susan Clark reminded the Chair that she had neglected to introduce the new Senators from the College of Education, and also returning Senator Tim Lillie. The Chair apologized for the oversight, but also said that the Executive Committee had not yet received notification from the College of Education regarding the new Education Senators' election.

The Chair then told the body that a member of the President's Inauguration Committee had been asked to speak briefly at the very end of today's session so we would all be prepared for the big week of events in October. The Executive Committee had also made a request to last year's committee chairs to schedule meetings as soon as possible. We would really like the committees to be proactive, not simply reactive. Once the new committee chairs were known they would be asked to please attend the very first October session of the new Executive Committee. She wanted to point out to new Senators that if they were assigned to a committee and were not certain what the function or purpose of the committee was, they could always check the bylaws of the Senate. Of course, the acting chair would have a history of what transpired last year and of any pending matters.

IV. SPECIAL ANNOUNCEMENTS - There were none.

V. REPORTS

REMARKS OF THE PROVOST - Provost Noel Leathers said that he had no prepared remarks but was willing to take questions.

Senator Shelley Baranowski said she had a question that perhaps the Provost could answer. In May the Senate had voted on the Planning and Budgeting Committee report that had contained several different budget scenarios. The salary pool for the faculty was to be at its lowest - 3-1/2% - calculated on the least generous increase in instructional subsidy that we had been expecting from the state. Now we had gotten a lot more than the .1% than we had expected to get, and yet we had ended up with a 3% salary pool which, by the time it had filtered down to the departments, was something like 2%. What had happened?

The Provost answered that in the legislative mill as they had ground through the budget, there had been a proviso according to their formula that we could get 1/10 of 1% increase in the basic instructional subsidy line. In addition to that there were some special lines. One of them was the success challenge, and this was the amount of money that the regents had allocated to themselves out of the budget with legislative backing. This was to determine how successful we were in getting freshmen through to graduation, so that had been determined by percentage. There was x amount of dollars allocated for that; there was another cluster of money as a special line item by the regents which had to do with access. The idea was to try to keep tuition down so that there would be more students able to go to college in the state of Ohio. Those special lines totaled approximately 3%. We tried to insure that we would get as much as possible, and through the efforts of our Senator and others, an amendment to the budget act had been passed which provided that no university should get less than the 3% guaranteed, regardless of one thing or another. But it had not excluded those special awards, so those special awards were already committed if we had earned them. He hoped that this explained it for Senator Baranowski.

REMARKS OF THE PRESIDENT - President Luis Proenza, who had arrived while the Provost had been answering Senator Baranowski's question, gave the following remarks:

"Thank you, Dr. Heinzerling, and ladies and gentlemen - welcome to the new academic year. It's delightful to see you again. Many of you have been here during the summer, and we've run across each other in various and interesting places, so I look forward to seeing you with more frequency.

I apologize for my lateness; I was invited to attend a meeting in Columbus with the Director of Development, Lee Johnson, and as you can understand from the question you just asked of the Provost, we are trying to make every effort to influence the legislative process at state agencies into thinking about being active and excited about providing new revenue streams for our universities. We did in some way remarkably well this past year, but that simply isn't good enough if we're going to do what I think we have an opportunity to do. So I felt it imperative to be there; and hence, my lateness.

Let me begin by congratulating several of our colleagues. I am sure I will be remiss in identifying all of you who have excelled and been recognized for your scholarly and creative activities, but I would be remiss if I did not bring to your attention Steven Cheng and Rod Quirk, both of whom have been identified - Rod Quirk by the American Chemical Society, and Stephen Cheng by the North American Thermal Analysis Society, who received their highest rewards.

Our University's School of Dance was recently recognized among 28 of the nation's most sought-after dance programs; and, in particular, that magazine praised the school's offerings in ballet,

modern dance, and musical theater. Our College of Nursing was chosen as the first place winner in a national award for exceptional curriculum in gerontologic nursing, and full details will be made public after that award is formally presented in October.

Faculty members in public administration and urban studies - Cheryl King, Kathryn Feltey, and Bridget O'Neill Susel just received a 1998 Best Article Award for the public and non-profit division of the Academy of Management, and they are among many of our colleagues who continue to surprise me in the most positive ways with what a wonderful base we have to build upon and to do good things with.

I have been making an effort in every public appearance and public comment I have an opportunity to make, to let the citizens of Ohio know that this has been an undercelebrated university, and one that deserves to be better supported. As you know, there are some singular achievements that cannot in fact be matched by any other university in Ohio, and I have been pleased to share that good news with the rest of the state.

Let me take a moment to update you on nine other points, and I'll do so in as brief a way as I can. First, I'm sure you are curious about the status of various searches that are underway. I am pleased to tell you that the committees for the vice-presidential searches have been duly appointed and that all of them have now been fully energized.

The first one we put forward was the one for the Senior Vice President and Provost. Several of you here are serving on that search committee, and we are beginning to get expressions of interest throughout the country. Our search consultant, Mr. Baker, tells me that among those are some very truly exceptional men and women that I hope will indeed make it to the final stages as well as many other individuals.

The three other vice presidential searches - Student Affairs, Dean of the Graduate School, and for information technology, have also been started. We have put a particularly high premium on getting the information and technology search completed hopefully in the next 90 days, and the others as quickly thereafter as possible. Again, many of you are serving on those committees, and we are eager to see the results.

We are going to begin talking with you about the searches for the deans' positions that need to be succeeded, and that process will begin in Oct., with the anticipation that a new Provost will be in place before those candidates come onto campus so the new Provost has an opportunity to meet and work with them.

We've also just completed a search for Executive Asst. to the President for Organizational Development, and on Monday I made an offer which was accepted, and I am pleased to introduce to you today Miss Becky Hemstein, who has accepted that challenge.

During summer we found ourselves in need of making some reorganizational adjustments. In particular, these dealt with our information services and information technology areas, where we asked Rod Marshall to step forward and lead the group in information services, and we asked Steve Myers to take a more focused look at the success we're having in distance learning. So if you have some questions about that, I'll be happy to speak further on that.

The Provost commented on the budget a little bit. Let me add just a few brief remarks. First of all, we tried to build the very best budget to reflect a beginning and very strong commitment to students, staff and faculty. That shall be our first priority, and every time we have an opportunity to have some new funds, those priorities will come first. We put together a strong 3% salary pool. We added to that some monies for exemplary merit and equity adjustments. We added to that, monies to implement the Mercer Study, and I'll speak to that in a moment. So collectively, we are putting a fairly significant amount of the available dollars towards salary adjustments and enhancements.

We also, as I hope the Provost had a chance to let you know, were able to recommend for funding and have the Trustees approve, several of the initiatives which you, the Senate, recommended for implementation. I'm sorry I don't have the list in front of me, but they included aspects of technology, the Carnegie Teaching Academy, and monies in safety that was implemented, and I apologize for not recalling all of those.

As the Provost indicated, the wonderful news that came forward was attached with some caveats. The wonderful news was we were getting better than 0.1%, which would have been next to nothing, but the real news is effectively we got approximately 1.2% in non-targeted assignments of monies. Some of the other non-targeted assignments requires that we do certain things before we actually receive that money. So I think we had a good year; the legislature proved very responsive to higher education, and I'm pleased to tell you indeed that in the meeting I've just come from in Columbus, the focus was on the role of the department of development in enhancing the opportunities for higher education to contribute to the very dynamic and good economy that the state of Ohio has, both through work force development and through research and technology programs that would likely hold opportunities for the future economic improvement.

A study of faculty salaries that was begun by some of your colleagues this summer and needs to continue this fall before we can make any real assessments of where we are there, actually was more encouraging in some respects, not necessarily in all respects, but this remains a very strong priority.

Let me make a few comments about the Mercer Study, which you really need to understand is a job classification and compensation plan for non-faculty and non-union employees, effectively for our staff. The good news is the study is complete and is ready to be implemented. The bad news, on the other hand, is that in order for us to adopt a full plan and begin its implementation, we are required by law and must go through a rather extensive administrative, rule-making process which is required by law. That process was initiated as quickly as we could in the beginning of the summer and requires, unfortunately, the involvement of a number of agencies within state government as well as a mandatory comment and review period and attendant waiting periods - windows that have to be passed through and public hearings for comment before we can proceed to the next step in the process. One public hearing has already been held; an additional one as required will be held toward the end of the calendar year for this process to be completed.

In light of these filing and legal requirements, it is not possible for us to formally implement the complete plan probably before the start of spring of 2000. We are exploring whether we can decouple the salary adjustments that we're going to be proposing to bring certain people up to market, from the classificatory scheme. It would have to walk through some fairly complex approaches to effect that, but if we can we will do that, i.e., make the budgetary adjustments before the classificatory

plan is actually approved and implemented. We will let you know whether we can do that. In any case, we have set aside funds such that whenever we are able to make the budgetary adjustments, they would be retroactive to July 1 of this calendar year. So those of you and your colleagues and staff who will be impacted by that study can rest assured that all of the dollars that would be coming to you by those market recommendations will come to you and won't be lost due to this regulatory process that we have to follow.

Now a couple of things to highlight where we are about to go. During the past several months, and this now begins my ninth month, we've talked about the planning process that we wanted to initiate and the fact that we want to make it possible for each and every one of you, and every one of your colleagues and the entire university family to participate. This past week I met with the chair of the steering committee, Dr. George Prough, and we finalized the steering committee, which should be hopefully by Monday announced to all of you. Barbara Heinzerling has kindly accepted the responsibility of serving on behalf of the Senate, and that doesn't mean that all of you won't be invited to participate as well. In fact, when we go to a strategic planning retreat, Sept. 29 and 30, a large majority of you will be invited to that retreat.

In addition then following that retreat, we will constitute a number of special task forces, committees, and indeed strategy teams, and I encourage all of you who have an interest to simply raise your hands and go for it. So that is starting and you should get some communication from us early next week with regard to the steering committee and announcing the retreat, which is scheduled again for Sept. 29 and 30.

Equally important, next Monday we will also be sending correspondence to you announcing the composition on the President's Commission on Equity. Professor Elizabeth Reilly has kindly accepted chairing that important commission, so you will have full news on that and again, by announcing the membership on that commission you will know how to get input into the process. Please understand again that this doesn't mean you don't have an input, but that you know how to get the input put forward. I would expect the commission to enlist many of the volunteers and key pieces of expertise both from within and outside of The University of Akron in discharging the responsibility that I will be placing upon you.

Next, you are of course aware and have been privy to aspects of the emerging campus master plan. That plan has proceeded exceptionally well. First, thanks to many of your colleagues and many of the focus groups, I'm happy to tell you that a faculty and public dining area is included in the student union plans. You will see that more prominently, but more importantly, complete details of that plan are expected to be approved by our Board of Trustees at a special meeting next Thurs., and I will then, together with my colleagues, describe that master plan and the initial capital construction campaign in more detail at a press conference that will be at noon on Thurs., and we'll describe it in great detail to the campus community at our convocation on the afternoon of September 9.

It is also important for me to share with you the great excitement and anticipation that I have, because sitting in the bank right now literally waiting for us to start construction are \$200 million, give or take a few. We had an unexpectedly, absolutely wonderful success in our bond issue. It was oversubscribed in one day, came in under the anticipated interest rate, under the anticipated insurance premiums and so on, and it's in the bank earning more money than we have to pay on it. So we could not have expected a better set of results than that, and we are excited about that, particularly

because, as I've tried to convey to you, it is critically necessary for us to do those things if we're going to be able to put in place the kinds of programs and facilities to keep us competitive and make the kinds of adjustments we want to make in terms of faculty salaries, staff opportunities, and the kind of environment we want for the learning of our students. So I invite you then next Thurs., Sept. 9, to attend the annual University convocation, and please invite all of your faculty, staff, colleagues, friends, relatives, aunts, uncles, students that you want; I'd be delighted to have them in attendance.

Lastly, let me thank all of you who participated in our commencement exercises this past spring. As you know, we moved commencement to EJ Thomas Hall in three ceremonies, plus that of the Law School and NEOUCOM. We are excited about that venue and what it enabled us to do. I hope those of you who were able to attend felt equally uplifted by the ceremony. I invite you please, not only in accepting my thanks, but invite you to continue to provide us input so that we can improve the ceremonies even more. Best wishes for a new year, and I'll be happy to entertain your questions."

Senator Tim Norfolk wanted to mitigate the President's enthusiasm somewhat. He had some feelings which had been transmitted to him by his faculty in his department. We were in the strongest economy in 40 years. There had just been a raise pool announced at the same time that there was an addition of fees for both parking and medical insurance. What it meant was that the average faculty member on this campus was going to get a \$400 a year raise by the end of this year. There were some colleagues, and he was among them, who thought that this was somewhat of a slap in the face. He understood that there might not be enough money, but this was still a terrible thing to do to the faculty.

President Proenza answered as follows:

"Let me address that directly and suggest that you keep your enthusiasm up. First, by asking you to pay fees, I've put it into your salary which will make an impact in your retirement. If I put it into parking fees, you won't get that money. The University is already paying all of the parking for this University. It is the only university in Ohio that is so blessed. So what would you rather have? Would you rather have the benefit of long-term? Or no parking, no facilities, etc.? Look at it please, on the bright side. If you insist on looking at the glass as half empty instead of half full, that's all you're going to see. I am exceptionally encouraged, because rather my not being able to give you zip, and that's not a pun on our Zippy, we were able through great diligence on the part of Mr. Laguardia, Roy Ray, and many others, to extract not 0.1% but 1.2. We also on the backs of our students got the support to provide the basis for a 3% salary pool. Now we are going to have to continue to move to find a way of making faculty, staff, and students have choices among the benefits that we have traditionally provided through other budgetary means. If I do it that way, if we as a community continue to do it that way, you will never see those benefits. You certainly won't see it in your retirement. And you say, 'Well, I might die before I see that benefit' - that's one way to look at it. What is more, if we don't do some of these things, ladies and gentlemen, the competitiveness of The University of Akron has simply slipped far enough, and if we don't seriously address these, then a slap in the face, if you wish to look at it that way, will be the least of your troubles. So I simply ask that you think, not about \$40 because you're going to see that many times over in your retirement. What is more, we ensure and we will never give you a fee increase that is not accompanied by at least twice that much money in your paycheck - \$400 on the average - that's not bad. You're the only

university that isn't paying those fees. Please, let's be realistic about what we have to do and even more importantly, let's be enthusiastic about what we have an opportunity to do."

There were no other questions for the President.

EXECUTIVE COMMITTEE - Secretary Oller reported that the Executive Committee had met several times over the summer to deal with a variety of items - most importantly, appointing new committee members for the fall. It also had received from a colleague a request that the Senate employ under Senate Bylaw Membership VII C the option of adding additional Senators to the body to achieve diversity. The Committee decided to collect data, which it did over the summer, on the makeup and membership of the Senate over the past six years and into this seventh. That material had now been amassed and would be passed on to the new Executive Committee as one of its first items of new business in the hope that it would look at it and come back to the body with a possible recommendation regarding the request.

UNIVERSITY WELL-BEING COMMITTEE - Dr. Al Lieberman, the Chair, gave the following report (See also Appendix A-1):

"Over 2 years ago the Provost's office asked the University Well Being Committee to explore ways to help the University curtail the rapid escalation of medical costs. The committee met with members of the Human Resources division, the budget office, the Dept. of Purchasing, and we had faculty and staff forums throughout the year. I presented last semester a report to you on the committee's recommendations which were passed by this body. Then this summer some members of the University Well Being Committee, along with the head of benefits, purchasing, and also a representative from the treasurer's office met and interviewed the various vendors who bid on what was passed. We recommended to the Board that certain types of insurance be offered to the faculty. It was passed by the Board, and what I would like to do is take a minute or so to explain some of the changes. The changes will be effective January 1, 2000.

Presently, the University is covering more than 2,000 employees - faculty, staff, professionals and so on. As of now, we have 3 choices - we can have the traditional indemnity or we can choose between 2 HMO's. One HMO is connected with City Hospital; the other one is connected with General. The City is Kaiser, and the General is Hometown. The committee recommended and it was passed by the Board that the members of the University community still have the indemnity. The indemnity carrier will be Medical Mutual of Ohio, which is the same carrier that you have now. Also, the committee recommended that there be 2 HMO's, one affiliated with City, one affiliated with General. The best benefit for the University as far as the carriers were concerned for City Hospital is Summa. For General we recommended Anthem. In addition, it was recommended that the University community be offered another choice, and that choice was a PPO, which was passed. The PPO will be administered also by Medical Mutual, so now we really have 4 choices.

The PPO is somewhat of a hybrid between the indemnity and the HMO. I mailed yesterday the report for the Well Being Committee; I hope most of you got it. If you didn't, I put some extra copies on the table. What the Well Being Committee hopes to do, if you look at the last page, is to have some health care forums like we did last year where you can come to the Gardner Theatre and members of the Well Being Committee along with Desnay Lohrum will be able to answer any questions you may have and explain the new program. The forums will be one week in Sept., and we

tried to schedule forums at different times to accommodate people who had different schedules - morning, noon, night. In addition, we hope to have 3 days representing a benefits fair where we're going to have all the vendors there, whether it's the HMO or the indemnity, the vision, the long-term disability. As you can see, the vendors are going to be there for many hours each of the 3 days - one day from 9 to 7, two days from 7 a.m. to 7 p.m. We encourage you to come to this fair; each vendor will have a booth and be able to explain the services, the product they are offering, and again, you can have your questions answered. Again, we hope that you will take advantage of the forums and also of the benefits fair. One of the new things is that if you pick the indemnity, and by the way, 2/3 of people covered by University health insurance have picked the indemnity. As I said before, throughout the country of employers who offer health insurance to their employees, only 14% of employers offer indemnity programs to their employees. So we are very fortunate to be able to pick an indemnity. Many employers just say we offer you health insurance as an HMO.

If you choose the indemnity, you will pay 1/2 the difference between the cost of the indemnity and the PPO for next year. In this memo that has been passed out to you, you can see the estimate cost per month depending upon your coverage, or employee and spouse, employee/spouse and family. Again, these are average costs. You can see on the last page, 20/44/64, the six tiers, and based upon your salary this will be the amount you will contribute. The good thing is that if you pick the indemnity, your contribution will be pre-taxed, so if you're in the 30% bracket and you have to pay the \$64, it's only going to cost you about 70% of this or about \$44 a month to pick the indemnity. If you pick the PPO or HMO's you will not contribute anything; the University will pay the total cost of those. Also, we have volunteered to appear at the various college meetings. I have contacted the representative of the Well Being Committee from each college. If the college did not have a representative, I called the deans' offices, and we have already scheduled about four of these meetings. So we welcome you to have us or a member of the committee come over, and Desnay will be at each of these to answer any questions. We realize it's a very major decision; it's something that's a little different from what has been going on in the past but again, the committee tried to do its best with the resources that we have. Does anyone have any questions on any of this?"

Senator Filer-Tubaugh reminded the body that the Kaiser HMO had been the one which had been offered to the part-time faculty. If Kaiser had been done away with, what would the part-time faculty be offered now?

Mrs. Desnay Lohrum answered that all of the new carriers had agreed to take part-time faculty, so the part-time faculty would have a choice for the first time into which plan they wanted to enroll.

Senator William Rich wondered when and how employees would be informed about which physicians were included within the PPO.

Mrs. Lohrum replied that there websites out there right now for the three carriers - Summa, Anthem, and the PPO. From the University's Human Resources Benefits website one could do a direct link to those and check the doctors. Books with that information would also be available in every campus building around the first week in October. The books were also now available for perusal in the Benefits office, but the websites were fairly easy to work one's way through. The links had been published in the Akron Update last week in a side bar.

Dr. Lieberman wanted to add that the PPO would cover both Akron City and Akron General as well as the Cleveland Clinic.

Senator Mary Konkel wanted to know the rationale for changing the two present HMO's to two new ones. Were there major benefits or cheaper costs with these particular ones?

Dr. Lieberman replied that in the second page of the handout in the right hand square were the reasons why Summa and Anthem had been picked rather than Kaiser and Hometown. Hometown's product which they were offering was not according to what we had asked them to bid, so it would have been a completely different product than we had now. As far as Kaiser was concerned, the size and range of Summa was better as well as the cost.

Senator Helen Qammar wondered where Children's Hospital fit in.

Mrs. Lohrum answered that Children's Hospital was obviously kind of a sole propriety thing around here, so they were involved in the PPO and both of the HMO's. It did not have to negotiate with anyone; they were exclusive but were under all of these.

Senator Jeffrey Franks asked whether the 6 salary tiers had been published someplace.

Dr. Lieberman responded that they had not. Presently we had 16 or 17 tiers for the deductibles. Mrs. Lohrum added that Kevin Butler was getting them. She had sent them to him to put on the website. Since she had them with her, she wrote them on the blackboard for members to see (Appendix A-2).

Senator Priscilla Sakezles wanted to know whether the University had any figures on how much it would be saving by this change.

Dr. Lieberman replied that he thought this was listed in the report from the President. If we had kept the same plan for the year 2000 that we had now, the increase in cost would have been 17.8%. Because of the change, it would be 7.2% the first year and 1.7% the second, so there was a considerable savings. This was possible because some of the carriers had given us a 2-year rate that was the same the second as the first year. Since the University health care was costing us about \$12 million, an 8% saving was almost a million dollars. He wanted to add that one of the things the Committee had really liked was the PPO. It had numerous providers so there was a good choice.

Associate Provost Jean Blosser had noticed that our paychecks now reflected an earning under medical benefits and then a deduction under medical benefits. Could something be said about how this would look on people's statements?

Mr. Hank Netting, Vice President for Finance, answered that this was simply a way that the new HR payroll system handled the benefits. It showed your choices on the one hand and then on the other showed your deductions. The net of those two amounts was roughly equal to what you used to see in one figure on your paycheck prior to June.

Mrs. Lohrum said that the figures which she had put on the board (Appendix A-2) were pending Board approval at their Sept. 22 meeting, but basically there was no reason to think that they

would not be approved. They justified the goal that we had been given. They were per month, pre-taxed, pre-federal and state taxed and represented the employee contributions for the indemnity. The first column was for the employee only, the second for the employee and spouse, the third was for employee and child or children, and the last was for a whole family. Then there were the salary ranges and the monthly contributions.

Senator Rich asked if these were on a 12-month basis, how was the 9-month calculated? Mrs. Lohrum said to multiply it by 12 and divide by 9.

In answer to Senator Tim Lillie's question whether these figures represented the whole amount or just the half we were to pay, Mrs. Lohrum replied that it was the 50% difference. Senator Lillie then said that where a total in the first column said \$22, the employee paid only \$11. Dr. Lieberman answered that since this would be pre-taxed, the actual cash outlay wouldn't be \$11.

Since there were no additional questions, the Chair thanked Dr. Lieberman for making the report and the Well Being Committee for taking on an enormous job.

CURRICULUM REVIEW COMMITTEE - Associate Provost Blosser, the Chair, stated that she had submitted a written report (**Appendix B**). Proposals were already starting to come in. Instructions had been added to the web page so that it would become more useful.

CAMPUS FACILITIES PLANNING COMMITTEE - Dr. Elizabeth Erickson, the Chair, reported (**Appendix C**) that the Committee had not met over the summer, but one issue had been brought to her attention. Senator Harvey Sterns had reported that the plans for phase 1 of the new student center would not include an area for faculty/staff dining, and he had been concerned because the committee had noted the need for such an area in the report on the program for the student center presented to the director of facilities planning and the Senate (last November). She then had sent an email to President Proenza outlining the Committee's concerns. We all knew that this area was really important for providing the faculty with a place where they could meet across departments and where in fact you could maintain an academic community on campus. The President had replied and noted the committee's concerns and had said that an "a la carte" dining area was there to serve that need.

Ramesh Vakamudi, Director of Campus Planning, had sent a memo to the Committee outlining the plans for the area in more detail. It would include seating for 300; the present faculty dining room seated 200. It would be somewhat more upscale than the food court and would be available to the whole university community. In discussion with Mr. Vakamudi, "a la carte" had been further defined as a facility with a food service like the present Sara Lee with possible additions of items cooked; for instance, in woks, etc. The Committee thought that this would be very good, but there was one issue which remained and that was that this area for 300 would be available to the whole community - faculty, staff, and students. The issue of whether part of this area could be designated specifically for faculty and staff for part of the day was still under discussion. This issue would be further explored at the first CFPC meeting for the year on Sept. 16 at 3:15 in ASC 105 if anyone wished to attend. She thought that hopefully we would have a faculty dining area. Mr. Vakamudi had said there would not be enough funds to add a faculty dining room, but she did not think that the Committee had expected there to be, but it did hope that some of the area that was "a la carte" could be used for faculty and staff specifically.

Secretary Oller, in light of the statement that the "a la carte" dining area would be something like the present Sara Lee Sandwich Shoppe, asked whether the tables would be available for faculty who were not buying their food from the "a la carte" dining food service. Would they be able either to get their food from one of the other places in the food court or bring their own lunches and sit in this area? Would that be permitted or would they be told that this area was only for people who bought their food from that one particular "a la carte" vendor?

Dr. Erickson replied that this was one of the questions to which the Committee had not yet found an answer, and it was still up in the air. It would certainly be brought up at that first CFPC meeting.

The Chair said there were no more committee reports, but she wanted to ask Senator Baranowski, who had recently tendered her resignation as the representative to the Ohio Faculty Council, which required the Senate to elect a replacement, to take a moment and explain what the OFC was and what the commitment would be for the new representative.

Senator Baranowski began by explaining that she had resigned because she was a member of a department with fewer members of the tenured faculty who had a lot of responsibilities. Consequently, she did not think that she could do the job in OFC. The commitment was going to involve the representative attending committee meetings of the Board of Regents when they met in Columbus or in various parts of the state once a month. This was potentially going to be an extremely important forum for the regents to actually meet faculty and allow them to express their concerns. Given her teaching schedule and other administrative commitments, she just could not maintain this additional commitment. This should be the number one service commitment of the person who would take on this assignment, because it would be important to know and have a chance to influence the people who run the system of higher education in the state. She had been grateful for the opportunity to serve on this; it had been very exciting to see how things were developing. However, she just did not think that it was fair to either the University or OFC to continue in the position and not be able to do the job to the best of her ability.

The Chair thanked her for her service.

VI. ELECTIONS - The Chair announced that the next item of business was election of Senate officers and the Executive Committee. After that there would be a brief caucus for the selection of Planning and Budgeting Committee members, and finally, the election for Ohio Faculty Council representative. She then opened the floor for nominations for the office of Chair of the Senate.

Senator Dolli Markovich nominated Barbara Heinzerling, and this was seconded. Since there no further nominations, Senator Midha moved that the nominations be closed and the ballot cast for Senator Heinzerling. The body voted its approval and Senator Heinzerling was elected Chair.

The Senate then moved on to the election for Vice Chair. Senator Norfolk nominated Dan Sheffer, and this was seconded. Since there were no other nominations, Senator Midha again moved that the nominations be closed and the ballot cast for Senator Sheffer. The body voted its approval and Senator Sheffer was elected Vice Chair.

The next office was for Secretary. Senator Midha nominated Gary Oller, and this was seconded. Since there were no additional nominations, it was moved that nominations be closed and a ballot cast for Senator Oller. The Senate approved the motion, and Senator Oller was elected Secretary.

The next election was for the four Executive Committee members. Senator Jeffrey Franks nominated Mary Konkel from University Libraries. Senator Richards nominated Chand Midha from Arts and Sciences. Senator Norfolk nominated Bonnie Filer-Tubaugh from part-time faculty. Senator Filer-Tubaugh nominated Dolli Markovich from SEAC. Since there were no other nominations, Senator Richards moved for closure of nominations and that ballots be cast for the four nominees. The Senate approved the motion and Senators Konkel, Midha, Filer-Tubaugh, and Markovich were elected to the Executive Committee.

The Chair next asked the Senators to separate into their various constituencies and caucus to decide on their representatives to the PBC. The Senators did so with the following results: David Louscher (Arts and Sciences), James Lynn (Fine and Applied Arts), Larry Gilpatric (Community and Technical), E. Kovalik (Education), Helen Qammar (Engineering), Elizabeth Kinion (Nursing), Jeffrey Franks (Library), Dolli Markovich (SEAC), Brian Mormino (Students), Jennifer Holz (Wayne), Susan Hanlon (Business), Bill Rich (Law), Peggy Richards (Part-Time Faculty), Charlene Reed (Contract Professionals), Ali Dhinojwala (Polymer Chemistry).

The Senate then turned to the election for Ohio Faculty Council representative. The Chair pointed out that the person did not have to be a Senator, so anyone who was willing or interested could be nominated. As Senator Baranowski had noted earlier, this was a critical time for the OFC, and serving as representative would give the person a chance to network across the state with all the other universities.

Senator David Ritchey wondered whether this had to be done today. He knew of someone to nominate but had to clear it with her first. Senator Baranowski noted that the first meeting was possibly on Sept. 10, which because of her teaching schedule she would be unable to attend, but if the Senate postponed a decision on this and it was not on the 10th, she might be able to cover it.

The Chair asked the Senators to think of or check with colleagues who might be interested in serving. With the body's approval, the election was postponed to the October meeting.

Before moving on to new business, the Chair wanted to pay tribute to three members of the University family whom we had recently lost. Miriam Joliat, a former librarian, had died on May 31. She had worked at The University of Akron as the head of the order department for many years and had been at the time of her retirement (11 years ago) a member of the reference department. She had been Assistant Professor of Bibliography and a tenured member of the library faculty. Robert E. Rueschman passed away on August 26. He was a graduate of Kent State University (class of 1967) and had served from 1968 to 1972 with the U.S. Air Force. He had a very strong work ethic and was the Assistant Director of Purchasing at UA for the past 22 years. Russell Weingartner died on August 29. He had received his Ph.D. in modern languages at Princeton University, and his french teaching career spanned Cornell University, Northwestern University (where he spent 10 years), and Carleton College in Minnesota. He came to UA in 1970 and taught french language and literature in the Modern Languages Department until his retirement in 1986. In 1973 he took students to Paris for the

very first foreign study abroad program at UA. The Chair asked the body to stand for a moment of silence to honor these people, and the body did so.

VII. UNFINISHED BUSINESS - There was none.

VIII. NEW BUSINESS - The Chair recognized Secretary Oller to present amendments to the Faculty Senate Bylaws (**Appendix D**). Secretary Oller moved that these be considered, and this was seconded. He stated that the first change related to the Ohio Faculty Council. Our Bylaws still had language referring to the old Faculty Advisory Committee to the Chancellor of the Ohio Board of Regents. The amendment replaced the reference to FACCOBOR in I.G.1 with "OHIO FACULTY COUNCIL, WHO SERVES IN THAT CAPACITY ALONG WITH THE CHAIR OF THE SENATE." It also deleted I.G.4 and renumbered I.G.5 to I.G.4. II.B also dealt with OFC by adding to the description of the duties of the Chair serving on the OFC along with the elected representative. IV.B.1 added a member from the staff formally to the University Well-Being Committee. Up to this time, staff representation on the committee had been kind of ex-officio, and the Executive Committee wanted to make sure that this position was formally recognized so that SEAC could elect a representative to that body. V.C. added a number of ex-officio members on Senate committees. Most of these additions were being made so that these people could bring their expertise and knowledge to the committees and also be aware of some of the things that were going on. They were not voting members, just ex-officio. The rest of the changes related to bringing the bylaws up-to-date regarding SEAC, which had had representation on this body for a few years. Since these were bylaw changes, they could not be voted on until next month.

Since the PBC representatives had been chosen, Senator Richards wanted to make a motion. It was lengthy; she asked the body to bear with her and she would explain it afterwards. **"That the Planning & Budgeting Committee be directed to review the salary scale for both Part-time Faculty and Emeriti Faculty to rectify at least two major discrepancies: 1) Currently Emeriti Faculty can be hired to teach part-time at a salary lower than newly hired Part-time Faculty. 2) Part-time faculty lost \$15 three years ago when the new pay ranges went into effect, and have had 2 pay increases since that time, not raising the starting level of the Part-time Faculty salary."** This was seconded by Senator Filer-Tubaugh.

Senator Richards reminded those Senators who had been at the May meeting last spring that the body had talked about the issue concerning part-time faculty salaries. They had been fortunate enough this year to be considered as part of the budget and had gotten 3%. However, when the very complicated part-time faculty pay scale had gone into place, the people responsible for putting it in place had gone by a salary scale that was three years old and actually lowered the starting salary of part-time faculty. This was never supposed to happen and has not been corrected since that time. She had made her motion so specific because she wanted to make sure that its intent and details would remain clear in committee discussions. The fact that a professor emeriti could be hired at a lower starting salary than a newly hired part-time faculty was something else that had to be considered and corrected.

The Chair asked whether anyone else wished to speak for or against the motion. Since no one did, she called for a vote and the motion, after being re-read, was approved.

VIII. GOOD OF THE ORDER - The Chair stated that there were three matters for the group. The first was a presentation by Dr. William Beisel, the Dean of Continuing Education. Dr. Beisel made the following remarks:

"Thank you very much for allowing me to address the Senate, Madame Chair. I appreciate it - Mr. President, Mr. Provost - good afternoon, Senators. I appreciate the opportunity to be here today. I have been told that my time in front of you is 5 minutes, so in the spirit of total quality, I shall exceed your expectations and conclude my remarks at least 30 seconds prior to my 5-minute time line. I'm Dean of Continuing Education and have been with the University just over a year. I'm very happy to say that I share the President's enthusiasm and excitement. I can think of no other university in the country where I would like to work and am proud to be here and very excited about the opportunities here in Akron. I came here after a 13-yr. stint at Penn State, and I find that there is life after Penn State and it is indeed good. There is some late-breaking news from Happy Valley though, I heard on the radio. Joe Paterno continues to be concerned about the ability to beat Akron at Saturday's football game, so we'll have to see how that goes. But in any case, what I'd like to do is give you an update on where we are with Continuing Ed. here at the University. Just a couple minutes of background information and then I'll run through the information in the packet I've given you; most of that is self-explanatory.

Continuing Ed. at the University really began a period of change in approximately 1985 when Bill Rogers, then Assoc. Provost and Dean, retired. Bill's successor came on board and can remain unnamed. Basically, he was here for about 5 years, and the University essentially asked him to leave at the end of the 5-yr. period. But during that period of time a tremendous change occurred in the Continuing Ed. unit resulting in essentially a loss of confidence in the university community in the Continuing Education unit in a variety of ways, most of which were interpersonal. It began a period of time for Continuing Education that was turbulent. Following this particular assoc. provost and dean, there were at least three interim assoc. provosts and deans or directors, culminating in late 1997 with a quarter-time person who was responsible for Continuing Education. In this period of time Continuing Ed. was renamed CEPSC, which was an outreach and public service unit, and then The University of Akron service consortium code named UASC. UASC was a system whereby academic programmers were placed in each of the colleges, at least in theory, and then Continuing Education provided central support services such as marketing promotion and registration activities. In reality, what we had was a situation where we had three colleges participating and it was pretty clear that the UASC model was not going to work if we intended to take the University forward in a proactive and innovative way. So a search was launched and the powers that be came up with me in the latter part of 1997 and charged me with putting the program back together and returning UA to pre-eminence in outreach and continuing education. That's essentially what we've done.

Almost immediately we recentralized continuing education from a decentralized unit, and it's sometimes ironic that when you centralize, recentralize and decentralize, it's often confusing. But we found that in the prior system there was not really a champion for the outreach mission of the institution; somebody who had a more global view, an institutional perspective on what needs to be done in the communities that we serve. So we began to form a new strategic orientation to the business of continuing ed. and came up with six functional working goals that we operate from today, and I'll just run those by you real quick. The first is to create a seamless university outreach network that's a single point of contact where clients, constituent groups, businesses, industry know where to call and who to deal with now. We represent the resources and expertise of the entire institution.

Secondly, we develop new internal and external partnerships; we view service as an opportunity. Third, we develop new programs to meet community needs. Four, we desire very much to increase the engagement of the University faculty, and that's critical to the process. Five, identify additional sources of revenue and support, and six, expand access to the University's resources and expertise through information technology, which is certainly critical. We're at the forefront of a revolution in learning, and information technology certainly plays a prominent role in that. We have with us Steve Myers. Steve is an expert at the conceptual design and governance of proprietary fiber networks, and we have a prototype in place in Medina County which is extremely innovative and being benchmarked nationally. Dr. Myers is in constant demand to explain how the program works. We design from my end the programs that apply to that process. So I think we have an exciting opportunity in front of us.

What I've given you in the handouts is a copy of our most recent announcement as well as descriptions of some programs that we feel are innovative; our educational outreach program where we have been working with Charlene Reed in the College of Education, 20 extended masters degrees that we coordinate through Continuing Education now, as well as our educational speaker series which is in the blue brochure. This program of 11 courses is being delivered at 5 locations for a total of 55 program sections. The 5 locations are delivered via distance learning. The other information I've included is a brief description of the core services of the division of continuing education, and you'll find that outreach is made very easy when you work with continuing education. Faculty are free to do what they do best which is teach, and we'll handle all the details for you. Core services are included in your handouts, as well as a conceptual list of programs and categories that I feel are essential for a metropolitan university to offer. Last but not least, our current initiatives include working with Dr. Harvey Sterns in the Institute for Lifespan Development and Gerontology. We are in the second semester of a Center for Lifelong Learning. I'm pleased to say that our enrollments are excellent this semester and we're very proud of that. We're also embarking on the re-emergence of the evening division, which is a hybrid offshoot of the former evening college. At one time the evening college had enrollments approaching 10,000. This is certainly a new and major initiative for us. So times are very exciting in the division of continuing education."

There were no questions for Dr. Beisel.

Next, the Chair recognized Dr. Howard Ducharme, Chair of the Department of Philosophy. Dr. Ducharme made the following remarks:

"Thank you for a few minutes to speak with you. Carole Garrison and I have been working with a group of faculty for the past year and a half who have a common interest in the ethical dimensions that arise from their particular disciplines and are part of their disciplines. Over the past year and a half we've ended up getting together a grass roots group across the entire University, more than 100 faculty who are very interested in two objectives. The longer range objective is to establish a university-wide center for the study of applied and professional ethics. These are interdisciplinary and cross disciplinary interests, and this longer range goal is something that we have a great deal of commitment and energy to succeed in doing. But we don't want to have a dead or defunct or simply another center by name only. We really want to have one that's just bubbling with life and activity, and toward that end, we have a second objective that is a shorter range one, which is to actually do an activity that this up-and-running ethics center would do, which has turned into an international, interdisciplinary bioethics conference here at UA in the early part of 2001. Carole Garrison and I have been working to put together an executive committee of faculty out of this group of 100 so far

that have come forward with great interest in this. The particular topic we have chosen is one we feel has a diverse area of interest on the part of a lot of faculty in all the different disciplines. The narrower topic within bioethics is the bioethics arising from the knowledge from the Human Genome Project, and this would include aspects of human genetic engineering, use of human embryonic stem cells, creation of items like the gene chip and artificial chromosomes, doing genetic fingerprinting, etc.

The design of the conference is one where we are already working on establishing funding. We have met over the summer after we put a proposal together for financial support to get things moving in this direction, to be able to put this size conference together. The type of plenary speakers we have in mind to bring in would be individuals like the director of the Human Genome Project, a member of the human genetic committee on the National Bioethics Commission, a business person like Steven Fodor, who is the inventor and manufacturer of the gene chip system, someone like Bonnie Steinbock, who is a philosopher who published a book called "Life before Birth." E.O. Wilson, Harvard biologist and originator of sociobiology, Martha Nussbaum, who is known in a number of different disciplines and whose recent book is called "Clones and Clones." Someone like Ian Wilmut, creator of "Dolly" (the cloned sheep) and Polly, Roy Vagelos, former CEO of Merck & Co., the world's largest pharmaceutical company that's now in the big business of genetic diversity and getting the biodiversity of the planet discovered, patented, put into drugs - the biggest business that there will probably be within the next 10 years and the next 100 years likely. So we worked to get funding together to put these types of plenary speakers together.

This executive committee will be contacting disciplines, departments, but we want you to engage different disciplines in concurrent sessions that will be part of the conference. I will urge members of the executive committee to brainstorm with particular departments that have special interest in putting on a concurrent session of this overall conference. We'll help with funding, speakers that you see as having a special interest in your more disciplined area of interest. But if I would give you a few examples here - within the School of Law, a concurrent session might be the ethics of patenting the human genome. As the private companies especially get patents on portions of the human genome, the questions will be, 'Who will own our children,' or 'After how much of the genome is patented will we be owned by private industry?' Sociology may have interest in the social management of genetic engineering; Computer Science, the security of genetic information; C&T College on the police, military, and hospital use of genetic fingerprinting. Psychology - is personality and behavior genetically controlled? And what about the ethics of genetic discrimination? Political Science - a member of Congress who is on a committee where the congressional perspectives could be presented on these various aspects. In the College of Nursing, the ethics and risks of genetic counseling; in Biology, the public concerns with genetically engineered foods. In Bioengineering, the ethics of developing machinery that's already here that splits sperms so that gender or sex selection can be done. This has been done with bulls and steers in the past, so now it has already begun to be used with humans on sex selection. History Dept., history of eugenics and the new gene therapies. The PE Dept., the ethics of athletic-enhancing drugs; Fine Arts, collections or shows on cloned art and genetically engineered human beings. These are just some of the ideas we have in mind, just brainstorming with individual departments, and there are already members in virtually every department on campus that have expressed interest in this. So my purpose today is to inform you about what is going on here. We really think it is intellectually challenging and stimulating and something that we really want to get together all the people who are interested in doing this so we have a real working mass. If you would like to get hold of either me or Carole Garrison, you can do that by email easily; we both check our email constantly through the day. Also, if you would like to

contact us in terms of coming to your department to talk about these possibilities, we are very interested in doing that.

The Chair now recognized Mr. John Laguardia, Vice President of Public Affairs and Development and member of the Investiture Committee, who presented the following remarks about the plans for the week of the investiture ceremonies in October:

"Thank you, Chairwoman Heinzerling. President Proenza and members of the Senate, it's a pleasure to be here today to speak to you for 10 minutes, 5 minutes more than Bill Beisel. When the Investiture Committee began meeting with Dr. Proenza about the planning for his investiture, he asked that we not focus on him but on the University's academic excellence. This special week of activities - the week of Oct. 11 through the 16th - will showcase and celebrate the excellence of The University of Akron's faculty with each of the colleges playing a role in the week's activities. Staff, students, alumni, faculty, and state and nationally recognized individuals in their areas of expertise will also participate in this week's activities. The week's events will focus on national and statewide issues relevant to the economic development and research with many renown speakers presenting lectures and participating in forum discussions and panels. I'd like to recognize the people who have worked with me - Dr. Vukovich and Cheryl Urban co-chaired with me on this, and we have an exceptional week that I know each of you will enjoy participating in and gaining a lot of information. Also, many deans, faculty, and others are also participating and have been very helpful in planning this week of events.

Just to name a few of the speakers outside of the faculty members within The University of Akron that I thought might be of interest to you is first, the vice chairman of the joint chiefs of staff, Gerald W. Ralston. Juan Roederer, Prof. of Physics Emeritus at the University of Alaska Fairbanks will also be coming in, as will Gina Kolata, the science reporter for the New York Times. In reference to student events, we're going to have a homecoming week of gala food sampling and a folk/jazz band, so we want to make sure that students are part of this week's activities. Another gentleman, a good friend of the President's, Stanley O. Ikenberry, the President of the American Council on Education, will also be joining us. On Oct. 13 that's going to be a very special day, it's a policy forum as well as the investiture. We're calling that day the innovations in science and technology - how state governments best leverage and drive economic development. Our first speaker of the morning will be the chairman of the board of Cisco Systems, John P. Morgridge. There'll be other ones - Michael Cassidy, Vice President of the Georgia Research Alliance; Karen Holbrook, Provost from the University of Georgia, and many others on that day. Also, Governor Taft will be joining us to speak, and we have one other speaker we haven't had final commitment on but a luncheon speaker we're very excited about. After that, we will have the investiture ceremony and a reception. The next day Mr. Kenneth Dickey, the President of Cleveland Motion Controls, will be speaking. We'll also have a workshop on the promise of future, fact and fiction by the College of Business. Guion Bluford, Jr., a former astronaut, will also be speaking. On Friday we're fortunate to bring in the chairman and CEO of Caterpillar, Inc., Glenn A. Barton. So you can tell, we have a number of wonderful people coming in and it's a great week of activities. You'll be getting information, which is at the printer's right now. An explanation of each day of activities will be provided for you, and if you have any questions, we'll be glad to answer them now, afterward, or any time in the near future. Thank you for your time, and are there any questions you have?"

There were no questions for Mr. Laguardia.

IX. ADJOURNMENT - The Chair called for a motion to adjourn, which was given and seconded. The Senate then voted its approval and the meeting ended at 4:57 p.m.

Transcript prepared by Marilyn Quillin

APPENDIX A-1

**Report of the University Well Being Committee to Faculty Senate
September 2, 1999**

Members of the University Well Being Committee (UWBC) participated extensively in the Campus Selection Team (CST) for service providers for the University's group benefit program. Team members worked with individuals from Human Resources, the Budget Office, the Department of Purchasing and Watson Wyatt & Company (University health care consultant) in writing the request for proposal, evaluating bids and interviewing potential carriers. Careful consideration was given to the University Well Being Committee Recommendations on Group Health Insurance (November 1998) as approved by the Senate at its December 3, 1998 meeting. The campus selection team gave its unanimous support to the following selection recommendation.

Group Insurance Component	Recommended Carrier
Traditional Indemnity	Medical Mutual of Ohio
Preferred Provider Organization Medical (PPO)	Medical Mutual of Ohio
HMO Medical (Akron General Network)	Anthem
HMO Medical (Summa Health Systems Network)	Summa Care
Indemnity Dental	Medical Mutual of Ohio
Managed Vision (100% employee contribution)	Vision Service Plan
Long Term Disability	Liberty Mutual
Flexible Spending Account Administration	Medical Mutual of Ohio
COBRA Administration	Medical Mutual of Ohio

The Board of Trustees approved these recommendations at its August 18, 1999 meeting. These recommendations represent significant changes to the University community in that:

- This is the first time employees will have to contribute to a group benefit plan (traditional indemnity only)
- This is the first time a PPO is being offered, and
- Both Kaiser Permanente and Hometown have been replaced with other HMOs

Carrier recommendations were made based on the following objectives:

- Employee choice in the availability of alternate medical plan options
- Availability of access to both major Akron hospital systems (Summa and Akron General)
- Total premium cost/liability
- Duration of established premium/liability rate guarantees
- Level of plan administration and customer services

- Availability of managed care delivery in non-local service areas
- Management/Statistical reporting
- Number of vendors involved in administration of overall program

Watson Wyatt & Company formulated these objectives with input from the Health Care Focus Groups conducted during spring 1998, UWBC, and Benefits Administration. Careful consideration was given to the University Well Being Committee Recommendations on Group Health Insurance (November 1998) as approved by the Senate at its December 3, 1998 meeting.

Following is a brief summary of why specific medical carriers were recommended:

Service Type	Carrier	Rationale
Traditional Indemnity Medical	Medical Mutual of Ohio	<ul style="list-style-type: none"> • Compliance with the requested funding arrangement • Multi-year rate commitment
Preferred Provider Organization	Medical Mutual of Ohio	<ul style="list-style-type: none"> • Compliance with requested plan design and funding arrangement • Inclusion of both major Akron hospital systems • Multi-year rate commitment
HMO Medical (Summa Health Systems Facilities)	SummaCare HMO	<ul style="list-style-type: none"> • Size and geographical range of their local provider network • Financial competitiveness of their proposed premium rates
HMO Medical (Akron General Medical Center Facilities)	Anthem Blue Cross and Blue Shield HMO	<ul style="list-style-type: none"> • Size and geographical range of their local provider network • Financial competitiveness of their proposed premium rates • Non-local network access opportunities

The trustees adopted the Senate's recommendation to assess 50% of the cost difference between the traditional indemnity plan and the PPO plan for those employees opting for the traditional indemnity plan. Current pre-tax estimates for these contributions are:

- Average of \$20/month for employee only
- Average of \$44/month for employee plus spouse
- Average \$64/month for employee plus spouse plus dependents

Employee contributions will be tiered by six earning levels. These estimates assume 50% of those employees currently in the traditional indemnity program will move to the PPO or an HMO. Once the employee enrollment period is complete, contribution levels will be evaluated and may need to be increased effective January 1, 2001. Vendor review and approval would be required for employee contributions in excess of Senate's recommendations.

UWBC in cooperation with Human Resources has established the following plan to communicate the details of the revised group benefits plan to the campus community and to answer questions. All dates locations and times are tentative but will be publicized widely when finalized.

Health Care Forums (Gardner Student Center Theater)

Members from UWBC and Benefits Administration will present the details of each health care plan. A question and answer period will follow.

September 20, 1999 – 10:00 a.m.

September 21, 1999 – 12 noon

September 22, 1999 – 12 noon

September 23, 1999 – 4:00 p.m.

Benefits Fair (Gardner Student Center Summit Lounge)

Representatives from each health care provider will be available to answer detailed questions about their services. Literature will be available.

October 26, 1999 – 9:00 a.m. – 7:00 p.m.

October 27, 1999 – 7:00 a.m. – 7:00 p.m.

October 28, 1999 – 7:00 a.m. – 7:00 p.m.

College/Department Meetings

Individually scheduled. A representative from University Well-Being Committee and Human Resources will discuss changes to the benefit plans and answer questions.

Open enrollment for group benefits is tentatively scheduled for October 11, 1999 through November 12, 1999. The new benefits plans become effective on January 1, 2000.

MONTHLY PRE-FEDERAL & STATE TAX EMPLOYEE CONTRIBUTIONS

SALARY LEVEL	EMPLOYEE ONLY	EMPLOYEE & SPOUSE	EMPLOYEE & CHILD(REN)	EMPLOYEE SPOUSE & CHILD(REN)
LESS THAN \$25,000	\$11	\$19	\$18	\$28
\$25,000 - \$39,000	\$17	\$31	\$29	\$45
\$40,000 - \$54,000	\$25	\$45	\$43	\$66
\$55,000 - \$69,000	\$33	\$60	\$57	\$87
\$70,000 - \$84,000	\$40	\$74	\$71	\$108
\$85,000 +	\$53	\$97	\$92	\$140

APPENDIX B

CURRICULUM REVIEW COMMITTEE
SUMMARY REPORT TO FACULTY SENATE
SEPTEMBER 3, 1999

The Curriculum Review Committee will convene for its first meeting in mid-September. At that time, committee members will be informed of the revised curriculum review procedures approved by the Faculty Senate at its May meeting. The duties of the committee will also be discussed and sub-committees formed to ensure an efficient review process. The campus community is invited to visit the curriculum proposal system website to view proposals that have been submitted to date. Instructions have been added to make the site more user-friendly. We will continue to improve the usability and efficiency of the system.

Proposals Under Development

Arts & Science

Proposal Number	Dept.	Proposal Title
AS-00-05	Sociology	Sociology Ph.D. Program change
AS-00-06	Sociology	Sociology Ph.D. Program change
AS-00-07	Sociology	Proseminar in Sociology
AS-00-08	History	3400:301 , Revolutionary China
AS-00-09	History	Imperialism in East Asia, 19 th and 20 th centuries
AS-00-10	History	3400:392, Internships in History
AS-00-11	Chemistry	Change in the Requirements for the Bachelor of Science and Bachelor of Arts Degree program
AS-00-12	Sociology	Sociology Ph.D. Program Change
AS-0004	Chemistry	B.S. in Chemistry with Polymer Option

Business Administration

BA-00-01	Marketing	Certificate in Global Sales Management
BA-00-02	Marketing	Minor in Global Selling
BA-00-03	Marketing	Certificate in Global Sales Management
BA-00-04	Marketing	MBA Program change- Concentration in Global Sales Management
BA-00-05	Marketing	Change Sales Management Major- Add Global Selling as elective
BA-00-06	Marketing	Sales Management 6600-580 prerequisite change

Proposals Under Development continued

Community & Technical

CT-00-08	Eng. & Sci.	Surv. & Cost. Engin. Tech. AAS (E&S Tech.)
CT-00-09	Eng. & Sci. Tech	B.S. Degree in Surveying & Mapping Technology (BSSMT)
CT-00-10	Eng. & Sci.	BS, Construction Engineering Technology, Eng. & Sci. Tech. Dept
CT-00-11	Eng. & Sci.	Certificate in Surveying Technology (E&S Tech.)
CT-00-12	Eng. & Sci. Tech	General Technology (Eng. & Sci. Tech.)
CT-00-13	Eng. & Sci	AAS Electronic Engineering Technology
CT-00-14	Eng. & Sci	B.S., Mechanical Engineering Technology
CT-00-15	Eng. & Sci. Tech	B.S. Automated Manufacturing Engineering Technology

Fine & Applied Arts

FAA-00-17	Art	Museology
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Proposals - Collegiate Status Approved

Fine & Applied Arts

FAA-00-01	Art	Deletion to restructure assessment of level of student work
FAA-00-02	Art	Crafts Portfolio Review- Deletion
FAA-00-11A	Art	Deletions to restructure studio course offerings
FAA-00-13	Communi	Media History Minor
FAA-00-14	Communi	News Minor
FAA-00-15	Communi	Mass Media Production Minor
FAA-00-16	Communi	Mass Communication Minor
FAA-00-18	Art	Introduction to Sculpture New Prereq to 7100:131
FAA-00-20	Communi	Interpersonal and Group Communication Minor
FAA-00-21	Communi	Organizational Communication Minor
FAA-00-22	Communi	Public Relations Minor
FAA-00-23	Communi	Public Communication Minor
FAA-00-24	Communi	Change in Entrance Requirements/School of Communication

Nursing

NU-00-01	Nursing	International Nursing course name change
NU-00-02	Nursing	International Nursing course name change

APPENDIX C

Report of Campus Facilities Planning Committee

CFPC did not meet for discussion over the summer. However, one issue was brought to the attention of the Chair, who communicated with the President and the University Architects office on the Committee's behalf. Dr. Sterns, our liaison with the Board Committee on Facilities Planning, reported that the plans for Phase 1 of the new Student Center did not include an area for faculty-staff dining. He was concerned because the Committee had noted the need for such an area in their report on the program for the Student Center presented to the Director of campus planning and to the Senate last October.

The Chair sent an email to President Proenza outlining the Committee's concerns as discussed in our earlier meeting. The Committee considered that such an area was very important because it provides an area in which faculty can meet across departments and can have discussions with some degree of privacy. It is especially significant to part-time faculty, who use it for student meetings. It is also important in developing and maintaining an academic community on campus.

The President noted our concerns and stated that an a la carte dining area had been included in the plans, which, though not labeled as a faculty dining area, was there to serve that need. Ramesh Vakamudi, Director of Campus Planning, sent us a memo outlining the plans for the area in more detail. It would include seating for 300 (the present faculty dining area seats 200), and would be somewhat more upscale than the food court. It would be available to the whole university community. In discussion with Mr. Vakamudi "a la carte" was further defined. It describes a facility with a food service somewhat like the present Sara Lee with possible addition of items cooked at the time (e.g. Wok items). The issue of whether part of this area can be designated specifically for faculty and staff for part of the day is under discussion. We shall be exploring this issue at our first Campus Facilities Planning meeting of the new year on Thursday, September 16, at 3:15 p.m. in ASC 105.

Respectfully submitted,
Elizabeth Erickson, Chair

APPENDIX D

AMENDMENTS TO FACULTY SENATE BYLAWS

- I.G.1. The Senate shall elect the Senate Representative to the ~~Faculty Advisory Committee to the Chancellor, Ohio Board of Regents~~ OHIO FACULTY COUNCIL, WHO SERVES IN THAT CAPACITY ALONG WITH THE CHAIR OF THE SENATE.

- I.G.4. (Delete entire sentence - ~~An alternate shall also be elected by the same procedures described above.~~)

- I.G.5. Renumber to make it I.G.4.

- II.B. Duties of the Chair. - The Chair of the Senate presides over regular meetings of the Senate, calls special meetings of the Faculty Senate, acts as or designates the official spokesperson for the Faculty Senate in all of its external communications, SERVES ON THE OHIO FACULTY COUNCIL, administers the budget of the Senate, serves as Chairperson of the Executive Committee of the Senate, forwards to the President all legislation and recommendations passed by the Senate and undertakes such tasks as are directed by the Senate.

- IV.B1. (University Well-Being Committee) This Committee shall concern itself with matters relating to health and well-being, such as fringe benefits, insurance, pensions and leaves. The Committee shall be composed of one member of the full-time faculty from each of the degree-granting colleges, elected by its full-time faculty and one full-time faculty member from the University Libraries, elected by its full-time faculty, one member of the contract professionals, elected by their members, ONE MEMBER OF THE NON-BARGAINING UNIT STAFF, ELECTED BY A VOTE OF STAFF EMPLOYEE ADVISORY COMMITTEE MEMBERS, one member from the part-time faculty currently employed by the University elected by members of the part-time faculty.

- V.C. The following permanent committees shall have ex officio members as indicated: Athletics, the Athletic Director or said person's designee and the NCAA Faculty Athletics Representative (appointed by the President); Campus Facilities Planning, the vice President for Administrative Support Services or said person's designee, THE MANAGER OF TELECOMMUNICATIONS, THE DIRECTOR OF AUDIOVISUAL SERVICES, THE MANAGER OF ENVIRONMENTAL HEALTH AND OCCUPATIONAL SAFETY, AND THE UNIVERSITY CHIEF OF POLICE; University Libraries, the Dean of University Libraries or said person's designee, AND THE DIRECTOR OF INFORMATION SERVICES; Research (~~Faculty Projects~~), the Associate Vice President of Research and Graduate Studies or said person's designee; ~~and~~ Student Affairs, the Vice President for Student Affairs or said person's designee, ~~and~~ the Director of Student Financial Aid, THE MANAGER OF ENVIRONMENTAL HEALTH AND OCCUPATIONAL SAFETY, AND THE UNIVERSITY POLICE CHIEF; Computer and Communications Technologies, the Associate Vice President of Information Services or said person's designee; Curriculum Review, the Senior Vice President and Provost or said person's designee. If not already a member of the Senate, the Chair shall become an ex officio for reporting purposes only. Ex officio members shall be nonvoting unless they are members of the Senate. Additional nonvoting members may be appointed to any permanent committee by committee approval.

- VII.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 the contract professionals, excluding those with decanal rank or higher; FROM THE NON-BARGAINING UNIT STAFF; and from students.
- VII.D. (Electorate) add 5. THE ELIGIBLE ELECTORATE FOR THE NON-BARGAINING UNIT STAFF MEMBERSHIP ON THE FACULTY SENATE CONSISTS OF ALL MEMBERS OF THE STAFF EMPLOYEE ADVISORY COMMITTEE.
- VII.F. (Elections) add 6. CONDUCT OF NOMINATIONS AND ELECTIONS TO THE SENATE FROM THE NON-BARGAINING UNIT STAFF WILL BE THE RESPONSIBILITY OF THE STAFF EMPLOYEE ADVISORY COMMITTEE.

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