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The University of Akron Faculty Senate Chronicle

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## Faculty Senate Chronicle December 3, 1974

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1974-75, No. 3 (36 pages)

December 3, 1974

## GREETINGS FROM THE PRESIDENT

The Christmas-New Year holidays are traditionally a time for thanksgiving as the old year ends, and renewed inspiration for the year ahead.

On our campus they serve also as a benchmark—the conclusion of the fall quarter and the January opening of the winter term.

We review the beginning of the 1974-75 academic year with a sense of gratifying progress—increasing enrollment, additional academic accreditation, physical facilities development, and expanding funding including establishment of other professorial chairs.

We look to 1975 with confidence that these gains will be maintained with further support and cooperation from the community and the University faculty and staff.

May we all feel a real thankfulness for our past blessings and achievements—personal and collective—and anticipate the new year with faith and hope that we may continue to contribute significantly to the mission in our trust.

A handwritten signature in dark ink, likely of the President, located to the right of the main text of the greeting.

## SPECIAL DATES

- December 4 President's Open Faculty Forum, Kolbe Theatre, 3:30 p. m.
- December 8 Annual President's Reception for graduating class, their families and faculty, Edwin J. Thomas Performing Arts Hall, 2 to 4 p. m.
- December 12 Regular meeting of University Council, Business Administration 307, 1:00 p. m.
- December 13 President's Holiday Open House for Trustees, faculty, staff and students, in the Faculty Lounge and Dining Room, Gardner Student Center, 3 to 5 p. m.
- December 15 Midyear Commencement, Memorial Hall, 3 p. m.
- January 15, '75 Annual Founders Day. Classes will meet at 8, 9, 10 and 11 a. m. and beginning again with the 4 p. m. hour. The annual meeting of Akron University Associates will be held in the Faculty Dining Room at 12 noon. The traditional Faculty Educational Conference will take place at 2 p. m. in John S. Knight Auditorium. The customary faculty luncheon will be served in the Hilltop Room of the Gardner Student Center from 11:30 a. m. to 1 p. m. Details will be circulated to the faculty soon.

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MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, November 21, 1974

The regular meeting of the University Council was called to order by the Chairman, Vice President Noel Leathers, at 3:05 p. m. on Thursday, November 21, 1974, in Business Administration 307.

Fifty-six of the 64 members of Council were present. Those who were absent with notice were Mr. J. Edminister, Mr. K. Gwyn, Mr. D. Jamison, Mrs. H. Livingston, Dr. Ray Sandefur, and Dr. R. Zangrando. Others absent were Dr. C. Major and Mr. W. Sremack.

In consideration of the minutes of the meeting of the University Council of October 17, 1974 as printed in the AU Chronicle of November 1, 1974, the Chair observed that Professor John Finan had submitted a corrected wording to replace the first three sentences in paragraph five on page five of the AU Chronicle. The new statement follows:

"Professor Finan asked whether the phrase [in the third paragraph of Section 1, Filing of Complaint] 'first became cognizant of his grievance' means first becomes cognizant of the episodic facts which support the grievance or first becomes cognizant both that certain facts exist and that these facts constitute a grievance, i. e., whether we are talking about being cognizant of episodic or dis-positive facts. He also suggested that the word 'validity' be stricken and the word 'accuracy' be substituted. He raised the question whether the six-month limitation period was tolled during conciliation efforts to resolve the grievance. He suggested that if the period were not tolled, conciliation efforts might be discouraged. With respect to Section III, paragraph 3, he suggested that the word 'notice' be substituted for the word 'request' in line 2 and that the term 'as long as' be replaced by the term 'if and only if'".

Dr. Gerlach added that on page four, seventh paragraph, his remarks should have indicated that the principal reason advanced by others for changing the date of the June 1975 Commencement was to get a prominent speaker, with no consideration of the academic aspects.

With the acceptance of these corrections, the minutes were approved as printed.

Dr. Leathers announced the membership of the two new University Council standing committees, following the election of representatives from the degree-granting Colleges and the Library:

<u>College</u>	<u>Faculty Rights &amp; Responsibilities</u>	<u>Faculty Well-Being</u>
Arts and Sciences	Dr. James Richardson *	Dr. Phillip Stuyvesant
Engineering	Dr. Thomas Brittain	Dr. Glenn Atwood
Education	Dr. David Weis	Dr. Maurice Williams
Business Administration	Dr. Orville Keister	Dr. David Durst
Fine and Applied Arts	Mrs. Charlotte Essner	Dr. David Bernstein
Nursing	Mrs. Marian Bauer	Miss Susan Stearns
Law	Mr. James France	Dr. Marvin Moore
Community and Technical	Mr. James Switzer	Mrs. B. Thomas-Moore
Library	Mrs. Ruth Clinefelter	Mr. John Miller

The next item on the agenda was "Remarks of the President", and the Chairman then introduced Dr. D. J. Guzzetta. The President distributed the salary scales for 1974-75, which were also in the mail to the faculty. He announced that the all-University average is \$16,343 in contrast to \$15,179 last fall. The comparable figures for compensation are \$19,267 and \$18,061. He said

\*Dr. Richardson's appointment was confirmed after the meeting.

## MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, 11/21/74, continued

that the fringe benefits are down slightly from 19 percent to 18 percent this year, due in part to our current favorable insurance experience. The fringe benefits by rank as reported to AAUP are 16.9 percent for Professors, 17.5 percent for Associate Professors, 18.6 percent for Assistant Professors, and 19.3 percent for Instructors. He added that among the state universities in Ohio which have already reported our compensation totals still keep us No. 1. This year AAUP asked for breakdowns by men and women, which we supplied, although some schools refused to submit this information. For the record Akron's salary scales are reported below:

Salaries	Professors		Assoc. Profs.		Asst. Profs.		Instructors	
	1973-74	1974-75	1973-74	1974-75	1973-74	1974-75	1973-74	1974-75
Minimum	\$16,985	\$18,250	\$12,951	\$13,950	\$10,351	\$10,774	\$ 8,700	\$ 9,612
Median	21,061	22,250	16,411	17,450	13,217	14,250	10,600	11,450
Average	21,204	22,385	16,548	17,466	13,449	14,267	10,803	11,651
Maximum	28,688	30,231	21,559	22,900	17,579	18,450	13,600	15,250

The President told the Council that the next meeting of the Board of Trustees would be held in Orrville, November 27, at noon on the campus of Wayne General and Technical College. He regretted that there "is not always a direct correlation between news stories and the headlines", especially in recent reports on this branch operation. He said it had been understood originally that the College might become autonomous at some time in the future and that Medina had always complained that it had not had "a piece of the action". This feeling came to a head through Representative William Batchelder from that district who influenced an appropriation of \$400,000 for a technical education building in Medina. Because of these conflicts the Ohio Board of Regents engaged a consultant who felt that Orrville could be the nucleus for the three-county area—Medina, Wayne and Holmes—as a college without walls, and should become an independent state institution. This recommendation was called to the attention of The University of Akron and it seemed to make sense in that this approach could provide more services appropriate to that community. Last Friday the Regents passed a resolution endorsing and encouraging the transition of Wayne General and Technical College to autonomous status as a state technical college. The earliest time would be July 1975. However, Dr. Guzzetta thought that the timing should be flexible. An NCA accrediting team is scheduled to inspect the college in the spring of 1976 and there might be an advantage in waiting until the results are known before making any changes. He promised to keep the Council posted as new developments take place.

The President was pleased to announce the designation of the University's fourth endowed collegiate chair, this one the B. F. Goodrich Chair of Law in International Transactions and Relations. It is a three-year initial grant of \$90,000 with the company paying the University \$30,000 annually. If the venture is successful, renewal is anticipated. The other chairs are the Goodyear Tire and Rubber Company Free Enterprise Chair (\$50,000 annually), the Firestone Tire and Rubber Company Chair of Economic Education (\$25,000 annually), and the Robert Iredell Chair in Chemical Engineering (the first one to be established on campus).

Dr. Guzzetta then referred to the \$1.3 billion budget requested by the Ohio Board of Regents for the next biennium, in which the Inter-University Council concurred. It represents a 70 percent total increase, with our share being 30 percent the first year and 15 percent the second. Because of the present uncertainty as to the Governorship and future programs, it is impossible to plan positively at this time, but the University is going ahead with conservative estimates.

## MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, 11/21/74, continued

The President's next open faculty forum is scheduled for Wednesday, December 4, in Kolbe Theatre at 3:30 p. m. and he would entertain questions and comments on the budget then and would welcome any ideas or suggestions.

Dr. Guzzetta thanked the faculty and students for their cooperation during this academic year while the building renovations are in progress. He hoped that this would mean "decent quarters for everyone by next September". He was pleased that ground was broken for the new Music Building on October 28, and that the Social Sciences and Humanities Building is nearing completion. He referred to the opening of the Emily Davis Art Gallery on November 1. Although it is a modest beginning, he said that it added a new dimension to the campus. He concluded, before going to another meeting, by saying that the inconveniences would be expedited as soon as possible.

The Chairman then called for reports from the Council's standing committees.

In Mrs. Sugarman's absence from the meeting of Procedural Committee on November 7, Dr. Leathers stated that the Committee had adopted the agenda for today's meeting, had appointed Dr. C. E. Griffin to the Library and Learning Resources Committee, who would serve as a replacement for Dr. Phillip Stuyvesant who had resigned from the Committee upon his election to the Faculty Well-Being Committee. Mr. Leon Ridley will continue on the Student Affairs Committee as a replacement for Dr. Thomas Brittain who had been elected to the Faculty Rights and Responsibilities Committee. Mr. Ridley will maintain his appointment on the Extracurricular Activities Subcommittee of the Student Affairs Committee. The Procedural Committee also requested the members of the Faculty Rights and Responsibilities Committee and the Faculty Well-Being Committee to elect their respective chairmen and to determine which members will serve the three-year, two-year and one-year terms.

Dr. Noble asked that the Procedural Committee report at the next meeting of Council whether there are any members of University Council serving on more than one committee, which would be contrary to current policy.

Dr. Gerlach inquired about the Resolution passed May 28, 1974 by the Faculty of Buchtel College of Arts and Sciences and forwarded to the President, Vice President for Academic Affairs and the University Council. Since it had not come before the Council, he wished to have it put on the agenda for the next meeting. Dr. Leathers stated that it had been assigned to the Academic Policies and Curriculum Committee, but it would be considered by the Procedural Committee.

Speaking for the Academic Policies, Curriculum and Calendar Committee, Dr. Poston referred to the recommendations adopted at its last meeting and hereby circulated to University Council for approval. The course changes, a matter of record, would be effective September 1975. However, a number of special actions would require specific approval by Council and he brought these up separately. All of these changes appear as an appendix to these minutes.

Dr. Poston moved that the Certificate Program in Planning with an Emphasis on City or Regional Resource Studies in the Department of Geography in Buchtel College of Arts and Sciences be approved. The motion was seconded, and carried.

Dr. Poston moved that the change in the language requirement for the Ph.D. in Psychology in Buchtel College of Arts and Sciences be approved. The motion was seconded. The proposal follows:

MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, 11/21/74, continued

"Doctoral language requirements or appropriate alternative research skills and techniques may be prescribed by the student's Advisory Committee, depending upon the career plans of the student and upon the academic and/or scientific requirements of his dissertation."

Dr. Gerlach opposed the deletion of the Ph. D. language requirement. He felt strongly that it cheapened the contents without changing the label. He stressed that there is a difference between the Ed. D. and the Ph. D., and that all doctoral degrees, including one's own, are debased by this lowering of standards. He wondered why standards are always diluted instead of being bolstered. The University of Akron is seeking a chapter of Phi Beta Kappa which emphasizes the value of a foreign language knowledge. He quoted Dean Barker as having said that his own Ph. D. had a foreign language requirement which he had not needed. He also advocated that the proposed Honors Program should have high standards, and decried the current emphasis on flexibility which he did not consider a strength. He felt that a student should be able to demonstrate at least the ability to learn a foreign language even if he didn't continue to use it in the future. He hoped that the record of this meeting would show his inflexible adherence to high academic standards.

Dr. Gerlach moved that the vote on the proposal to change the doctoral requirement for the Ph. D. in Psychology would be by roll call. The motion was seconded by Dr. Hart who thought we should all have a second language. The motion carried.

Dr. Robert Roberts, as an ex officio member, supported Dr. Gerlach's stand.

Following a discussion as to the extent of the language requirement, and the type of examination, Dr. Poston pointed out that many universities have dropped this requirement, as was also demonstrated last spring when Council approved the similar change for the doctorate in Engineering. Dr. Barresi noted that Sociology has rigorous substitutions for a language requirement, and that ours had been more stringent than at Kent State. Dr. Noble reminded the Council that the Graduate Council had concurred in this proposal.

Dr. Barker declared that he had never opposed foreign language and he would never oppose any means of communication with the people of other countries.

Dr. Hart moved to separate the votes on the two doctoral requirements—in Psychology and in Sociology. The motion was seconded and carried.

The roll call vote was taken by the Secretary and the motion to change the Psychology Ph. D. language requirement carried by 30 to 21. The vote tabulation follows:

For			Against		
R. Adams	B. Frye	C. Poston	J. Bee	J. Lenczyk	C. Wood
C. Baker	C. Griffin	C. Salem	C. Carrino	I. MacGregor	
H. Barker	H. Hollingsworth	S. Samad	D. Dobrindt	P. Merrix	
C. Barresi	G. Makar	F. Schultz	D. Gerlach	E. Naes	
B. Bayless	M. Mason	L. Sugarman	J. Gwinn	H. Pinnick	
P. Bomar	R. Mravetz	T. Sumner	R. Hansford	W. Rogers	
T. Brittain	A. Noble	S. Taipale	M. Harrington	P. Schrank	
S. DiStefano	R. Oetjen	J. Watt	A. Hart	R. Shedlarz	
J.W. Dunlap	M. Pernice	A. West	D. Jackson	W. Sterling	
J. Finan	I. Pfeiffer	R. Weyrick	D. Jenkins	P. Stuyvesant	

## MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, 11/21/74, continued

Dr. Poston moved that the changes for baccalaureate degrees in the Department of Sociology, including the three-track major program in Sociology, Sociology/Social Work and Sociology/Anthropology, be approved. The motion was seconded and carried.

Dr. Poston moved that the change in the language requirement for the Akron-Kent Joint Ph. D. Program in Sociology be approved. The motion was seconded.

Dr. Gerlach thought that if the program were stronger, it wouldn't need to have an "or" provision for the language requirement, and he opined that "skills aren't a language or its equivalent."

Dr. Wood, when he asked why the proposed changes were just circulated today in the summary from the Academic Policies Committee, was reminded by Dr. Poston that all of these proposals are circulated to all of Council much earlier and that these are well established procedures. The document today before Council is a digest summary. Dr. Jackson explained that formerly such proposed changes went to all faculty, but when it became so costly, they are circulated to Deans and department heads and Council and shared by them. Dr. Leathers said that the mailing lists would be checked to be sure they are accurate, and that if desired, the motion could be tabled today pending further time to evaluate. Any objection could be forwarded to the subcommittee.

The motion was put to a hand vote and carried to approve the change in language requirements for the Ph. D. in Sociology (joint with Kent State).

Dr. Poston moved that Council approve the two options proposed in the Department of Urban Studies—in Public Administration and in Urban Planning. The motion was seconded and carried by hand vote.

Dr. Poston moved that the changes in the baccalaureate degrees requirements in Buchtel College of Arts and Sciences be approved. The motion was seconded and carried by hand vote.

Dr. Poston moved that the change in courses 780:116-117 in the College of Fine and Applied Arts be approved effective winter quarter 1975. The motion was seconded and carried by hand vote.

Dr. Poston moved that the new courses 780:370 and 780:379 in the College of Fine and Applied Arts be effective winter quarter 1975. The motion was seconded and carried.

Dr. Poston moved that the Fire Science Technology Program in the Community and Technical College be approved, to be forwarded to the Ohio Board of Regents. The motion was seconded and carried.

Dr. Poston announced a Curricula Change Process which had been adopted by the Academic Policies and Curriculum Committee and was now being reported to Council. Its purpose is to facilitate the curriculum process. The statement follows:

#### Curricula Change Process

The Procedure for adding or deleting courses, for changing course names and/or code numbers, and for changing course descriptions or prerequisites will include the following steps:

1. The department will review and approve or disapprove.
2. The appropriate collegiate body will review and approve or disapprove.

## MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, 11/21/74, continued

3. The Dean of the college will certify, in writing, to the Vice President for Academic Affairs that the faculty, equipment, library and other resources will be available to effect the proposed change.
4. The proposed change, except where now legislatively exempted by University Council, will be circulated to all deans and department heads for review by the faculty so that potential interdepartmental and intercollegiate course duplication or other problems will be reported in writing to the Vice President for Academic Affairs within three weeks from the date of circulation.
5. For graduate courses, the Dean of the Graduate School will also conduct an appropriate review and recommend approval or disapproval to the Vice President for Academic Affairs.
6. While the proposed change is circulating, the Vice President for Academic Affairs will take it under advisement, and will assist in effecting any modifications which seem necessary as a result of problems encountered. Unresolved conflicts will be submitted to the Academic Policies and Curriculum and Calendar Committee which shall resolve the issue.
7. Within one week following the end of the circulation period, assuming no conflict exists, the Vice President will either approve or disapprove. If the proposal is returned to the Dean and department head for further study, it may be recirculated as a new proposal.
8. Approved changes will be published once in the next AU Chronicle.

The following changes will continue to follow present procedures:

1. Proposals for new, or major modifications of existing degree programs.
2. Proposals that would change any all-University requirements.
3. Such other changes as not specifically covered by the above procedure.

Since this document had not been previously distributed to Council until today's meeting, Dr. Jackson moved postponement of its further consideration until the next meeting of the Council. The motion was seconded and carried.

Dr. Poston then read the following resolution recommended by the Academic Policies and Curriculum Committee:

Resolution Regarding Honors Program

Be it resolved that The University of Akron develop an all-University Honors Program which will be comprehensive in nature and provide for honors work for students from freshman to senior level. The program shall provide for flexibility, acceleration, breadth and depth.

The effective beginning date of such an Honors Program will be September 1975. The exact nature of the program should be presented to University Council no later than the February 1975 meeting.



## MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, 11/21/74, continued

It was explained by Dr. Poston that this was a statement of intent only, and that the program must come back to Council from the Academic Policies Committee for sanction. Dr. Poston moved the adoption of the resolution. The motion was seconded.

Dr. Leathers confirmed that a faculty committee would be appointed by him, as Vice President for Academic Affairs, and would draw up guidelines. The Academic Policies Committee had designed the resolution to get the proposal started. Dr. Hart hoped that the colleges concerned would be consulted and would have representation on the committee.

Dr. Gerlach felt that the word "flexibility" was not appropriate in this type of academic program, and also that the program might not be available by September 1975. He suggested that "will be" should be "should be" in the second paragraph.

In response to Dr. Noble's query why a resolution was necessary, Dr. Poston said that Council should go on record for such a venture, and although the subject had been under discussion for two years, it had not yet been formalized. If it is desirable to proceed, it is necessary to have such authorization to go out and sell the program to new students.

Dean Oetjen declared that Buchtel College has had such an Honors Program in the planning stages for two years, but thought it would be better on an all-University basis. It would hopefully attract better students to the campus.

To Dr. Merrix' question as to who would prepare the program, Dr. Leathers replied that some departments of Buchtel College have had Honors Programs for some time, and the University would not want to destroy what these departments are already doing. He interpreted "flexibility" as helping the individual students, not a lowering of standards. There would be an effort to develop the relationship between the departmental and all-University programs.

Dr. Gwinn moved to amend the resolution so that the first paragraph would read as follows:

Be it resolved that The University of Akron develop a proposal for an all-University Honors Program which will be comprehensive in nature and provide for honors work for students from freshman to senior level. The program shall provide for high standards of scholarship, flexibility, acceleration, breadth and depth. [New words are underscored above.]

The motion to amend was seconded by Dr. Hart.

Mr. Salem inquired whether this was to be two or four years.

Dr. Leathers said that this was a question to be considered.

Dean Hansford added that this proposal envisioned a separate program for each individual within certain standards but had no set pattern for all; that a skeleton of a program had already been developed to safeguard scholarship and quality and that efforts to develop an Honors Program have been made for some 20 years, and he noted that Akron is the only state university which doesn't have an established program and that our enrollment will suffer because of this.

Dr. Noble opined that the establishment of an Honors Program should not be tied to enrollment prospects. Dean Hansford pointed out that if students cannot get the kind of program they want and need, they will go elsewhere, and we should provide appropriate programs.

## MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, 11/21/74, continued

Dr. Bee felt that the resolution as presented was inadequate and that the University should provide an enriching program to attract distinguished students.

Dr. Mravetz pointed out that the reason for the resolution was only to indicate whether Council wanted the University to support an Honors Program. He advocated taking the vote.

Dr. Jackson questioned the inclusion of any date, as in the second paragraph, as an effective date, because something might prevent the implementation and students might be promised a program which might not materialize as expected. He suggested moving with caution and consideration of the cost of the program. He wondered whether its addition would diminish support for other programs, and what the relation might be to state subsidy.

Dr. Hart suggested that the first sentence of the second paragraph might be deleted. Dr. Gwinn accepted this as a friendly amendment.

The motion to amend was put to a vote and carried.

The amended motion was put to a vote and carried. It now reads:

Resolution Regarding Honors Program

Be it resolved that The University of Akron develop a proposal for an all-University Honors Program which will be comprehensive in nature and provide for honors work for students from freshman to senior level. The program shall provide for high standards of scholarship, flexibility, acceleration, breadth and depth.

The exact nature of the program should be presented to University Council no later than the February 1975 meeting.

Dr. Poston then moved that the list, including the addendum, of candidates for degrees at the December 1974 Commencement, now before Council, be approved pending the satisfactory completion of all requirements and approval by the respective faculties, and the Board of Trustees. The motion was seconded and carried on hand vote.

Dean Hansford asked that the draft of the Proposed University Honors Program, dated September 24, 1974, as compiled on presidential appointment by Deans Hansford, Carrino and Griffin, be circulated to Council, as originally intended.

Speaking for the Reference Committee, Mr. d'Amico reported that the amended draft of the Faculty Manual was now in the hands of the Vice President for Academic Affairs for consideration and comparison with current practices which the Committee might not be aware of. Dr. Leathers added that the document would be duplicated and distributed to members of Council within two weeks so that it could be discussed at the January meeting of Council.

On behalf of the Student Affairs Committee, Dean Hansford gave the following report:

The second regular business meeting of the year of the Student Affairs Committee was scheduled for 3 p. m., Friday, November 8, 1974. Those in attendance numbered one less than the quorum requirement, a condition which in part was caused by three members of the committee traveling on University business that day.

## MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, 11/21/74, continued

Although recognizing that no official business could be conducted, those in attendance elected to hear reports from the chairmen of the Extracurricular Activities and Awards, Scholarships, Grants and Loans subcommittees, and discussed informally the amendments to the Associated Student Government constitution passed by a majority of students voting in the student election held last May. It was recognized that all of the amendments except one involved changes in the ASG constitution which were internal in nature and affected only the internal operation of the ASG. The one amendment which is in part external to ASG's functioning and which would call for a change in the function of the Student Affairs Committee of the University Council and of the Council is Amendment 1-A and refers to Article VI, Section 3 of the ASG constitution. This section speaks to the recognition, denial of recognition or withdrawal of recognition of day undergraduate student groups.

The unanimous expression of those in attendance was that all the amendments except Amendment 1-A should be approved and that Amendment 1-A be referred to University Council without recommendation.

Article VI, Section 3 now reads:

Recommend to the Student Affairs Committee of University Council the recognition, denial of recognition, or withdrawal of recognition for all day undergraduate student organizations.

Article VI, Section 3 would be amended to read:

Upon presentation of petition for recognition consider the granting of recognition to day undergraduate student groups and also to review for consideration the continuation, denial of recognition or withdrawal of recognition for any and all day undergraduate student organizations with recommendation on any matter of recognition, denial or withdrawal of such to be submitted to the University President in the form of a Senate Bill through the legislative channel outlined in Section 11 of this Article.

In noting the lack of a quorum at the committee meeting, Dean Hansford deferred to Dr. Bee as a parliamentarian, who stated that this recommendation could not be legally referred to University Council unless it had been voted at a formally constituted meeting. The Chair ruled that if such a meeting takes place before the next meeting of Council, the recommendation can then be regularly presented.

Dean Hansford then asked for a ruling of the Council to consider a recommendation for recognition of three petitioning student groups, in that the Extracurricular Activities Subcommittee in a regular meeting had voted to recommend recognition and that remaining members of the Student Affairs Committee had been polled by telephone and concurred with the recommendation. Dr. Bee said that if the telephone polling constituted a meeting of the Student Affairs Committee, then Council could consider Dean Hansford's recommendation. The Chair ruled in favor of this interpretation. Dean Hansford then moved that these three groups be granted recognition by University Council:

1. The University Chapter of Kappa Kappa Psi, a college recognition society for men in band.
2. The University Chapter of Tau Beta Sigma, a recognition society for women in college and university bands.
3. The University of Akron Student Chapter of Instrument Society of America.

The motion was seconded.

## MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, 11/21/74, continued

Dr. Jackson asked why they endorsed groups obviously limiting membership to one sex.

Mr. Pernice explained that it was the national policy, similar to men's and women's fraternities.

Dean Rogers added that the provisions of Title IX of the Education Amendments of 1972 are still being studied and its enforcement open to interpretation, regarding discrimination on the basis of sex.

The motion to recognize the three groups was put to a vote and carried.

Dr. Merrix requested that if the Student Affairs subcommittee voted to change the recommended wording in the proposed amendment to the ASG constitution, such change be circulated to Council in advance of the next regular meeting.

The next item on the agenda was the report of the Akron representative on the Faculty Advisory Committee to the Chancellor. Dr. Fatemi asked to postpone his report until the next time because of the lateness of the hour.

Dr. Merrix moved to adjourn the Council meeting until December 12 (the next regularly scheduled date) and to continue with today's agenda at this point, with no new items, but to begin at 1 p.m. instead of 3 p.m. The motion was seconded.

In response to the query of how new and possibly emergent items could be handled if necessary, the Chair said they could be added as New Business.

Dr. Fatemi then observed that he would be out of the country on December 12, and although he said he would have a report on the meeting with the Chancellor for the AU Chronicle, he asked to summarize the meeting before today's meeting adjourned. His remarks are included in the Appendix of today's meeting of University Council.

Dr. Leathers noted that some of the recommendations of the Chancellor, as outlined in the report, have already been implemented or are in the process, on our campus. He also added that University officials have already been meeting with area legislators on our higher education needs.

The motion to adjourn to December 12, 1974 was put to a vote and carried at 5:10 p.m.

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Any comments concerning the contents of AU Chronicle may be directed to the Office of the President or to the Executive Director of University Relations and Development.

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## APPENDIX TO UNIVERSITY COUNCIL MINUTES, November 21, 1974

CURRICULUM CHANGES

Approved November 21, 1974. Effective September 1975 unless otherwise noted.

BUCHTEL COLLEGE OF ARTS AND SCIENCESDepartment of GeographyCertificate Program in Planning with an  
Emphasis on City or Regional Resource Studies

This specialized program of professional education is intended to enhance understanding of the planning function and to increase the research and analytical abilities of persons who are preparing for work in, or who are currently engaged in, city, urban, regional, environmental, and resource planning. The program is open to undergraduates, as well as persons with baccalaureate degrees, employed in local agencies doing related work, e.g. Model Cities, Urban Renewal, community redevelopment, community action environmental protection, and private industry. Persons with degrees could enroll as post-baccalaureate or special students in order to participate in the program. The certificate program consists of five core courses, a number of elective courses covering aspects of planning technology, theory, conceptualization, and practice, and the required planning seminar.

Admission Procedures

Requirements for admission to candidacy and course requirements in the certificate program are proposed by the faculty of the Department of Geography in accordance with the educational policies of The University of Akron.

The requirements are:

1. Employment or internship in a planning agency or in an office engaged in related work; or a sincere intention to pursue a professional career in some aspect of government work or planning after graduation.
2. A statement by the applicant giving his or her reason for wishing to participate in the planning certificate program.

Core Course Requirements for the Certificate

Five of the following courses listed below are required:

- 325:244 Introduction to Economic Analysis
- 370:380 Metropolitan Politics
- 340:436 History of the American City
- 385:435 Sociology of Urbanization
- 430:350 Urban Planning (Civil Engineering)
- 335:422 Geographic Aspects of Transportation
- 335:433 Geographic Aspects of Planning
- 335:438 Comparative Analysis of Metropolitan Areas

## APPENDIX TO UNIVERSITY COUNCIL MINUTES, CURRICULUM CHANGES, 11/21/74, continued

Elective Courses

In addition to the five core courses, each student's program, subject to the Program Director's approval, is to include six elective courses distributed between professional, technical, and research offerings. (Three courses will be from the professional listing and three from the technical-research listing.) In consultation with the Program's Director, elective courses will be selected from The University of Akron offerings from one of the list below either in the city planning or regional resource planning emphasis areas. Similar courses completed at other universities, up to five years prior to admission to candidacy, may be approved by the Director.

The intent of the elective requirements is to facilitate the development of a diverse prospective which is significant for a person who will be or is already engaged in planning for present and changing future urban, regional, environmental, resource, energy, and societal needs. The truly comprehensive planner must have academic acquaintance with a variety of professional and technical approaches in order to cope with social, geographical, physical design, economical, and governmental problems. Selection of courses which duplicate or continue interests already well established in a student's background will be discouraged.

I. Professional Background Courses for City Planning Emphasis  
(At least three of the following must be taken.)

- 325:490 Seminar in Economics
- 325:486 Ghetto Economic Development
- 325:405 Public Finance
- 385:320 Population
- 385:327 Social Stratification
- 385:436 Sociology of Education
- 335:230 Rural and Urban Settlement
- 335:428 Industrial and Commercial Site Selection
- 337:200 Geology and the Environment
- 370:480 Urban Policy Problems
- 640:400 Investing in Real Estate

II. Technical Courses for City Planning  
(At least three of the following must be taken.)

- 335:240 Maps and Map Reading
- 335:380 Cartography
- 335:336 Urban Land Use Analysis
- 335:346 Geographic Aspects of Air Photo Interpretation
- 335:447 Remote Sensing of the Environment
- 335:448 Statistical Mapping
- 335:438 Introduction to Spatial Analysis
- 335:484 Field Research Methods
- 335:444 Map Compilation and Reproduction
- 370:391 Internship in Government and Politics
- 385:304 Methods of Social Research I
- 385:305 Methods of Social Research II
- 385:321 Population Trends and Demographic Analysis

## APPENDIX TO UNIVERSITY COUNCIL MINUTES, CURRICULUM CHANGES, 11/21/74, continued

II. Technical Courses for City Planning, continued

- 385:440 Urban Research Methods I (Sociology)
- 430:311 Soil Mechanics (Civil Engineering)
- 620:470 Governmental & Institutional Accounting (Business)
- 224:248 Presentation Techniques (C & T)
- 226:279 Technical Experience in Community & Social Services (C & T)
- 298:224 Land Surveying (C & T)
- 385:442 Computer Applications in Social Science
- 386:373 Methods and Concepts of Social Work

III. Professional Background Courses for Regional Resources Planning Emphasis  
(At least three of the following must be taken.)

- 325:460 Economic Development and Planning for Underdeveloped Countries
- 325:490 Seminar in Economics
- 325:461 Principles of International Economics
- 325:425 Statistical Applications in Economics
- 385:320 Population
- 385:327 Social Stratification
- 335:230 Rural & Urban Settlement
- 335:314 Climatology (new course description including Air Pollution)
- 335:414 Geography of Water Resources
- 335:326 Geography of Mineral and Power Resources
- 335:418 Field Studies in Soils Geography (Vegetation & Soils)
- 335:422 Geographic Aspects of Transportation
- 335:428 Industrial & Commercial Site Selection
- 335:435 Geography of Recreation Resources
- 337:200 Geology and the Environment
- 337:434 Ground Water Hydrology
- 370:480 Urban Policy Problems
- 310:182 Conservation of Natural Resources
- 310:421 Environmental Conservation (Biology)
- 640:400 Investing in Real Estate

IV. Technical Courses for Regional Resource Planning Emphasis  
(At least three of the following must be taken.)

- 335:240 Maps & Map Reading
- 335:380 Cartography
- 335:346 Geographic Aspects of Air Photo Interpretation
- 335:447 Remote Sensing of the Environment
- 335:448 Statistical Mapping
- 335:438 Introduction to Spatial Analysis
- 335:484 Field Research Methods
- 335:444 Map Compilation & Reproduction
- 385:321 Population Trends & Demographic Analysis
- 430:311 Soil Mechanics (Civil Engineering)

## APPENDIX TO UNIVERSITY COUNCIL MINUTES, CURRICULUM CHANGES, 11/21/74, continued

IV. Technical Courses for Regional Resource Planning Emphasis, continued

- 430:321 Environmental Engineering I  
 430:341 Water Resources (Civil Engineering)  
 620:470 Governmental & Institutional Accounting (Business)  
 224:248 Presentation Techniques (C & T)  
 298:224 Land Surveying (C & T)

Seminar in Planning

Upon completion of the core and elective course requirements the student will take 335:335 Planning Seminar (4 credits). In this seminar the student will produce a final paper covering a city or regional resource planning topic chosen by the student and approved by the Director of the Program. Each project will be presented to the seminar class and critically analyzed.

Time Limit

Participants who wish to apply for candidacy after completion of one or more core courses must apply within two years of completing the first course in order for that course to be applicable toward the certificate.

Quality of Student Work

A grade of "C" or better is required in all courses undertaken as part of the certificate program. In the five core courses an average grade of "B" is required.

Certificate Awards

The certificate will be awarded by The University of Akron upon successful completion of the program's requirements and a baccalaureate degree. The certificate will indicate the area of specialization—City Planning or Regional Resource Planning.

Department of Philosophy

- |         |             |  |
|---------|-------------|--|
| Change: | 360:318     | <u>Analytic Philosophy.</u> 4 credits. and   |
|         | 360:618     | <u>Analytic Philosophy.</u> 4 credits.   |
|         | to          |  |
|         | 360:418/518 | <u>Analytic Philosophy.</u> 4 credits. Prerequisite, 211, 212, and 213, or permission of instructor. Study of British and American philosophers concerned with ideal and ordinary languages. Russell, Carnap, Ayer, Moore, Wittgenstein, Ryle, and Austin. |
| Drop:   | 360:417     | <u>Contemporary Continental Philosophy.</u> 4 credits.   |
|         | 360:611     | <u>Ancient Philosophy.</u> 4 credits.  |



APPENDIX TO UNIVERSITY COUNCIL MINUTES, CURRICULUM CHANGES, 11/21/74, continued

Department of Psychology

Change: Statement regarding foreign language requirement for the Ph.D. in Psychology to read as follows:

Doctoral language requirements or appropriate alternative research skills and techniques may be prescribed by the student's Advisory Committee, depending upon the career plans of the student and upon the academic and/or scientific requirements of his dissertation.

Department of Sociology

Change: 388:692, 693, 694 Individual Investigation. 3-5 credits.  
to  
388:692, 693, 694 Individual Investigation. 1-4 credits.

Change in requirements for B.A. degrees offered by the Department of Sociology from a single Sociology major including various emphases to a three-track major program with B.A. degrees in Sociology, Sociology/Social Work and Sociology/Anthropology, as follows:

385: Sociology

Requirements for a B.A. degree with a major in Sociology:

The General Studies and the second year of a foreign language. Minimum of 45 credits in Sociology courses including:

		<u>Credits</u>
385:100	<u>Introduction to Sociology</u>	5
385:304, 305	<u>Methods of Social Research</u>	8
385:414	<u>The History of Sociological Thought</u>	4
385:415	<u>Contemporary Sociological Theories</u>	4
	Total	21
Additional courses in Sociology (either 387:150 or 386:276 can be counted as part of these hours)		<u>24</u>
	Total	45

The credits beyond the 21 required hours are to be arranged in consultation with the faculty advisor in relation to the student's interests.

386: Sociology/Social Work

Requirements for a B.A. degree with a major in Sociology/Social Work:

The General Studies and the second year of a foreign language. Minimum of 51 credits in the Department including:

APPENDIX TO UNIVERSITY COUNCIL MINUTES, CURRICULUM CHANGES, 11/21/74, continued

		<u>Credits</u>
385:100	<u>Introduction to Sociology</u>	5
385:304, 305	<u>Methods of Social Research</u>	8
385:414	<u>The History of Sociological Thought</u>	4
385:415	<u>Contemporary Sociological Theories</u>	4
	Total	<u>21</u>
386:276	<u>Introduction to Social Welfare</u>	5
386:373	<u>Methods and Concepts of Social Work</u>	5
386:485	<u>Community Organization</u>	4
386:476	<u>Field Experience in a Social Agency</u>	10*
386:477	<u>Field Experience Seminar</u>	6**
	Total	<u>30</u>
	Total	51

\*based on 3 quarters (split 3, 3, 4, or some other combination)

\*\*based on 3 quarters (2-credit seminar each quarter)

387: Sociology/Anthropology

Requirements for a B.A. degree with a major in Sociology/Anthropology:

The General Studies and the second year of a foreign language. Minimum of 46 credits in the Department including:

		<u>Credits</u>
385:100	<u>Introduction to Sociology</u>	5
385:304, 305	<u>Methods of Social Research</u>	8
385:414	<u>The History of Sociological Thought</u>	4
385:415	<u>Contemporary Sociological Theories</u>	4
		<u>21</u>
387:150	<u>Cultural Anthropology</u>	5
387:151	<u>Physical Anthropology</u>	4
387:256	<u>New World Prehistory</u>	4
387:461	<u>Language and Culture</u>	4
		<u>17</u>

A minimum of 8 additional hours of credit to be selected from the following courses:

387:257	<u>Indians of South America</u>	4
387:357	<u>Magic, Myth and Religion</u>	4
387:455	<u>Culture and Personality</u>	4
387:459	<u>Facts and Values in Culture</u>	4
387:463	<u>Types of Kinship and Social Organization</u>	4
	Total	<u>46</u>

Add: 388:696 College Teaching of Sociology. 2 credits. Prerequisite, Teaching Assistant or Permission. Training and experience in the college teaching of sociology. Not approved as credit toward a degree.

## APPENDIX TO UNIVERSITY COUNCIL MINUTES, CURRICULUM CHANGES, 11/21/74, continued

Add the following statement regarding the language requirement for the Akron-Kent Joint Ph.D. program in Sociology:

The student may complete the language or equivalent requirement in the following ways:

1. Comprehensive knowledge of one approved foreign language, including reading without the aid of a dictionary and such additional requirements as the department may impose.

or

2. Comprehensive knowledge of one of the following (Computer Science, Statistics, or Philosophy) as demonstrated by the successful completion of one of the following course sequences listed as options:

- A. Computer Science (Taken at Akron, except as indicated):

445:206 Fortran Programming for Scientists and Engineers  
(or Kent equivalent)

445:631 Systems Simulation on Digital Computers

445:692 Special Problems

- B. Statistics (At Akron, open to all):

347:673 Advanced Behavioral Statistics III

347:661 Regression and Correlation or 347:675 Factor Analysis  
(Select one with approval of advisory committee)

347:665 Advanced Topics in Statistics-Stochastic Processes

or

At Kent, open to all:

63011 Advanced Statistics I

63012 Advanced Statistics II

63013 Advanced Statistics III

- C. Philosophy (At Akron, Open to all):

630:562 Theory of Knowledge

360:564 Philosophy of Science

360:676 Logical Theory

or

At Kent, open to all:

51035 Philosophy of Science

51040 Theories of Knowledge

61075 Seminar in Logical Theory

APPENDIX TO UNIVERSITY COUNCIL MINUTES, CURRICULUM CHANGES, 11/21/74, continued

Department of Urban Studies

- Change: 398:650-651 Selected Topics in Urban Planning. 4 credits each.  
 to  
 398:650 Selected Topics in Urban Planning. 4 credits. (May be repeated for a total of 8 credits)
- 398:652-653 Selected Topics in Urban Development. 4 credits each.  
 to  
 398:652 Selected Topics in Urban Development. 4 credits. (May be repeated for a total of 8 credits)
- 398:654-655 Selected Topics in Urban Policy and Administration. 4 credits each.  
 to  
 398:654 Selected Topics in Urban Policy and Administration. 4 credits. (May be repeated for a total of 8 credits)

Add: Two options--Public Administration and Urban Planning to be added as part of the present M.A. degree in Urban Studies. Both options effective January 1, 1975.

Requirements for a Master of Arts in Urban Studies--Public Administration

*Revised 3/17/67*

Students pursuing the public management option must complete 60 credit hours of course work, plus internship where applicable. The program requirements are as follows:

1. Complete all requirements for M.A. in Urban Studies.
2. Complete a minimum of 40 credits in core curriculum with balance of the course work to be taken from Recommended Courses.
3. From 3 to 6 credits of internship for students without professional public employment experience.

The specific study program will be planned by the student and his advisor upon entry into the program.

Core Curriculum - Minimum of 40 credits required.

		<u>Credits</u>
325:606	<u>Fiscal Theory and Policy</u>	4
325:642	<u>The Economic Theory of Public Choice</u>	4
325:665	<u>Seminar on Economic Planning</u>	4
370:541	<u>Policy Process</u>	3
370:570	<u>Administrative Process</u>	3
370:580	<u>Urban Policy Problems</u>	3
370:641	<u>Seminar in Intergovernmental Relations</u>	5
370:670	<u>Seminar in Administrative Process</u>	5
*398:600	<u>Urban Science</u>	4
398:601	<u>Urban Fiscal Problems and Policy</u>	3

\*Required Courses

APPENDIX TO UNIVERSITY COUNCIL MINUTES, CURRICULUM CHANGES, 11/21/74, continued

		<u>Credits</u>
398:602	<u>Economic Implications of Urban Growth</u>	3
398:605	<u>Seminar: National Urban Policy</u>	4
398:611	<u>Politics in Urban Area</u>	3
398:612	<u>Administration of Urban Government</u>	3
398:620	<u>Social Organization and Structure</u>	3
398:621	<u>Social Services Planning</u>	3
*398:640	<u>Urban Studies Seminar</u>	3
*398:641	<u>Quantitative Methods of Urban Regional Analysis</u>	4
398:652/653	<u>Selected Topics: Urban Development</u>	4-8
398:654/655	<u>Selected Topics: Urban Policy and Administration</u>	4-8
640:655	<u>Government and Business</u>	5
650:669	<u>Leadership Role in Organization</u>	3

\*Required Courses

Other courses may be added to the core curriculum if they are deemed essential to the program and are approved by the Department of Urban Studies.

Recommended Courses

325:624	<u>Labor Economics</u>	4
325:628	<u>Linear Programming &amp; Activity Analysis</u>	4
370:680	<u>Seminar in Urban and Regional Politics</u>	5
385:532	<u>Sociology of Urbanization</u>	4
385:533	<u>Social Organization</u>	4
385:612	<u>Sociology of Communication</u>	4
385:633	<u>Seminar Urban Sociology</u>	4
398:604	<u>Comparative Urban Systems</u>	4
398:631	<u>Urban Facilities Planning</u>	3
398:632	<u>Planning and Urban Renewal in Urban Region</u>	4
398:650/651	<u>Selected Topics: Urban Planning</u>	4-8
398:671	<u>Seminar: Science, Technology and Urban Environment</u>	4
650:659	<u>Personnel Relations</u>	3
650:666	<u>Operations Research</u>	3
650:668	<u>Administrative Behavior</u>	3

Other courses may be added to the recommended courses if they are deemed essential to the program and are approved by the Department of Urban Studies.

Internship

**398:690	<u>Internship (Minimum of 3 credits)</u>	3-6
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\*\*Required in addition to the 60 credits for all students without professional public employment experience.

## APPENDIX TO UNIVERSITY COUNCIL MINUTES, CURRICULUM CHANGES, 11/21/74, continued

Requirements for a Master of Arts in  
Urban Studies—Urban Planning

Students pursuing the urban planning option must complete 72 credit hours of course work. The program requirements include the following:

1. Complete all requirements for the M.A. in Urban Studies.
2. Complete a minimum of 44 credits in core curriculum with balance of course work to be taken in Recommended Courses.
3. From 3 to 6 credits of Internship for all students without professional planning experience.

A study design will be developed by the student and his advisor upon admission to the program.

Core Curriculum - Minimum of 44 credits required.

		<u>Credits</u>
325:628	<u>Linear Programming and Activity Analysis</u>	4
325:665	<u>Seminar in Economic Planning</u>	4
326:666	<u>Seminar in Regional Economic Analysis</u> <u>and Planning</u>	4
335:533	<u>Geographic Aspects of Planning</u>	3
335:536	<u>Urban Land Use Analysis</u>	3
335:630	<u>Seminar in Urban Geography</u>	4
335:680	<u>Spatial Analysis</u>	4
335:685	<u>Advanced Spatial Analysis</u>	4
385:535	<u>Sociology of Urbanization</u>	4
385:633	<u>Seminar in Urban Sociology</u>	4
*398:600	<u>Urban Science</u>	4
398:602	<u>Economic Implications of Urban Growth</u>	3
398:611	<u>Politics in the Urban Area</u>	3
398:621	<u>Social Services Planning</u>	3
398:631	<u>Urban Facilities Planning</u>	3
398:632	<u>Planning and Urban Renewal</u>	4
*398:640	<u>Urban Studies Seminar</u>	3
*398:641	<u>Quantitative Methods of Urban Regional</u> <u>Analysis</u>	4
398:650/651	<u>Selected Topics: Urban Planning</u>	4-8
398:652/653	<u>Selected Topics: Urban Development</u>	4-8
398:654/655	<u>Selected Topics: Urban Policy and</u> <u>Administration</u>	4-8

Other courses may be added to required courses if they are deemed essential to the program and are approved by the Department of Urban Studies.

\*Required Courses

APPENDIX TO UNIVERSITY COUNCIL MINUTES, CURRICULUM CHANGES, 11/21/74, continued

Recommended Courses

		<u>Credits</u>
325:642	<u>The Economic Theory of Public Choice</u>	4
325:666	<u>Seminar on Regional Economic Analysis</u> <u>and Development</u>	4
335:522	<u>Geographic Aspects of Transportation</u>	3
335:528	<u>Industrial and Commercial Site Selection</u>	3
335:535	<u>Geography of Recreation Resources</u>	3
335:538	<u>Geography of the Metropolitan Area</u>	3
335:544	<u>Map Compilation and Reproduction</u>	3
337:665	<u>Urban Geology</u>	4
340:536	<u>History of the American City</u>	5
370:641	<u>Seminar in Intergovernmental Relations</u>	5
370:680	<u>Seminar in Urban and Regional Politics</u>	5
398:601	<u>Fiscal Problems and Policies</u>	4
398:610	<u>Seminar in American Urban Development</u>	4
398:612	<u>Administration of Urban Government</u>	3
398:620	<u>Social Organization and Structure</u>	3
398:644	<u>Seminar in Urban Research Design</u>	4
398:670	<u>Seminar on Innovative Aspects of New</u> <u>Communities</u>	3
398:689	<u>Individual Studies</u>	2-6

Other courses may be added to recommended courses if they are deemed essential to the program and are approved by the Department of Urban Studies.

\*Internship

398:690	<u>Internship</u> (Minimum of 3 credits)	3-6
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\*Required of all students without professional planning experience.

Change in Degree Requirements—effective January 1, 1975

Degrees Granted by the Buchtel College of Arts and Sciences

Humanities Division: Bachelor of Arts

Social Sciences Division: Bachelor of Arts, Bachelor of Science in Labor Economics

Natural Sciences Division: Bachelor of Arts, Bachelor of Science, Bachelor of Science in Medical Technology

Requirements for Baccalaureate Degrees  
in the Buchtel College of Arts and Sciences

- I. A student transferring into the Buchtel College of Arts and Sciences must have completed the equivalent of, or take, English 110:111, 112, 205, 4 credits of Modern University Mathematics and the remainder of the General Studies Program.

APPENDIX TO UNIVERSITY COUNCIL MINUTES, CURRICULUM CHANGES, 11/21/74, continued

The requirements for the Bachelor's Degree in the Buchtel College of Arts and Sciences must include, in addition to courses used to meet General Studies and language requirements, a minimum of 70 credits consisting of:

- a. 300 and 400 level courses; and
- b. courses outside the major department as specified and approved by the student's major advisor and the department (or division) head.

II. All candidates, except for those in the Labor Economics, Natural Sciences Division major and the Medical Technology curricula must have demonstrated the ability to use two languages.

If the candidate is a native-born speaker of English, this ability will be shown by the completion of a second year of an approved foreign language on the University level.

If the candidate is not a native-born speaker of English, this ability will be shown by the completion of the General Studies sequence of English 110:111, 112, 205.

III. Completion of requirements in a major field of study (see Divisions of Instruction) and the recommendation of the student's major department.

IV. The general University requirements for a baccalaureate degree are set forth on pages 74-115 of this General Bulletin.

COLLEGE OF ENGINEERING

Department of Mechanical Engineering

Change:	460:330	<u>Dynamics of Machinery</u>
	to	
	460:432	<u>Dynamics of Machinery</u>
	460:316	<u>Heat Transfer Processes</u>
	to	
	460:416/516	<u>Heat Transfer Processes</u>
	460:410	<u>Environmental Control</u>
	to	
	460:410/510	<u>Environmental Control</u>
	460:415	<u>Energy Conversion</u>
	to	
	460:415/515	<u>Energy Conversion</u>



## APPENDIX TO UNIVERSITY COUNCIL MINUTES, CURRICULUM CHANGES, 11/21/74, continued

Add:	410:201	<u>Fundamentals of Environmental Engineering Analysis.</u> 3 credits (3-0). An introduction to the scientific methods used to analyze and solve environmental problems. Several case studies are conducted, each involving topics such as automotive pollution; heating, lighting and cooling of buildings; electric power generation, etc. The inter-relationships among the environmental, physical, economic and social factors for each case are studied. This course will not count toward degree requirements of students majoring in Chemistry, Physics or Engineering.
	410:202	<u>Atmospheric Pollution.</u> 3 credits (3-0). This course introduces the non-technical student to the complex interactions which the proposed technical solutions for atmospheric pollution have on the process, the environment and the surrounding community. Case studies are chosen to illustrate the causes of atmospheric pollution and the technical, economic and social problems associated with the control of atmospheric pollution as well as the effect on other forms of pollution. Some of the topics which may be included are: removal of sulfur dioxide from flue gases, control of hydrocarbon vapors from cleaning plants and solvent manufacturing operations, recovery of particulates from flue gases, control of automotive air pollutants. This course will not count toward degree requirements of students majoring in Chemistry, Physics or Engineering.

COLLEGE OF FINE AND APPLIED ARTSDepartment of Speech and Theatre Arts

Drop:	780:125	<u>Exploring Sound for Choreography I.</u> 2 credits. (Repeatable to 6 credits)
	780:225	<u>Exploring Sound for Choreography II.</u> 2 credits. (Repeatable to 6 credits)
	780:325	<u>Exploring Sound for Choreography III.</u> 2 credits. (Repeatable to 6 credits)
	780:425	<u>Exploring Sound for Choreography IV.</u> 2 credits. (Repeatable to 6 credits)
	780:226	<u>Dance Composition.</u> 2 credits. (Repeatable to 6 credits)
	780:324	<u>Ballet Repertory.</u> 2 credits. (Repeatable to 6 credits)
	780:461	<u>The Black in American Theatre.</u> 3 credits.

APPENDIX TO UNIVERSITY COUNCIL MINUTES, CURRICULUM CHANGES, 11/21/74, continued

Change	780:123 to *780:116 *780:117	<u>Ballet Laboratory.</u> 1 credit.  <u>Ballet Analysis I.</u> 3 credits. <u>Ballet Analysis II.</u> 3 credits. Prerequisite, <u>Ballet Analysis I.</u>
	780:423 to 780:423	<u>Dance History.</u> 2 credits.  <u>Dance History.</u> 3 credits.
	780:222 to 780:222	<u>Ballet Technique II.</u> 3 credits. May be repeated for a total of 9 credits. <u>Ballet Technique II.</u> 3 credits. May be repeated for a total of 18 credits. **
	780:322 to 780:322	<u>Ballet Technique III.</u> 3 credits. May be repeated for a total of 9 credits. <u>Ballet Technique III.</u> 3 credits. May be repeated for a total of 27 credits. **
	780:422 to 780:422	<u>Ballet Technique IV.</u> 3 credits. May be repeated for a total of 9 credits. <u>Ballet Technique IV.</u> 3 credits. May be repeated for a total of 36 credits. **
		*Effective winter quarter 1975 **Only a total of 36 credits from <u>Ballet Technique I, II, III, IV</u> to be taken for credit and apply toward the B. A. degree.
	780:262 to 780:262	<u>Stage and Television Makeup.</u> 3 credits.  <u>Stage Makeup.</u> 3 credits. A study of the basic principles of stage makeup, from character analysis to execution of a makeup plan. Laboratory hours.
	780:605 to 780:605	<u>Graduate Research in Speech and Theatre Arts.</u> 3 credits. May be repeated for a total of 9 credits. <u>Graduate Research in Speech and Theatre Arts.</u> 1-9 credits. May be repeated for a total of 9 credits.
Add:	780:126/127/128	<u>Choreography: Improvisation I, II, III.</u> 2 credits each. Sequential - An experimental approach will be used in the beginning to reacquaint the senses with pure unstructured movement. The emphasis will be toward inner space in the early exercises leading to texture and group space as the course progresses and finally to student-led structures as basis for improvisation contrasting organic and chance approaches.

## APPENDIX TO UNIVERSITY COUNCIL MINUTES, CURRICULUM CHANGES, 11/21/74, continued

- Add: 780:226/227/228 Choreography: Sound and Movement I, II, III. 2 credits each. Sequential - Prerequisites: Improvisation I, II, III. An introduction to music structures and their applicability to dance structure. Emphasis on rhythm (simple music notation and score comprehension) and linear aspects of dance/music as well as texture. Use of contrast and parallelism.
- 780:326/327/328 Choreography: Traditional Forms I, II, III. 2 credits each. Sequential - Prerequisites: Sound and Movement I, II, III. A study and practical application of choreographic principles recorded by earlier Masters: Horst, Humphrey Noverre, etc., as they apply to concert dance today. Group studies emphasized.
- 780:428 Choreography Seminar. 5 credits. Prerequisites: Traditional Forms I, II, III. Preceding the quarter the class is offered the student submits music title, number of dancers and outline to the instructor and these are discussed and revised, where appropriate and dancers are selected for the project (these dancers may receive credit for their work through Practicum). The project rehearsals then proceed as outlined with meetings between choreographer-instructor-dancers as necessary, having a mid-term work-in progress showing and a final afternoon presentation in a theatre (Kolbe).
- 780:229 Contemporary Dance Technique. 2 credits. Prerequisite: Ballet Technique I or permission. (May be repeated for a total of 6 credits.) Class meets twice weekly for two hours of training and will explore at least three approaches. Combinations include variations of these (and others) "classic" approaches: Graham, Humphrey & Weidman & Limon, Holm, Cunningham, Wigman, Erdman, Horton, etc.
- 780:425 Development of Ballet. 3 credits. Ballet origins from Italy to France with various influences through the court of Louis XIV through the Diaghiliev era of today. Each student will do a project in a special area and present it for class discussion. The emphasis will be on technical and choreographic evolution with regard for developments in other art forms as well as socio-economic change.
- 780:320 Dance Notation. 3 credits. A beginning study of the Labanotation Method of recording movement both as reading skill and a means of increasing one's perception of movement per se. The goal would be to prepare the student to the level of passing the beginning examination of the Notation Bureau.

## APPENDIX TO UNIVERSITY COUNCIL MINUTES, CURRICULUM CHANGES, 11/21/74, continued

- Add: \*780:370 The American Theatre: Plays, Players and Playwrights. 4 credits. A study of the development of the American Theatre, from its beginnings in the seventeenth century to the present, with emphasis on the achievements in the twentieth century. Included in the study are plays, playwrights, directors, movements, and innovators in technical theatre.
- \*780:379 Theatre Laboratory. 1-2 credits. (May be repeated to a total of 8 credits.) A laboratory directly related to the plays mounted by University Theatre. Open only to cast and crews approved by the play director, the technical director, and the Director of the Theatre, who will assign credit depending on scope of assignment. Regular weekly meetings with the technical staff.

\*Effective Winter Quarter 1975

COMMUNITY AND TECHNICAL COLLEGE

- Add: 223:100 Introduction to Fire Science. 3 credits. History and philosophy of fire protection; review of statistics of loss of life and property by fire; introduction to agencies involved in fire protection; current legislative developments and career orientation; discussion of current related problems and expanding future fire protection.
- 223:102 Fire Prevention and Building Construction. 3 credits. Exploration of building construction and design with emphasis focused on fire protection concerns; review of related statutory and suggested guidelines both local and national in scope.
- 223:104 Fire Investigation Methods. 3 credits. The history, development and philosophy of fire investigation and detection including inspection techniques; gathering of evidence and development of technical reports; fundamentals of arson investigation, processing of criminal evidence and criminal procedures related to various local and state statutes.
- 223:200 Fire Detection and Suppression Systems. 3 credits. Study of required standard for water supply; protection systems; automatic sprinklers and special extinguishing systems; analysis of various automatic signaling and detection systems.
- 223:202 Fire-Fighting Tactics and Strategy. 3 credits. Efficient and effective utilization of manpower, equipment and apparatus. Emphasis on preplanning, fire ground organization, problem solving related to fire ground decision making, and attack tactics and strategy.

## APPENDIX TO UNIVERSITY COUNCIL MINUTES, CURRICULUM CHANGES, 11/21/74, continued

- Add: 223:204 Fire Prevention Practices. 3 credits. Prerequisite: 223:102. Survey of fire suppression organizations: basic elements of fire ground tactics and organization; manpower and equipment utilization; survey of building designs, construction, hazardous materials, extinguishing agents, equipment, and apparatus.
- 223:240 Fire Department Administration and Supervision. 3 credits. An exploration of organization principles with emphasis on fire department organization including a study of the history, types, methods and principles of fire department organization, both formal and informal, line and staff. Emphasis placed on supervisory responsibilities and functions.
- 223:250 Hazardous Materials. 3 credits. Prerequisite: 284:100 Basic Chemistry. Study of chemical characteristics and reactions related to storage, transportation, and handling of hazardous materials, e. e., flammable liquids, combustible solids, oxidizing and corrosive materials and radioactive compounds. Emphasis on emergency situations and fire fighting and control.
- 223:252 Fire Hydraulics and Equipment. 3 credits. Application of mathematics and physics to properties of fluid states, force, pressure and flow velocities. Emphasis in applying principles of hydraulics to fire-fighting problems.
- 223:254 Legal Aspects of Fire Protection. 3 credits. Prerequisite: 223:104. A study of legal rights and duties, liability concerns and responsibilities of the fire department organizations while carrying out their duties.
- 223:256 Fire Safety Codes (OSHA STANDARDS). 3 credits. A study of the history and development of codes with emphasis on the nature and scope of legal statutes and related codes in fire protection control.
- 223:299 Special Topics in Fire Science Technology. 1-3 credits. (May be repeated to a total of 6 elective credits.) Prerequisite: Permission. Selected topics or subject areas of interest in Fire Science Technology.

Add: The following special topics courses. The same credits, prerequisite and course description apply to all 16 courses as follows:

1-3 credits (May be repeated for a total of 6 credits)

Prerequisite: Permission

Course Description: Selected topics or subject areas of interest.

APPENDIX TO UNIVERSITY COUNCIL MINUTES, CURRICULUM CHANGES, 11/21/74, continued

Add:	201:299	<u>Special Topics in Developmental Programs</u>
	202:299	<u>Special Topics in Associate Studies</u>
	220:299	<u>Special Topics in Educational Technology</u>
	224:299	<u>Special Topics in Commerical Art</u>
	226:299	<u>Special Topics in Community Services Technology</u>
	228:299	<u>Special Topics in Food Service Management</u>
	242:299	<u>Special Topics in Commerce</u>
	252:299	<u>Special Topics in Sales and Merchandising</u>
	254:299	<u>Special Topics in Secretarial Science</u>
	256:299	<u>Special Topics in Transportation</u>
	284:299	<u>Special Topics in Chemical Technology</u>
	286:299	<u>Special Topics in Electronic Technology</u>
	288:299	<u>Special Topics in Industrial Technology</u>
	290:299	<u>Special Topics in Instrumentation Technology</u>
	292:299	<u>Special Topics in Mechanical Technology</u>
	298:299	<u>Special Topics in Surveying &amp; Construction Technology</u>

Fire Science Technology Program

<u>First Year</u>			<u>Second Year</u>		
<u>First Quarter</u>			<u>First Quarter</u>		
202:118	<u>English</u>	4	223:200	<u>Fire Detection and Suppres. Systems</u>	3
202:131	<u>Math Analysis I</u>	3	223:202	<u>Fire-Fighting Tactics and Strategy</u>	3
375:141	<u>Gen. Psychology</u>	5	202:242	<u>American Urban Society</u>	4
223:100	<u>Intro. to Fire Science</u>	3	110:	<u>Phys.Education</u>	1
				<u>Technical Elective</u>	6
		15			17
<u>Second Quarter</u>			<u>Second Quarter</u>		
202:132	<u>Math Analysis II</u>	4	223:204	<u>Fire Preventions Practices</u>	3
223:102	<u>Fire Prevention and Bldg. Construction</u>	3	223:240	<u>Fire Dept. Admin. and Supervision</u>	3
284:100	<u>Basic Chemistry</u>	4	223:250	<u>Hazardous Materials</u>	3
202:120	<u>English</u>	3	555:211	<u>Red Cross First Aid</u>	2
110:	<u>Phys.Education</u>	1	202:240	<u>Human Relations</u>	4
		15			15
<u>Third Quarter</u>			<u>Third Quarter</u>		
223:104	<u>Fire Investigation Methods</u>	3	223:252	<u>Fire Hydraulics &amp; Equip.</u>	3
292:151*	<u>Basic Physics-Mech.</u>	4	223:254	<u>Legal Aspects of Fire Protection</u>	3
110:108	<u>Effective Speaking</u>	4	223:256	<u>Fire Safety Codes (OSHA Standards)</u>	3
202:122	<u>Tech. Report Writing</u>	3	242:111	<u>Public Relations</u>	3
	<u>Technical Elective</u>	4		<u>Technical Elective</u>	4
		18			16

\*Approved elective may be substituted.

Total Credits: 96

## APPENDIX TO UNIVERSITY COUNCIL MINUTES, November 21, 1974

Report of Akron Representative on Faculty Advisory Committee to the  
Chancellor of the Ohio Board of Regents - Dr. Ali Fatemi

On Tuesday, November 20, 1974, the Faculty Advisory Committee met with Dr. James A. (Dolph) Norton, Chancellor. The following items were discussed during the course of the meeting:

1. Persuasive Communication - the Chancellor inquired about what he may expect from the faculty on (our) campuses in explaining to legislators the importance of higher education and the importance of the Regents' budget to its health and development. He asked us to enlist the aid of others in analyzing the goals for faculty strategy, the strategy and tactics of persuasive communication, and methods for implementing the strategy that is adopted.
2. The Ohio Instructional Grants - A study is currently underway and each institution is asked to report its current practices and the problems which they have.
3. Graduate Programs Policies - A review committee will soon consider this issue and make recommendations to the Board.
4. Collective Bargaining - the Chancellor said "our position has been neither to favor or to discourage such legislation, but to make certain that if such legislation were in the offing, that it offer a sound basis for negotiations among parties; particularly, we wanted to make certain that there is a mechanism which offers some rationality in determination of the bargaining unit and determination of procedures by which exclusions are made as to who may bargain and who may not bargain."
5. Management Improvement Program (MIP) - The final version of the Personnel Management manual was distributed at the meeting. This is one of the ten manuals completed in the Management Improvement Program (MIP) mandated by House Bill 475. Due to its significance for the faculty the following summary of its recommendations is provided as part of this report.

Recommendations in the Personnel Management Manual  
for Universities

Chapter One - Introduction

1. Recognizing the continuous changes occurring in higher education and in personnel management, the first recommendation of this Task Force is to establish a committee containing equal representation from university administration and from nonadministrative faculty members which shall from time to time review and recommend revisions of this manual to the Ohio Board of Regents.

Chapter Two - Organizing for Personnel Management in the Universities

2. Each university should develop and maintain a personnel staff organized and related to the administrative structure of the university in a manner designed to best fit the needs of the individual institution. This may involve maintaining a personnel office as a separate operating unit. The personnel staff serves administration and faculty in providing personnel related information, and in an advisory capacity in the formulation of policy.

## APPENDIX TO UNIVERSITY COUNCIL MINUTES, 11/21/74, continued

## Report of Akron Representative on Faculty Advisory Committee to the Chancellor of the Ohio Board of Regents - Dr. Ali Fatemi, continued

3. Personnel staff are responsible for providing relevant data and information with respect to all university personnel.
4. Operational administrators are responsible for the personnel functions that directly affect the people for whom they are accountable.
5. Academic departments, divisions, and other units such as institutes have collegial primary responsibility for the personnel functions related to academic personnel, subject to administrative review by academic administrators. Good practice calls for judgments and decisions of a substantive nature to be made at the department and college level, with participation at higher administrative levels limited primarily to procedural review.
6. The personnel staff should provide information and services that will assist the university in recruiting, retaining, and appropriately rewarding the best personnel available within the budgetary constraints of the institution.
7. Each university should have under continual review the role of the personnel staff, together with its organization and relationship to the rest of the institution.

Chapter Three - Planning, Policies, and Procedures in Personnel Management

8. All administrators having personnel responsibilities should have stated or written personnel goals, objectives and evaluative measures of the objectives.
9. The personnel staff should also have stated or written goals, objectives and evaluative measures of the services provided to university administrators, and faculty.
10. In order to assure functional statements encouraging action and compliance, personnel policies and procedures should:
  - a. Reflect the educational policies and serve the basic mission of the university.
  - b. Be derived from clearly defined objectives.
  - c. Be influenced by the individuals affected by the policies.
  - d. Facilitate governance by consensus, as much as possible.
  - e. Be clearly stated in writing.
  - f. Be stated in such a manner as to facilitate accurate interpretation and implementation.
  - g. State where the principal responsibility lies for insuring that the policies are carried out.
  - h. Provide a specific date for review and consideration of alternative policies and procedures.
  - i. Have a degree of flexibility to cope with the "unique" situation.
11. A sound personnel program will include the establishment of a comprehensive set of clearly stated institutional policies and procedures, to cover as a minimum the following:
  - a. Criteria for the selection, appointment and reappointment of all personnel.



## APPENDIX TO UNIVERSITY COUNCIL MINUTES, 11/21/74, continued

Report of Akron Representative on Faculty Advisory Committee to the  
Chancellor of the Ohio Board of Regents - Dr. Ali Fatemi, continued

- b. Continuous program of professional development of all personnel.
- c. Procedures for compensation of all personnel (salary and fringe benefits).
- d. Criteria for all personnel assignments (duties, responsibilities, work loads, etc.)
- e. Continuous evaluation of the performance of all personnel.
- f. Policies governing promotion, tenure, and nonrenewal and termination.
- g. Regulations dealing with leaves and retirement.
- h. Statements defining and assuring equal opportunity for employment and advancement and goals and timetables designed to increase the representation of women and minorities in the work force.
- i. Procedures for regular evaluation and modification of personnel policies and procedures.
- j. Statements defining academic freedom and tenure for faculty.

Chapter Four - Personnel Functions

## A. Wage and Salary Administration - A Classification System for Ohio's Public Universities

12. The five occupational categories presented and defined above (executive and administrative, professional, technical, office and clerical, and service and maintenance) should better meet the needs of the universities for systematic classification of all employees. Consideration should therefore be given to replacing the State Classification Plan and implementing this classification structure.
13. The proposed classification system for occupational categories and the various methods available for evaluating positions should be further studied by the universities to determine their utilization within each institution.
14. The Ohio Board of Regents should review the occupational categories and consider using them in its Uniform Information System.

## B. Benefits

15. Each university should continually reevaluate its own benefits program and modify it to meet the changing needs of their employees, the availability of resources and the desired personnel objectives. Also, each university should regularly examine its benefits policies for part-time employees.

## C. Pre-employment, Employment, Conclusion of Employment

16. Alternatives for program cutbacks and displacements should be considered by each university. It is extremely important that such planning be projected at least two years because of the long lead time necessary to achieve personnel changes in any particular unit.
17. Current efforts to recruit from within, accompanied by continued compliance with Federal guidelines and State Civil Service laws should be continued by each university.

## APPENDIX TO UNIVERSITY COUNCIL MINUTES, 11/21/74, continued

## Report of Akron Representative on Faculty Advisory Committee to the Chancellor of the Ohio Board of Regents - Dr. Ali Fatemi, continued

18. Whenever possible, the university should consider automatic certification of Classified personnel after successful completion of a probationary period when performance tests cannot be validated.
  19. Each university should assign to an appropriate administrative office the responsibility for student employment programs. The office should distinguish student-employees from other categories of personnel and should extend personnel management services to all student-employees.
  20. An ongoing orientation program, consisting of seminars, job orientation and guidance, should be established for all employees. The program should be coordinated by the personnel staff in the academic and non-academic areas.
  21. Exit interviews should be conducted with all leaving the university, and their results clearly analyzed with a view to changing policies.
  22. Efforts should be made to provide a greater degree of counseling with regard to retirement and pre-retirement planning.
- D. Development and Evaluation of Faculty
23. Recognizing possible variations of goals and objectives, it is recommended that each institution continue to refine its evaluation procedures, based in part on the guidelines discussed in this section.
  24. With respect to activity workload standards the following recommendations are made:
    - a. A clear and precise statement of institutional objectives for the specific programs of instruction, research and service expressed in terms of a mission which the department or college is expected to meet, should be developed.
    - b. A clear relationship between "sponsorship" and "activities performed" should be developed.
    - c. Work load standards that are expected to apply on a universitywide basis should seek to assure that reasonable total and proportionate effort is devoted to the programs sponsored. If the instructional and general budget consists primarily of state appropriations and student fees, faculty paid on that budget should devote the amount of time deemed necessary and appropriate to insure and maintain the qualitative aspects of the instructional and general service processes. Furthermore, this time should, on the average, be appropriate between instruction, unsponsored research, unsponsored public service and administration in accord with a pre-agreed universitywide or specific program distribution.
    - d. Program dependent measures such as contract hours, credit-hour loads, student credit hours, student contact, etc., should be investigated on a program-by-program basis in order to assess the impact of alternative methods.

## APPENDIX TO UNIVERSITY COUNCIL MINUTES, 11/21/74, continued

## Report of Akron Representative on Faculty Advisory Committee to the Chancellor of the Ohio Board of Regents - Dr. Ali Fatemi, continued

- e. Complete faculty activity reporting should support the provision of data required in the above points. Such reporting should reflect program, level and specific activity distinctions as well as source of funding.
25. The tenure concept in colleges and universities has established itself as fundamentally sound. The academic environment has been enriched throughout its application and the guarantee it has provided for free inquiry. Each institution should therefore reaffirm its belief in the appropriateness of the tenure system and express that belief in vigilant adherence to the procedures, protections and responsibilities which the tenure system requires in order to be effective in practice.
- E. Development and Evaluation of Administrative, Other Professional, Technical and Operational Personnel.
26. Each university should develop appropriate performance standards and evaluation procedures that reflect the desired objectives of the university and also the environment and characteristics of administrative, other professional, technical, office and clerical, and service and maintenance personnel. At least once a year, a performance evaluation session should be held with each employee.
  27. Each university should also provide appropriate training and development programs for these employees. An office to coordinate training and development programs should be considered.
  28. Each university should develop a mechanism for faculty evaluation of academic administrators.
- F. Equal Opportunity and Affirmative Action Programs
29. All administrators responsible for developing and implementing personnel policies and procedures must understand fully all equal employment laws and guidelines.
  30. Present communication and organizational relationships between the Affirmative Action Office and those responsible for carrying out policies should be evaluated to assure an effective program.
  31. The active campaign to attract and recruit qualified women and minorities should be continued.
  32. Programs providing opportunities for professional and occupational growth of all employees should be developed or continued.
- G. Standards of Conduct and Corrective Action
33. Persons in positions of leadership at universities should see that meaningful performance standards are established and that all individuals are given an opportunity to fulfill these standards. If corrective action becomes necessary, each situation must be handled with equity and objectivity, with due process and individual development as principal objectives.

## APPENDIX TO UNIVERSITY COUNCIL MINUTES, 11/21/74, continued

## Report of Akron Representative on Faculty Advisory Committee to the Chancellor of the Ohio Board of Regents - Dr. Ali Fatemi, continued

34. Persons in an administrative role should be aware of the principles regarding corrective action discussed in this section.

## H. Grievances and Appeals

35. Each university should establish a grievance procedure for all employees whether represented by an employee organization or not. The process should not be an unnecessarily involved one, but should proceed logically through the series of informal steps, such as those outlined in this section, so that controversy will most efficiently be resolved at the level appropriate to the grievance.

## I. Associations, Unions, and other Employee Organizations

36. Universities should examine all possible forms of employee organizations, considering the positive aspects of any form that will contribute to the desired goals of the university and the individuals within the university.
37. All employees should have adequate contact and communication, either directly or through representatives, with the administration. The university should give attention to the need of establishing an effective communication network with all employees.
38. University administrators should keep abreast of issues which cause employees to feel a union is needed. They should be familiar with the grievances that often end in arbitration and develop actions that will prevent as many of these grievances as possible from arising.
39. The statements on rights and responsibilities, presented in the Appendix should be carefully examined and compared with present policies.
40. Procedures for employee involvement should accommodate both collective and individual representation in order to recognize and acknowledge individual competence and rights.
41. The traditional model for relations between faculty, administrative, and professional personnel and the administration is a collegial rather than a strictly hierarchical or adversary relation - one established on a rational basis of both shared and separate responsibility and authority which would eliminate competition and serve the broad purposes of the university.

## J. Health and Safety Programs

42. Because of the increasing importance of maintaining an extensive safety program, a safety officer may be designated at every university and given primary responsibility for analyzing occupational hazards, establishing standards, investigating accidents and developing an extensive safety program.

## K. Supplementary Employment

43. Policies regarding supplementary employment should be written and explicit. They should provide flexibility for involvement in outside activities.

APPENDIX TO UNIVERSITY COUNCIL MINUTES, 11/21/74, continued

Report of Akron Representative on Faculty Advisory Committee to the  
Chancellor of the Ohio Board of Regents - Dr. Ali Fatemi, continued

44. The guidelines presented in this section should be evaluated and implemented where applicable by each university.

Chapter Five - Reporting, Controlling and Evaluating the Personnel Program

45. Each university should analyze its current personnel system and bring about needed change to provide the most effective service possible to all parts of the institution.

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The next meeting of the Faculty Advisory Committee is scheduled for Thursday, January 16, 1975, in Columbus. For inspection of the complete report, a copy of the MIP Manual and/or any comments or questions, please contact me at ASC 186 or Extension 375-7788.

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