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AU Chronicle

a report to the faculty of
the university of akron



1973-74, No. 9 (69 pages)

June 14, 1974

ELECTED UNIVERSITY REPRESENTATIVES, 1974-75

Faculty Advisory Committee to the Chancellor, Ohio Board of Regents

Representative—Dr. Ali Fatemi

Alternate—Dr. Isobel Pfeiffer

Ohio Faculty Senate

Representative—Dr. Harry Pinnick

Alternate—Dr. Isobel Pfeiffer

Faculty Advisory Committee to the President

Buchtel College of Arts and Sciences—Dr. Ali Fatemi
College of Engineering—Dr. George Cohen
College of Education—Mr. David Barr
College of Business Administration—Dr. Gary Meek
College of Fine and Applied Arts—Dr. Joyce Sullivan
College of Nursing—Mrs. Patricia Godfrey
School of Law—Mr. Hollis Allan
Community and Technical College—Dr. David Dolan
Ex Officio—Dr. Noel L. Leathers, Vice President for Academic Affairs

Hearing Board Pool, 1974-75

Buchtel College of Arts and Sciences—Dr. Lascelles Anderson, Dr. Charles Barresi, Dr. Don Gerlach, Mrs. Julia Hull, Dr. Jim Jackson, Dr. Warren Kuehl, Dr. Allen Noble, Dr. Sally Slocum, Dr. Phillip Stuyvesant, Dr. Paul Weidner
College of Engineering—Mr. Milton Kult, Dr. Richard Williams, Dr. Max Willis
College of Education—Dr. J. Thomas Adolph, Dr. Walter Arms, Dr. Ralph Blackwood, Dr. Madeline Cooke, Dr. Sarah Orlinoff
College of Business Administration—Mr. Allen Cabral, Dr. Kenneth Dunning, Dr. Keith Klafehn
College of Fine and Applied Arts—Dr. James Fee, Dr. Elaine Lasky, Mr. Dennis Meyer, Dr. Kenneth Siloac
College of Nursing—Miss Barbara Anandam, Miss Lenore Kline
School of Law—Mr. Bertram Gire, Mr. Richard Grant (to continue until September 1974 election)
Community and Technical College—Mr. Marko Brdar, Mr. Richard Fawcett, Mr. Joseph Lentini, Mrs. Linda Rodda, Mr. James Taggart
Library—Mrs. Virginia Allanson, Miss Judith Mowery

UNIVERSITY COUNCILMembership 1974-75

The elections for faculty representatives to University Council, according to the Bylaws, are to be completed by May 7, and all elected Council members are to be seated at the last spring meeting of the academic year. The roster of 1974-75 membership of University Council, as announced at the regular May 16 meeting continues at 64, which includes the chairman of the Committee of Department Heads (ex officio). The list follows:

Elected from the Faculty:

Buchtel College of Arts and Sciences—Dr. Charles Barresi, Dr. Don Gerlach, Dr. John Gwinn, Dr. Alan Hart, Dr. Dale Jackson, Dr. Paul Merrix, Dr. Allen Noble, Dr. Harry Pinnick, Dr. Phillip Stuyvesant, Dr. Robert Zangrando

College of Engineering—Dr. Thomas Brittain, Mr. Joseph Edminister, Dr. John Lenczyk

College of Education—Dr. Bill Frye, Dr. Robert Mravetz, Dr. Isobel Pfeiffer, Dr. Frederick Schultz, Dr. Charles Wood

College of Business Administration—Mr. Michael d'Amico, Mr. Robert Shedlarz, Mrs. Linda Sugarman

College of Fine and Applied Arts—Dr. Benoyd Bayless, Jr., Dr. John Bee, Mr. David Jamison, Dr. Wallace Sterling

College of Nursing—Mrs. Perry Bomar, Miss Dorothy Dobrindt

School of Law—Mr. John Finan, Mr. Donald Jenkins

Community and Technical College—Mr. Ronnie Adams, Dr. David Dolan, Dr. George Makar, Mr. Charles Salem, Mrs. Anne West

Elected from the Library:

Miss M. G. Harrington, Mrs. Helen Livingston

Elected from Student Organizations:

Associated Student Government—Miss Stephanie DiStefano, Mr. H. Howard Hollingsworth, Mr. J. Michael Mason, Mr. Michael Pernice

Evening Student Council—Mr. Conrad Baker, Mr. Leon Ridley

Graduate Student Council—Miss Senia Taipale

Student Bar Association—Mr. William Sremack

Holding Office by Virtue of Administrative Assignment:

President D. J. Guzzetta; Dr. Noel L. Leathers, Vice President for Academic Affairs; Mr. Richard Hansford, Vice President and Dean of Student Services; Dr. E. L. Lively, Dean of Graduate Studies and Research; Dr. R. A. Oetjen, Dean of Buchtel College of Arts and Sciences; Dr. C. J. Major, Dean of College of Engineering; Dr. H. K. Barker, Dean of College of Education; Dr. J. W. Dunlap, Dean of College of Business Administration; Dr. Ray Sandefur, Dean of College of Fine and Applied Arts; Dr. Estelle Naes, Dean of College of Nursing; Dr. S. A. Samad, Dean of School of Law; Mr. R. C. Weyrick, Acting Dean of Community and Technical College; Dr. Thomas Sumner, Dean of General College; Dr. C. A. Carrino, Dean of Evening College and Summer Sessions; Dr. W. A. Rogers, Executive Dean of Continuing Education and Public Services; Mr. H. P. Schrank, Jr., University Librarian

Appointed by the President:

Dr. I. R. MacGregor, Vice President for Planning; Dr. C. F. Poston, Director of Institutional Research and Systems Development; Dr. John Watt, Assistant to the Vice President for Academic Affairs

Ex Officio:

Dr. Robert Roberts, Chairman, Committee of Department and Division Heads

Officers of University Council for 1974-75

Dr. Noel L. Leathers, Vice President for Academic Affairs, Presiding Officer
 Miss Mary Grace Harrington, elected Secretary
 Dr. Don Gerlach, President Pro Tempore, who would preside vice Dr. Leathers and/or
 President Guzzetta

Members of Procedural Committee for 1974-75

Dr. Noel L. Leathers, Vice President for Academic Affairs, Chairman
 Miss Mary Grace Harrington, elected Secretary of University Council
 Mrs. Linda Sugarman, continuing member, 1973-75
 Dr. John Bee, newly elected member, 1974-76
 Dr. David Dolan, newly elected member, 1974-76
 President D. J. Guzzetta, ex officio

Request to all Faculty for Committee Preferences

The Procedural Committee of University Council is charged with responsibility for appointing permanent and ad hoc committees of Council. The Procedural Committee recognizes the preferences of Council members in making its assignments, and it can also appoint nonmembers of Council to committees. The Procedural Committee therefore invites all members of the University Faculty and University Council to indicate any interest in serving on the seven standing committees of Council by noting their first, second and third choices of Academic Policies and Curriculum, Athletics, Campus Facilities Planning, Library and Learning Resources, Reference, Research (Faculty Projects) and Student Affairs Committees. Please return your request to the Office of the Vice President for Academic Affairs by July 1, 1974.

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MINUTES OF ADJOURNED REGULAR MEETING OF UNIVERSITY COUNCIL, May 2, 1974

The adjourned regular meeting of the University Council (from April 18, 1974) was called to order by the Chairman, Vice President Noel Leathers, at 3:09 p.m. on Thursday, May 2, 1974, in Business Administration Building 307.

Forty-three of the 64 members of Council were present. Those absent with notice were Dr. G. Atwood, Dr. T. Brittain, Dr. C. Carrino, Dr. D. J. Guzzetta, Dr. E. Lively, Dr. D. Rich, Miss S. Taipale (new president of Graduate Student Council in succession to Mr. A. Farres), and Mrs. A. Voorhees. Others absent were Dr. B. Bayless, Mr. M. Briner, Dr. J. Coe, Dean J. W. Dunlap, Dr. P. Hayes, Mr. D. Jenkins, Dean C. Major, Dr. A. Noble, Dr. I. Pfeiffer, Mr. A. Pollock, Dean S. Samad, Dean T. Sumner, and Miss S. Traub.

With the consent of Council, Dr. Leathers changed the order of the agenda to permit consideration of several items as the first order of business. Mr. Ridley moved the adoption of the amendment to the Council Bylaws, as presented and tabled at the previous meeting. The motion was seconded and carried by the required absolute majority on a hand vote. The amendment to Article III. Composition of Council. Section d. now reads as follows: "...two evening students selected in such manner as determined by the Evening Student Council...."

Dr. Merrix, representing the Committee on Faculty Well-Being, Rights and Responsibilities was recognized. He moved the adoption of an amendment to Council Bylaws, Article VI. Procedural Committee of Council. Section d. The motion was seconded. The proposed amendment reads:

- 1) Add between "exception of" and "the University Council Committee of Department and Division Heads": "the Faculty Well-Being and the Faculty Rights and Responsibilities Committees and"
- 2) Change the listing of permanent committees of Council after "Student Affairs;" to read "Faculty Well-Being; Faculty Rights and Responsibilities."
- 3) Add after "tenured librarians." as a last sentence in the Section: "The Faculty Well-Being Committee and the Faculty Rights and Responsibilities Committee shall be elected from University Council representatives by the elected faculty members of Council. One member shall be elected from each degree-granting college and the library. Whenever it is impossible for any reason to find a tenured University Council member to serve on one or both Committees, the degree-granting college or the library not represented on the committee(s) shall elect its representative from its own tenured faculty."

It was pointed out that this proposed amendment could be discussed at the meeting, and that it could be amended but must be tabled for final vote at the next meeting.

Mr. Jamison inquired about the intended method of election of the proposed Faculty Rights and Responsibilities Committee, and whether it might be through a caucus of Council members. Dr. Merrix thought that Council would determine the method of election. Miss Tovey felt that the election should be by each college, particularly in those instances where the college has smaller representation...as two...on Council and might prefer to designate its own choice of Committees for college communication. Her concern was that the proposed procedure would force a Council member to serve on this committee, thus depriving the elected Council member of some choice of other committee assignments.

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Dr. Merrix suggested that the Procedural Committee could determine how the committee should be selected. Dr. Leathers noted that the Procedural Committee would be elected at the regular May 16 meeting of Council, and papers would be sent immediately to all members of the faculty requesting them to indicate their choice of committees for the ensuing academic year. He observed that members of Council would have priority for appointment to certain committees, as do tenured faculty in certain circumstances. Dr. Merrix noted that the present Faculty Well-Being, Rights and Responsibilities Committee would continue through the summer until the new committees take office next fall.

Mrs. Sugarman supported election to the new committee by the individual colleges.

Although Dr. Merrix felt the need of the committee having a representative on Council to be able to report to that body, Dr. Fatemi thought that a nonmember if elected to be chairman could be put on the agenda by the Procedural Committee to report at the regular meetings of Council. Dr. Taylor emphasized the importance of this proposed committee and that it should not be weakened by not having at least one Council member. Mr. Edminister, as a former member of the Faculty Well-Being, Rights and Responsibilities Committee, did not look on it from the standpoint of power, but from the need for well-meaning and conscientious members. Mr. Macak suggested that Council might elect a chairman and let the colleges elect the members who might not necessarily belong to Council. Dr. Merrix agreed with this suggestion, reiterating his belief that one member of the Committee should be elected from Council.

In response to Dr. Poston's query, Dr. Gerlach stated that the proposal could be amended today, and also could be amended before coming to a vote at the next meeting. Dr. Gerlach then moved to lay the amendment on the table. The motion was seconded.

Dr. Leathers confirmed that this pending amendment would then appear on the agenda of the regular meeting of May 16, 1974 under "Old Business".

The motion to lay the pending Council Bylaws amendment (to Article VI. Section d.) on the table was put to a vote and unanimously carried.

Proceeding to the next item on the agenda, "Grievance Procedures", the Chairman called upon Dr. Merrix who referred to the additional changes proposed by the Committee on Faculty Well-Being, Rights and Responsibilities and just now circulated to the Council, and who thereupon moved to delete Step 6 and renumber Step 7, with its proposed new wording, as a new Step 6 under Article II. Procedures. The proposal reads:

Step 7. Final Review. (to be new Step 6.) In the first paragraph delete "If the Committee so decides" and replace with "In those instances where conciliation proves unsuccessful, and when the complainant so requests," so that the opening paragraph would read: "In those instances where conciliation proves unsuccessful, and when the complainant so requests, the Chairman shall promptly schedule a final comprehensive review before the entire Committee. All parties to the dispute shall be invited, in writing, at least two weeks before the scheduled review, to present their case before the Committee."

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In the last paragraph of Step 7 (to be new Step 6), delete "be asked to", so that it would read: "In any event, the decision of the Committee and the recommendations of the Committee—if any—shall be transmitted to the President with copies to the parties and to the Vice President for Academic Affairs and the Secretary of University Council. The President shall inform the Committee of his action in the matter—if any."

In reply to Dr. Poston's query for the reason for the proposed change, Dr. Merrix related that Dr. Brittain, as chairman of the committee, had recommended it. Mr. Edminister opined that old Step 6 was needed to give the committee another chance to review and vote. Conceding this provision, Dr. Merrix pointed out that suitable stages are provided elsewhere. Following further discussion of similar pros and cons, Dr. Leathers voiced the sentiment of the Council and accepted the proposed change to substitute new wording as Step 6 and the change in the Flow Chart correspondingly.

Dr. Oetjen inquired whether the various considerations would be voted upon as a package or separately. Dr. Merrix pointed out that these were only changes in the original recommendations by the committee itself.

Dr. Fatemi asked that the word "reject" used on the Grievance Procedure Flow Chart be changed to "terminate". Despite some hesitancy to use "terminate" with its current connotations, Dr. Merrix accepted this proposal to change the terminology accordingly.

Miss Tovey referred to Article II. Procedures. Section 3. Investigation of Grievance on the top of page 2 of the Grievance Procedures Report. She considered it unfair to have the same committee members involved in the meetings.

Dr. Jackson moved that the Grievance Procedures be considered ad seriatim. The motion was seconded. Dr. Leathers replied to Dr. Jackson's inquiry, stating that the preamble of the document would be considered after the document as a whole had been accepted.

Dr. Jackson then moved to incorporate the following statement as the opening paragraph under Article II. Procedures. Section 1. Filing of Complaint:

"No faculty member shall be dismissed or suspended from his teaching duties during disciplinary or appeal procedures involving him, unless immediate harm to himself or other persons is threatened."

The motion was seconded.

Mr. Schrank stated that this did not seem applicable inasmuch as the committee did not have the power to dismiss faculty members. Dr. Jackson said that this wording was based on a statement made years ago by the AAUP and the AASCU. Dr. Fatemi cited the importance of incorporation and of guarantee of due process, and recalled the case against Youngstown State University in the federal court. Dr. Merrix read from the Statement on Faculty Rights and Responsibilities adopted by University Council on June 8, 1971, the last section under Article V. Section 5. Regarding Submission to Board of Trustees: "No definitive action shall be proposed to the Board of Trustees by the Administration pertaining to any individual whose case is under consideration by the Well-Being, Rights and Responsibilities Committee, provided that the existing regulations regarding due notice for appointment, reappointment or dismissal shall obtain."

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Dr. Leathers doubted that Dr. Jackson's proposal belonged in the opening section of the document. Dr. Merrix recommended that it be considered with the Implementation Policies on page 5 of the new document under discussion. Dr. Jackson agreed and withdrew his motion with the intention of reintroducing it at that point.

Miss Tovey questioned the interpretation of "As soon as possible" in the opening of Section 2. Initial Review. Dr. Merrix affirmed that the committee met once or twice a week and moved as expeditiously as possible. He felt that limiting the time, to possibly two weeks, would necessitate reworking the entire document. Following discussion as to Council's determination of a reasonable time for specific settlement, the possibility of breach of contract, full-time work, etc., Dr. Gerlach moved to amend the statement by substituting "Within seven days". The motion was seconded and carried. The first part of Section 2 now reads: "Within seven days after receiving a complaint, the Chairman shall schedule a meeting of the full Committee...."

In discussing Section 3. Investigation of Grievance in Article II, the first paragraph Dr. Hart opined that this provided a review by people who had already made up their minds. Dr. Gerlach moved to add the word "other" in the fourth line to read: "...and one or more other Committee members to meet privately with the party..." The motion was seconded and carried.

There was consideration of the second paragraph in Section 3 of Article II, and the implication of "disclosed". Dr. Oetjen suggested the substitution of "make available". There was some disagreement about the access to records, and the need for some confidentiality and the expectation that members of the committee would act in good faith. Dr. Leathers confirmed that the faculty records are open to inspection by the faculty member only with the exception of confidential letters of recommendation, but that the committee could request access in these circumstances. Dr. Fatemi said that a faculty member who went to the Faculty Well-Being Committee would understand that he could not have anything withheld from his personnel file.

Dr. Jackson suggested wording: "The committee shall have full and free access to all data it deems necessary." However, this was interpreted as opening it to all outsiders.

Dr. Schultz asked if a quorum was present; a bare majority was now in attendance.

Following a discussion about the meaning of "issues" in the paragraph, Dr. Gerlach suggested adding "be clarified". Dr. Schultz considered it restrictive that members of the committee were not supposed to meet with people on both sides of the question. Dr. Leathers replied that the committee in the past had operated on the broader basis.

Dr. Jackson proposed the addition of "Any member of the University community shall appear before the committee as a witness upon request and shall cooperate fully."

Miss Tovey preferred that this be included under the Intermediate or Final Review, although some advocated inclusion for early acquisition of the facts. Mr. d'Amico questioned the legal basis for demanding witnesses' answers, and Dean Barker reminded the Council that it did not have the power of subpoena. Dr. Gerlach assumed that faculty not cooperating could be subject to reprimand if they did not follow rules accepted by the Council and Board of Trustees.

A discussion ensued relative to the possible absolving a person if witnesses didn't speak, and of the fact that the University committee is automatically disassociated with any case as soon as the applicant employs an attorney and the case comes under outside jurisdiction.

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In an effort to resolve differences, Dr. Fatemi suggested the addition of a phrase, "as long as no outside recourse is sought", relative to witnesses. He also noted the importance of the committee keeping good records in event the case should go to court or to EEO hearings and the findings of the committee could help the University.

Dr. Fatemi then moved to amend Dr. Jackson's statement on witnesses by adding: "As long as no legal or quasi-legal steps outside the University are initiated."

Dean Hansford asked if the phrase "University community" included the President. It was Dr. Merrixx's interpretation that the President would not be included until the final step.

On moving the question, the amended motion was passed, and now reads: 'Any member of the University community shall appear before the committee as a witness upon request and shall cooperate fully as long as no legal or quasi-legal steps outside the University are initiated.'

As proposed the entire Section 3. Investigation of Grievance: now reads:

"If the complaint is accepted by the Committee, the Chairman shall immediately appoint one or more Committee members to meet privately with the complainant and one or more other Committee members to meet privately with the party or parties against whom the complaint has been lodged.

"The appointed Committee members shall consider copies of whatever records, documents, or other written materials that appear relevant to the controversy. It must be made clear to all parties that all issues be clarified and all information material to the grievance must be made available to the Committee at this time.

"Any member of the University community shall appear before the Committee as a witness upon request and shall cooperate fully as long as no legal or quasi-legal steps outside the University are initiated."

The meeting was adjourned at 5:05 p. m.

MINUTES OF SPECIAL MEETING OF UNIVERSITY COUNCIL, May 14, 1974

A special meeting of the University Council was called to order by the President Pro Tempore, Dr. Don Gerlach, at 3:10 p.m. on Tuesday, May 14, 1974, in Business Administration 307.

Forty-two of the 64 members of Council were present. Those absent with notice were Mr. R. Adams, Dr. T. Brittain, Dr. J. Coe, Dr. D. J. Guzzetta, Dr. P. Hayes, Dr. N. Leathers, Dr. C. Major, Dr. I. Pfeiffer, Dr. C. Poston, Mr. F. Rogacs and Dr. F. Schultz. Others absent were Dr. L. Anderson, Dr. B. Bayless, Mr. M. Briner, Dean R. Hansford, Mr. D. Jenkins, Mr. A. Pollock, Dr. W. Rogers, Mr. W. Sremack, Dr. T. Sumner, Miss S. Taipale, Miss S. Traub.

Dr. Gerlach noted that this was the first time he had presided officially as President Pro Tempore, and he suggested that the meeting might even continue beyond 5 p.m. if necessary to complete the business on the agenda. He called for consideration of the first item on the agenda of this special meeting, which was to continue discussion of the Grievance Procedures. It was his understanding that consideration of Article II. Procedures. No. 3. Investigation of Grievance was pending.

Dr. Jackson moved to amend the third paragraph by changing the end of the sentence reading "...as long as no legal or quasi-legal steps outside the University are initiated", to read "...as long as the matter has not been referred to the courts, or a quasi-legal body such as the Ohio Civil Rights Commission or the Equal Employment Opportunity Commission of HEW, etc." The motion was seconded.

Dean Barker objected to this proposed substitution as he understood that these grievance procedures were to preclude legal steps. Dean Oetjen concurred in Dr. Barker's interpretation, and said that the present wording was to ensure that faculty participating would not be under legal provisions.

Dr. Fatemi, who had made the original motion adopting the present wording, agreed with Dr. Jackson, but thought there might be distinctions between an attorney being actively involved in procedures and one serving an advisory role as counsel. Dr. Merrix said that two members of the Faculty Well-Being, Rights and Responsibilities Committee had supported this amendment. He opined that if an attorney wrote a letter to a Dean, for instance, that would be covered under "legal steps". Dr. Oetjen thought that if an attorney participated in a hearing this would be an instance of professionals versus amateurs. If the attorney did not so participate, there would not be a problem, he felt.

Dr. Fatemi then moved to amend Dr. Jackson's proposed amendment by adding "or an attorney has become actively involved by participating in the University grievance procedures." The motion was seconded.

Dr. Zangrando asked who has or has not an attorney. Dr. Merrix wondered if a Dean could refuse to see a faculty member with an attorney. Dr. Gerlach asked that all questions be properly directed to the chair as the visiting back and forth was indecorous.

Dean Oetjen requested the chair to ask Dr. Merrix what he meant by his question.

Dr. Lively stated that as long as everyone was working in-house and cooperating, these steps could be followed. However, if outsiders (as attorneys) became involved, a faculty member could refuse to cooperate. He felt that Dr. Jackson's amendment needed restrictions.

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Dr. Fatemi saw a need for faculty protection to face the University attorneys. Both sides might need protection legally he suggested. Dr. Jackson said this was the reason for the amendment and to clarify the "steps". He knew that administrative officers would expect to consult their own legal counsel and he didn't want faculty members precluded from seeking similar outside advice.

The vote was taken on Dr. Fatemi's amendment which carried.

When Dr. MacGregor asked for a definition of "attorney", the chair suggested, "licensed and practicing attorney". This prompted further definition, such as "or an attorney licensed to practice law in the State of Ohio has become actively involved by participating in the University grievance procedures".

In response to a query, Dr. MacGregor explained that the University's attorney is the Attorney General of Ohio. If he cannot personally serve, he appoints lawyers to represent him for the University. He observed regarding the wording in the amendment that an attorney might be employed who is licensed elsewhere and it might be advantageous to delete the Ohio qualification.

A friendly amendment was accepted so that Dr. Fatemi's amendment was altered to read: "or a licensed and practicing attorney has become actively involved by participating in the University grievance procedures."

The amended amendment was then put to a vote and carried and the third paragraph in II. 3. Investigation of Grievance, now reads:

"Any member of the University community shall appear before the Committee as a witness upon request and shall cooperate fully as long as the matter has not been referred to the courts, or a quasi-legal body such as the Ohio Civil Rights Commission or the Equal Employment Opportunity Commission of HEW, etc., or a licensed and practicing attorney has become actively involved by participating in the University grievance procedures."

Proceeding to consideration of II. 4. Intermediate Review, Dr. Pinnick moved to substitute the following wording for the opening clause of the paragraph: "Within fifteen days following the appointment of committee members, they shall complete their investigations and..." The motion was seconded and carried, so that the entire paragraph reads:

"4. Intermediate Review: Within fifteen days following the appointment of committee members they shall complete their investigations and they shall report their findings and recommendations to the full committee who shall vote to continue consideration of the complaint or to reject it. Again, a majority vote is required to pursue conciliation."

Dr. Pinnick then moved to amend the second paragraph of Item 5. Conciliation by adding a new opening of the first sentence to read: "Within ten days of the appointment of the conciliation subcommittee, it..." Dr. Merrixx proposed a friendly amendment to change "ten days" to "two weeks". This was accepted. The motion was then seconded, put to a vote and carried, so that the paragraph now reads:

"Within two weeks of the appointment of the conciliation subcommittee, it shall hold a meeting to which all parties to the dispute and the Vice

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President for Academic Affairs shall be invited in writing. At this meeting, which shall be confidential and informal in nature, the Committee members shall attempt to aid the parties in achieving a voluntary resolution of their differences."

Following a discussion as to the meaning, authorship and disposition of the "report" mentioned in the third paragraph of Item 5. Conciliation, Miss Harrington moved that these words be added after "report": "for the full Faculty Well-Being, Rights and Responsibilities Committee". The motion was seconded and carried, so that the third and last paragraph of Item 5 reads:

"At the conclusion of the conciliation the subcommittee chairman shall prepare a report for the full Faculty Well-Being, Rights and Responsibilities Committee indicating only whether or not the grievance was resolved by conciliation."

Mr. Edminister moved to amend Item 6. Final Review by changing the first sentence to read, "In those instances where conciliation proves unsuccessful, ~~and~~ when the complainant so requests and if the committee so decides..." ("~~and~~" indicates deletion, and the additions underscored). The motion was seconded.

Opposition was expressed because it was felt this provided a further review which was not necessary following the earlier steps. Mr. Edminister opined that this was to cover a different situation.

The amendment was put to a vote and failed.

Dr. Barker referred to the wording in the second paragraph of Item 6 and the statement that "all parties shall have the right to be represented by counsel if they so desire." He interpreted this as permitting legal counsel, and he objected to this provision to bring legal counsel on campus. He preferred the omission of the phrase.

Dr. Merrix commented that the document under discussion was a version of the original one watered down in response to objections from the University Trustees and administration. He felt that faculty needed provision for having counsel if necessary.

Dean Barker reminded the Council that it had been the intention to try to settle any problems internally without recourse to the courts.

Miss Tovey suggested that substitution of the word "advised" for the present "represented" might make the wording more appropriate.

Dean Carrino moved to delete the entire second paragraph, which read: "Although the review shall be confidential in nature, and intended primarily to inform fully the entire Committee of all the issues, all parties shall have the right to be represented by counsel if they so desire."

Dr. Barker proposed a friendly amendment to make the paragraph read, by change and partial deletion: "The review shall be confidential in nature and is intended primarily to inform fully the Committee of all the issues."

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Dr. Merrix wished to substitute "advised" for "represented".

Dean Oetjen supported the motion for Dr. Barker's wording, and considered that this restored the relationship of amateur to amateur, without one-sided professional participation.

Dr. Jackson cited the Joint Statement by the AASCU and AAUP, quoting parts relative to the faculty member having the option of being represented by counsel. He felt that Council would be out of line to exclude this possibility.

Mr. Jamison favored the motion and the use of in-house procedures. Dr. Zangrando supported Dr. Jackson noting that in event conciliation failed, "counsel" could come from professional associations, not just from legal sources.

Dean Barker cautioned the Council that it would be deluding itself by not recognizing that counsel would almost invariably mean legal participation.

In response to Dr. Jackson's assertion that the University provided legal advisers to administrative officers, Dean Barker asked if these were in fact available, and Dr. MacGregor explained again that University legal counsel is from the State of Ohio Attorney General.

Dr. Oetjen noted that there is a difference between a faculty member seeking advice and having representation. Discussion ensued as to who would have legal counsel, and the wording of "all parties shall have the right", and the possibility of legal counsel helping in resolution of problem, and the importance of keeping records in event of subpoena, etc. Dr. Barker pointed out the inconsistency of bringing in counsel later; and if at all, why not earlier, etc. Mr. Salem questioned how legal rights could be protected by bringing in attorney at this point. Dr. Fatemi thought that some rights might be violated and this was a different stage of the procedures, and more crucial before they passed beyond the University's hands.

Following the vote to close debate, the proposed amendment was put to a vote and lost 12 to 16.

Miss Harrington moved to replace "represented" by "advised". The motion was seconded. Dr. Carrino saw no real difference in meaning in these two words. Dr. Merrix said that "represented" meant that complainant might or might not be present. Speaking from the attorney's point of view, Dean Samad said that "represented" would certainly mean that an attorney would be speaking on behalf of his client.

The motion to substitute "advised" for "represented" was put to a vote and carried.

The second paragraph of Item 6. Final Review now reads: "Although the review shall be confidential in nature, and intended primarily to inform fully the entire Committee of all the issues, all parties shall have the right to be advised by counsel if they so desire."

Dr. Fatemi moved to delete the last sentence of the second paragraph of II. Item 1. Filing of Complaint (which had been amended by Council on April 18). The motion was seconded and carried. The sentence to be deleted read, "If the complainant so desires, the chairman of the Faculty Well-Being, Rights and Responsibilities Committee and a representative of the complainant's choice may be invited to participate when the complainant consults with the Vice President for Academic Affairs."

UNIVERSITY COUNCIL MINUTES, SPECIAL MEETING, 5/14/74

Dr. Carrino called for a quorum. The chair ruled that a quorum was 33, a majority of 64 members of Council. Dr. Fatemi moved to appeal since one member (Chairman of the Committee of Department Heads) is ex-officio and nonvoting. The motion was seconded and carried, and the ruling overturned. The chair, in ascertaining the vote, asked that Council members cooperate in the future by sitting in the front of the room and visitors in the last two rows for more accurate counting in voting.

To substantiate the lack of a quorum, following a head count showing 31 present, a roll call was asked, which verified that only 31 members of Council were then present, as follows:

G. Atwood	R. Keller	M. Ruebel
H. K. Barker	E. Kerr	C. Salem
C. Carrino	E. Lively	S. Samad
M. d'Amico	I. MacGregor	H. Schrank
D. Dobrindt	P. Merrix	P. Stuyvesant
J. Edminister	E. Naes	L. Sugarman
A. Fatemi	A. Noble	H. Taylor
D. Gerlach	R. Oetjen	E. Tovey
M. Harrington	H. Pinnick	A. Voorhees
D. Jackson	D. Rich	R. Zangrando
D. Jamison		

Despite some sentiment for another special meeting of Council to complete the consideration of pending documents, Dean Samad pointed out that the new Council for 1974-75 would take office this Thursday, May 16, 1974 at the regular meeting.

The President Pro Tempore observed that it was indeed disappointing that the absence of so many Councillors prevented the conduct of business which has been dragged out for so many weeks.

The meeting adjourned at 4:40 p. m.

MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, May 16, 1974

The regular meeting of the University Council was called to order by the Chairman, Vice President Noel Leathers, at 3 p.m. on Thursday, May 16, 1974, in Business Administration 307.

Fifty-three of the 64 members of the new 1974-75 Council were present. Those who were absent with notice were Dr. C. Barresi, Dr. T. Brittain, Mr. J. Finan, Dr. B. Frye, Dr. D. J. Guzzetta, and Mr. C. Salem. Others absent were Dr. B. Bayless, Mr. M. d'Amico, Mr. D. Jenkins, Dr. Robert Roberts and Dr. T. Sumner.

Since this was the first meeting of the Council as constituted for the new academic year 1974-75, Dr. Leathers introduced and identified all new members. He said that according to the Bylaws, the President of the University may name three of his choosing each year to serve on Council. President Guzzetta has reappointed Dr. Ian MacGregor, Vice President for Planning; Dr. Charles Poston, Director of Institutional Research and Systems Development; and Dr. John Watt, Assistant to the Vice President for Academic Affairs. Dr. Robert Roberts, Head of the Department of Chemical Engineering, has been elected Chairman of the Committee of Department Heads, and will therefore serve as an ex officio and nonvoting member of Council. The new members of Council elected from the Colleges are: Buchtel College—Dr. Charles Barresi and Dr. John Gwinn (Buchtel has ten representatives this year instead of last year's 11); Engineering—Dr. John Lenczyk; Education—Dr. Bill Frye, Dr. Robert Mravetz and Dr. Charles Wood; Business Administration—Mr. Robert Shedlarz; Fine and Applied Arts—Dr. John Bee and Dr. Wallace Sterling; Nursing—Mrs. Perry Bomar; Law—Mr. John Finan; Community and Technical (now with five instead of last year's four)—Dr. David Dolan, Dr. George Makar and Mrs. Anne West (one year term); Library—Mrs. Helen Livingston. The student representatives are: Associated Student Government—Miss Stephanie DiStefano, Mr. H. Howard Hollingsworth, Mr. J. Michael Mason, and Mr. Michael Pernice; Evening Student Council—Mr. Conrad Baker; Graduate Student Council—Miss Senia Taipale; Student Bar Association—Mr. William Sremack.

Dr. Leathers announced that the Ohio Board of Regents was visiting our campus this afternoon, and it would be necessary for some members of Council to leave by 4 p.m.

The Chairman said that special permission had been granted to Mr. Earl Kerr, outgoing president of Associated Student Government and member of University Council, to make a presentation of no more than three minutes. Mr. Kerr addressed the body on behalf of the other Associated Student Government members who were leaving the Council, and said that they wished to recognize "one member who had done more for the students than any other by presenting him the 'Sandbox Politician's Award'". He then gave a colorful child's sand bucket and shovel to Dr. Don Gerlach amid enthusiastic applause. The recipient responded that he was "overwhelmed and flattered to be singled out for such a distinctive award" and observed that it was "singularly appropriate that those who play in sandbox politics should give as a mark of their esteem the most valuable instruments of their craft." Mr. Kerr also added a ticket for the movie, "Up the Sandbox". Mr. Schrank asked that the bucket be housed in the University Archives.

Since there were no corrections or additions to the minutes of the special meeting of April 11, 1974 and the regular meeting of April 18, 1974, they stood approved as printed in the AU Chronicle of May 1, 1974.

Inasmuch as Dr. Guzzetta could not attend Council because of the visit of the Ohio Board of Regents to the campus, there were no remarks by the President.

UNIVERSITY COUNCIL MINUTES, REGULAR MEETING 5/16/74

Proceeding to the next item on the agenda. Dr. Leathers asked for nominations for the office of President Pro Tempore of University Council. Dr. Noble nominated Dr. Gerlach. Dean Samad moved that the nominations be closed and that Council cast a unanimous ballot for Dr. Gerlach. The motion was seconded and carried.

Asking for nominations for the Secretary of Council, Dr. Leathers wrote the names on the board: Dr. Gerlach's nomination of Miss Mary Grace Harrington, and Dr. Wallace Sterling's nomination of Dr. Alan Hart. On vote, the nominations were closed.

The Chair appointed Dr. Gerlach and Dean Hansford as tellers. They distributed ballots and on collecting them (in the sand bucket) counted the votes which resulted as follows:

Miss Harrington	31	Dr. Hart	21
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The Chair congratulated Miss Harrington upon her election. Dr. Keller, the outgoing Secretary, turned over his place to her. The Council gave Dr. Roger Keller a round of applause in appreciation for his conscientious service during the 1973-74 year.

Upon Dr. Gerlach's suggestion, it was agreed that the two vacancies on the Procedural Committee would be filled seriatim.

Nominations were made for the first opening: Dr. John Bee, Dr. David Dolan and Dr. Paul Merrix. On Dr. MacGregor's motion, which was seconded, the nominations were closed.

On the first ballot, the results were as follows:

Dr. Bee	20
Dr. Dolan	10
Dr. Merrix	22

Since there was not a majority, the vote had to be taken between the two candidates with the largest votes. The results of the second ballot were:

Dr. Bee	27
Dr. Merrix	25

Nominations were made for the second position on the Procedural Committee: Dr. Merrix, Dr. Dolan and Miss DiStephano. The results of the first ballot were:

Dr. Merrix	21
Dr. Dolan	22
Miss DiStephano	9

Since there was no majority, the vote was taken between the two candidates with the highest number of votes. The results of the second ballot were:

Dr. Dolan	27
Dr. Merrix	26

UNIVERSITY COUNCIL MINUTES, REGULAR MEETING, 5/16/74

The Procedural Committee for 1974-75 will be constituted as follows: Dr. Leathers (Chairman), Miss Harrington (as Secretary of Council), Mrs. Linda Sugarman (serving second year), Dr. Bee, Dr. Dolan, and the University President, Dr. D. J. Guzzetta (ex officio).

In voting for the Akron representative on the Faculty Advisory Committee to the Chancellor it was decided to follow last year's policy of considering the person with the highest votes as the representative, and the second highest as the alternate. Dr. Ali Fatemi was nominated for reelection, and others nominated were Mr. Ronnie Adams and Dr. Isobel Pfeiffer. It was moved, seconded and carried that the nominations be closed.

Since only elected faculty members of Council vote for the Akron representative on the Faculty Advisory Committee to the Chancellor, 28 votes were possible since eight of the elected faculty were absent.

The results were as follows:

Dr. Fatemi	18
Dr. Pfeiffer	6
Mr. Adams	4

Thus, Dr. Fatemi will continue to serve as the Akron representative and Dr. Pfeiffer will serve as alternate.

For Akron representative on Ohio Faculty Senate, Dr. Pinnick was nominated, as was Dr. Pfeiffer. Dr. Merrix declined nomination. On motion the nominations were closed. The election result as as follows:

Dr. Pinnick	18
Dr. Pfeiffer	10

Thus Dr. Pinnick will be the Akron representative on the Ohio Faculty Senate, and Dr. Pfeiffer will serve as alternate.

Dr. Leathers called on Dr. Poston to present the list of potential graduates for the June 1974 Commencement. Dr. Poston moved that the list of all candidates, now before Council, for degrees at the June 1974 Commencement be approved pending completion of all requirements, approval by their respective collegiate faculties, and approval by the Board of Trustees. The motion was seconded, and carried on hand vote.

In response to the Chairman's call for reports of the Standing Committees, Dr. Poston referred to the summary of action by the Academic Policies and Curriculum Committee which was circulated to the University Council during today's meeting. Because curricular changes require special sanction to be considered after the March meeting of Council, Dr. Poston moved that this permission be granted. The motion was seconded and carried. He also noted that, whereas most of the changes were approved by the Academic Policies Committee as a matter of record, there were several instances requiring specific action. He said that all action, unless otherwise indicated, would be effective September 1974. [All these curricular details will be printed elsewhere in this issue of the AU Chronicle.]

UNIVERSITY COUNCIL MINUTES, REGULAR MEETING, 5/16/74

Dr. Poston moved that the change in degree requirements in the Department of Geography (on page 2 of document) be approved. The motion was carried.

Dr. Poston moved that the addition of courses in Mathematics and Statistics (345:505, 506 and 507, and 345:524) be effective with Summer Session I, 1974. The motion was carried.

Dr. Poston moved that the changes in catalog descriptions and requirements for degrees in mathematics, as delineated on pages 4-8, be approved. The motion was carried.

Dr. Poston noted an omission of listing of 358:661 Spanish Teaching Practicum, which was to be added.

Dr. Poston moved that the changes in General Bulletin description of the Ph.D. program in Psychology be approved as outlined on pages 13-15. The motion was carried. He observed that there was no proposal for an item #5 on page 16 concerning any change in language requirement.

Dr. Poston moved that the changes in the requirements for the Master of Arts degree in Psychology, as on pages 16-17, be approved. The motion was carried.

Dr. Poston moved that the Program of Studies leading to a Master of Arts or Science degree and Ohio Provisional Certificate in Supervision (Educational Administration) be approved (on pages 30-31). The motion was carried.

Dr. Poston moved that change in language requirement for the Ph.D. in Engineering (on page 31) be approved.

Dr. Gerlach spoke against the proposal, observing that a proposed change in the language requirement in the psychology doctorate had been tabled in the Academic Policies and Curriculum Committee. He warned that this change would dilute the standards of the Doctor of Philosophy degree, and suggested that a concomitant change should be made in title if it were done so as not to debase the value of the Ph.D. He said that the Ed.D. honestly proclaimed no language requirement which was inherent in the Ph.D., and asked that a general and thorough examination be made of the possibility of changing degree titles that would not be misleading in terms of the scholarship for which they stood. Dr. Gerlach moved to refer this proposal back to the Academic Policies Committee. The motion was seconded.

Dean Major said that this was not setting a precedent at The University of Akron, but was a change to be considered in relation to other engineering schools. He then emphasized that to compare the engineering degree with those in other colleges was to compare apples and oranges whereas it should rightfully be considered in reference to the engineering profession and its standards across the country. He cited a long list of eminent engineering schools nationally which have no language requirement or an optional provision. He wants a dynamic and progressive program here, not a static one.

Dr. Leathers had to leave the meeting at this juncture (4 p.m.), and since Dr. Gerlach was actively debating the question before the house, he asked Dr. Poston to take the chair at that time.

In response to further inquiry as to the reason for the Engineering proposal, Dr. Major said that there was not unanimity within his College's departments inasmuch as they had varying needs and goals. Therefore, this proposal was a suitable compromise.

UNIVERSITY COUNCIL MINUTES, REGULAR MEETING, 5/16/74

Dean Barker supported Dean Major's stand, citing that languages are not considered as important now as formerly. Dean Major also replied to Dr. Zangrando's question, saying that the student's adviser, taking into consideration the individual's specialization, would recommend suitable substitutes for language study.

Following some further discussion along the same lines of doctoral standards, on motion debate was closed.

The motion to send back the Ph.D. proposal to committee was put to a vote and failed.

The motion to approve the modification of the language requirement in the Ph.D. in Engineering was put to a vote and carried.

Dr. Gerlach took the chair at this point.

Dr. Poston moved that the proposal on page 32 of the Academic Policies Committee summary, adding the following "tagged" degrees in the College of Fine and Applied Arts, be approved: B.A. in General Speech, B.A. in Theatre Arts, B.A. in Mass Media Communications, B.A. in Communication and Rhetoric, and B.A. in Ballet. The motion was seconded. He noted that there had been an objection not resolved.

In response to a question about the nature of the objection, Dr. Poston said that it centered on the permission of a language option in the College of Fine and Applied Arts in contrast to the Buchtel College's language requirement.

The motion was put to a vote and carried.

As the last recommendation from the Academic Policies Committee, Dr. Poston moved that the Guidelines for the CLEP Program be approved. He recalled that the CLEP program itself had received approval two years ago, and now the guidelines for determining the types of examinations and the scores required for granting of credit have been worked out in detail. The motion was seconded and carried without dissent.

Since the chairman of the Campus Facilities Planning Committee, Mr. Briner, is not a continuing member of the new University Council, Dr. Jackson reported that the committee has recommended the correction of the situation which permits a "lake" outside Auburn Center, and that the University architect meet with the committee. Another recommendation to be referred to the University architect for solution was the problem of the ramp between B and C decks in the Auburn Center parking desck which is hazardous because of poor visibility, the steep approach, and the icy condition in winter because the ramp is open. The third recommendation pertained to suggested Guidelines for Commissioning Visual Art for University Facilities and Campus. This statement was distributed to the Council. [It appears elsewhere in this issue of the AU Chronicle.] On motion Council accepted the report.

In the absence of Dr. Coe, Mr. Schrank reported that the Library and Learning Resources Committee met on May 10, 1974 and made recommendations regarding the allocation of a library materials budget of \$680,000. The library will notify the academic colleges and departments of their library materials allocations next week. These are as recommended by the committee.

UNIVERSITY COUNCIL MINUTES, REGULAR MEETING, 5/16/74

Dean Lively announced that the Faculty Research Committee had made its third allocation for faculty projects for the 1973-74 academic year, totaling \$3,753.06. The listing will appear elsewhere in this issue of the AU Chronicle. He explained that there had been \$30,000 budgeted in addition to a \$6,000 carry-over, and all had been awarded. Next year there should be some recognition of a growing problem: when a proposal is submitted, based on an equipment cost item, often by the time the award is made the cost may have risen five to ten percent. It may be necessary to hold some money in reserve for such contingencies. In answer to a query, Dr. Lively said that \$33,000 appears in the budget, a 10 percent increase, for faculty research next academic year, and he also hoped that there may be some carry-over from unexpended or returned funds in the current year.

Dr. Fatemi, as Akron representative on the Faculty Advisory Committee to the Chancellor of the Ohio Board of Regents, stated that he understood the Council might accept his report by title and it would then appear in detail in the AU Chronicle as an appendix to the minutes. He said that the Chancellor solicited comments from the faculty relative to the Task Force report. He had summarized the sections of this report for the AU Chronicle. He briefly touched on several points: No new two-year colleges should be established; more flexible and appropriate learning programs should be explored; present system of individual boards of trustees for each institution should continue; Governor should appoint persons of merit to boards of trustees; Ohio should concentrate on achieving excellent postsecondary education with increased level of funding (present budget does not allow for inflation).

Dr. Fatemi said that the Governor was emphasizing support this year for higher education, but wanted the public institutions to stop fighting the private ones. He expected more money for education, but the distribution between higher education and other education demands was not clear. The General Assembly might lift the General Service fee, and would then hold the institutions accountable for expending an amount for general fee purposes not less than the proceeds from such charges to students. The Task Force further recommended that Boards of Trustees should initiate reviews of presidents, administration, programs, tenure, etc., which have not heretofore been considered their prime prerogatives.

In reply to Dean Lively's query about H.B. 1285 and its proposal of granting \$6 million to Ohio University, Dr. Fatemi said that the Chancellor opposed this measure.

Dr. Hart moved that the Council accept Dr. Fatemi's report with the understanding that it would appear in the next issue of the AU Chronicle. The motion was seconded and carried.

Proceeding to the next item on the agenda—"Old Business", the Chair reminded the Council that passage of an amendment required a majority of the total membership of 64, or 33 votes, and read from the Bylaws, noting that the Chair's decision had been erroneously overruled at the last meeting. Although Dr. Zangrando thought the membership had changed because Buchtel College had gone from 11 to ten representatives, the Chair announced that the Community and Technical College had increased its membership from four to five, and the Council membership therefore remained the same.

The Chair suggested that items 1) and 2) as amendments be considered together because of their inseparable relationship. There was apparently no desire to offer any amendments to them.

Dr. Hart moved to postpone consideration of the proposed amendments until the next meeting. The motion was seconded. Following Dean Samad's request to know whether he meant "special" or "regular" meeting, Dr. Gerlach referred to the Bylaws which specify only the "next" meeting.

UNIVERSITY COUNCIL MINUTES, REGULAR MEETING, 5/16/74

Dean Samad called for a quorum, and on roll call 41 answered present, as follows:

Adams, R.	Jackson, D.	Rogers, W.
Baker, C.	Jamison, D.	Samad, S.
Bee, J.	Lively, E.	Sandefur, R.
Bomar, P.	Livingston, H.	Schultz, F.
Carrino, C.	Makar, G.	Sremack, W.
DiStefano, S.	Merrix, P.	Sterling, W.
Dobrindt, D.	Mravetz, R.	Stuyvesant, P.
Dolan, D.	Naes, E.	Sugarman, L.
Dunlap, J.W.	Noble, A.	Taipale, S.
Gerlach, D.	Oetjen, R.	Watt, J.
Gwinn, J.	Pernice, M.	West, A.
Harrington, M.G.	Pfeiffer, I.	Weyrick, R.
Hart, A.	Pinnick, H.	Wood, C.
Hollingsworth, H.	Ridley, L.	

The motion to postpone consideration of the pending amendments to the Bylaws was put to a vote and carried.

Dr. Merrix suggested postponing consideration of the Grievance Procedures.

Dr. Gerlach suggested that a vote on adjournment should be made with a willingness to meet again so that Council might finish much delayed business before the end of the academic year.

On Dean Oetjen's motion the Council adjourned at 4:50 p.m.

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.

MINUTES OF SPECIAL MEETING OF UNIVERSITY COUNCIL, May 30, 1974

A special meeting of the University Council was called to order by the Chairman, Vice President Noel L. Leathers, at 3:07 p. m. on Thursday, May 30, 1974 in Business Administration 307.

Forty-one of the 64 members of Council were present. Those absent with notice were Mr. C. Baker, Dr. H. K. Barker, Dr. B. Bayless, Dr. T. Brittain, Dr. J. W. Dunlap, Dr. D. J. Guzzetta, Dr. E. Lively, Dr. R. Mravetz, Mr. L. Ridley, Dr. S. Samad, Dr. R. Sandefur, Mr. R. Shedlarz, Mrs. L. Sugarman, and Miss S. Taipale. Others absent were Dr. C. Barresi, Mr. J. Edminister, Mr. D. Jenkins, Dr. C. Major, Dr. I. Pfeiffer, Dr. W. Rogers, Mr. C. Salem, Mr. W. Sremack, and Dr. T. Sumner.

The Chairman announced that this special meeting had been called as requested by eight members of the Council, and as the circulated agenda indicated, it was his hope that the items which had remained uncompleted could be finished today to conclude the academic year. He wished to sketch the background of the Grievance Procedures, which had been drafted in 1970 and approved by University Council in June 1971 as part of the Statement on Faculty Rights and Responsibilities. They had been forwarded to the Board of Trustees, but referred back to the Committee for further work. In the meantime the administration and Council committees have been acting on an ad hoc basis, where necessary. The Faculty Well-Being, Rights and Responsibilities Committee had worked hard to draw up revised procedures which could be acceptable to Council and then to be forwarded to the President and to the Board. He hoped that such a set of procedures could be completed so that they could be approved now and thus regularized for the beginning of the academic year next September.

Dr. Leathers welcomed Dr. Robert Roberts to Council as the new chairman of the Committee of Department Heads, and congratulated him upon his election.

The Chair called for discussion of the first item on the agenda, the proposed amendments to University Council Bylaws, Article VI. Procedural Committee of Council. Section d. which was in three parts. Since there were no comments, the Chair called for the vote and the first part of the pending motion to amend was carried. It provided the following change:

- 1) Add between "exception of" and "the University Council Committee of Department and Division Heads": "the Faculty Well-Being and the Faculty Rights and Responsibilities Committees and"

The Chair noted that the second part would separate the present Faculty Well-Being, Rights and Responsibilities Committee into two parts. Dr. Poston pointed out that this was indicated in the first part of the proposed amendment just adopted and this second part carried through the complete listing of standing committees. The Council voted to adopt part two which provided:

- 2) Change the listing of permanent committees of Council after "Student Affairs;" to read "Faculty Well Being; Faculty Rights and Responsibilities."

The Council then proceeded to consideration of part three which on the agenda proposed:

- 3) Add after "tenured librarians." as a last sentence in the Section: "The Faculty Well-Being Committee and the Faculty Rights and Responsibilities Committee shall be elected from University Council representatives by the elected faculty members of Council. One member shall be elected from each degree-granting college and the library. Whenever it is impossible for any reason to find a tenured University Council member to serve on one or both committees, the degree-granting college or the library not represented on the committee(s) shall elect its own tenured faculty."

MINUTES OF SPECIAL MEETING OF UNIVERSITY COUNCIL, 5/30/74

Dr. Merrix moved to substitute (not an addition) the following wording for the above proposal:

1. The Rights and Responsibilities Committee shall consist of one member from the tenured faculty of each College, elected by its full-time faculty. Each member shall serve a 3-year staggered term. The President Pro-tem of University Council shall serve as ex-officio, non-voting chairman of this committee.
2. The Well-Being Committee shall consist of one member from the full-time faculty of each College, elected by its faculty. Each member shall serve a 3-year staggered term. The Secretary of University Council shall serve as ex-officio, non-voting chairman of this committee.

Nursing, with only two representatives on Council, should have more flexibility in their choice of Committee assignments, and also it would eliminate the problem of Council caucus for the committee membership.

Dr. Poston suggested a friendly amendment to add "full-time" preceding "faculty" at end of first sentence in Item 2. Dr. Merrix accepted this, and also the addition of "tenured" before the first "full-time", and noted that "and the Library" should be inserted in each item in the first sentence following "College". It was then agreed, on Dr. Leather's suggestion, that the first sentence should be the same in each item.

Mr. d'Amico inquired whether the phrase "elected by its full-time faculty" was meant to include Deans and Department Heads, and whether they could serve on such committees, or have one elected from Council. Dr. Merrix said that most Deans are tenured and they could vote, and he would personally like more elected; but how would it be determined whom they represented?

Miss Harrington thought that the committee chairman might be elected by and from Council but not be ex officio, so as not to diminish the chairman's power.

Dr. Wood wanted to confirm that these were now two committees, and he wondered if this division was meant only to help the College of Nursing. Dr. Merrix explained that the division was because of the volume of work for one committee which could be better handled by two groups.

Dr. Roberts opined that Department Heads, usually as tenured teaching faculty, should be eligible for service on the committees.

Mr. d'Amico moved that Deans, Associate Deans, Assistant Deans, Department Heads, Chairmen of Divisions and those in similar positions be ineligible to serve on these two committees. Dr. Wood seconded the motion.

Dr. Merrix opposed the exclusion of Department Heads because some had served successfully on the Faculty Well-Being Committee the last years. He moved to amend Mr. d'Amico's motion to read: "Deans, Associate Deans, Assistant Deans shall be ineligible. The Chair ruled Dr. Merrix's motion out of order.

Mr. d'Amico's motion was put to a vote and failed.

MINUTES OF SPECIAL MEETING OF UNIVERSITY COUNCIL, 5/30/74

Dr. Merrixx moved that Deans, Associate Deans, Assistant Deans, the University Librarian, and such decanal persons be ineligible to serve on both committees. Dr. Zangrando seconded the motion.

Dean Carrino asked whether Deans had not worked well with the committee in the past, and Dr. Merrixx said that the committee had gotten along well without Deans, but could certainly be expected to cooperate well with them also. Dr. Jackson averred that Deans have access to information which faculty may not have, and therefore faculty need their own entree. Dr. Poston noted that the division of the original committee was designed to handle matters other than grievances, and that concerns such as insurance are important. Dr. Jackson thought that the faculty on this campus without a Faculty Senate would be inhibited in presence of Deans in their committee deliberations.

It was Dr. Makar's suggestion that each College might make its own determination of the eligibility for its administrators on the committees.

The vote was taken on Dr. Merrixx's amendment which carried 21 to 10.

Mr. d'Amico moved to amend the two items to have one member elected by University Council to each committee. Mr. Jamison seconded the motion.

Dr. Noble moved to amend this amendment to read "One at-large member shall be elected from the elected members of University Council." There was no second.

Mr. d'Amico's motion was put to a vote and failed.

Acting Dean Weyrick felt that the Well-Being Committee might be more significant if it was not restricted to tenured faculty. Dr. Merrixx said that the Faculty Well-Being, Rights and Responsibilities Committee had not considered this aspect, and in fact today's proposal had not been laid before the entire committee.

At this point students who had not previously requested participation in the Council meeting entered the room and started speaking without recognition by the Chair. The chairman recessed the meeting for informal discussions.

Upon the reconvening of Council at 4 p.m., Dean Weyrick moved to amend item 2 to remove the word "tenured" and substitute "full-time" faculty in the beginning of the first sentence concerning the Well-Being Committee. Mr. d'Amico seconded the motion.

Dr. Roberts observed that advice and information come from all members of a committee, but the original reason for qualifying it with "tenured" was because in the past it had been a safeguard against putting faculty members in jeopardy during workings of the committee on behalf of investigation of grievances, etc.

Mr. Weyrick's motion to amend was put to a vote and carried.

Dr. Gerlach questioned the provision in item 1 of naming the President Pro-tem of University Council as chairman, and also he felt that a chairman should not be deprived of voting powers. He therefore moved to amend item 1: "The committee shall elect its own chairman who shall be a non-voting member of Council."

MINUTES OF SPECIAL MEETING OF UNIVERSITY COUNCIL, 5/30/74

Dr. Leathers observed that there were two choices for these committees. to Council although elected outside the Council, or they could be considered com. realm of Council.

Dr. Bee opposed this proposed linkage, and considered it unwise to add non-vot. to Council. Dr. Leathers opined that the committees could elect their own chairmen wh. port to Council.

Dean Oetjen was of the opinion that under Dr. Gerlach's proposed wording, if the chairm. should be chosen from Council membership, he would then be disenfranchised. Dr. Leathers, however, said that he might not vote as a committee chairman, but could still vote as a member of Council.

Mr. Jamison objected to this possibility of adding to Council membership, and Dr. Bee reaffirmed his opposition to providing new members of Council, who although ex officio, would change the count for majority, etc. Dr. Leathers encouraged the expression of all viewpoints so that there could be a clear vote on the matter.

Dr. Noble moved to amend item 1 by substituting the following for the last sentence: "The Committee shall elect its own chairman who shall report to Council." The motion was seconded, put to a vote and carried.

Dr. Merrix wanted the committee to have direct Council contact. Dr. Jackson pointed out that it is already established as a standing committee of Council, but that it could be provided for the chairman to be a member of Council. Dr. Gerlach agreed that the Bylaws list this now as a standing committee, and since Council already includes an ex officio non-voting member he saw no harm in adding the chairmen of two more committees to Council's membership.

Dr. Merrix thought that that chairman might vote as an appointed member (as do those appointed by the President).

Dr. Wood moved that "the committee shall elect its own chairman who shall be a member of Council." The motion was seconded.

Dr. Hart moved to amend the motion to read "who shall be an elected member of Council and elected by elected members of Council." Mr. Hollingsworth seconded it.

Dr. Jackson advocated that the committee elect its own chairman.

The motion of Dr. Hart was put to a vote and failed.

In answer to a question of Mr. d'Amico, Dr. Leathers stated that the Procedural Committee always attempts to have the chairmen of standing committees from Council membership, in consideration of the preferences of faculty for service on specific committees. If this is not feasible, then another member of the committee who does belong to Council will make the reports to that body.

Mr. Finan recommended that Council not vote on this motion today inasmuch as the notice of the meeting did not indicate that there would be a substantive change in the amendments to the Bylaws (which is implicit in this possible change in Council membership). He considered such action out of order today.

MINUTES OF SPECIAL MEETING OF UNIVERSITY COUNCIL, 5/30/74

Dr. Oetjen supported Mr. Finan's contention that the substantive change should not be voted on today. Although the amendment was on the agenda, it was not in this form.

Despite the presence of a quorum for the vote, Mr. Finan opined that others might have attended the meeting if these proposals had been properly publicized in advance.

Dr. Gwinn questioned whether committee chairmen as members of Council would be considered elected or appointed. It was the consensus that they be considered appointed. On agreement the wording was changed in two places so that Dr. Wood's motion read: "The committee shall elect its own chairman who shall become an appointed member of Council."

The vote was taken on Dr. Wood's motion which passed 16 to 14.

Dr. Bee moved that the same wording be substituted for the last sentence in item 2. The motion was seconded and carried.

The two parts of the pending Council Bylaws amendment to Article VI. Procedural Committee of Council. Section d. now read:

1. The Rights and Responsibilities Committee shall consist of one member from the tenured faculty of each College and the Library, elected by its full-time faculty. Each member shall serve a 3-year staggered term. The committee shall elect its own chairman who shall become an appointed member of Council.
2. The Well-Being Committee shall consist of one member from the full-time faculty of each College and the Library, elected by its full-time faculty. Each member shall serve a 3-year staggered term. The committee shall elect its own chairman who shall become an appointed member of Council.

The Chair then called for the vote to approve combined parts 1 and 2 of the above pending amendment. The motion carried.

Dr. Bee questioned whether this could be considered finally today if it is a substantive change. The Chair referred to a ruling in similar circumstances at a previous meeting when the substantive vote was declared postponed until the following meeting.

Dr. Merrix viewed this as a substitution in detail only, and not substantively different. The Chair thought that Council could then vote on the substitution of this wording for the original one appearing on today's agenda. The Council voted 24 to 0 to substitute.

The vote was then taken on the substitute amendment to the Bylaws. The 26 favorable votes did not meet the required 33 for amending the Bylaws, and therefore the amendment failed.

Dr. Stuyvesant asked, "Where are we?" to which the Chair replied the same!

The Chair expected to call a meeting of the Procedural Committee in hopes that a clean draft of the proposed amendment could be placed on the agenda for a special meeting of Council next week for reconsideration. It was the consensus of Council members that all should be urged to attend.

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Dr. Leathers proceeded to the next item on the agenda, "Grievance Procedures". He observed that the document had been discussed through the new Item 6, "Final Review", but asked for any comments. The wording seemed acceptable as previously amended and recirculated to Council in the revised draft of May 14, 1974.

Dr. Jackson moved the addition of a new "Item 7. Sanctions. [to read] In the case that sanctions are imposed following disciplinary proceedings, such sanctions shall be appropriate to the severity of the offense. Sanctions shall include verbal or written reprimand, withholding or postponement of salary and/or promotion for a specified period, suspension, and in the gravest cases, dismissal." Dr. Stuyvesant seconded the motion.

He gave as a rationale that he knows of the existence of no such written provisions, and this lack causes uncertainty and apprehension. He chose the wording in the proposed amendment from a document from Stanford University as quoted in the Chronicle of Higher Education. Dr. Merrix supported the proposal as being in keeping with the statement on Faculty Rights and Responsibilities.

Dean Oetjen felt that this was not germane to the grievance procedures since they are not disciplinary. Dr. Roberts asked if there were any similar provisions now in any documents, and Dr. Merrix answered "no".

Dr. Leathers suggested that the statement might be more appropriately placed under Item 4 of the Implementation Policies on page 5 of the original February 1974 report from Faculty Well-Being, Rights and Responsibilities Committee. Dr. Jackson was willing to have it inserted thus, and by unanimous consent his motion was withdrawn.

Dr. Noble then moved to add the following to the end of the Preamble: "Dismissal or suspension of a faculty member from his teaching duties during grievance procedures is justified only if immediate harm to himself or to other persons is threatened by his continuance." Dr. Hart and Dr. Jackson seconded the motion.

Dr. Roberts asked Dr. Noble if this wording implied that a person should be continued even if his contract had expired during the investigation. Dr. Bee thought that the statement was more applicable under Item 2. Initial Review under II. Procedures. Dr. Noble was willing to have it placed where most appropriate, but emphasized the importance of having this as a general statement of policy. Dr. Jackson referred to the Joint AAUP-AASCU statement of 1940, and the necessity of keeping a person on active status to preclude his permanent termination prematurely.

Dr. Bee moved to amend Dr. Noble's motion to place the statement as a first sentence under Item 2 rather than at the end of the Preamble.

Dr. Gwinn observed that the Committee has no power to dismiss, and he questioned its pertinence under Item 2.

Dr. Merrix moved to amend Dr. Noble's motion to move the statement from the end of the Preamble to Item 2. Presidential Involvement under III. Implementation Policies. This was accepted by consensus of Council.

The motion to add the statement as above was put to a vote and carried.

MINUTES OF SPECIAL MEETING OF UNIVERSITY COUNCIL, 5/30/74

The Chair then requested a change in the Grievance Procedures in the second paragraph under Item 3. Investigation of Grievance, under II. Procedures. Dr. Merrix endorsed the crisper wording, and Council accepted it as follows:

"The appointed Committee members shall consider copies of whatever records, documents, or other written materials that appear relevant to the controversy. All issues shall be clarified and all information material to the grievance shall be made available to the Committee at this time."

Mr. Schrank asked about the inclusion of "General Faculty" in the Grievance Procedures. Dr. Merrix responded that this matter was pending. Dr. Leathers added that this was an important consideration and Council would have to deal with this later with determination of its meaning, full-time people, etc.

Council then voted approval of the amended Grievance Procedures (Preamble through II).

Dr. Merrix referred to a proposal from the Committee on Faculty Well-Being, Rights and Responsibilities which had been circulated to Council on April 18, 1974, and moved to amend Item 1. Purview of III. Implementation Policies by adding a second paragraph as follows:

"For its purpose the FWBRR Committee shall adopt the definition of faculty as contained in Article VI of the Bylaws of the Board of Trustees. Any employee who is termed 'General Faculty', either in his or her annual contract, shall be considered as 'faculty'. All faculty shall be accorded due process in all matters of grievances, including non-retention, consistent with those procedures outlined in the Faculty Manual and the Regulations and Bylaws of the Board of Trustees."

Dr. Jackson seconded the motion.

Because of the lateness of the hour, the Chairman announced that he would call an immediate meeting of the Procedural Committee to plan the agenda for an adjourned special meeting of University Council on Thursday, June 6, at 3 p.m. in Business Administration 307. Included on the agenda would be another vote on the proposed amendment to University Council Bylaws, and further consideration of III. Implementation Policies of the Grievance Procedures.

When it was observed that the Academic Policies and Curriculum Committee was already on the calendar for June 6 at 3 p.m., Dr. Gerlach urged the rescheduling of that session so that University Council business would have priority.

The meeting was adjourned at 5:10 p.m. until 3 p.m., June 6, 1974.

MINUTES OF ADJOURNED SPECIAL MEETING OF UNIVERSITY COUNCIL, June 6, 1974

The adjourned special meeting (from May 30, 1974) of University Council was called to order by the Chairman, Vice President Noel L. Leathers, at 3:05 p.m. on Thursday, June 6, 1974, in Business Administration 307.

Fifty-one of the 64 members of Council were present. Those absent with notice were Mr. C. Baker, Dr. B. Bayless, Dr. T. Brittain, Dr. D. J. Guzzetta, Dr. E. Lively, Mr. M. Mason, and Mr. R. Shedlarz. Others absent were Dr. B. Frye, Mr. H. Hollingsworth, Mr. D. Jenkins, Mr. W. Sremack, Dr. T. Sumner, and Miss S. Taipale.

The Chairman thanked the members of Council for coming for this special meeting and expressed the hope that the statements pending could be finished today so that they could be transmitted to the President of the University and then to the Board of Trustees.

The first item on the agenda required a motion to reconsider, and he asked if the Council wished to bring up the matter. Dr. Poston moved to reconsider, Dr. Hart seconded the motion, which carried. The item was a proposed amendment to the University Council Bylaws, Article VI. Procedural Committee of Council, Section d., and read as follows:

Add after "tenured librarians." as the end of the Section:

"The Rights and Responsibilities Committee shall consist of one member from the tenured faculty of each College and the Library, elected by its full-time faculty. Each member shall serve a three-year staggered term. The committee shall elect its own chairman who shall become an appointed member of Council. The Well-Being Committee shall consist of one member from the full-time faculty of each College and the Library, elected by its full-time faculty. Each member shall serve a three-year staggered term. The committee shall elect its own chairman who shall become an appointed member of Council."

Dr. MacGregor requested a clarification of the wording, "three-year staggered term" inasmuch as there was no apparent provision for setting up the terms of the new committee members, nor the length of such terms. Dr. Merrix responded that it was expected that those elected by their Colleges and the Library would meet and draw lots for one-year, two-year or three-year. Dr. MacGregor asked for definite explanation in the amendment.

Mr. Jamison suggested that the permanent terminology of the Bylaws not be burdened with this detail for the original setting up, but simply provide for three-year terms, and the machinery voted following the adoption of the new Bylaw. He therefore moved that the word "staggered" be deleted in each of the two places it appears in the proposed amendment. The motion was seconded.

Dr. Gwinn opposed the amendment because he felt it did not imply a carry-over of membership on the committees which was a definite intention. Dr. Hart favored the deletion, but with a follow-up to describe selection by lot, etc.

The vote was taken on Mr. Jamison's amendment, which carried, for the deletion of "staggered".

Dr. Gerlach expressed his opinion that the word "overlapping" should be added to "terms" to ensure continuity on the committee. Dr. Leathers thought that the terms would be decided by lot after election.

MINUTES OF ADJOURNED SPECIAL MEETING OF UNIVERSITY COUNCIL, 6/6/74

It was pointed out that the proposed amendment, as circulated on the agenda for today's meeting had omitted this sentence which had been added at the May 30 meeting of Council: "Deans, Associate Deans, Assistant Deans, the University Librarian and such decanal persons be ineligible to serve on both committees."

Mr. Edminister, who expressed concern at the suggested adding members to Council in the manner of the proposed amendment through committee chairmen, moved to delete the wording, "shall become an appointed member of Council", and substitute "if not already a member of Council shall become an ex officio non-voting member of Council for reporting purposes only." Dr. Pfeiffer seconded the motion.

Dr. Wood opposed this proposed amendment to the amendment on the grounds that it would be too difficult a position for a chairman not to have voting powers in Council. Dr. Jackson thought the chairman should be counted in the determination of a quorum of members of Council. Dr. Poston said that non-voting members of Council should not be counted in determination of a quorum. Dr. Roberts, as the one non-voting member of Council, saw no problem in participation in discussion on floor of Council. Dr. Merrix was against the proposed amendment because he felt that the committee chairman should have all the rights of a full member of Council.

In response to Mr. Jamison's query of the Chair, Dr. Leathers asked Dr. Bee for his interpretation of the inclusion of ex officio members in determining a quorum. Dr. Bee referred to the different references in Council Bylaws to the membership and ex officio member, but stated his opinion that customarily membership implied the right to vote.

Dean Samad observed that adding to Council membership in this way destroyed the original rationale for representation on Council and could lead to chairmen being selected to give one College more representation than another. Some members of Council were already disenfranchised in some circumstances by their decanal capacity, and he suggested that these new chairmen could be handled appropriately by removing their powers.

Mr. Edminister considered it unimportant for the chairman to vote in Council. His mission would be to report to Council on the accomplishments of the committee which would have been done earlier.

The vote on the amendment of Mr. Edminister was taken and carried.

Dr. Gerlach moved that "members shall serve overlapping three-year terms so that one-third are elected each year." The motion was seconded by Dr. Poston and carried.

The vote was then taken on the amended amendment and carried by 43 affirmative votes, being more than the 33 required for amending the Bylaws, Article VI. Procedural Committee of Council. Section d. now reads:

This Procedural Committee shall prepare the agenda for each meeting. It shall, after its election in May, and after recognizing preferences of Council members, appoint all permanent and ad hoc Committees of Council, subject to the approval of the President, with the exception of the Faculty Well-Being and the Faculty Rights and Responsibilities Committees and the University Council Committee of Department and Division Heads. This Committee of Department and Division Heads shall consist exclusively of the heads of all academic departments and divisions, and shall elect its own officers and chairman.

MINUTES OF ADJOURNED SPECIAL MEETING OF UNIVERSITY COUNCIL, 6/6/74

Besides the Procedural Committee, other permanent committees of Council are: Academic Policies and Curriculum; Athletics; Campus Facilities Planning; Library and Learning Resources; Reference; Research; Student Affairs; Faculty Well-Being; Faculty Rights and Responsibilities. The Rights and Responsibilities Committee shall consist of one member from the tenured faculty of each College and the Library, elected by its full-time faculty. Deans, Associate Deans, Assistant Deans, the University Librarian and such decanal persons are ineligible to serve on the committee. Members shall serve overlapping three-year terms so that one-third are elected each year. The committee shall elect its own chairman who, if not already a member of Council, shall become an ex officio non-voting member of Council for reporting purposes only. The Well-Being Committee shall consist of one member from the full-time faculty of each College and the Library, elected by its full-time faculty. Deans, Associate Deans, Assistant Deans, the University Librarian and such decanal persons are ineligible to serve on the committee. Members shall serve overlapping three-year terms so that one-third are elected each year. The committee shall elect its own chairman who, if not already a member of Council, shall become an ex officio non-voting member of Council for reporting purposes only.

Dr. Gerlach told the Council that he hoped that changes could be worked out next fall so that the Bylaws of Council could provide for conducting of business with less than the present majority of membership being necessary for a quorum.

The Council then proceeded to the next item on the agenda, consideration of the Implementation Policies of the Grievance Procedures. The Chair noted that the motion was placed before the Council on May 30 to add a second paragraph to the item 1. Purview of the Implementation Policies, as circulated to the members. It reads as follows:

III. Implementation Policies

1. Purview: The Committee - in accordance with its general charge from University Council - may consider any grievance relating to faculty well-being, rights, and responsibilities.

"For its purposes the FWBRR Committee shall adopt the definition of faculty as contained in Article VI of the Bylaws of the Board of Trustees. Any employee who is termed 'General Faculty', either in his or her annual contract, shall be considered as 'faculty'. All faculty shall be accorded due process in all matters of grievances, including non-retention, consistent with those procedures outlined in the Faculty Manual and the Regulations and Bylaws of the Board of Trustees."

In response to a query, Dr. Leathers said that those holding General Faculty rank are not full-time instructional staff, but are primarily in full-time supportive administrative positions, and when they do teach are part-time lecturers, etc. Some General Faculty had brought problems before the Faculty Well-Being, Rights and Responsibilities Committee, but the scope of that group needed clarification.

Dr. Merrix averred that the Faculty Well-Being, Rights and Responsibilities Committee would be happy if the administration would appoint a committee to consider the various aspects of a Grievance Procedures statement for the General Faculty. He emphasized that the faculty contract sent out from the Board after each budget time is the same for faculty with rank as for General Faculty, and that it refers to policies in the Faculty Manual. He questioned whether the same contract should be used for both categories.

MINUTES OF ADJOURNED SPECIAL MEETING OF UNIVERSITY COUNCIL, 6/6/74

Dr. Leathers commented that certain benefits accrue to members of the General Faculty who man the payroll office, etc., and that there are some on civil service. He announced that President Guzzetta recognized a clear distinction between teaching and administrative staff, and expects to set up a committee of the General Faculty to meet this summer to devise its own procedures. It was observed that there are no teaching faculty with General Faculty status, but there is one affiliated with other responsibilities in Buchtel College, two in the Library, and several in the School of Law.

Dr. Gerlach opined that the Faculty Well-Being, Rights and Responsibilities Committee did not have jurisdiction over General Faculty matters. He moved to amend the pending motion on Purview by inserting "not" after "FWBRR Committee shall" in the first line. Mr. Salem seconded the motion. Although Dr. Leathers pointed out that this would be unnecessary if the original amendment was voted down, Dr. Gerlach elected to make the motion.

Dr. Merrix said that they were still waiting for a resolution regarding the status of the General Faculty by the administration, although it had been promised in an affirmation of interest by the administration in the subject. After such a determination would be made, it would still have to go to the Trustees.

Dr. Poston remarked that the statement by Vice President Leathers surely indicated the intent of the administration to follow through on this matter.

Dr. Jackson recalled that it was a long-standing problem, and that over four years ago they had met with Vice President Duff and a change in the title of General Faculty had been expected. He advocated an understanding of what happens to the General Faculty in any problems in the meantime before any procedures could be developed.

In answer to Dr. Wood's question, Dr. Leathers stated that General Faculty do on occasion teach, but only on a part-time basis and not as an integral part of their assignment.

Dr. Poston reminded the Council that during the Vice Presidency of Dr. Brintnall, an attempt had been made to resolve the questions concerning the use of the title of General Faculty and how the term might be changed. It had been felt at that time, after serious consideration, that the traumatic effect on those recognized by this kind of faculty status would not be worth the disinvestiture of the faculty designation. The Board gives them this recognition, benefits such as a month's vacation, etc., and most of them hold degrees.

Dr. Merrix requested to withdraw his motion to add the statement to the Purview. The seconder agreed. Dr. Leathers asked Dr. Bee for a parliamentary ruling as to the procedure, and the effect on Dr. Gerlach's pending amendment to the Purview addition. Dr. Bee said that withdrawal of the original motion would cancel the pending amendment. However, it would be necessary to have Council's approval to withdraw. This was put to Council vote and Council approved the withdrawal of the original motion on Purview.

Dr. Jackson moved that that the Procedural Committee shall appoint an ad hoc committee to draw up grievance procedures for the General Faculty.

The Chair observed that the Grievance Procedures are set up for full-time faculty with rank not General Faculty, and suggested that it might be preferable for the Council to pass a resolution requesting the President to appoint a committee of General Faculty to consider such procedures.

MINUTES OF ADJOURNED SPECIAL MEETING OF UNIVERSITY COUNCIL, 6/6/74

Dr. Hart commented that he thought the motion was out of order but it might be appropriate to include the General Faculty in the Purview until their own grievance procedures are set up. He moved therefore that General Faculty be considered within the Purview until such time as General Faculty shall state and implement their own procedures. Dr. Merrix seconded the motion.

Dean Samad said that the Grievance Procedures obviously meant teaching faculty and that there were more General Faculty personnel under the other Vice Presidents than under the Academic Vice President. The other Vice Presidents are not included in the Grievance Procedures and this is an illogical element.

Vice President Hansford spoke to the question, noting that he was ambivalent on the matter; that he really had two roles as Vice President and Dean of Student Services: he was responsible administratively for the welfare of some 50 administrative staff, including some with M.D.'s, J.D.'s, master's degrees, etc; and as a Vice President he had other administrative responsibilities which placed him in a position of opposition to some staff members regarding grievance matters. He felt that the Faculty Well-Being, Rights and Responsibilities Committee should have no jurisdiction over these General Faculty unless they were admitted to membership on Council and eligible for membership on the two committees under discussion. He felt that University Council had no more authority over General Faculty in this regard than over students or clerical staff. He hoped that there would be an appropriate grievance procedure developed for the General Faculty and he expected a favorable resolution of such in the coming months.

It was Dr. Pfeiffer's observation that the present motion would provide stop-gap legislation, in line with Affirmative Action requirements, etc.

Dr. Hart partially agreed with Dean Hansford, but favored temporary insurance of adequate procedures for General Faculty, and felt that the Faculty Well-Being Committee shouldn't eliminate General Faculty from its consideration at this time.

Dean Rogers added that he would agree with Dr. Hart if the General Faculty could vote in Council. Dr. Wood asked for support of the motion.

Dr. Poston urged the Council to consider the ramifications if General Faculty are included, and the fact that some might not welcome the inclusion.

Dr. Jackson thought that many General Faculty did wish to be included, and that it would not be fair to remove protection for them pending the establishment of their own set of regulations.

Dr. Zangrando wondered whether the Faculty Well-Being, Rights and Responsibilities Committee had handled cases involving General Faculty in the past thereby establishing its jurisdiction. Dr. Merrix said it had.

Dean Hansford took exception to one case involving a counselor in the Testing and Counseling Bureau in which he had been intimately involved, and said that although the committee investigated the case, the question of jurisdiction had not been answered by the University and that the case had been resolved in another way rather than by action by the Faculty Well-Being, Rights and Responsibilities Committee.

MINUTES OF ADJOURNED SPECIAL MEETING OF UNIVERSITY COUNCIL, 6/6/74

Dr. Gerlach urged opposition to the amendment and proposed calling the General Faculty "staff". Professor Finan asked for a definition of "faculty", and the Chair read Article VI. University Faculty of the Bylaws of the Board of Trustees.

The vote on the amendment was taken and the motion lost by some 19 for to 23 against.

Dr. Merrix then urged Dr. MacGregor to change the contract sent by the Board to the General Faculty so that it would not refer to the Faculty Manual. Dr. MacGregor replied that he could change such procedures only on direction from the University Board of Trustees. Dr. Leathers suggested that the Council could suggest consideration by the Board through an appropriate resolution.

Dr. Leathers assured the Council that the President this month would establish a committee of General Faculty members selected from their various groups. He also was sure that some consideration would be given to a reevaluation of the contract for the General Faculty.

Dr. Merrix thanked the members of Council for their deliberations on these matters. He moved that the present Faculty Well-Being, Rights and Responsibilities Committee and the new one rework the Implementation Policies to present to Council again next September or October. Dr. Poston seconded the motion which carried.

In answer to a query of Dr. Jackson, the Chair said that the committees could go over the changes already approved and incorporate them and then present them to the Council for review. Dr. Jackson wondered further since the Grievance Procedures were already approved, why another committee would have to review them, and why they would not just be sent to the Reference Committee. Dr. Jackson then moved that the Implementation Policies be referred to the Reference Committee. Dr. Zangrando seconded the motion which was put to a vote and carried with 31 votes.

Proceeding to consideration of the Report of the Ad Hoc Committee to Revise the Faculty Manual, Council began with the four sections still not discussed. On page 30 of the Report, which corresponded to page 50 of the present Faculty Manual, the proposed changes were accepted as recommended by the committee, with the attendant changes in numbering:

- New Section 35. Solicitation of Funds (formerly Section 40). No change.
- New Section 36. Faculty Social Organizations (formerly Section 41). No change.
- New Section 37. I.D. Cards (formerly Section 42). No change.
- New Section 38. Miscellaneous (formerly Section 43). No change.

Dr. Merrix moved that the Faculty Manual changes be accepted as revised through Section 38, and be referred (Part I of the Report) to the Reference Committee. Dr. Pfeiffer seconded the motion.

Dr. MacGregor objected to the first sentence of the proposed new paragraph under "General Objectives of The University of Akron", as he contended that it did not say what he was sure was intended... that "The University discourages discrimination in any form..."

Dr. Leathers encouraged the passage of the motion so that the Reference Committee could clear up any inconsistencies and bring the document back to Council for final consideration.

The motion to approve and refer the Report Part I. (Faculty Manual) was put to a vote and carried.

The meeting was adjourned at 4:25 p. m.

APPENDIX TO UNIVERSITY COUNCIL MINUTES, May 16, 1974

Report of Campus Facilities Planning Committee

Guidelines for Commissioning Visual Art
for The University of Akron Facilities and Campus

Since it is generally considered to be desirable to have sculpture, paintings, prints and other art work on sites about our campus, and since we should strive to be certain that the art work is of the highest quality obtainable, we propose that whenever the University commissions such original art work for the campus the following procedure should be used:

A competition for the commission will be widely advertised. Specifications, data, and any physical restrictions pertaining to the placement of the art work will be included in this advertisement.

A committee, to include a representative of the Art Department of The University of Akron, the Director of the Akron Art Institute or his representative, the University Architect, and the architect of any new structure where such an embellishment is involved will judge the competition and choose which artist or artists (in the case of a cooperative effort) will receive the commission. This committee will forward its recommendation to the Vice President for Planning.

Each interested artist will be asked to submit a series of slides of her/his previous work and the committee may require other plans or supportive materials of an appropriate nature.

If the commissioned artist should prove to be unable to complete the art work, the above procedure will be followed once again.

Recommended April 29, 1974

APPENDIX TO UNIVERSITY COUNCIL MINUTES, May 16, 1974

Projects Approved by the Faculty Research Committee 1973-74
(May 6, 1974)

	<u>Amount</u>
Mr. Nathan F. Cardarelli "Siltting effects on the efficacy of slow release molluscicides"	\$ 295.00
Dr. Leslie G. Carr Supplement to "Economic factors in the history of ethnic immigration to south Lorain"	250.00
Dr. Elizabeth B. Erickson and Dr. Isobel L. Pfeiffer "Test of an empirical model of factors affecting academic salaries and promotions"	170.00
Mr. Earl L. Ertman "Continuing excavations in the pyramid area at Giza"	600.00
Dr. Paul C. Franks "Kaolinitic clay rocks of the Dakota Formation (Cretaceous), Kansas: Latosols or detrital kaolinite?"	500.00
Dr. Stephen S. Fugita "Attraction, self concept, and nonverbal behavior"	591.00
Dr. Richard J. Gigliotti "The effect of message consistency-intensity on elementary school non-academic behavior"	636.15
Dr. Daniel Nelson "Frederick W. Taylor and the rise of scientific management"	185.00
Dr. James F. Richardson "Politics and public policy in Cleveland, Ohio 1900-1940"	350.91
Dr. James W. Teeter "The taxonomy and paleoecology of specific microfossil groups from the Caloosahatchee and Fort Thompson Formation of southern Florida"	175.00
	<u>\$3,753.06</u>

APPENDIX TO UNIVERSITY COUNCIL MINUTES, May 16, 1974

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

The Faculty Advisory Committee met with Chancellor Norton on April 23, 1974. Professor Scatterday and I attended that meeting. The following is a brief outline of the topics discussed at that meeting.

1. Central State

It's being reconstructed with Federal Funds. It is going to have its graduation next summer. Getting the Federal Funds, however, is not very easy. About \$20 million will come from Federal and Insurance, \$7 million from already appropriated funds. The entire amount will be around \$30 million. Ford and Carnegie Foundation money will be used to have teams of faculty and administration meet off campus for planning a much better and newer set of facilities. Central State will not become a branch of Wright State or become merged with Wilberforce or Wright State. However, there will be cooperation among the three in such areas as sharing of facilities.

2. Quarter vs. Semester

The IUC has not done its work and there has not been a meeting with the university presidents because they are not ready yet. However, the Chancellor thinks there still will be an answer before the end of the quarter.

3. Transfer Questions (From 2 Year)

The Chancellor would prefer a pattern which would allow an ease of transferability in a particular area of Ohio.

4. House Bill 1285

\$6 million for Ohio University. The Regents cannot support it because it is not the answer to the long-range problems of adjustment for Ohio U. and others.

5. S.B. 221 - Sick Leave

The present language of the Bill seems to cover faculties. However, the Attorney General's ruling leaves this to the boards of trustees. AG thinks there is enough flexibility as it is; however, if necessary new legislation will be presented.

6. MIP - Management Improvement Program

There will be a copy of the draft in two weeks. (I understand it has arrived at AU campus.)

7. The Meeting of the Presidents with the Governor

Q - It is reported that the Governor in his meeting with the Presidents pushed for a substantial increase for higher education - specially for the private sector.

A - The Governor believes in the legislative process. He told the Presidents that he thinks that is the way to go. This includes the Task Force route. The Task Force thinks that the

APPENDIX TO UNIVERSITY COUNCIL MINUTES, 5/16/74, continued

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

private sector has to be included if we are going to have the kind of support which is needed to boost the higher ed's funding. The only way to increase the size of the pie is to work together. Otherwise, in the long run have no chance. This was the message of the Governor. On Wednesday, May 1, the Task Force's report will be issued and will go to:

1. Legislators
2. News
3. Task Force Members
4. Presidents

By June 1, everybody should have a copy. The Chancellor has asked all members of the OCA to react to the report and acquaint other people with it. There will be 11 regional assemblies in the state—this corresponds to the planning districts. In these assemblies all factions will participate and the end result is aimed at January 15, 1975, beginning of legislative sessions. The cost of these regional assemblies (patterned after the concept of American Assembly) will be absorbed by various schools. The Board of Regents will provide speakers and resource persons.

Task Force Report Is Here!

As Akron's representative to the Faculty Advisory Committee, I have just received a copy of the Task Force's Final report to the General Assembly and the Board of Regents dated May 1, 1974. The Report is 74 pages long. I have enclosed a brief summary of its recommendations for consideration by members of the AU Community.

The next meeting of the FAC is scheduled for Wednesday, June 5, 1974. This report will be discussed at that meeting. I earnestly solicit your reactions and comments. If you would like to see the full report, please call me at Extension 7788.

Re: Task Force

Recommendation #1: Given the present population projections, the General Assembly should not establish any additional permanent two or four-year undergraduate campuses or expand existing two-year institutions into four-year institutions.

Recommendation #2: The Ohio Instructional Grants Program must be designed to insure first, participation by students from low-income families. The maximum grant awards for full-time students must be equal to the cost of instructional and general fees at public institutions and \$2,000 for full-time students attending private institutions.

Recommendation #3: The Ohio Instructional Grants Program adjusted family-income ceiling should be set within \$15,000. Students at proprietary institutions accredited by an agency recognized by the U.S. Office of Education should be eligible for Instructional Grants according to a formula developed by the Board of Regents. The Board of Regents should seek additional funds to extend coverage in the OIG Program to include part-time and graduate students.

APPENDIX TO UNIVERSITY COUNCIL MINUTES, 5/16/74, continued

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

Recommendation #4: The General Assembly should continue and increase the funding of developmental education at state-assisted colleges and universities based on institutional commitment and student need.

Recommendation #5: The General Assembly should provide funds for a grant to accompany every Ohio Instructional Grant student attending a private college or university. Grants should be in the amount of \$400 per OIG student with a family income of \$7,999 or less, and \$200 per OIG student with a family income above \$7,999.

Recommendation #6: The General Assembly should initiate a joint study by the Ohio Student Loan Commission and the Legislative Service Commission on providing increased availability of loans for students. This study should include as one alternative a loan program that features repayment based on future income.

Recommendation #7: The Board of Regents should experiment with several academic, financial and career information and counseling centers in geographic regions of the state. When necessary, contract for service arrangements with appropriate educationally-related institutions could be used.

Recommendation #8: The Board of Regents should explore the development of a common form for admissions, housing and financial aid.

Recommendation #9: The Board of Regents should promote implementation of the June 1973 "Guidelines on Articulation Between Public Two-Year Campuses and Public Universities".

Recommendation #10: The Board of Regents should provide institutions with incentives to make classes available to citizens through the adoption of flexible schedules which permit classes to be offered beyond regular classroom hours—evenings, weekends and summers.

Recommendation #11: The General Assembly should provide subsidy to public colleges and universities for occupationally and professionally related noncredit courses. The General Assembly should also provide subsidy for off-campus post-baccalaureate in-service training programs.

Recommendation #12: The Board of Regents should seek funds to permit the development and expansion of external learning programs through existing public and private, two-year and four-year institutions and their faculties.

Recommendation #13: The Board of Regents should continue as a coordinating and planning agency with its powers essentially unchanged but more fully utilized. The present system of an individual board of trustees for each institution should continue.

Recommendation #14: The Governor should exercise special care in the appointment of citizens to the Board of Regents and to boards of trustees. He should choose persons of merit and trust with interest in and sensitivity for the problems and needs of postsecondary education. Their backgrounds and capabilities should be sufficiently diverse and their time commitments to the task large enough to warrant public credibility.

Recommendation #15: The present length of appointments to the Board of Regents and to boards of trustees at public colleges and universities should continue. Appointees who are habitually absent from trustee functions should be asked to resign.

APPENDIX TO UNIVERSITY COUNCIL MINUTES, 5/16/74, continued

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

Recommendation #16: Boards of trustees should initiate formal, systematic, periodic reviews of presidents and their administrations through the use of broadly representative review structures which include membership by trustees, students, faculty, staff and alumni. Trustees should also recognize their responsibilities to review the quality and effectiveness of all programs and services offered by their institutions and to see that sound policies for recruiting, hiring, promoting and tenuring faculty members are developed, properly administered and periodically reviewed.

Recommendation #17: The Board of Regents should concentrate on achieving an accessible, orderly, effective and excellent system of postsecondary education for the citizens of Ohio. To accomplish this objective the Board of Regents should:

1. Develop a structure for the planning of postsecondary education in Ohio which involves all segments: public and private, two-year and four-year and accredited proprietary institutions.
2. Supplement the master plan approach with a process of continuous planning based on public policy objectives.
3. Require any institution receiving state funds to submit long-range instructional capital plans and to update them annually.
4. Require any institution receiving state funds to be a full partner in the Regents' Basic Data Series.
5. Divide the state into appropriate regions for planning.
6. Foster the development of voluntary, broadly representative, regional planning consortia within each planning region of the state.
7. Review instructional program offerings, particularly at the graduate level, and exercise the power of program assessment when appropriate and necessary.
8. Develop a systematic planning process for graduate education in Ohio with appropriate criteria for judging the desirability of existing programs as well as proposed new programs.
9. Evaluate instructional programs and services by two-year institutions, university branch campuses and accredited proprietary institutions within each planning region.
10. Create a unified, adequately-funded planning structure within the Board of Regents which brings together a relatively small, highly competent staff of academic planning specialists.

Recommendation #18: The Chancellor should develop policy-focused, problem-oriented, broadly representative committees.

APPENDIX TO UNIVERSITY COUNCIL MINUTES, 5/16/74, continued

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

Recommendation #19: The Legislature should reexamine its procedures for considering higher education issues. Deliberation on most issues through an Education as well as a Finance Committee in both the Senate and the House will contribute to effective planning and wise decision-making.

Recommendation #20: The Board of Regents should give priority attention to those geographic regions where unwarranted program duplication and unnecessary institutional competition exist. Recognizing a concern with program proliferation, the Board of Regents should encourage two-year campuses to delete course offerings with low enrollment as new programs are added. The Board of Regents in cooperation with institutions, should assume leadership in developing an approach for program deletion.

Recommendation #21: To correct the uneven development of services at two-year campuses, the Board of Regents should begin a comprehensive study that includes the following dimensions:

1. Identification of regions in the state where access to the first two years of college (general studies) is not available.
2. Identification of regions in the state where access to technical education is not available.
3. Identification of the number of students needed at a campus or within a given region to provide an appropriate base for a quality technical education program, transfer program, and community service program.

Recommendation #22: State funding for all of higher education should be substantially increased.

Recommendation #23: The General Assembly should continue to use the enrollment-based formula for allocating biennial appropriations to public colleges and universities.

Recommendation #24: The enrollment-based subsidy model should reflect actual cost data for personnel, instructional programs, general operations and costs due to inflation through the development of a cost-indexing system by the Board of Regents.

Recommendation #25: The General Assembly should appropriate funds to the Board of Regents to be used to meet specific public policy objectives approved by the Legislature.

Recommendation #26: The General Assembly should appropriate funds to the Board of Regents to provide nonrepeatable seed grants for special innovative projects.

Recommendation #27: In awarding contracts for services, the Board of Regents should consider the following funding criteria:

1. The extent to which the proposed contract promotes cooperative programming and the sharing of resources between and among all accredited postsecondary institutions through voluntary regional consortia.

APPENDIX TO UNIVERSITY COUNCIL MINUTES, 5/16/74, continued

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

2. The extent to which a specified public need is not being met, including access and retention.
3. The extent to which the proposed contract will promote the coordination of state resources through the Board of Regents.
4. The extent to which the proposed contract is unique either in administrative or instructional services.

Recommendation #28: The General Assembly should establish a bi-level instructional fee for undergraduate study. The freeze on the present level of undergraduate instructional fees should be continued for lower division instruction. The freeze on instructional fees for upper division instruction should be lifted.

Recommendation #29: The General Assembly should lift the freeze on the \$50 per quarter general service fee and permit variations in the general fee among institutions on the basis of well-documented dollar needs. The action proposed is conditional upon clarification by the General Assembly of the intended use of the general fee by the institutions. Institutions should be held accountable for expending an amount for general fee purposes which is not less than the proceeds from such charges to students.

Recommendation #30: The General Assembly should establish a Regents' merit scholarship program graduated according to need.

Recommendation #31: The Capital Funding program for higher education in Ohio should be based upon the following considerations:

1. That the Board of Regents establish a continuing planning process for capital improvements based on changing needs and enrollment trends.
 2. That building repair and renovation needs be met first in keeping with institutional history and character.
 3. That every effort be made to reduce the costs of construction through improved and streamlined mechanisms for the approval of capital projects.
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CURRICULUM CHANGESGENERAL COLLEGEMen's Physical Education

Add: 110:159 Self-Defense. 1 credit.

Women's Physical Education

Add: 110:187 Self-Defense. 1 credit.

BUCHTEL COLLEGE OF ARTS AND SCIENCESDepartment of Chemistry

Change: 315:501 Biochemistry. 4 credits.

to

315:501 Biochemistry I, Lecture. 4 credits. Sequential. Prerequisite, 265. An intensive study of modern Biochemistry. Topics covered include the biochemistry of amino acids and proteins, the study of enzymes and their role as biocatalysts, the structure and biochemistry of nucleotides, nucleic acids, carbohydrates, lipids, and the biochemistry of energy storage and utilization.

315:504 Biochemistry I, Laboratory. 1 credit.

to

315:504 Biochemistry I, Laboratory. 1 credit. Corequisite, 401/501. Topics include the chemical investigation of constituents of living matter such as amino acids, proteins, carbohydrates, lipids, and nucleic acids. The student will be exposed to modern biochemical laboratory techniques, such as the various types of chromatography, oxygen measurements, spectrophotometry and the use of radioisotopes.

Add: 315:502 Biochemistry II, Lecture. 4 credits. Prerequisite, 401/501. Topics covered in this second quarter of biochemistry include the carbohydrate metabolism, the citric acid cycle, oxidative phosphorylation, lipid and amino acid metabolism nucleotide and nucleic acid biosynthesis, the biosynthesis of proteins and the regulation of gene function.

Add: 315:505 Biochemistry II, Laboratory. 1 credit. Sequential. Corequisite, 402/502. In this second quarter course the student will be exposed to the biological synthesis and degradation of the biochemicals which he investigated in the previous quarter. Experiments will furthermore deal with the role of enzymes as biological catalysts, their characteristics and the utilization of energy released during the oxidation of biological compounds.

CURRICULUM CHANGES, continued

Department of GeographyChange in Degree Requirements for the following:

For both the M.A. and M.S. degrees substitute the following required courses for those currently in force: 335:581; 335:583; 335:687, with the following sentence inserted in Section One of each case: A minimum of 20 credit hours at the 600 level will be required, exclusive of thesis.

Drop:	335:682	<u>Seminar in Regional Methodology.</u> 4 credits.
Add:	335:551	<u>Regional Problems in Canadian Geography.</u> 3 credits. Prerequisite, 335:350 or permission. A comprehensive analysis of the main regional problems facing Canada, not only internally but also internationally. The emphasis will be placed on the current political, economic, and social environments, their interrelationships and the inter-regional relationships which exist throughout the country.

Department of Mathematics and Statistics

Add:	*345:505	<u>Concepts in Geometry.</u> 3 credits. Prerequisite, Consent of Instructor. A presentation of geometry as a branch of contemporary mathematics by treating Euclidean geometry in an axiomatic manner to meet the current standards of rigor. Topics included are incidence, distance, betweenness, planar and spatial order properties, congruence, angles, triangles, non-Euclidean Geometries, similarities, circles, spheres, areas, ruler and compass constructions. Intended primarily for secondary school teachers. Does not meet major requirements for graduate degree programs in mathematics, statistics, physical sciences or engineering.
	*345:506	<u>Concepts in Algebra.</u> 3 credits. Prerequisite, Consent of Instructor. Not available to students taking 345:311. Definition and elementary properties of groups, rings, integral domains, fields, vector spaces, with major emphasis on the rings of integers, rational numbers, complex numbers and polynomials. Intended primarily for secondary school teachers. Does not meet major requirements for graduate degree programs in mathematics, statistics, physical sciences or engineering.
	*345:507	<u>Concepts in Analysis.</u> 3 credits. Prerequisite, Consent of Instructor. Not available to students taking 345:420. A careful introduction to the notion of a limit and to related notions of continuity, differentiation and integration with particular emphasis on gaining conceptual mastery rather than in the acquisition of manipulative skills. Intended primarily for secondary school teachers. Does not meet major requirements for graduate degree programs in mathematics, statistics, physical sciences or engineering.

*Effective Summer Session I, 1974

CURRICULUM CHANGES, continued

Add: *345:524 Topics in Applied Mathematics. 3 credits. Prerequisite, 345:423 or permission of the Instructor. Selected topics, such as mathematical model building, non-linear oscillations, stability theory, graph theory, combinatorics, game theory, or other areas of applied mathematics.

Change: Change catalog descriptions and/or correct to read as follows:

345: MATHEMATICS

Requirements for a B.S. degree with a major in mathematics:

The General Studies and the second year of French, German, or Russian. At least 60 credits in the department including:

	<u>Credits</u>
345:231-232-233- <u>Analytic Geometry-Calculus</u> . 4 credits each. 234-235	20
345:236 <u>Differential Equations I.</u>	4
345:311 <u>Abstract Algebra.</u>	3
345:312-313 <u>Linear Algebra I, II.</u> 3 credits each.	6
345:413 <u>Introduction to Topology.</u>	3
345:420 <u>Advanced Calculus I.</u>	3
345:482-483 <u>Introduction to Real Analysis II, III.</u> 3 credits each.	6
A minimum of 15 additional credits of 400-level courses in the department.	<u>15</u>
Total	60

The courses 110:211 Numbers Communications; 345:101, 102, 103 Finite Mathematics; 115, 116 Elementary Functions; 206 Actuarial Mathematics; 406 Concepts in Algebra; 407 Concepts in Analysis; 410 Matrices and Linear Algebra do not meet major requirements.

26 credits of course work outside the department and beyond the General Studies in a suitable area of concentration as approved by the department.

Change: Change catalog descriptions and/or correct to read as follows:

345: MATHEMATICS

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

The General Studies and the second year of French, German, or Russian. At least 60 credits in the department including:

*Effective Summer Session I, 1974

CURRICULUM CHANGES, continued

		<u>Credits</u>
345:231-232-233- 234-235	<u>Analytic Geometry-Calculus.</u> 4 credits each.	20
345:236	<u>Differential Equations I</u>	4
345:311	<u>Abstract Algebra</u>	3
345:312-313	<u>Linear Algebra I, II.</u> 3 credits each.	6
345:413	<u>Introduction to Topology</u>	3
345:420	<u>Advanced Calculus I</u>	3
345:482-483	<u>Introduction to Real Analysis II, III.</u> 3 credits each.	6
A minimum of 15 additional credits of 400-level courses in the department.		<u>15</u>
Total		60

The courses 110:211 Numbers Communications; 345:101, 102, 103 Finite Mathematics; 115, 116 Elementary Functions; 206 Actuarial Mathematics; 406 Concepts in Algebra; 407 Concepts in Analysis; 410 Matrices and Linear Algebra do not meet major requirements.

26 credits of humanities or social sciences beyond General Studies and the second year of a foreign language. The 26 credits are to be from more than one department.

Requirements for a B.S. degree with a major in applied mathematics:

The General Studies and the second year of French, German, or Russian. At least 60 credits in the department including:

		<u>Credits</u>
345:231-233- 234-235	<u>Analytic Geometry-Calculus.</u> 4 credits each.	20
345:236	<u>Differential Equations I</u>	4
345:237	<u>Differential Equations II</u>	4
345:312-313	<u>Linear Algebra I, II.</u> 3 credits each.	6
345:413	<u>Introduction to Topology</u>	3
345:420	<u>Advanced Calculus I</u>	3
345:422-423	<u>Applied Advanced Calculus II, III.</u> 3 credits each.	6
345:424	<u>Topics in Applied Mathematics</u>	3
A minimum of 11 additional credits of 400-level courses in the department.		<u>11</u>
Total		60

CURRICULUM CHANGES, continued

The courses 110:211 Numbers Communications; 345:101, 102, 103 Finite Mathematics; 115, 116 Elementary Functions; 206 Actuarial Mathematics; 406 Concepts in Algebra; 407 Concepts in Analysis; 410 Matrices and Linear Algebra do not meet major requirements.

26 credits of course work outside the department and beyond the General Studies in a suitable area of concentration as approved by the department.

Requirements for a B.A. degree with a major in applied mathematics:

The General Studies and the second year of French, German, or Russian. At least 60 credits in the department including:

		<u>Credits</u>
345:231-232-233- 234-235	<u>Analytic Geometry-Calculus.</u> 4 credits each.	20
345:236	<u>Differential Equations I</u>	4
345:237	<u>Differential Equations II</u>	4
345:312-313	<u>Linear Algebra I, II.</u> 3 credits each.	6
345:413	<u>Introduction to Topology</u>	3
345:420	<u>Advanced Calculus I</u>	3
345:422-423	<u>Applied Advanced Calculus II, III.</u> 3 credits each.	6
345:424	<u>Topics in Applied Mathematics</u>	3
A minimum of 11 additional credits of 400-level courses in the department.		<u>11</u>
Total		60

The courses 110:211 Numbers Communications; 345:101, 102, 103 Finite Mathematics; 115, 116 Elementary Functions; 206 Actuarial Mathematics; 406 Concepts in Algebra; 407 Concepts in Analysis; 410 Matrices and Linear Algebra do not meet major requirements.

26 credits of humanities or social sciences beyond General Studies and the second year of a foreign language. The 26 credits are to be from more than one department.

347: STATISTICS

Requirements for a B.S. degree with a major in statistics:

The General Studies and the second year of French, German, or Russian. At least 60 credits in the department including:

		<u>Credits</u>
345:231-232- 234-235	<u>Analytic Geometry-Calculus.</u> 4 credits each.	20

CURRICULUM CHANGES, continued

		<u>Credits</u>
345:236	<u>Differential Equations I</u>	4
345:312	<u>Linear Algebra I</u>	3
345:420	<u>Advanced Calculus I</u>	3
345:422-423	<u>Applied Advanced Calculus II, III.</u> 3 credits each.	6
347:451-452-453	<u>Theoretical Statistics I, II, III.</u> 3 credits each.	9
347:471-472	<u>Applied Statistics, I, II.</u> 3 credits each.	6
347:473	<u>Experimental Design I</u>	3
A minimum of 6 additional credits of 400-level courses in the department.		<u>6</u>
Total		60

The courses 110:211 Numbers Communications; 345:101, 102, 103 Finite Mathematics; 115, 116 Elementary Functions; 206 Actuarial Mathematics; 406 Concepts in Algebra; 407 Concepts in Analysis; 410 Matrices and Linear Algebra; and 347:200 Statistical Laboratory; 251, 252 Introduction to Statistics I and II do not meet major requirements.

26 credits of course work outside the department and beyond the General Studies in a suitable area of concentration as approved by the department.

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

The General Studies and the second year of French, German, or Russian. At least 60 credits in the department including:

		<u>Credits</u>
345:231-233- 234-235	<u>Analytic Geometry-Calculus.</u> 4 credits each.	20
345:236	<u>Differential Equations I</u>	4
345:312	<u>Linear Algebra I</u>	3
345:420	<u>Advanced Calculus I</u>	3
345:422-423	<u>Applied Advanced Calculus II, III.</u> 3 credits each.	6
347:451-453	<u>Theoretical Statistics I, II, III.</u> 3 credits each.	9
347:471-472	<u>Applied Statistics I, II.</u> 3 credits each.	6
347:473	<u>Experimental Design I</u>	3
A minimum of 6 additional credits of 400-level courses in the department.		<u>6</u>
Total		60

CURRICULUM CHANGES, continued

The courses 110:211 Numbers Communications; 345:101, 102, 103 Finite Mathematics; 115, 116 Elementary Functions; 206 Actuarial Mathematics; 406 Concepts in Algebra; 407 Concepts in Analysis; 410 Matrices and Linear Algebra; and 347:200 Statistical Laboratory; 251, 252 Introduction to Statistics I and II do not meet major requirements.

26 credits of humanities or social sciences beyond the General Studies and the second year of a foreign language. The 26 credits are to be from more than one department.

Change: 345:584 Topics in Mathematics. 3 credits.
to
345:584 Topics in Mathematics. 3 credits. (May be repeated for
a total of 6 credits)

Department of Modern Languages

Add: 352:661 French Teaching Practicum. 3 credits. Prerequisite, Teaching Assistantship or permission. Orientation and practice of particular aspects of teaching French language and culture. Student teaching experiences are periodically reviewed and evaluated. These credits may not be applied toward degree requirements.

358:661 Spanish Teaching Practicum. 3 credits. Prerequisite, Teaching Assistantship or permission. Orientation and practice of particular aspects of teaching Spanish language and culture. Student teaching experiences are periodically reviewed and evaluated. These credits may not be applied toward degree requirements.

Department of Philosophy

Change: 360:274 Formal Logic. 4 credits
to
360:374 Symbolic Logic. 4 credits.

Departments of Polymer Science, Chemistry and Physics

Change: 315:674 Kinetics of Polymerization. 2 credits.
to
315:674 Physical Chemistry of Polymers. 2 credits. Prerequisite, 315:315 or permission of instructor. Basic statistical ideas. Molecular weights and molecular weight distributions. Molecular sizes and shapes. Kinetics of polymerization and degradation.

315:675 Characterization of Macromolecules. 2 credits.
to
315:675 Physical Chemistry of Polymers. 2 credits. Prerequisites, 315:674 or permission of instructor. Mechanism and kinetics of end group and chain addition polymerization. Chair transter. Co-polymerization. Kinetics. Emulsion polymerization. Degradation.

CURRICULUM CHANGES, continued

Change:	315:676	<u>Macromolecular Solutions.</u> 2 credits.
		to
	315:676	<u>Physical Chemistry of Polymers.</u> 2 credits. Prerequisites, 315:674 and 675 or permission of instructor. Thermodynamics of polymer solutions. Chain parameters, phase equilibria. Dilute solutions. Polyelectrolytes. Branching. Association.
	315:601	<u>Chemistry of Polymers.</u> 2 credits.
		to
	315:601	<u>Chemistry of Polymers I.</u> 2 credits. Prerequisites, 315:265 and 268 or permission of instructor. History, classification and nomenclature (macrostructure and microstructure), naturally occurring polymers (polysaccharides, protein, nucleic acids, rubber, esters). Functional group polymerization, chain addition polymerization, reaction of polymers.
	315:602	<u>Chemistry of Polymers.</u> 2 credits.
		to
	315:602	<u>Chemistry of Polymers II.</u> 2 credits. Prerequisites, 315:601 or permission of instructor. Chain addition polymerizations. Free radical polymerization. Ionic polymerizations. Cationic polymerizations. Anionic polymerization. Ziegler-Natta coordinated polymerization.
	315:603	<u>Chemistry of Polymers.</u> 2 credits
		to
	315:603	<u>Chemistry of Polymers III.</u> 2 credits. Prerequisites, 315:601 and 602 or permission of instructor. Condensation polymerization and natural polymers. Ring vs. chain stability. Linear condensation polymerization. Non-linear polycondensations. Polysaccharides. Natural and synthetic polypeptide proteins, and nucleic acids. Inorganic polymers.
	365:631	<u>Physics of Polymers I.</u> 2 credits.
		to
	365:631	<u>Physics of Polymers I.</u> 2 credits. Prerequisites, 345:236 or permission of instructor. Polymeric states of matter, crystallinity, rubber elasticity, viscoelasticity, transport and electrical properties, the glassy state, fracture processes.
	365:632	<u>Physics of Polymers II.</u> 2 credits.
		to
	365:632	<u>Physics of Polymers II.</u> 2 credits. Prerequisites, 365:631 or permission of instructor. Elasticity at large strains, phenomenological visco-elasticity, dielectric properties, diffusion.

CURRICULUM CHANGES, continued

Change:	365:633	<u>Physics of Polymers III.</u> 2 credits. to
	365:633	<u>Physics of Polymers III.</u> 2 credits. Prerequisites, 365:632 or permission of instructor. Phase transitions, temperature dependence of mechanical and electrical properties, crystalline polymers, kinetics of crystallization, fracture, adhesion, wear.
	394:701	<u>Polymer Technology.</u> 3 credits. to
	394:701	<u>Polymer Technology I.</u> 2 credits. Principles of compounding and testing, processing principles, and types of operation, design principles.
	394:702	<u>Polymer Technology.</u> 3 credits to
	394:702	<u>Polymer Technology II.</u> 2 credits. Prerequisites, 394:701 or permission of instructor. Rubber industry, rubber compounding and processing vulcanization methods, physical testing, plastics preparation and compounding, manufacturing processes.
	394:703	<u>Polymer Technology.</u> 3 credits. to
	394:703	<u>Polymer Technology III.</u> 2 credits. Prerequisite, 394:701 or 702 or permission of instructor. Flow properties, extrusion, calendaring and milling, molding, mixing, bond operations, engineering properties, rubber springs, viscoelastic analysis design consideration.
Add:	394:704-705-706	<u>Polymer Technology Laboratory.</u> 1 credit each. Prerequisite or corequisite, 394:701, 702, 703 or permission of instructor. Experiments designed to illustrate the accompanying lecture courses of 394:701, 702, and 703.
	394:613	<u>Polymer Science Laboratory.</u> 2 credits. Prerequisite or corequisite, 315:601, 674; 365:631; 394:701 or permission of instructor. Laboratory experiments in the synthesis, characterization, physical properties and processing of polymers.
Change:	394:713	<u>Chain Structure Laboratory.</u> 2, 3 or 4 credits. to
	394:713	<u>Chain Structure Laboratory.</u> 2 credits. Prerequisite or corequisite, 394:708 or permission of instructor. This laboratory is intended to apply the principles discussed in 394:708 to the laboratory determination of polymer structure.

CURRICULUM CHANGES, continued

Department of Psychology

Change: Bulletin description of Ph.D. Program in Psychology

Doctor of Philosophy in Psychology

The Department of Psychology offers a Ph.D. degree in Psychology with specialization in Industrial/Organizational Psychology or Experimental/Developmental Psychology.

Degrees will be awarded to students who, besides fulfilling the general requirements, have met the following specific requirements:

I. Entrance Requirements

1. Fulfill admission requirements of the Graduate School and departmental requirements as stated in the Psychology Department Graduate Student Manual.

II. Ph.D. Course Requirements

1. 135 minimum total graduate credits including a 45 credit master's program. A student may be required to complete additional credits beyond the 135 minimum credit requirement.
2. Completion of Ph.D. core courses in either Industrial/Organizational Psychology or Ph.D. core courses in Experimental/Developmental Psychology. Core courses are specified in the Psychology Department Graduate Student Manual. Students are required to maintain at least a 3.00 GPA average in core courses.
3. Completion of additional required and elective courses to be planned in conjunction with the student's faculty advisor and subject to approval by the Department Industrial/Organizational Ph.D. Committee or the Experimental/Developmental Ph.D. Committee.

III. Written Comprehensive Examinations

1. Satisfactory performance on Ph.D. written and oral comprehensive examinations in the major area of either Industrial/Organizational Psychology or Experimental/Developmental Psychology. (Refer to Psychology Department Graduate Student Manual).

IV. Dissertation Research

1. Satisfactory completion of 375:800 Dissertation Research.
2. Satisfactory performance on final oral examination and defense of dissertation research.

V. Other Requirements

1. Refer to the Department of Psychology Graduate Student Manual for other requirements or guidelines.
2. Complete and fulfill general Doctoral degree requirements of Graduate School.

CURRICULUM CHANGES, continued

All changes in the Ph.D. Program in Psychology are detailed below:

1. Entrance Requirements

- a. Completion of master's degree including 45 credits graduate courses or equivalent.
- b. Completion of master's core courses or equivalent.
- c. 3.00 overall GPA in graduate work; 3.25 GPA Graduate Psychology courses.
- d. Graduate Record Examinations (GRE) - Aptitude and Advanced Tests or Admission Test for Graduate Study in Business (ATGSB).
- e. Miller Analogies Test (MAT).
- f. Two letters of recommendation.

2. Qualifying Examination: Successful performance on Psychology Department Ph.D. Qualifying Examination, a device to measure the student's progress early in the program (see Psychology Department Graduate Student Manual).3. Ph.D. Course Requirements

- a. 135 minimum total graduate credits including a 45 credit master's program. A student may be required to complete additional courses beyond the 135 minimum credit requirement.
- b. Completion of Ph.D. core courses in Industrial/Organizational Psychology or Experimental/Developmental Psychology.

Industrial/Organizational Ph.D. Core Courses

	<u>Credits</u>
347:673 <u>Advanced Behavioral Statistics III.</u>	3
375:751 <u>Advanced Tests and Measurements.</u>	4
375:752 <u>Computer Applications in Psychological Research.</u>	4
375:753 <u>Organizational Psychology.</u>	4
375:754 <u>Performance Evaluation.</u>	4
375:755 <u>Research Methods in Industrial/Organizational Psychology.</u>	4
375:756 <u>Personnel Selection</u>	4
375:757 <u>Consumer Psychology</u>	4
375:758 <u>Survey of Psychological Tests</u>	4
375:759 <u>Organizational Motivation</u>	4
375:760 <u>Engineering Psychology</u>	4
375:761 <u>Organizational Training and Development</u>	4
375:762 <u>Decision Models for Personnel Selection</u>	4
375:763 <u>Cross-Cultural Psychology</u>	4

Industrial/Organizational Ph.D. Core. Totals = 14 Courses, 55 hours.

CURRICULUM CHANGES, continued

Experimental/Developmental Ph.D. Core Courses

	<u>Credits</u>
347:673 <u>Advanced Behavioral Statistics III.</u>	3
375:725 <u>Developmental Psychology-Prenatal, Infancy and Early Experience.</u>	4
375:726 <u>Experimental Child Psychology.</u>	4
375:727 <u>Psychology of Adulthood and Aging.</u>	4
375:730 <u>Theories of Learning.</u>	4

Select five additional required courses from the following list:

375:728 <u>Experimental Social.</u>	4
375:729 <u>Functional Analysis of Behavior.</u>	4
375:731 <u>Operant Conditioning.</u>	4
375:732 <u>Acquisition of Skill.</u>	4
375:733 <u>Cognitive Processes.</u>	4
375:734 <u>Human Learning and Language.</u>	4
375:740 <u>Physiological Psychology I.</u>	4
375:741 <u>Physiological Psychology II.</u>	4
375:742 <u>Comparative Animal Behavior.</u>	4
375:743 <u>Sensory Psychology.</u>	4
375:744 <u>Experimental Motivation.</u>	4
375:745 <u>Systems of Psychology.</u>	3
375:746 <u>Perception.</u>	4

Experimental/Developmental Ph.D. Core. Totals = 10 courses, 38-39 hours.

Students are required to maintain a 3.00 GPA in designed Ph.D. core courses.

4. Completion of additional elective courses

Industrial/Organizational Ph.D. students are required to select a minimum of 3 elective courses in one of the following areas: Clinical-Counseling Psychology, Developmental Psychology, Experimental Psychology, Compute Technology, Mathematics or Statistics, Industrial Management, Perception and Sensation.

Experimental/Developmental Ph.D. students are required to plan a course of study in conjunction with the major advisor subject to approval by the Experimental/Developmental Ph.D. Committee.

Change: Bulletin Description of M.A. Program in Psychology

Requirements for Master of Arts Degree in Psychology

Option I — Completion of 45 credits of graduate work. Thesis required.

Option II — Completion of 45 credits of graduate work with no thesis required. Completion of course work, practicum and examinations in either Personnel Psychology, Clinical-Counseling Psychology, or Developmental Psychology.

CURRICULUM CHANGES, continued

I. Entrance Requirements

1. Fulfill admission requirements of the Graduate School and Department requirements as stated in the Psychology Department Graduate Student Manual.

II. Course Requirements

1. Completion of 45 credits graduate psychology courses including M. A. core courses, M. A. required courses and electives as specified in Psychology Department Graduate Student Manual.
2. Students are required to maintain a 3.00 GPA in core courses.

III. M. A. Examinations

Option I - Qualifying Examination covering core course subject areas. Option II - Written and oral Comprehensive Examinations in the specialty area.

IV. Other Requirements

1. Refer to Psychology Department Graduate Student Manual for additional guidelines and details.
2. Complete and fulfill general master's degree requirements of Graduate School.

M. A. Core Courses

375:600	<u>Advanced General Psychology</u>	4 credits
375:601	<u>Industrial/Organizational Psychology</u>	4 credits
375:602	<u>Personality and Social Psychology</u>	4 credits
375:603	<u>Perceptual and Sensory Processes</u>	4 credits
375:604	<u>Methods and Theories of Human Development</u>	4 credits
375:605	<u>Clinical Psychology</u>	4 credits

Total M. A. Core = 6 courses, 24 hours
(3.00 GPA required in M. A. core courses)

M. A. Required CoursesOption I

347:671	<u>Advanced Behavioral Statistics I</u>	3 credits
347:672	<u>Advanced Behavioral Statistics II</u>	3 credits
375:606	<u>Thesis Research</u>	2-6 credits

Option II

347:671	<u>Advanced Behavioral Statistics I</u>	3 credits
347:672	<u>Advanced Behavioral Statistics II</u>	3 credits
375:607	<u>Practicum in Psychological Assessment and Interpretation</u>	2-6 credits

CURRICULUM CHANGES, continued

Change in Entrance Requirements

1. 45 credits undergraduate psychology including courses equivalent to the following:

General or Introductory Psychology
Quantitative or Statistical Methods
Experimental Psychology

2. 2.75 overall grade point average; 3.00 GPA in psychology courses.
3. GRE Examination - Aptitude and Advanced Tests or ATGSB.
4. Miller Analogies Test (MAT).
5. Two letters of recommendation

Drop:	375:601	<u>Thesis-Dissertation Seminar</u>	4 credits
	375:602	<u>Advanced Psychological Statistics I</u>	4 credits
	375:603	<u>Advanced Psychological Statistics II</u>	4 credits
	375:610	<u>The Psychology of Music</u>	3 credits
	375:623	<u>Classical Conditioning</u>	4 credits
	375:640	<u>Experimental Methods and Apparatus I</u>	4 credits
	375:641	<u>Experimental Methods and Apparatus II</u>	4 credits
	375:651	<u>Engineering Psychology</u>	4 credits
	375:719	<u>Seminar in the History of Psychology</u>	3 credits
	375:722	<u>Clinical Motivation</u>	3 credits
	375:754	<u>Factor Analysis</u>	2 credits
	375:757	<u>Non-Parametrics</u>	3 credits
	375:760	<u>Scaling Techniques</u>	2 credits
	375:763	<u>Psychological Experimental Design</u>	3 credits

Total Drops 14 Graduate Courses 47 credits

Change: Change only course number and prerequisites in accordance with revised numbering system of Psychology Department graduate courses.

375:630	<u>Advanced Psychology.</u> 4 credits. Prerequisites 145, 147
	to
375:600	<u>Advanced General Psychology.</u> 4 credits.
375:660	<u>Thesis Research.</u> 2-6 credits.
	to
375:606	<u>Thesis Research.</u> 2-6 credits.
375:620	<u>Practicum in Psychological Assessment and Interpretation.</u>
	1-3 credits. (May be repeated to a total of 9 credits)
	to
375:607	<u>Practicum in Psychological Assessment and Interpretation.</u>
	1-3 credits. (May be repeated to a total of 9 credits)

CURRICULUM CHANGES, continued

- Change: 375:619 Survey of Projective Techniques. 3 credits. Prerequisites, 400 required or permission of the instructor; 403, 407, 612 recommended.
to
- 375:621 Survey of Projective Techniques. 3 credits. Prerequisites, 400 required or permission of the instructor; 403, 407 recommended.
- 375:626 Principles of Individual Intelligence Testing. 2 credits.
to
- 375:622 Principles of Individual Intelligence Testing. 2 credits.
- 375:628 Practicum in Individual Intelligence Testing in Children. 3 credits. Prerequisites 626 (May be taken concurrently) and permission of instructor required.
to
- 375:624 Practicum in Individual Intelligence Testing in Children. 3 credits. Prerequisites, 622 (May be taken concurrently) and permission of instructor required.
- 375:629 Practicum in Individual Intelligence Testing in Preschool Children. 3 credits. Prerequisites, 626 (May be taken concurrently) and permission of instructor required.
to
- 375:625 Practicum in Individual Intelligence Testing in Preschool Children. 3 credits. Prerequisite, 622 (May be taken concurrently) and permission of instructor required.
- 375:613 Theories of Psychotherapy. 4 credits. Prerequisites, 612 or permission.
to
- 375:700 Theories of Psychotherapy. 4 credits. Prerequisites, 602, 605 or permission.
- 375:612 Theories of Personality. 4 credits. Prerequisites, 403 and 400.
to
- 375:701 Theories of Personality. 4 credits. Prerequisite 602 or permission.
- 375:625 Advanced Projective Techniques. 3 credits. Prerequisite, 619 plus permission.
to
- 375:702 Advanced Projective Techniques. 3 credits. Prerequisite, 621 plus permission.
- 375:723 Experimental Social Psychology. 4 credits. Prerequisite, 315.
to
- 375:728 Experimental Social Psychology. 4 credits. Prerequisite, 602 or permission.

CURRICULUM CHANGES, continued

Change:	375:710	<u>Theories of Learning.</u> 4 credits. Prerequisite, 412.
		to
	375:730	<u>Theories of Learning.</u> 4 credits. Prerequisite, 412 or permission.
	375:622	<u>Operant Conditioning.</u> 4 credits. Prerequisite, 412.
		to
	375:731	<u>Operant Conditioning.</u> 4 credits. Prerequisite, 412 or permission.
	375:711	<u>Acquisition of Skill.</u> 4 credits. Prerequisite, 412
		to
	375:732	<u>Acquisition of Skill.</u> 4 credits. Prerequisite, 412 or permission.
	375:624	<u>Cognitive Processes.</u> 4 credits. Prerequisite, 412.
		to
	375:733	<u>Cognitive Processes.</u> 4 credits. Prerequisite, 412 or permission.
	375:621	<u>Human Learning and Language.</u> 4 credits.
		to
	375:734	<u>Human Learning and Language.</u> 4 credits.
	375:716	<u>Comparative Animal Behavior.</u> 4 credits.
		to
	375:742	<u>Comparative Animal Behavior.</u> 4 credits.
	375:720	<u>Experimental Motivation.</u> 4 credits. Prerequisites 147, 412 or permission.
		to
	375:744	<u>Experimental Motivation.</u> 4 credits. Prerequisite, 412 or permission.
	375:718	<u>Systems of Psychology.</u> 3 credits.
		to
	375:745	<u>Systems of Psychology.</u> 3 credits.
	375:706	<u>Advanced Tests and Measurements.</u> 4 credits. Prerequisite, 407 or permission.
		to
	375:751	<u>Advanced Tests and Measurements.</u> 4 credits. Prerequisite, 601.
	375:739	<u>Organizational Psychology.</u> 4 credits. Prerequisite, permission.
		to
	375:753	<u>Organizational Psychology.</u> 4 credits. Prerequisite, 601.
	375:745	<u>Performance Evaluation.</u> 4 credits. Prerequisite 602, or 347:671 or permission.
		to
	375:754	<u>Performance Evaluation.</u> 4 credits. Prerequisite, 601.
	375:721	<u>Industrial Motivation.</u> 4 credits. Prerequisite, 720.
		to
	375:759	<u>Organizational Motivation.</u> 4 credits. Prerequisite, 601.

CURRICULUM CHANGES, continued

- Change: 375:605 Research Methodology. 4 credits.
to
375:776 Research Methodology. 4 credits. Prerequisites 347:671 and
347:672. (347:672 can be taken concurrently)
- 375:736 Independent Reading and/or Research. 1-4 credits.
to
375:785 Independent Reading and/or Research. 1-4 credits. (May be
repeated for a total of 12 credits)
- 375:790 Dissertation Research. 2-20 credits.
to
375:800 Dissertation Research. 2-20 credits.

Change Course Number, Course Name and Prerequisites:

- 375:627 Practicum in Individual Intelligence Testing. 3 credits.
to
375:623 Practicum in Individual Intelligence Testing in Adults. 3 credits.
Prerequisite, 622. (May be taken concurrently and permission of
instructor required)

Change Course Number, Course Name, Prerequisites and Bulletin Description:

- 375:614 Experimental Psychopathology. 4 credits.
to
375:605 Clinical Psychology. 4 credits. Prerequisites, 602 or permission.
Clinical techniques and approaches to the study, evaluation and treat-
ment of abnormal behavior.
- 375:608-609 Experimental Development I, II. 4 credits each.
(375:608) to
375:620 Experimental Developmental Psychology. 1-4 credits. Prerequi-
sites, 412/512 or permission. Not open to Psychology Department
graduate students. A survey course of current topics in the area of
developmental psychology. Topics include basic learning processes,
transfer and set, motivation, intelligence and socialization.
(375:609) to
375:726 Experimental Child Psychology. 4 credits. Prerequisites, 604 or
permission. Current research in child psychology. Topics include
classical conditioning, discrimination learning, attentional processes,
mediation, perceptual learning and social reinforcement.
- 375:714 Sensation. 4 credits.
to
375:743 Sensory Psychology. 4 credits. Prerequisite, 603 or permission.
Structure and function of peripheral receptor mechanisms and their
relationship with basic psychological dimensions. Theories of sen-
sation and empirical data on subjective responses to the physical
environment.

CURRICULUM CHANGES, continued

Change: 375:713	<u>Perception.</u> 4 credits. to
375:746	<u>Perception.</u> 4 credits. Prerequisite, 603 or permission. Analysis of the psychological phenomena and principles involved in the process of information extraction. Particular emphasis will be on concepts and methodological factors derived from information processing models. Consideration will also be given to developmental changes in perceptual functioning.
375:742	<u>Psychology of Industrial Selection.</u> 4 credits. to
375:756	<u>Personnel Selection.</u> 4 credits. Prerequisite, 601. Review of strategies employed by industrial/organizational psychologists for personnel selection, placement and promotion.
375:650	<u>Engineering Psychology.</u> 4 credits. to
375:760	<u>Engineering Psychology.</u> 4 credits. Prerequisite, 601. A survey of the field of engineering psychology. This course covers such topics as job design, task analysis, man-machine systems analysis, working conditions and accidents.
375:751	<u>Psychology of Training in Industry.</u> 4 credits. to
375:761	<u>Organizational Training and Development.</u> 4 credits. Prerequisite, 601. The nature of industrial training, training needs, methods and techniques, evaluation of training, training and learning theory and organizational development.
375:730	<u>Seminar in Industrial Psychology.</u> 4 credits to
375:764	<u>Seminar in Industrial/Organizational Psychology.</u> 4 credits. (May be repeated for credit) Prerequisites, 601 and permission. Special topics in industrial/organizational psychology at the discretion of the faculty member to meet particular student interests. The following topics will be covered on a rotating basis: Industrial/organizational psychology and public policy, leadership, managerial selection, assessment centers and organizational development.

Change Course Number, Course Name (when indicated), Prerequisites, Bulletin Description and Credit Hours:

375:615	<u>Physiological Psychology I.</u> 3 credits. to
375:740	<u>Physiological Psychology I.</u> 4 credits. Prerequisite, graduate standing.
375:616	<u>Physiological Psychology II.</u> 3 credits to
375:741	<u>Physiological Psychology II.</u> 4 credits. Prerequisite, 740.

CURRICULUM CHANGES, continued

Change:	375:705	<u>Computer Techniques in Psychological Measurement.</u> 3 credits.
		to
	375:752	<u>Computer Applications in Psychological Research.</u> 4 credits. Prerequisites, 601 or permission. Practicum in the application of computers to problems in psychological research including data collection, data-analysis and interpretation. The course will also cover computer simulation of human decision-making, psychological processes and the simulation of personnel systems.
	375:733	<u>Research Industrial Psychology.</u> 4 credits. (May be repeated for a total of 8 credits)
		to
	375:755	<u>Research Methods in Industrial/Organizational Psychology.</u> 4 credits. Prerequisites, 601 and permission. The scientific method and its specific application to research in industrial/organizational psychology. Topics include data collection, validity, reliability, the use of the general linear model and its alternatives and power analysis.
	375:618	<u>Graduate Seminar in Psychology.</u> 2-4 credits.
		to
	375:780	<u>Graduate Seminar in Psychology.</u> 2-4 credits. (May be repeated for a total of 12 credits) Prerequisite, permission of instructor. Special topics in psychology.
Add:	375:601	<u>Industrial/Organizational Psychology.</u> 4 credits. A survey course in Industrial/Organizational Psychology. The course covers the application of Industrial/Organizational Psychology to solving human problems in industry, business, and government, such as organizational theory, differential psychology, the social psychology of organizations, personnel psychology, consumer, industrial, clinical, and engineering psychology.
	375:602	<u>Personality and Social Psychology.</u> 4 credits. A survey of contemporary theories and research in personality and social psychology.
	375:603	<u>Perceptual and Sensory Processes.</u> 4 credits. Study of basic perceptual phenomena and their respective peripheral and central correlates. Topics will include basic psychophysics, scaling, theories of perception, receptor mechanisms, depth perception, motion perception, and other perceptual processes.
	375:604	<u>Methods and Theories of Human Development.</u> 4 credits. A survey of current research methodology and theoretical approaches to human development. Reviews of major theoretical perspectives will include stimulus-response behavior theory, cognitive-organismic, information processing and psychoanalytic approaches.

CURRICULUM CHANGES, continued

- Add: 375:725 Developmental Psychology Prenatal, Infancy and Early Experience. 4 credits. Prerequisites, 604 or permission. A survey of the psychological aspects of the prenatal period, infancy and early experience. Emphasis will be on an understanding of the general problem of how early experience structures adult behavior.
- 375:727 Psychology of Adulthood and Aging. 4 credits. Prerequisites, 604 or permission. A survey of psychological aspects of development and aging. Emphasis will be on life-span methodology and research design. Research in gerontological psychology will be reviewed such as age-related changes in intelligence, personality, sensation, perception, learning, memory and socialization. Relevant interdisciplinary links and intervention approaches will be explored.
- 375:729 Functional Analysis of Behavior. 4 credits. The application of learning principles to human behavior. Topics include observing and recording behavior, modeling, establishing stimulus and reinforcement control, analysis of complex behavior, designing intervention programs, and current research issues. Some laboratory experience may be available.
- 375:757 Consumer Psychology. 4 credits. Prerequisite, 601. A survey of consumer psychology which includes the application of theory and methods to advertising, marketing, and selling in both the public and private sector.
- 375:758 Survey of Psychological Tests. 4 credits. Prerequisite, 601. An examination of published tests and measuring instruments used in the practice of Industrial/Organizational Psychology. Students will administer, interpret and evaluate tests.
- 375:762 Decision Models for Personnel Selection. 4 credits. Prerequisites, 601 and permission. The use of advanced analytic and stochastic techniques for selection classification, placement and evaluation based on individual differences. Models to be covered will include Cronbach & Gleser Cost-benefit Models, Bayesian Models, and Manpower allocation Models.
- 375:763 Cross-Cultural Psychology. 4 credits. Prerequisite, 601. The application of principles and techniques of psychology across cultures, societies, and economic and political systems. The course will cover topics in comparative management, cross-cultural selection and training, attitudes and motivation.

CURRICULUM CHANGES, continued

COLLEGE OF ENGINEERING

Change: Change the foreign language requirement for the Ph.D. in Engineering as follows:

The Ph.D. in Engineering does not require all students to demonstrate a knowledge of a foreign language. Each student's Advisory Committee may prescribe language requirements depending upon the career goals of the student and upon the academic needs of his dissertation.

This policy is to be immediately applicable to all students who have not yet been advanced to candidacy.

COLLEGE OF EDUCATIONDepartment of Counseling and Special Education

Add: 560:526 Introduction to Career Education. 4 credits. Study of career education models and components (the individual and his environment, decision making, work adjustment skills, economic trends, etc.) and examination of procedures for their incorporation into regular elementary and secondary school programs.

Department of Educational Administration

Program of Studies Leading to a Master of Arts
or Science Degree and the Ohio Provisional Certificate in Supervision

Required Courses

<u>Core</u>		<u>Credits</u>
510:600	<u>Philosophies of Education</u>	4
	or	
510:611	<u>Topical Seminar in the Cultural Foundations of Education</u>	4
565:602	<u>Behavioral Bases of Education</u>	4
	or	
565:620	<u>Seminar in Human Development and Education</u>	4
590:603	<u>Techniques in Research</u>	5
		13
<u>Curriculum</u>		
570:710	<u>Principles of Curriculum Development</u>	4
*520:630	<u>Elementary School Curriculum and Instruction</u>	3
**530:619	<u>Secondary School Curriculum and Instruction</u>	3
		7

*Required only of Elementary Students

**Required only of Secondary Students

CURRICULUM CHANGES, continued

<u>Supervision</u>		<u>Credits</u>
570:610	<u>Principles of Educational Supervision.</u>	5
520:732	<u>Supervision of Instruction - Elementary School</u>	3
*530:721	<u>Supervision of Instruction - Secondary School</u>	3
**570:651	<u>Field Experience for Supervisors</u>	3
		11

Electives

With the approval of his advisor, the student will select at least one of the following courses and other electives which may include up to six pertinent electives from course offerings outside the College of Education:

<u>Electives</u>		
510:701	<u>History of Education in American Society</u>	4
590:711	<u>Statistics in Education</u>	4
570:740	<u>Theories of Supervision</u>	3
590:699	<u>Research in Education</u>	3
		14
	Total Required	45

Department of Secondary Education

Add: 540:402 Technical Education Practicum. 6 credits. Corequisite, 515:403. Prerequisite, 540:410, 540:421, 540:430 and approval of instructor. Application required. A supervised field experience in a postsecondary education in which the technical education student will function as an assistant-to-the-instructor.

COLLEGE OF BUSINESS ADMINISTRATIONDepartment of Management

Drop: 650:573 Business Policy. 5 credits.

COLLEGE OF FINE AND APPLIED ARTSDepartment of Speech and Theatre Arts

Add: Add the following "tagged" degrees:

The B.A. in General Speech
 The B.A. in Theatre Arts
 The B.A. in Mass Media Communications
 The B.A. in Communication and Rhetoric
 The B.A. in Ballet

The curricula for the "tagged" degrees for the five areas of concentration will remain as they appear in the 1973-74 University Bulletin, with the single exception that foreign language will be optional rather than required.

*Required only of Elementary Students

**Required only of Secondary Students

CURRICULUM CHANGES, continued

COMMUNITY AND TECHNICAL COLLEGECommunity Services Technology

Add:	226:260	<u>Alcohol Use and Abuse.</u> 4 credits. A survey of the use and abuse of alcohol in our society with particular emphasis on replacing common stereotypes, myths and attitudes with improved understanding.
	226:261	<u>Alcoholism Prevention and Treatment.</u> 4 credits. Prerequisite, 226:260. Survey of theory and practices in the treatment and prevention of alcohol problems with special emphasis on being able to discriminate as to applicability and effectiveness of different approaches.
	226:299	<u>Community Services Technology Seminar.</u> 2-4 credits. (May be repeated for a total of 5 credits) Prerequisite, permission. Seminar in selected areas of Community Services Technology.

Guidelines for the CLEP Program

- I. The following recommendations are made with regard to the type of examinations to be used to establish credit by CLEP:
 - A. English Examination - the subject examination in English Composition plus an essay will be used.
 - B. Numbers Communication - the subject matter examination in College Algebra will be used.
 - C. Institutions in the United States - the three subject tests will be used, Introductory Sociology, Introductory Economics, and American Government.
 - D. Natural Science - Biology will use the subject matter examination plus the essay. Geology will use the subject matter examination. General Chemistry will use the subject matter examination.
 - E. Western Cultural Traditions - the general examination in Humanities plus the subject matter examination in Western Civilization and an essay will be used.
- II. The following scaled scores are recommended for the granting of credit:
 - A. English Composition - A scaled score of 50 (50 percentile) and 60 (83 percentile) will be required as indicated in III.
 - B. Numbers Communication - A scaled score of 50 (53 percentile) in College Algebra will be required.

CURRICULUM CHANGES, continued

- C. Institutions in the United States - Introductory Sociology - A scaled score of 50 (48 percentile), Introductory Economics - a scaled score of 50 (54 percentile), and American Government - a scaled score of 50 (49 percentile).
- D. Natural Science - Biology - A scaled score of 50 (51 percentile), General Chemistry - a scaled score of 50 (58 percentile), Geology - a scaled score of 50 (48 percentile).
- E. Western Cultural Traditions - A scaled score of 50 in the Humanities general examination (53 percentile), Western Civilizations examination (52 percentile), and in the essay will be required before credit can be given.

III. It is recommended that these credit hours be assigned:

- A. English Composition, plus the essay - 4 credit hours if the student achieves a scaled score of 50 (50 percentile) and 8 credit hours if the student achieves a scaled score of 60 (83 percentile).
- B. Numbers Communication - Subject examination in College Algebra - 4 credit hours.
- C. Institutions in the United States - The subject examinations in Introductory Sociology - 3 credits, Introductory Economics - 3 credits, American Government - 3 credits.
- D. Natural Science - Subject matter exams in Biology - 3 credits, Geology - 3 credits, General Chemistry - 3 credits.
- E. Western Cultural Traditions - 12 credits for passing both the Humanities, Western Civilizations examinations and the essay.

IV. Effective date of these requirements is June 10, 1974.

GRIEVANCE PROCEDURES

The University Council this spring discussed and amended the Grievance Procedures (I. Preamble and II. Procedures) as presented by Council's Faculty Well-Being, Rights and Responsibilities Committee, February 1974. The document was approved by University Council, May 30, 1974. Its corollary (Article III. Implementation Policies) was also discussed and amended, and on June 6, 1974 referred to University Council's Reference Committee for any refinement. Both of these statements, as currently accepted, are printed below for your information. However, it is understood that they will become official only after approval by the University Board of Trustees.

Grievance Procedures

To be followed by Faculty Well-Being Committee

I. Preamble.

Set forth below are the procedures that shall be followed in the consideration of grievances by the Faculty Well-Being Committee of University Council. These procedures are supplemented by a set of Policies which shall govern the Committee's implementation of these procedures.

II. Procedures.

1. Filing of Complaint: A member of The University of Akron faculty who wishes to place a grievance before the Faculty Well-Being Committee must reduce his complaint to writing, sign the same, and file the complaint with the Chairman of the Committee. The complainant must also provide the Committee with an authorization permitting the Committee to view his or her personnel files.

The complaint must state the steps the complainant has already taken in an effort to resolve his grievance. These steps normally should consist of pursuing fully the procedures established by his department or division, and college, and consulting with his department head or division chairman (or their equivalent), his dean or the University Librarian, and the Vice President for Academic Affairs.

The complaint must also specify the date upon which the complainant became cognizant of his grievance. The complainant must demonstrate the validity of this date to the best of his ability. The Committee shall decide whether the complaint falls within a reasonable time limit following the date that the complainant was aggrieved.

Upon receipt of a complaint, the Chairman shall transmit a copy of the complaint to the party or parties against whom the complaint has been lodged.

2. Initial Review: Within seven days after receiving a complaint the Chairman shall schedule a meeting of the full Committee. The complainant shall be notified of the meeting and should be in attendance to answer whatever questions might arise concerning the complaint. After reviewing the complaint, and in closed session, the Committee shall vote to accept or reject the complaint. A majority vote shall be required to accept the complaint and to submit it to further investigation.

3. Investigation of Grievance: If the complaint is accepted by the Committee, the Chairman shall immediately appoint one or more Committee members to meet privately with the complainant and one or more other Committee members to meet privately with the party or parties against whom the complaint has been lodged.

GRIEVANCE PROCEDURES, continued

The appointed Committee members shall consider copies of whatever records, documents, or other written materials that appear relevant to the controversy. All issues shall be clarified and all information material to the grievance shall be made available to the Committee at this time.

Any member of the University community shall appear before the Committee as a witness upon request and shall cooperate fully as long as the matter has not been referred to the courts, or a quasi-legal body such as the Ohio Civil Rights Commission or the Equal Employment Opportunity Commission of HEW, etc., or a licensed and practicing attorney has become actively involved by participating in the University grievance procedures.

4. Intermediate Review: Within fifteen days following the appointment of Committee members they shall complete their investigations and they shall report their findings and recommendations to the full Committee who shall vote to continue consideration of the complaint or to reject it. Again, a majority vote is required to pursue conciliation.

5. Conciliation: If the Committee decides to submit the grievance to conciliation, a conciliation sub-Committee shall be formed consisting of the previously appointed investigating members and one additional Committee member who shall serve as chairman and who shall be selected by agreement of both parties or otherwise appointed by the Chairman of the full Committee.

Within two weeks of the appointment of the conciliation subcommittee, it shall hold a meeting to which all parties to the dispute and the Vice President for Academic Affairs shall be invited in writing. At this meeting, which shall be confidential and informal in nature, the Committee members shall attempt to aid the parties in achieving a voluntary resolution of their differences.

At the conclusion of the conciliation the subcommittee chairman shall prepare a report for the full Faculty Well-Being Committee indicating only whether or not the grievance was resolved by conciliation.

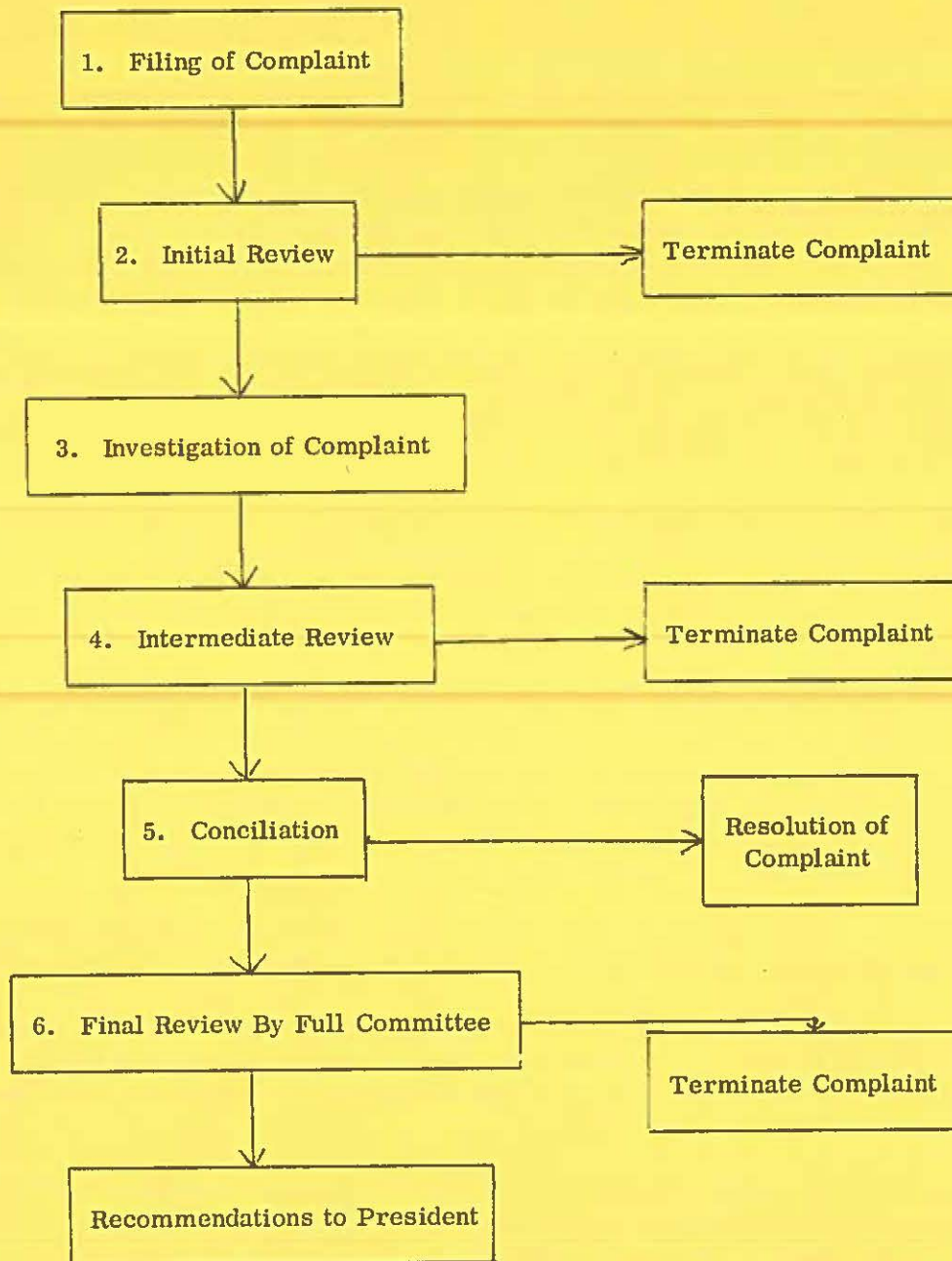
6. Final Review: In those instances where conciliation proves unsuccessful, and when the complainant requests, the Chairman shall promptly schedule a final comprehensive review before the entire Committee. All parties to the dispute shall be invited, in writing, at least two weeks before the scheduled review, to present their case before the Committee.

Although the review shall be confidential in nature, and intended primarily to inform fully the entire Committee of all the issues, all parties shall have the right to be advised by counsel if they so desire.

Within two weeks after the review, the Committee shall complete its deliberation of the matter and shall decide whether to reject the complaint or to submit recommendations to the President. The decision to report to the President and each recommendation to be made to the President requires a majority affirmative vote.

In any event, the decision of the Committee and the recommendations of the Committee—if any—shall be transmitted to the President with copies to the parties and to the Vice President for Academic Affairs and the Secretary of University Council. The President shall inform the Committee of his action in the matter—if any.

GRIEVANCE PROCEDURES, continued

Grievance Procedures

GRIEVANCE PROCEDURES, continued

III. Implementation Policies.

1. Purview: The Committee—in accordance with its general charge from University Council—may consider any grievance relating to faculty well-being, rights, and responsibilities.
2. Presidential Involvement: The President of the University shall not be involved in the grievance procedure until such time as the Committee rejects a grievance or the Committee—after completing the final review—decides to submit its recommendations to the President. Nor shall actions proposed to the Board of Trustees by the President in the regular course of business preclude consideration of a grievance by the Committee. Dismissal or suspension of a faculty member from his teaching duties during grievance procedures is justified only if immediate harm to himself or to other persons is threatened by his continuance.
3. Grievance File: Each grievance submitted to the Committee shall be assigned a file and file number. All documents pertinent or related to the grievance shall be kept in the file. The file must be maintained by the Chairman and transmitted to his successor. The file shall be confidential and available only to the members of the Committee. In all exoteric reports the grievance shall be referenced only by its file number.
4. Committee Report: When the Committee has completed its consideration of a grievance it shall report to University Council specifically that:

"A grievance was received by the Committee and assigned file number _____. The Committee has completed its consideration of the grievance and has (a) rejected the complaint, or (b) assisted in the resolution of the complaint by conciliation, or (c) conducted a comprehensive review and has submitted a report to the President."

In the latter case, the report shall conclude with the statement that:

"The President (a) accepted the Committee's recommendations, or (b) accepted the Committee's recommendations with modifications, or (c) rejected the Committee's recommendations."

Such reports shall be made once a quarter.

In the case that sanctions are imposed following disciplinary proceedings, such sanctions shall be appropriate to the severity of the offense. Sanctions shall include verbal or written reprimand, withholding or postponement of salary and/or promotion for a specified period, suspension, and in the gravest cases, dismissal.

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