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Faculty Senate Chronicle June 25, 1975

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AU Chronicle

a report to the faculty of
the university of akron



1974-75, No. 9 (48 pages)

June 25, 1975

UNIVERSITY BOARD OF TRUSTEES

Membership

Governor James A. Rhodes has appointed two Trustees to fill vacancies on our Board of Trustees. Mr. Charles Pilliod, Jr., succeeds Mr. Edwin J. Thomas for his unexpired term. Mr. Thomas, whose term expires July 1, 1976, chose to retire on June 15, 1975 from the Board which he has served since 1952 as a Director (municipal University), and then as a Trustee (state University). Mr. Ray C. Bliss will succeed Mr. Joseph Leyden whose term expires on July 1. Mr. Leyden was appointed in July 1967 when the University became a state institution. Mr. Bliss, who served previously on the Board of Trustees, (December 1970 to July 1974) now is appointed to a full 9-year term expiring 1984.

Observers

The two faculty and two student observers at Board of Trustees meetings have been named for 1975-76: Mrs. Marian Bauer, Associate Professor Nursing, and Mr. John Finan, Professor Law, will represent the faculty. Miss Sandra Pianalto, president of the 1976 Senior Class, and Mr. Robert Corlett, president of Associate Student Government, will represent the students.

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UNIVERSITY COUNCILMembership 1975-76

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 regular May meeting. The roster of the 1975-76 membership of University Council, as determined in May 1975, continues at 63 voting members, plus the ex officio chairman of the Committee of Department and Division Heads, and the chairmen of the Council Committees on Faculty Rights and Responsibilities and on Faculty Well-Being (who are added ex officio if not already elected as Council members). The list follows:

Elected from the Faculty:

Buchtel College of Arts and Sciences—Dr. Charles Barresi, Dr. William Beyer, Dr. Barbara Clements, Dr. Don Gerlach, Dr. John Gwinn, Dr. Alan Hart, Dr. William Hendon, Dr. Dale Jackson, Dr. Paul Merrix, Dr. Phillip Stuyvesant.

College of Engineering—Mr. Joseph Edminister, Dr. John Lenczyk, Dr. Rudolph Scavuzzo.

College of Education—Dr. Charles Dye, Dr. Bill Frye, Dr. Robert Mravetz, 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—Mr. Irving Achorn, Dr. John Bee, Mr. David Jamison, Dr. Wallace Sterling.

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

School of Law—Mr. John Finan, Dr. Marvin Moore.

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

Elected from the Library:

Mr. William Cramer*, Mrs. Helen Livingston.

Elected from Student Organizations:

Associated Student Government—Mr. Christopher Bosso, Mr. Steven Cordova, Mr. Robert Corlett, Mr. Matthew Pugliese.

Evening Student Council—Miss Deb Amstutz, Mr. Keith Gwyn.

Graduate Student Council—Mr. David Dilley.

Student Bar Association—Mr. Dennis Grady.

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. C. E. Griffin, 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, 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.

*The following changes will be effective after July 1, 1975:

Dr. Lillian DeYoung will succeed Dr. Estelle Naes as Dean of College of Nursing.

Dr. Noel Leathers' title will be Vice President and Provost.

Mrs. Virginia Allanson will succeed Mr. William Cramer as elected Library representative.

Dr. David Dolan, July 1, resigns from Council as the new Assistant Dean of the Community and Technical College, and his successor on Council for the unexpired term will be elected by the college.

UNIVERSITY COUNCIL, continuedMembership 1975-76, continuedAppointed 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. Joyce Sullivan, Chairman, Committee of Department and Division Heads.
Chairman, Committee on Faculty Rights and Responsibilities.
Chairman, Committee on Faculty Well-Being.

Officers of University Council for 1975-76

Dr. Noel Leathers, Vice President and Provost, Presiding Officer.
Mrs. Anne West, elected Secretary.
Dr. Don Gerlach, President Pro Tempore, who would preside vice Dr. Leathers and/or President Guzzetta.

Members of Procedural Committee for 1975-76

Dr. Noel L. Leathers, Vice President and Provost, Chairman.
Mrs. Anne West, elected Secretary of University Council.
Dr. Frederick Schultz, 1975-77.
Mr. Joseph Edminister, 1975-76.
Dr. David Dolan**, 1975-76.
President D. J. Guzzetta, ex officio.

CAMPUS NOTES

The University has recently lost two of its distinguished retired faculty members: Dr. Donfred H. Gardner, Vice President and Dean of Administration Emeritus, passed away suddenly in Tucson, Arizona, on May 11. Dr. Warren W. Leigh, Dean Emeritus of the College of Business Administration, suffered a fatal heart attack on June 17. Memorial funds have been established... a scholarship in honor of Dean Gardner, and a fund in the College of Business Administration in recognition of Dean Leigh.

The College of Business Administration, on the ten-year reevaluation, has been approved by the American Assembly of Collegiate Schools of Business for continuing accreditation.

Colonel Edward P. Mazak, Professor of Aerospace Studies, has been appointed to the Bicentennial Committee, in succession to Colonel Thomas Britton who has been transferred. Dr. Dale Doecke, Associate Professor of English, has resigned.

*Dr. John Watt's title will be Assistant Provost, effective July 1.

**Dr. Dolan resigns from Council July 1, his successor on the Procedural Committee to be elected at the first fall meeting of University Council.

UNIVERSITY COUNCIL, continuedELECTED UNIVERSITY REPRESENTATIVES, 1975-76Faculty Advisory Committee to the Chancellor, Ohio Board of Regents

Representative—Dr. Ali Fatemi

Alternate—Dr. Dale Jackson

Ohio Faculty Senate

Representative—Dr. Harry Pinnick

Alternate—Dr. Joyce Sullivan

Faculty Advisory Committee to the President

Buchtel College of Arts and Sciences—Mrs. Julia Hull

College of Engineering—Mr. Milton Kult

College of Education—Dr. Robert Myers

College of Business Administration—Dr. David Durst

College of Fine and Applied Arts—Dr. David Bernstein

College of Nursing—Mrs. Marian Bauer

School of Law—Mr. John Finan

Community and Technical College—Mr. Arthur Pollock, Jr.

Ex Officio—Dr. Noel L. Leathers, Vice President and Provost

Elected University Council Committees

<u>College and Library</u>	<u>Faculty Rights Committee</u> (Tenured)	<u>Faculty Well-Being Committee</u>
Arts and Sciences	Dr. J. Richardson (1974-76)	- Dr. P. Stuyvesant (1974-77)
Engineering	Dr. D. G. Fertis (1974-76)	- Mr. R. Grumbach (1975-78)
Education	Dr. D. Weiss (1974-77)	- Dr. M. Williams (1974-77)-
Business Administration	Dr. O. Keister, Jr. (1974-76)	- Dr. D. Durst (1974-76)
Fine and Applied Arts	Dr. John Bee (1975-78)	- Dr. D. Bernstein (1974-76)
Nursing	Mrs. M. Bauer (1975-78)	2 Miss S. Stearns (1975-78)
Law	Mr. J. France (1974-77)	- Mr. A. Leyerle (1975-78)
Community & Technical	Mr. C. Hoyt (1975-78)	- Mrs. B. Thomas-Moore (1974-77)
Library	Mrs. R. Clinefelter (1974-77)	- Mr. J. Miller (1974-76)

Hearing Board Pool

Buchtel College of Arts and Sciences—Dr. Lascelles Anderson, Dr. Don Gerlach, Mrs. Julia Hull, Dr. George Knepper, Dr. Gerald Levin, Dr. Carl Lieberman, Dr. William McGucken, Mrs. Alice MacDonald, Dr. Sally Slocum, Dr. Phillip Stuyvesant.

College of Engineering—Dr. Richard Gross, Dr. Joseph Lestingi, Dr. Lindon Thomas.

College of Education—Dr. Walter Arms, Dr. Ralph Blackwood, Dr. Madeline Cooke, Dr. Bernard Esporite, Dr. Sarah Orlinoff.

College of Business Administration—Mr. Allen Cabral, Dr. Kenneth Dunning, Dr. Keith Klafehn.

College of Fine and Applied Arts—Mrs. Doris Aldrich, Miss Mary Capotosto, Mr. Dennis Meyer, Dr. L. J. Swabb.

College of Nursing—Miss Lenore Kline, Miss Pamela Moore.

School of Law—Mr. Merlin Briner, Mr. Richard Grant.

Community and Technical College—Mr. Richard Fawcett, Mr. Richard Henry, Mrs. Linda Rodda, Mr. James Switzer, Mr. Milton Wales.

Library—Miss Pauline Franks, Mrs. Beverly Scherba.

MINUTES OF ADJOURNED REGULAR MEETING OF UNIVERSITY COUNCIL (from March 20, April 3 and April 17, 1975), May 1, 1975

The adjourned regular meeting of the University Council (from March 20, April 3 and April 17, 1975) was called to order by the Chairman, Vice President Noel Leathers, at 3:10 p.m. on Thursday, May 1, 1975, in Leigh Hall 307.

Forty-nine of the 66 members of Council were present. Those absent with notice were Mr. C. Baker, Dr. H. K. Barker, Dr. C. Carrino, Mr. D. Dilley, Dr. J. W. Dunlap, Dr. D. J. Guzzetta, Dr. I. MacGregor, Dr. R. Mravetz, Dr. R. Oetjen, Dr. C. Poston, Mr. R. Shedlarz, and Dr. T. Sumner. Others absent were Miss S. DiStefano, Mr. J. Edminister, Dr. C. Griffin, Dr. M. Moore and Dr. J. Richardson.

Since the first item on the continuing agenda was consideration of the Revised Draft of the Faculty Manual, dated January 6, 1975, Dr. Hart moved that debate on each of the proposed amendments be limited to five minutes. The motion was seconded and carried.

The first proposal was to add the following statement to A.2.e.1) on page 7 of the Faculty Manual Revised Draft, reading "It shall also include two students selected by the appropriate governing body.

Dr. Roberts, speaking on behalf of the Department Chairmen, advocated this being implemented as the individual departments preferred. Dr. Jackson added that in a small department the students might equal the number of full-time faculty members.

Dr. Gerlach moved to substitute the word "may" for "shall" in the proposed amendment. The motion was seconded and carried.

In answer to Dr. Roberts' query as to the appropriate governing body, Mr. Hollingsworth, who had submitted the original amendment, explained that it would be the Graduate Student Council for graduate students, or the Associated Student Government for undergraduates, and the Student Bar Association for law students. Dr. Roberts observed that if engineering students were involved, it would be more appropriate to designate an engineering student association.

Mr. Mason moved to amend the proposal by substituting "student" for "governing" body. The motion was seconded and carried. It was understood that this could mean a departmental group.

Dean Weyrick suggested changing the wording from "two students" to "one or two students". A discussion ensued concerning the number of students, whether to establish upper and lower limits, or no limits, etc.

Dr. Merrixx moved to strike "two" from the limit of students. It was seconded.

Dean Samad offered a friendly amendment to change Dr. Merrixx's proposal to read "a student or students". It was acceptable to Dr. Merrixx. The motion was seconded and carried.

The amended amendment was put to a vote and carried and now reads:

"It may also include a student or students selected by the appropriate student body."

On page 8 of the Draft of the Faculty Manual, A.2.e., last paragraph, line 7, the amendment submitted by Drs. Jackson and Noble was put to a vote and carried, and the wording is added, after "recommends", to read "in accordance with appropriate Guidelines established by the departments or divisions and colleges concerned."

MINUTES OF ADJOURNED REGULAR MEETING OF UNIVERSITY COUNCIL (from 3/20, 4/3 and 4/17/75), 5/1/75, continued

Also in the same paragraph, in line 9, Dr. Sterling's proposed amendment was adopted, to strike these words "and, after consulting with other members of the department."

Dr. Wood moved to amend A.2.e., at the top of page 7, to add at the beginning of the third line, "the majority of the faculty members of the department, the Dean of the college and [the President, etc.]." The motion was seconded.

Dr. Wood thought it confirmed present practice, although Dr. Roberts and Mr. Jamison considered it unnecessary and accomplishing no purpose. The motion was put to a vote and carried 17 to 15.

Dr. Wood then proposed adding "for one additional term" at the end of A.2.e.4), on page 7. Dr. Roberts felt it was an invasion of the prerogatives of the departments, and Dr. Gwinn did not favor limiting a headship to two terms. The motion was put to a vote and failed.

Two other proposals of Dr. Wood were not considered inasmuch as they would have required a change in the Bylaws of University Council and would have to be presented differently and approved by the Trustees.

A proposal to delete the last sentence in Article III. Section 1.3. on page 19 was advanced by Dr. Wood. This would have eliminated this statement, "Such activities should only be undertaken with the full understanding and approval of the Dean of the college in the case of faculty members, or the individual's administrative superior in the case of staff members." Although this change would have required Trustee sanction, it was discussed by members of Council, in event they would have wished to recommend consideration to the Board.

Dr. Jackson advocated retaining the statement as a guide for the faculty. Dr. Merrixx inquired how far it would be carried relative to outside activities such as acting in a play, etc. Dr. Leathers explained that it was a protection for faculty members for example, a faculty member accepting a position as secretary of an organization would inform his Dean and this would be a safeguard in the future if it had been approved in advance. Dean Major cited practice in his college where there has been no interference in teaching responsibilities by faculty assuming these other outside obligations which frequently add prestige. It is important for the Dean to know of the involvement, as a means of information, ahead of time.

Dr. Schultz noted that it is not always possible to clear some elective offices in advance, but Dr. Leathers took cognizance of such possible exceptions.

The Council voted not to delete the sentence on page 19.

Dr. Stuyvesant moved to amend the paragraph at the top of page 23, B.3, by deleting the first line, "After at least one year of service at The University of Akron those", and beginning the second line with the new word, "Faculty". The motion was seconded and carried.

Mr. Finan, in B.3 in third line at top of page 23, moved to change "should be" to "are" (appointed, etc.). The motion was seconded and carried.

In the same paragraph, line 5, Mr. Finan moved to change the wording from "Professor shall be granted tenure not later.." to "Professor may not be granted tenure later.." The motion was seconded, but failed on vote.

MINUTES OF ADJOURNED REGULAR MEETING OF UNIVERSITY COUNCIL (from 3/20, 4/3 and 5/17/75), 5/1/75, continued

In the same paragraph, in lines 8 and 9, Mr. Finan moved to strike the words, "he or she shall be given notice of dismissal to take effect". The motion was seconded.

There were objections to the deletion of "no notice". Some questioned the tenure process, the possibility of de facto tenure and whether in certain instances further extension of contracts might not be given beyond the five-year requirement. The use of word "dismissal" vis-a-vis "terminates" was considered. "Dismissal", according to Dr. Leathers, meant the end.

Dr. Gerlach moved to substitute for the proposed deletion the following phrase, "he or she shall be given notice that his or her employment status terminates"....[at the end of the sixth year of service.] The motion was seconded and carried.

Another proposal of Dr. Wood, regarding the paragraph on "Publications" on page 34, was not considered inasmuch as that section was taken directly from the Regulations of the Board of Trustees, and a recommendation would have to be made to the Board to consider a change.

Dr. Stuyvesant forwarded a request from Mr. John Miller, University Archivist, that the University policy on moving expenses applicable to new faculty coming to Akron be incorporated in the Faculty Manual. It was suggested by Mr. Mason that it be included on page 40 after "Faculty Privileges and Benefits." Chairman Leathers concurred. The motion to include the Travel Policy was seconded and carried.

Mr. Finan was informed that the revised Grievance Procedures would be presented at the next meeting of the Council.

Mrs. Sugarman moved that Council approve the amended Faculty Manual and forward it to the University Board of Trustees. Dr. Hart seconded the motion.

Dean Samad opined that the document included certain statements which went beyond the prerogatives of Council, and that members holding those beliefs should have the right to make them known to the Board, by petition through channels.

The motion to adopt the amended revised draft of the Faculty Manual was put to vote and carried.

The Chair stated that the document would be retyped and checked with the Reference Committee for updating administrative titles, etc. The Chairman of Council would then forward it to the President of the University who would submit it to the Board of Trustees. Customarily this would then be referred to the Board's Educational Policy Committee for study and opportunity to ask any questions. Dr. Hart observed that Council might expect its return under the 90-day provision adopted. However, Dr. Leathers noted that Council had been taking considerably longer than that to approve the revised draft, and the Board might need additional time. In answer to an inquiry, the Chair said that communications to the Board are always transmitted by the President, and that he can ask for permission for others to address the Board if necessary.

Dr. Gerlach spoke in defense of minority rights and that the Board of Trustees should be able to hear two sides of a question. Dr. Leathers reminded the Council that at least 18 faculty members had appeared before Board meetings, including committees, in the last year, and he saw no reason why this practice would not be continued.

MINUTES OF ADJOURNED REGULAR MEETING OF UNIVERSITY COUNCIL (from 3/20, 4/3 and 5/17/75), 5/1/75, continued

The next item on the agenda was consideration of Parts II and III of the Ad Hoc Committee Report on the Faculty Manual, dated November 1972. Copies were distributed to Council again, for discussion May 15.

Mrs. Sugarman moved that Council approve the following rule to supplement the statement on Functions of Standing Committees of University Council (recorded in the AU Chronicle of June 1973, page 47):

"Any committee report containing substantive matters which require action of the University Council shall be circulated to all members of University Council at least one full academic week prior to the meeting at which this report will be voted upon."

Dr. Gerlach offered a friendly amendment to clarify the time factor by substituting "seven days" for "one full academic week". This was acceptable. Mr. d'Amico seconded the motion to amend which was put to a vote and carried, so that the statement would now read:

"Any committee report containing substantive matters which require action of the University Council shall be circulated to all members of University Council at least seven days prior to the meeting at which this report will be voted upon."

Dr. Gerlach moved to amend by adding "unless Council by a two-thirds vote agrees to consider such a report". Dr. Gwinn seconded the motion to amend. Dr. Brittain noted that the house can always suspend the rules. The motion to amend was put to a vote and failed.

The motion to adopt Mrs. Sugarman's amendment as amended was put to a vote and carried.

Dr. Stuyvesant suggested that in the future special committee reports be placed under "New Business" so that the regular business of Council would not be delayed by having lengthy discussions before other stated items could be considered. The Chair said this would be discussed later by the Procedural Committee and then returned for discussion by Council as a Committee of the whole.

Vice President Leathers thanked the faculty for completing the Faculty Manual revision, and expressed the sense of achievement felt by Council. He assured the Council that the Board would soon be involved in evaluation of the document.

The meeting was adjourned at 4:35 p.m.

MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, May 15, 1975

The regular meeting of the University Council was called to order by the President Pro Tempore, Dr. Don Gerlach, at 3:05 p.m. on Thursday, May 15, 1975, in Leigh Hall 307. The Chairman of Council, Dr. Noel Leathers, was on a mission abroad.

Fifty-six of the 65 members of Council were present. (Council at this point has 65, not 66, members, and 63 voting members, as Dr. Marvin Moore, new representative of the School of Law, is still chairman of the Faculty Well-Being Committee.) Those absent with notice were Dr. J. W. Dunlap, Dr. N. L. Leathers, Dr. R. Mravetz and Dr. T. Sumner. Others absent were Mr. C. Baker, Dr. C. Barresi, Miss D. Dobrindt, Mr. J. Finan and Dr. B. Frye.

Since this was the first meeting of the Council as constituted for the new academic year 1975-76, Dr. Gerlach introduced and identified all new members: Dr. Joyce Sullivan, chairman of the Committee of Department Heads (ex officio); Mr. Robert Corlett, president of Associated Student Government, and the other three members from ASG—Mr. Christopher Bosso, Mr. Steven Cordova, Mr. Matthew Pugliese; from Buchtel College of Arts and Sciences—Dr. William Beyer, Dr. Barbara Clements and Dr. William Hendon; from the College of Engineering—Dr. Rudolph Scavuzzo; from the College of Education—Dr. Charles Dye; from the College of Fine and Applied Arts—Mr. Irving Achorn; from the School of Law—Dr. Marvin Moore; from the Community and Technical College—Mr. David Robinson; from the Library—Mr. William Cramer. Dr. Gerlach did not present those members of Council who were reelected, nor the three appointees by the President who continued.

The Chair then recognized Dr. Poston who read the following Resolution:

Resolution

Expressing sorrow and sympathy at the death of
Dr. Donfred H. Gardner
Vice President and Dean of Administration Emeritus

WHEREAS Donfred H. Gardner served The University of Akron with exemplary loyalty and distinction from 1924 to 1962 as Professor of History, Dean of Students, Dean of Administration and Vice President, retiring August 1962 with Emeritus designation; and served as Consultant to the President, Vice Presidents and University Council from 1962 until moving to Arizona in 1968; and

WHEREAS he was elected by his professional colleagues as secretary and president of the National Association of Student Personnel Officers, and served in high posts of the North Central Association of Colleges and Secondary Schools, bringing honor to this University through outstanding leadership at the national level; and

WHEREAS his participation and direction contributed significantly to the development of the organization of the General College and placed The University of Akron in the vanguard of those requiring liberal education as the foundation for professional specialization; and

WHEREAS he chaired the original Committee on the Educational Forecast of the University, begun in 1957, and later served as a consultant to the University's Commission on Centennial Goals and Projections in 1969; and

MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, 5/15/75, continued

WHEREAS the Board of Directors conferred upon him the honorary degree of Doctor of Humane Letters at Commencement, June 1963; and recognized him in May 1967 by dedicating the new D. H. Gardner Student Center in his honor; and

WHEREAS he was admired as a gentleman, scholar, teacher, counselor, military officer, civic-minded citizen, and administrator, devoting his manifold talents to the University he served for nearly half a century; and

WHEREAS his sudden death on May 11, 1975 has saddened the University community, his many friends and former students who remember "the Dean" with gratitude and affection for his educational commitment, his salty comments and his concern for all colleagues: Therefore be it

RESOLVED, That the University Council express its sorrow and sympathy to Mrs. Gardner and to the family and cause this Resolution to be spread upon the minutes of the meeting of the University Council of The University of Akron, and transmitted to them.

Dr. Poston moved that Council adopt the Resolution. The motion was seconded and unanimously carried.

The President Pro Tempore reminded the Council of certain points of protocol and procedure to be observed following Robert's Rules of Order and Council's two special rules.

The Chair called for consideration of the minutes of the Adjourned Regular Meeting of Council, March 13, 1975 as printed in the AU Chronicle of April 1, 1975. Dr. Wood asked to correct the first sentence in the second paragraph on page 4 by adding a phrase so that the paragraph would begin as follows: "When Dr. Wood observed that percentages as a basis for grades would mean nothing..."

In the minutes of the meeting of March 20, 1975, as printed in the April 1, 1975 AU Chronicle, Dr. Gerlach wished to add to the fourth paragraph from the bottom of page 8 so that the entire paragraph would read: "Dr. Gerlach opposed this because Group I included disciplines representing the two basic approaches to all knowledge: by definition and by cause-effect."

The minutes of these two March meetings were then approved as printed and amended.

In consideration of the minutes of the meeting of April 3, 1975 as printed in the AU Chronicle of May 1, 1975, Mr. Pernice requested that the wording in the eighth paragraph on page 7 be changed to read: "Mr. Pernice advocated defeating the proposals...."

In the minutes of the meeting of April 17, 1975, printed in the May 1, 1975 AU Chronicle in which Dr. Merrixx referred to the second line in the second paragraph on page 9 the word "exclude" should replace "include".

The minutes of both the April meetings were approved as printed and amended.

Dr. Gerlach then called upon President Guzzetta for his remarks to Council. He regretted that he had been unable to attend recent meetings of the Council, and that he would have to leave early today because of a commitment to the College of Medicine. He announced that there would be a

MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, 5/15/75, continued

meeting of the Educational Policy Committee of the University Board of Trustees that evening, the agenda including the request for a Student Ombudsman, the General Faculty Grievance Procedure, Goals and Purposes of The University of Akron (faculty have been solicited for their suggestions for the last two years), the Urban Mission of The University of Akron (and responses from the faculty are also being received on this aspect), and the Financial Exigency Statement. The latest revision of the latter has not yet been submitted from the Faculty Well-Being Committee, so only a progress report will be available. Since it has been the policy to invite representative students and/or faculty to come to Board Committee meetings when pertinent material is being discussed, tonight Miss Lyn Chalfant and Messrs. Michael Mason and Michael Pernice will be in attendance, as will Miss Alberta Hensley and Mr. Robert Briechele from the General Faculty.

Dr. Guzzetta also mentioned Substitute House Bill 155 relative to the state budget, and that currently the allocation for the universities has been reduced. Also the support for the Civil Service mandated increases has been curtailed which will present a hardship for all the universities. Another problem will be the cash flow, and the possible necessity of universities having to borrow money in advance of the postponed state payments of subsidy and the consequent payment of interest on the borrowed money, and loss of investment income. He was pleased that the availability of funds wording in the faculty contracts had been approved to the satisfaction of the state officials. He noted that Mr. E. J. Thomas, whose term would expire in 1976, has submitted his resignation to Governor Rhodes, effective this June 15. Dr. Guzzetta was very disappointed to learn of his resignation, upon returning from Tucson where he represented the University at Dean Gardner's memorial services on May 14. Also, Mr. Joseph Leyden's term expires on July 1, 1975. He cannot be reappointed because he will have served a full term, according to the Ohio law.

In response to the President's offer to answer any questions, Dr. Hendon said that he understood from a lawyer that the "availability of funds" clause might be unenforceable in court because it was too vague. Dr. Guzzetta replied that the Auditor has supported this wording, and that "availability of funds" is always implicit in any such contract. Relative to the possible change of a pay schedule, the President responded to Dr. Sterling that the report would be forthcoming from Dr. Moore for the Faculty Well-Being Committee.

Dr. Gerlach, at the conclusion of the President's remarks, then called for the election of officers, beginning with the President Pro Tempore of University Council for 1975-76.

Dr. Poston nominated Dr. Gerlach as President Pro Tempore. Dr. Carrino moved that the nominations be closed and the secretary instructed to cast a unanimous ballot.

Dr. Gerlach requested Dr. Bee to take the chair. Dr. Bee put the motion which was seconded and carried.

Dr. Gerlach assumed the chair and thanked the Council for its vote of confidence.

Dr. Dolan nominated Mrs. Anne West as secretary. Dr. Sterling moved that the nominations be closed and the secretary instructed to cast a unanimous ballot. The motion was seconded and carried.

The Chair expressed the appreciation of Council to Miss Harrington for her service as secretary. She did not run for Council as her term expired, and this was her last meeting. The Council applauded her for her dedication to the Council business. Mrs. West then took Miss Harrington's place as secretary for the balance of the meeting.

MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, 5/15/75, continued

Nominations were then entertained for one member of the Procedural Committee, for the two-year term. Dr. Dolan nominated Dr. Schultz; Mrs. Sugarman nominated Mr. d'Amico; Dr. Clements nominated Dr. Hendon. Dr. Moore moved that the nominations be closed. The motion was seconded and carried.

Dr. Poston, Mr. Salem, Dr. Bee were named by the Chair as tellers.

During the counting of the ballots, Dr. Carrino inquired why the AU Chronicle did not use the full name of The University of Akron which has to appear on all other official publications. The Chair observed that a request could be made to change the title to The University of Akron Chronicle.

The Chair announced that of the votes cast a majority of 26 was required to elect, and the results of the polling for a member of the Procedural Committee were:

Dr. Schultz	33
Dr. Hendon	8
Mr. d'Amico	10

Dr. Bee, a continuing member of the Procedural Committee, then announced that he was thereupon resigning from the Procedural Committee because he had been recently elected to the Faculty Rights and Responsibilities Committee for 1975-78, and Council members were not to hold dual committee assignments.

Nominations were then received for the term (one year remaining) held by Dr. Bee. Dr. Jackson nominated Dr. Hendon; Dr. Moore nominated Mr. Edminister; Mrs. Sugarman nominated Mr. d'Amico; Dr. Sterling nominated Dr. Merrix; Mr. Dilley nominated Mr. Corlett.

Dr. Poston moved that the nominations be closed. The motion was seconded and carried.

The tabulation of the voting follows:

Dr. Hendon	4
Mr. Edminister	16
Mr. d'Amico	13
Dr. Merrix	12
Mr. Corlett	7

Since no candidate received a majority of the votes cast, Dr. Hart moved that another election be held among the top three. The motion was seconded and carried.

While the votes were being tallied, Dr. Poston presented the list of potential graduates for the June 1975 Commencement. He moved that the list of all candidates, now before Council, for degrees at the June 1975 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.

Proceeding to the next item on the agenda, in the interim, there was no report from the Akron Representative on the Faculty Advisory Committee to the Chancellor, Dr. Ali Fatemi, who was out of the country.

MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, 5/15/75, continued

Dr. Pinnick, Akron Representative on the Ohio Faculty Senate, told the Council that the Senate's Executive Committee conducted most of the business for the organization. Their principal concern at the moment was the state finance bill and collective bargaining. Because of the divergent views among the various members, no conclusions could be presently drawn. It was felt that the influence of the Senate might have been somewhat diminished due to changes in the Ohio Board of Regents. However, if the Regents should not have the same power, the Senate might gain. There will be more working with the Legislature. Dr. Pinnick referred to a conference he had attended on University Governance and the concerns with grade inflation, financial exigency, collective bargaining, budgeting, and relationships to vitality of universities.

The tabulation on the voting on the three candidates follows:

Mr. Edminister	24
Dr. Merrix	18
Mr. d'Amico	10

Dr. Moore moved that the Council vote again, with the choice between Mr. Edminister and Dr. Merrix. The Chair observed a majority of the votes cast would be 25. The tabulation follows:

Mr. Edminister	26
Dr. Merrix	22

Mr. Edminister was elected as the new member of the Procedural Committee, for the unexpired one-year term. [The Procedural Committee for 1975-76 is now constituted: Vice President Leathers, chairman; Mrs. West, secretary (1975-76); Dr. Dolan (1974-76); Dr. Schultz (1975-77); Mr. Edminister (1975-76); and President Guzzetta.]

Dr. Hart nominated Dr. Fatemi as the Akron Representative on the Faculty Advisory Committee to the Chancellor of the Ohio Board of Regents, and moved that the nominations be closed and the secretary cast a unanimous ballot. The motion was seconded and carried.

Dr. Merrix nominated Dr. Jackson as the alternate. Dr. Poston moved that the nominations be closed and that the secretary cast a unanimous ballot for Dr. Jackson as alternate Akron Representative on the Faculty Advisory Committee to the Chancellor of the Ohio Board of Regents. The motion was seconded and carried.

Dr. Poston nominated Dr. Pinnick as Akron Representative on the Ohio Faculty Senate. Mr. d'Amico moved that the nominations be closed and the secretary cast a unanimous ballot. The motion was seconded and carried.

Dr. Sullivan was nominated as the alternate Akron Representative on the Ohio Faculty Senate. There was no objection to her serving although she is on Council in an ex officio capacity as chairman of the Committee of Department Heads. It was moved, seconded and carried that the nominations be closed and the secretary cast a unanimous ballot for Dr. Sullivan.

Dr. Jackson pointed out that only elected members of Council are eligible to vote for these last offices. The Chair apologized for failure to note this and asked if there were any objections to the present election. There were none.

MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, 5/15/75, continued

Continuing with the reports of the standing committees, Dr. Gerlach called upon Mrs. Sugarman to report for the Procedural Committee. She stated that the Committee had met to set the agenda for today's meeting.

Speaking for the Academic Policies and Curriculum Committee, Dr. Poston commented on the efforts made to conform to Council's request to have all matters to be considered circulated to the members seven days in advance. He referred to copies of the curricular changes dated May 8, 1975. Since a number of these proposals required Council action, he moved that the change in the Natural Science Division Major be approved. The motion carried. [All details on this and following motions will be included in this issue of the AU Chronicle under "Curricular Changes".]

Dr. Poston moved that the changes in the Biology Department (drop 310:182 and add 310:185) be approved. The motion carried.

Dr. Poston moved that the new statement be approved in the Latin American and Soviet Area Studies Programs. The motion carried.

Dr. Poston moved that the statement to describe the foreign language requirement for the Ph.D. in Counseling, in the College of Education, be changed to read:

"Doctoral language requirements or appropriate alternative research skills may be prescribed by the student's advisor, depending upon the career goals of the student and upon the academic and/or scientific requirement of his dissertation. The decision is subject to review by the Department Head."

The motion was seconded. Since there had been objections unresolved, it was necessary for the matter to be brought to the floor of Council for discussion.

Dr. Stuyvesant stated that the General Bulletin noted the only difference between the Ed.D. and the Ph.D. is the language requirement. Therefore he inquired why this degree should not be an Ed.D.

Dean Barker pointed out that it provided for options, and there were other Ph.D. degree programs on campus which did not have a language requirement.

Dr. Hart moved to amend the motion to add, "Should an appropriate alternative to the language requirement be chosen, the degree granted would be an Ed.D. in Counseling." The motion to amend was seconded.

Dr. Poston reminded the Council that the North Central Association had accredited the program with the Ph.D. and it might be unwise to change it at this time. Dr. Carrino recalled that Council had approved a similar change in language requirement for the Ph.D. in the College of Engineering without mentioning the Ed.D. Mr. Shedlarz favored the Ph.D. with a language requirement.

Dean Barker told the Council that the department had gone into the matter very seriously. Similar changes had been made in Psychology in Buchtel College. He considered these opposing suggestions as an affront to his College.

Dean Major moved to limit debate to another five minutes. He said that the proposal had already been under discussion for two years. The motion was seconded and carried on more than two-thirds vote by show of hands.

MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, 5/15/75, continued

In response to Dr. Oetjen's query, Dr. Poston explained that the original doctoral program had been accredited by the North Central Association and that arbitrary changes locally were not appropriate. Dr. Watt also observed that the University Council cannot in an amendment change these formal programs, especially this Ph.D. program which was sanctioned by the Ohio Board of Regents.

Dr. Gwinn felt that the degree programs were being considered on a piecemeal basis and without overall direction as to the goals of the University. He understood that a committee in the Graduate School is reviewing and developing criteria to bring to Council. He therefore moved postponement of changing the degree until a report from the Graduate Council has reached University Council in an appropriate manner. The motion was seconded.

Dr. Schultz explained that the Graduate Council will send its report to the Academic Policies Committee and then to Council. Dr. Wood spoke against the motion.

Dean Barker asserted that this proposal has gone through Council and the Academic Policies Committee and had been reviewed by NCATE. He said it was clearly stated that the language requirement is not entirely eliminated, but made optional.

Dean Griffin said that all phases of the degree program had been examined. He favored the original motion, and reminded Council that it had earlier approved departmental options.

Since the time was up for further debate, the President Pro Tem relinquished the Chair to Dr. Bee with a request for Council's indulgence to comment on the proposal. With considerable objection to Dr. Gerlach's request, Dean Major moved that the time allowed for debate be extended. The motion was seconded, put to a vote and failed.

The motion to postpone consideration of the proposal was put to a vote and failed 16 to 26.

Dr. Hart withdrew his motion to add a phrase to the proposed motion on the doctoral language requirement. The seconder agreed.

The Council then approved Dr. Gerlach's request for a roll call vote on the doctoral proposal.

The roll call vote resulted in approval of the doctoral change, with 30 "yes", 15 "no", and four abstentions:

<u>For the Change</u>			<u>Against the Change</u>	
I. Achorn	C. Dye	C. Poston	J. Bee	P. Merrix
H.K. Barker	J. Edminister	D. Robinson	B. Clements	R. Oetjen
W. Beyer	C. Griffin	C. Salem	D. Gerlach	W. Rogers
P. Bomar	K. Gwyn	S. Samad	J. Gwinn	P. Schrank
C. Bosso	R. Hansford	R. Sandefur	A. Hart	R. Shedlarz
C. Carrino	W. Hendon	F. Schultz	D. Jackson	W. Sterling
S. Cordova	J. Lenczyk	J. Watt	D. Jamison	P. Stuyvesant
W. Cramer	H. Livingston	A. West	I. MacGregor	
M. d'Amico	C. Major	R. Weyrick		
D. Dolan	G. Makar	C. Wood		
			<u>Abstentions</u>	
			D. Grant	M. Pugliese
			M. Moore	L. Sugarman

MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, 5/15/75, continued

Dr. Gerlach returned to the Chair, and Dr. Poston then moved that two options be added to the Master of Arts in Home Economics—With Emphasis in Family Development, and With Emphasis in Child Development. He said that objections had come from the Departments of Psychology and Sociology. Psychology had been reasonably satisfied, but Sociology felt that the program could be stronger. The program will have to have final approval from the University Board of Trustees and the Ohio Board of Regents. The motion carried.

Dr. Poston moved that four "tagged" degrees be approved in the baccalaureate program in Home Economics as a substitute for the B.A. (with a major in Home Economics). The B.A. degrees would be in Dietetics, Foods and Nutrition: Business and Communication, Textiles and Clothing, and Family and Child Development.

Mrs. Sugarman asked about the use of the term "Business" in the B.A. in Foods and Nutrition. It was explained as not being in any conflict with programs in the College of Business Administration.

The motion to approve the "tagged" degrees was put to a vote and carried.

Dr. Poston moved that the "tagged" degree of Bachelor of Arts in Speech Pathology and Audiology be added to the Department of Speech Pathology and Audiology. It was affirmed that this did not concern language learning, but pathological problems. The motion carried.

Dr. Poston moved that the course changes in the Engineering and Science Division of the Community and Technical College and the modification of the Industrial Technology Program, as currently circulated by the Academic Policies Committee, be approved. The motion carried.

Dr. Poston read the following statement: "The Academic Policies and Curriculum Committee recommends that Senior Seminar 110:401 not be required for students completing their baccalaureate degree after June 1975. The course is to be offered for the last time during the Summer Sessions I and II, 1975. The two credit hours are to become free electives at the junior and senior level." He moved that Council approve this recommendation.

Dr. Wood thought that it was unfortunate that this course should be abolished, and recalled some of the outstanding speakers who addressed the class in earlier days. He hated to see senior students denied this exposure and urged defeat of the motion.

Mr. Salem inquired whether this motion would make the course optional or would eliminate it. Dr. Poston said it would eliminate it from the curriculum.

Mr. Salem supported Dr. Wood's stand. He advocated the retention of the course and improving it by using full-time teachers. He said it was the only small class opportunity left on campus, and he thought the only objection was in how it was taught. He urged that the last small, individualized seminar course in this large university should be kept and upgraded.

Deans Major and Oetjen supported the motion and averred that the course no longer fulfills its original purpose.

Dr. Rogers endorsed retention of the course and told how exhilarating he had found the students in his classes and felt that the faculty member can put into the course the ingredients for its success. He considered its abolition a step backward.

Mr. Pugliese supported the motion.

MINUTES OF REGULAR MEETING OF UNIVERSITY COUNCIL, 5/15/75, continued

Mr. K. Gwyn said how valuable the course had been to him in providing insight into other disciplines on campus and the opportunity for hearing other views. He had experienced something different and refreshing in the two-hour course.

A motion to stop debate was seconded and carried.

A roll call vote was requested and approved; the motion to abolish Senior Seminar, carried by 27 for, 15 against, and seven abstentions:

<u>For</u>		<u>Against</u>	
I. Achorn	D. Jackson	B. Clements	D. Robinson
H. Barker	J. Lenczyk	W. Cramer	W. Rogers
W. Beyer	H. Livingston	M. d'Amico	C. Salem
P. Bomar	I. MacGregor	C. Dye	R. Shedlarz
C. Bosso	C. Major	D. Grant	P. Stuyvesant
C. Carrino	G. Makar	J. Gwinn	L. Sugarman
S. Cordova	M. Moore	K. Gwyn	C. Wood
D. Dolan	R. Oetjen	W. Hendon	
J. Edminister	C. Poston		
D. Gerlach	M. Pugliese		
C. Griffin	S. Samad		
R. Hansford	P. Schrank	J. Bee	F. Schultz
A. Hart	W. Sterling	R. Corlett	J. Watt
	R. Weyrick	D. Jamison	A. West
		R. Sandefur	

Because of the lateness of the hour, Mrs. Sugarman moved that the meeting adjourn until Thursday, May 29, 1975, at 3 p.m. to continue the agenda from this point. The motion was seconded and carried, at 5 p.m.

MINUTES OF ADJOURNED REGULAR MEETING OF UNIVERSITY COUNCIL (from May 15, 1975),
May 29, 1975

The adjourned regular meeting of the University Council (from May 15, 1975) was called to order by the Chairman, Vice President Noel Leathers, at 3:05 p.m. on Thursday, May 29, 1975, in Leigh Hall 307.

Forty-four of the 65 current members of Council were present. Those absent with notice were Dr. C. Barresi, Dr. C. Carrino, Dr. B. Clements, Miss D. Dobrindt, Dr. J. W. Dunlap, Dr. D. J. Guzzetta, Mr. K. Gwyn, Dr. P. Merrix, Mr. H. P. Schrank, Jr., Mr. R. Shedlarz, Dr. J. Watt. Others absent were Mr. W. Cramer, Dr. B. Frye, Dr. W. Hendon, Dr. I. MacGregor, Dr. C. Major, Dr. E. Naes, Mr. M. Pugliese, Dr. R. Sandefur, Dr. T. Sumner, and Dr. J. Sullivan.

The Chairman expressed his regret at not being able to attend the previous meeting, but complimented the President Pro Tempore for conducting the business with aplomb and dispatch.

At the start of the meeting the Chair recognized Dr. Frederick Schultz who stated that, in conformity with the motion of Council on December 12, 1974, the Academic Policies Subcommittee, which he chaired, had been reviewing Parts II and III of the Report of the Ad Hoc Committee to Revise the Faculty Manual in the light of the revised draft of January 6, 1975, and subsequent amendments. This recommendation would be submitted to Council later when the updated revision of the Faculty Manual was retyped and available.

In continuing the agenda from the previous meeting, the Chairman called for reports of the Standing Committees. On behalf of the Campus Facilities Planning Committee (Mr. J. Edminister arrived later in the meeting), Dr. Leathers stated that planning was completed for the new Chemistry Building; that S.B. 155 separated the capital allocations from state subsidy, and there were still items in the new bill for physical improvements on our campus which would include the balance needed for the new Music Building complex, health sciences, physical education, etc.

As chairman of the Faculty Rights and Responsibilities Committee, Dr. J. Richardson reported that one case, No. 1975-5, had been completed with rejection of the complaint. Three other cases were still under consideration. He referred to the report of the Faculty Rights and Responsibilities Committee on De Facto Tenure, 1975, which had been circulated to Council under date of May 7, 1975. Rather than discuss it on the floor of Council he requested that it be included in the minutes. [It appears in the Appendix to these minutes.] In response to a query from Dr. Gwinn, Dr. Richardson said that the committee had received some legal opinion that contracts were effective when signed.

Dr. Marvin Moore, chairman of the Faculty Well-Being Committee, informed the Council that on May 9, 1975 it had completed its revisions of the Revised Proposed Guidelines for Academic Retrenchment Due to Financial Exigency, and had submitted the document to the Procedural Committee of University Council for presentation to Council. In addition, the Committee had prepared and circulated ballots providing the University Faculty with an opportunity to vote on a new payday schedule. The ballots were counted by the Committee on May 23, with 389 faculty members voting on the issue. Option Two was the most popular of the four options. Under this option a faculty member would receive a month's pay on September 30. Then his annual salary minus the one-half month's pay would be divided into nine equal checks paid on the last day of the month (except in June, when a full month's check would be paid on June 15). It was estimated that some 500 faculty members on the 9-month schedule would have been eligible to vote. The ballots will be kept in the University Archives until the end of June.

Dr. Gerlach inquired why the Financial Exigency Statement was not on the agenda except as a committee report, and why it went to the Procedural Committee instead of Council.

MINUTES OF ADJOURNED REGULAR MEETING OF UNIVERSITY COUNCIL (from 5/15/75) 5/29/75, continued

Dr. Leathers said all the members of Council will receive this statement.

Relative to a question about having the ballots signed, Dr. Moore explained that the committee wanted the membership checked off.

Dr. Hart asked why the Financial Exigency statement should not be considered today.

Dean Samad moved to postpone study of the Financial Exigency statement until the next regular meeting of Council when all had received the report. The motion was seconded.

Dr. Jackson opined that this would be contrary to the prompt consideration already given by the Board of Trustess.

The Motion to postpone was defeated by 18 to 16. Consideration of the document proceeded.

Dr. Moore explained that the committee had worked diligently on the matter, trying to affect compromises in being realistic about the preferences of the Board. Some members of the committee (Mrs. Clinefelter and Mr. Edminister, for instance) had met with the entire Board and with the Board's Educational Policy Committee, and open hearings had also been held. He felt that the administration could support the new document as revised.

Dr. Stuyvesant referred to the original Financial Exigency Guidelines as approved by Council in May 1973 and printed in the AU Chronicle of June 6, 1973, citing some of the variations in the new document.

Mr. Finan considered the definition of "Financial Exigency" unacceptable, and that it would be illegal for the faculty give the Board of Trustees the determination of such a situation. He felt the determination should be a two-way street. He questioned the statement on seniority and length of contracts, and also the conflict of the seniority principle with the Affirmative Action Program.

Dr. Jackson, noting a few ambiguities and omissions, moved to amend the second line in the first paragraph by substituting the word "demonstrates" for "decides". The motion was seconded.

Dean Samad asked what "demonstrates" means and to whom.

Mr. Finan, preferring an objective rather than a subjective approach, suggested a friendly amendment to delete "the Board of Trustees decides that". This was acceptable.

Dr. Poston pointed out that the University Board of Trustees under Ohio law has the ultimate authority and has to make the decisions.

Mr. Finan opined that it was a question of law. He thought the Board had to set the machinery in motion, but it would be up to the courts to make the decision.

To Dean Rogers' suggestion that certain steps might be followed as a warning before a sudden financial exigency would be declared, Dr. Moore noted that such provisions were outlined in Items I "Consultation" and II "Data and Documentation".

Dr. Gerlach spoke in favor of the amendment without intending a challenge to the Board's rights.

MINUTES OF ADJOURNED REGULAR MEETING OF UNIVERSITY COUNCIL (from 5/15/75) 5/29/75
continued

The amendment was put to vote and carried, and the first lines of the opening paragraph of the Guidelines now read:

"For the purposes of this document a financial exigency will exist if and when the financial condition of the University has deteriorated to such a state as to require...."

Dr. Jackson moved to add the word "all" between "until" and "reasonable" in the seventh line of the first paragraph. Motion was seconded.

Dr. Hart offered a friendly amendment to the amendment to strike "reasonable".

Mrs. Sugarman objected to striking "reasonable", and Dean Samad concurred, as the University is dependent on many other things besides teaching: secretarial help, security, engineers, etc.

The amendment to the amendment to delete "reasonable" failed.

The amendment to add "all" carried.

The line now reads:

"programs shall not occur until all reasonable reductions have first been made"

Dr. Jackson and Dr. Sterling inquired who might be the "other appropriate administrators" in the third line of Item I who would recommend reductions. Dr. Leathers assured the Council that the Board and administration would not resort to any subterfuges.

Dr. Beyer moved to add "department heads" between "deans" and "faculty" in the third line of Item I. The motion was seconded and carried.

The line now reads:

"other appropriate administrators shall consult widely with deans, department heads, faculty,"

Dr. Stuyvesant asked if "other appropriate administrators" might refer to the Financial Vice President. Dr. Leathers said it could, as well as to the Director of the Budget, etc. Dr. Poston observed that enrollment could play a vital part in financial prospects and the Office of Institutional Research could be helpful in these judgment decisions. Dr. Hart, advocating identification of these administrators, moved to change "other appropriate administrators" to "Financial Vice President, Director of the Budget, and Director of Institutional Research". The motion was seconded, put to a vote and failed.

In consideration of Item II, Dr. Gerlach in an effort to emphasize appropriate faculty consultation, moved to add the words "in consultation with the faculty" after the word "constraints" in the third line. The motion was seconded and carried.

The line now reads:

"these constraints, in consultation with the faculty, to establish appropriate educational," etc.

MINUTES OF ADJOURNED REGULAR MEETING OF UNIVERSITY COUNCIL (from 5/15/75) 5/29/75, continued

There were no changes voted in Items III and IV.

In Item V, Dr. Jackson moved to add at the end of sixth line, after "appeal", "by the Faculty Advisory Committee and". The motion was seconded and carried.

The line now reads:

"must be subject to review by the Academic Vice President, and (upon appeal) by the Faculty Advisory Committee and by the University President."

In Item VI, Dr. Wood moved to add the word "college" after "department" in the last line of the second paragraph. The motion was seconded and carried.

The line now reads:

"the department, college or university."

Also in Item VI, Mr. Finan moved to substitute "till faculty member reaches the age of 65" in the third and fourth lines of first paragraph for "within a period of two years". The motion was seconded.

Dr. Barker cautioned that a person of 35 who had tenure could be out of the teaching field for 20 years, and it would be ridiculous to take him back in the classroom. Dr. Moore thought that in the sequence of events there was little likelihood of such an occurrence. Dr. Poston pointed out that the present language is taken from the statements of the national AAUP. Dr. Schultz opined that two years was unrealistic, and that it would take at least five years after a retrenchment to reinstitute a satisfactory program. Dean Barker emphasized that tenure is to guarantee academic freedom, not a job for life.

Dr. Schultz supported the amendment to delete "within a period of two years".

The motion to delete "within a period of two years" was put to a vote and carried (without the "till age 65" clause).

The lines now read:

"...The released faculty member's place will not be filled by a replacement unless the released faculty member," etc.

Dr. Gwinn wondered if a faculty member accepted a part-time position in the face of financial exigency, would he be denied later consideration. Drs. Leathers and Moore indicated that this was not the intent of the statement. The former cited the possibility of two faculty members at age 60 who might be willing to teach part-time, etc.

In Item VI, under the third paragraph of (C), Dr. Jackson moved to insert in the fourth line after "competent": "As judged on the basis of training and experience and documented by scholarly and/or creative contributions in that field". (Dr. Sterling had made the friendly amendment of adding "creative" to the above amendment, with Dr. Jackson's concurrence.) The motion was seconded. Dr. Leathers suggested that it might be more appropriate to use that provision as a footnote indicated by an asterisk after "competent". Dean Samad asked why the provision did not include "good teaching" as a criterion.

MINUTES OF ADJOURNED REGULAR MEETING OF UNIVERSITY COUNCIL (from 5/15/75) 5/29/75,
continued

The motion to add the statement as a footnote indicated by an asterisk was put to a vote and carried.

The footnote after "competent*" now reads:

"*As judged on the basis of training and experience and documented by scholarly and/or creative contributions in that field."

Dr. Scavuzzo inquired how reduction would be determined without favoritism when contracts and seniority provisions were comparable.

Following comments concerning the Affirmative Action Program statements in Item VI, (D) Dr. Rogers recommended not changing the present wording, pending future need and possible future interpretations in similar cases by the courts.

Mr. Finan, citing legal issues under civil rights, moved to add to (D): "If any minority person proves that he or she would have been hired on a certain date but for illegal discrimination and such person is in fact hired on a later date, his or her date of rank for purposes of computing seniority is the date he or she would have been hired but for the illegal discrimination." The motion was seconded.

Dean Barker objected to the amendment because it could cause discrimination against others.

Dr. Gerlach moved to limit further debate on the entire Financial Exigency statement to ten minutes (ending at 4:35 p.m.). The motion was seconded and carried.

Mr. d'Amico suggested that the entire (D) paragraph be dropped, because it could be considered if necessary at a later time in light of then current decisions.

Dean Samad favored deleting it entirely, but would go along with the amendment. He considered the original statement unnecessary and favoring one group over another. Since we have a tenure contract, why vote for a highly counterproductive amendment for future employees. This would not encourage new faculty to choose Akron.

Dean Rogers opined that eliminating (D) would negate the promises made and withdraw support of the Affirmative Action Program. Dr. Jackson said that had not been an objectionable point with the Board, was a humanitarian issue with strong faculty support, and that Council traditionally had not tried to anticipate change but had maintained the status quo. He favored leaving the document as submitted. Dr. Hart suggested that we should stay with the original document.

The motion to amend (D) was put to a vote and failed.

Since it was now 4:35 p.m., further consideration of the Guidelines on Financial Exigency was curtailed, and will be resumed at another meeting.

Continuing with the reports of the Standing Committees, Mrs. Livingston read the summary of the meeting of the Library and Learning Resources Committee of May 12, as prepared by the chairman, Dr. Pfeiffer, former member of University Council. The committee had heard a report that the two-year pilot joint film center sponsored by the University and the Akron-Summit County Public Library has been funded with federal funds of \$47,350, and negotiations are proceeding to work out details. It recommended liberalization of carrell privileges and borrowing privileges for certain

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doctoral students, and recommended formally the Serial Subscription Review Policy under which Bierce Library has been operating. It recommended budget allocations to academic departments and programs for 1975-76 and made certain procedural recommendations with regard to funds which might become available for allocation. It asked that its successor committee consider Dr. John MacDonald's suggestion regarding relocation of certain library materials used by the Music Department.

Dr. Jackson said that the Library Committee reports on changes of functions but these are always after the fact and Council never has an opportunity to discuss possible ramifications of changes. He advocated that major policy revisions first be submitted to Council for discussion before implementation. Mrs. Bomar questioned the manner in which the films are distributed from the joint film center, in which apparently the University requests are given secondary consideration to off-campus requests despite funding from the colleges on campus. Mrs. Sugarman also cited unsatisfactory responses from the center to campus requests. Dr. Leathers said the University gets priority and promised an investigation.

Dr. Gwinn moved that proposed Library policy changes be circulated to Council in advance. The motion was seconded and carried.

In reply to a query, Vice President Leathers stated that the amended and revised Faculty Manual draft is being retyped for submission to the President and the Board of Trustees.

Dr. Jackson urged the necessity of getting the Faculty Manual into the hands of the faculty.

Mr. d'Amico, chairman of the Reference Committee, told the Council that he has been working with the Faculty Manual and incorporating stylistic changes, and other similar matters brought to his committee. He would welcome any input from his committee.

Dr. Griffin said that the summary of grants made this spring by the Research Committee (Faculty Projects) would be published as an appendix to these minutes. On May 12 the committee had made one new and 11 supplemental awards totaling \$4,235.

Mr. Edminister requested that the report of the Campus Facilities Planning Committee for the 1974-75 academic year be included as an appendix to these minutes. He emphasized the last paragraph: "A review of both the title of the committee and the committee function should be made in the fall of 1975, conducted by the committee members for the 1975-76 term, with a report due on the floor of University Council at the December meeting."

Under "Old Business", the first consideration was the Minority Report from the Academic Policies Committee Meeting of February 13, 1975, and Dr. Gerlach, its author, was asked to speak to it. He said it had been rejected by a narrow vote, and he suggested that Council vote separately on two parts of the report—first, the grading scale using numerical equivalents and further defined by pluses and minuses; second, changes in the requirements for graduation with honors. He recalled that opponents of the proposed grading system had cited computer cost of approximately \$40,000 (which he hoped would not be the deciding factor), that students feared the plus and minus grading might not be to their advantage. In support of the proposal he noted that students could actually gain by the fractions, and that the faculty would have the option of being more flexible in student evaluations.

Dr. Schultz recalled that the proposal had failed by one vote and that the students actually favored the proposal but felt that the faculty would not use the new system.

Mr. Salem suggested that the system could have included an A+. A student question concerned the effect on probationary status and further documentation.

MINUTES OF ADJOURNED REGULAR MEETING OF UNIVERSITY COUNCIL (from 5/15/75) 5/29/75,
continued

Mr. Grant moved to amend the Minority Report by adding: "A college may by majority vote of the faculty adopt either of the following options in the matter of grading: 1) use the present grading; 2) use the new system incorporating only the pluses, not minuses." He explained that using only the pluses would be an important differentiation and it would be optional for only those faculty wishing to use it.

Dr. Moore liked the amendment, but was worried about grade inflation. Dr. Gwinn shared this concern and also stressed that the heart of the matter is with what degree of accuracy the faculty evaluate students. Mr. Jamison agreed with Dr. Gwinn, but reached a different conclusion that the proposed system provided greater satisfaction with more discrimination.

Dean Samad noted that the different colleges have different interpretations and that courses cannot be repeated in the School of Law; also he considered it harder to distinguish between minuses and pluses.

It was Mr. d'Amico's feeling that all colleges in the University should be consistent in their grading.

Dr. Leathers answered a question on costs, which are figures supplied by the Computer Center. Dr. Schultz quoted the Registrar as projecting a year to change over the grading system. Dr. Hart opposed the amendment, advocating that all colleges maintain the same grading system, and also noting the costly change-over.

Dean Samad, noting differences as well as similarities between the colleges, thought that each college should have local option. Mr. d'Amico recommended continuing as currently prescribed. Dr. Bee thought it unwise to have only pluses.

The motion by Mr. Grant to amend Dr. Gerlach's report on grading, using only pluses, was put to a vote and failed.

Dr. Sterling moved that Council adjourn to meet on Thursday, June 5, 1975, at 3 p.m. to consider first the Guidelines on Financial Exigency, and second to continue the consideration of the Minority Report from the Academic Policies Committee. The motion was seconded and carried, at 5:15 p.m.

MINUTES OF ADJOURNED REGULAR MEETING OF UNIVERSITY COUNCIL (from May 15 and May 29, 1975), June 5, 1975

The adjourned regular meeting of the University Council (from May 15 and May 29, 1975) was called to order by the Chairman, Vice President Noel L. Leathers, at 3:05 p.m. on Thursday, June 5, 1975, in Leigh Hall 307.

Forty-eight of the 65 current members of Council were present. Those absent with notice were Mr. M. d'Amico, Miss Deb Amstutz, Miss D. Dobrindt, Dr. J.W. Dunlap, Dr. D.J. Guzzetta, Dr. J. Richardson, Mr. H. Paul Schrank, Jr., Mr. R. Shedlarz, and Dr. T. Sumner. Others absent were Mr. W. Cramer, Dr. D. Dye, Dr. B. Frye, Mr. K. Gwyn, Dr. P. Merrix, Dr. E. Naes, Mr. C. Salem, and Dr. J. Sullivan.

Dr. Leathers introduced Mr. Dennis Grady, who will officially join the Council next fall as the elected representative of the Student Bar Association. Mr. David Grant, the Student Bar president, continues to represent it on Council this quarter.

The first item on the agenda today was further consideration of the Financial Exigency Statement, beginning with Item VI on page 2. There were no changes proposed on page 2. Dr. Wood moved to eliminate the parentheses in Paragraph (C) of Item VI at the top of page 3, and insert the words "defined as" and delete "etc.". The motion was seconded and carried, and the lines now read:

"classification of faculty status defined as tenured, probationary, temporary, part-time: The least senior faculty member...."

Dean Samad moved that Paragraph (D) be deleted. The motion was seconded. He explained that there was no legal obligation to include this statement inasmuch as no specific quota is provided. He felt that the University's policy should be to protect its senior faculty, and citizens between 40 and 65 are already recognized under civil laws. He could foresee such a statement as being deleterious to future hiring.

Dr. Jackson observed a difference between legal and social obligations, but advocated that the University adopt the policy of social obligation. He urged the retention of the policy also because resolution of problems via the law could take a long time.

Mr. Finan opined that the University had made no promise to act in a discriminating fashion. He quoted pertinent legal decisions, and felt that the University would be acting unlawfully if the statement were left in.

It was Mr. Jamison's opinion that the statement should be preserved and that it would be better for the University to err on the side of social obligations.

Dean Samad said that the University would not be denying social obligations or consciousness, but neither should it perpetuate racism by reverse action. He recommended balancing social responsibility with the hard fought battle for tenure, etc.

Dr. Moore suggested an alternate proposal to add at the end of Paragraph (D) if it were retained: "This Paragraph (D) is not intended to endorse or condone discrimination based on age."

Mr. Edminister supported Dean Samad's motion, noting that the use of "may" in the statement was purposeful, and that the paragraph was actually too weak.

The motion to delete Paragraph (D) (and accompanying footnote) was put to a vote and carried.

MINUTES OF ADJOURNED REGULAR MEETING OF UNIVERSITY COUNCIL (from 5/15 and 5/29/75),
6/5/75, continued

Dr. Moore pointed out, in consideration of Item VII, that the fringe benefits alluded to were reduced from those in the original statement approved by Council in May 1973 because of the Board's reaction.

Dr. Jackson moved to strike the word "normally" from the first line of Section 3 of Item VII. The motion was seconded and carried. The sentence would now read:

"A faculty member released due to financial exigency shall receive from the University....."

Dr. Sterling inquired why there was no reference to "no due notice of termination" in the present draft as there had been in Part V of the 1973 document. Dr. Moore explained that the committee felt that adequate provision is made under present Board Regulations.

Dr. Sterling moved that a new Item VIII be added to the Financial Exigency Statement referring to Section 9 (page 22) of the old Faculty Manual, to be consistent with any revisions in the newly amended Faculty Manual. The motion was seconded.

Dr. Gerlach directed Council's attention to the Board's Regulations, A. III. 2 (page 9) regarding retrenchment necessitated by financial exigency, which would negate the preceding provision.

Dr. Jackson observed that the Board had originally objected to the wording of Item V in the May 1973 Financial Exigency statement approved by Council, but he moved to reinsert it in the current statement. The motion was seconded.

Dr. Sterling withdrew his motion, with consent of seconder.

Dr. Jackson's motion was put to a vote and carried, to reinsert old Item V to be new Item VIII. The wording would be:

"VIII. Timing.

The University President should provide as much advance notice as possible in making financial exigency decisions. In cases where faculty appointments are to be terminated, timely notice of termination or nonreappointment must be given. In extreme situations, if timely notice cannot be given, financial compensation to the faculty member proportional to the lateness of the notice may be an appropriate substitute for full notice."

Dr. MacGregor asked if the Faculty Well-Being Committee had checked with appropriate University officials as to whether Section 3 in Item VII, relative to a one-year continuance of health insurance, was possible under present requirements. Dr. Moore said the committee had not verified this. Dr. Leathers stated that it would be investigated.

Mr. Corlett moved that Item II be amended to include "and students" in the amended third line. The motion was seconded and carried. The line would now read:

"these constraints in consultation with the faculty and students to establish...."

Dr. Jackson moved that the last part of the original 1973 statement, IX. Salary Adjustments, be added to the present statement as a new IX. The motion was seconded.

MINUTES OF ADJOURNED REGULAR MEETING OF UNIVERSITY COUNCIL (from 5/15 and 5/29/75),
6/5/75, continued

Dr. Moore noted that this had been considered, but the committee felt that the Board would be aware of this option. Dr. Jackson wanted it called specifically to the Board's attention.

Mr. Edminister supported this recommendation.

Dr. Bee moved to amend the wording by adding, after "salaries", the phrase, "and where feasible, fringe benefits". The motion was seconded and carried.

The amended motion to add new Item IX was put to a vote and carried. It now reads:

"IX. Salary Adjustments

The above sections do not preclude making revisions in salaries, and where feasible, fringe benefits, to prevent dismissals of faculty due to financial exigency."

Mr. Grant moved to amend the title of Item III to include "Students" and to make similar changes wherever the phrase appears: "Procedures for Faculty Consultation: The Faculty-Student Advisory Committee", etc. The motion was seconded.

Mr. Pugliese advocated the addition of "students" all the way through the Advisory Committee process. It was pointed out that students are on the University Council which would hear the report.

The motion to add "Students" to the title and subsequent references to the Faculty Advisory Committee was put to a vote and failed.

Dean Barker moved to reinsert the time period in Item VI, first paragraph, and to change the original wording to read: "within a period of three years". The motion was put to a vote and failed.

Mr. Pugliese moved that the representative of the Student Bar Association elected to Council be a member of the Faculty Advisory Committee. The motion was seconded.

Mr. Edminister noted that the Financial Exigency statement was concerned with faculty employment, not student, and although he recognized the value of student input in Item I, Consultation, he did not consider their participation appropriate in later provisions. A student observation followed, asserting that students were affected by financial cutbacks in faculty and programs.

The motion to add the Student Bar representative to the Faculty Advisory Committee was put to a vote and failed.

Mr. Dilley moved that a phrase be added in Item IV, on last line of first paragraph, after "Committee": "in open hearings accessible to the entire University community". The motion was seconded and carried. The last two lines will now read:

"..it must present its recommendation to the Faculty Advisory Committee in open hearings accessible to the entire University community, for its consideration and advice."

Following an approved motion to cut off debate, Dr. Gerlach, lamenting the hopscotching over the document after seriatim consideration, moved to approve the amended document as a whole. The motion was seconded, and carried. [The complete amended Financial Exigency statement appears in the Appendix to these minutes.]

MINUTES OF ADJOURNED REGULAR MEETING OF UNIVERSITY COUNCIL (from 5/15 and 5/29/75),
6/5/75, continued

As the other item on the agenda, the Council resumed consideration of the Minority Report from the Academic Policies Committee meeting of February 13, 1975, (see March 1975 AU Chronicle) on the motion to adopt the detailed grading scale using plus and minus designations.

Mr. Robinson moved to amend the grading scale by substituting the following formula:

A	4.0	C	2.0
B+	3.5	D+	1.5
B	3.0	D	1.0
C+	2.5	F	0.0

He declared that this could lead to grade fairness rather than grade inflation. He considered the present A-B-C-D grade scale not fine enough for proper distinction, but this proposal was a compromise with the 12-stage scale advanced in the Minority Report.

Dr. Gerlach opposed this motion, claiming that it had been turned down before, and he could not see how a plus factor would be fair without the minus. He said that faculty did not need to use the 12-stage scale, but it provided the opportunity for finer distinction.

Dr. Moore asserted that the motion turned down at the last meeting included the local college option and this proposal did not. He felt that plus-minus tended toward inflation, but this proposal weakens the possibility, and he favored this compromise.

It was Dr. Schultz's opinion that including the minus grade would reduce inflation.

Dr. Gwinn declared that faculty evaluate differently, and the increased grade options make a mockery of the grading system.

Dr. Mravetz stated that a student cannot be in Graduate School with a C+. The minus grade is needed to balance the options.

Dr. Sterling moved to limit debate on this issue to ten minutes. The motion was seconded and carried. Dr. Leathers answered a query by reminding the Council that it could extend the time at expiration if it desired to do so then.

In his 18 years' teaching experience, Dr. Griffin reported that he had been able to grade much fairer because he could use the plus-minus system. He favored the Robinson proposal. Mr. Finan observed that the School of Law does not use plus-minus grades.

In Council's adopting this new proposal, Mr. Robinson hoped that it would be representative of all colleges, but exclusive of the Law School. Mrs. Bomar remarked that the College of Nursing utilized this more detailed grading system as more equitable. It was Dean Barker's suggestion that if the plus and minus were adopted, their use be optional.

The motion to adopt Mr. Robinson's eight-stage grading system was put to a vote and failed.

Dr. Hart thanked the Council for participating in a philosophical discussion on how much is too much and how much is too little! He considered the matter optional with the only mandate that the instructor inform his class at the beginning of each quarter what grading system would be employed.

Dr. Hendon inquired about the uneven distribution of plus and minus point designations, but Dr. Schultz pointed out the symmetry between ranges.

MINUTES OF ADJOURNED REGULAR MEETING OF UNIVERSITY COUNCIL (from 5/15 and 5/29/75), 6/5/75, continued

With the expiration of time limit at 4:10 p.m., the motion to adopt the Minority Report for instituting the 12-stage grading system using plus and minus designation was put to a vote and carried. It is as follows:

A	4.0	B	3.0	C	2.0	D	1.0
A-	3.7	B-	2.7	C-	1.7	D-	0.7
B+	3.3	C+	2.3	D+	1.3	F	0.0

Since there was no effective date included in the motion, Dr. Gerlach moved that the change be effective in September 1976, since it had been ascertained that a year would be the minimum time required to make the new Computer programming, printing, etc. The motion was seconded.

Mrs. Bomar asked how the freshmen entering in September 1975 would be graded, and learned that the effective date for all would be September 1976.

The motion to make the effective date September 1976 was put to a vote and carried.

Dr. MacGregor inquired about rounding the figures proposed as limits in designation for graduating "summa cum laude", such as 4.000, etc. Dr. Oetjen pointed out the need for definite figure limits in arriving at the final recognition.

Dr. Gerlach in discussing the second part of the Minority Report, pertaining to making the requirements for graduation with honors more stringent than those now in effect, cited policies and averages in use in other Ohio institutions. He thought our honors could be made more significant by this tightening of requirements. He moved adoption of the Minority Report on the honors requirements. The motion was seconded.

Mr. Dilley referred to the fact, discussed at an earlier Council meeting, that the Dean's List requirement is 3.25, and would not conform to the proposed higher standards for graduation. Dean Weyrick suggested that the Council wait to see how the new grading system works in relation to grade inflation before making any change in the honors recognition. Mr. Pugliese agreed that this would be preferable as no one could project with any accuracy what effect the new system might have.

The motion to change the honors requirements for graduation was put to a vote and failed.

Dr. Gerlach moved that the University Council recommend to the administration that the name, AU Chronicle, be changed to The University of Akron Chronicle, or U of A Chronicle. The motion was seconded and carried unanimously.

Mr. Edminister recalled that the last time the Financial Exigency statement was returned from the Board of Trustees, it was transmitted to the Faculty Committee. He asked that when the newly adopted revision comes back from the Board, it be reported first to University Council.

Mr. Cordova asked to address the Council, quoting from John Gardner, and expressing his disappointment that student participation in many aspects of University committee work, etc., was not voted by University Council. He felt that the faculty should help guide the students, but interpreted some of Council's action as indicating absence of concern for student input and reactions. He hoped that next fall there would be an increase in faculty awareness of student needs and greater effort toward less regimentation and more rapport.

On motion the Council was adjourned at 4:30 p.m.

APPENDIX

PROJECTS APPROVED BY THE FACULTY RESEARCH COMMITTEE 1974-75
(From March 13, 1975 - May 12, 1975)

Dr. Roger Bain	\$ 165
"Heart attack rates related to the geology in Ohio"	
Dr. Stephen Darling	640
"The synthesis and reactions of cycloalkenephosphonates and cycloalkenesulfones"	
Dr. James Egan	250
Supplement to current project, "English pamphlet literature of the seventeenth century: a rhetorical analysis"	
Mr. Earl Ertman	200
"Documentation of the Egyptian collection; Field Museum of Natural History, Chicago, Illinois"	
Dr. Paul Franks	400
"Shoal-water distributary channel at the base of the Dakota Formation (Kansas); Kaolinite-smectite mixed-layer clay in Kiowa Formation (Kansas)"	
Dr. Donald Hall	400
"Preliminary investigation of senior citizens in Summit County regarding audicological functioning"	
Dr. James Harwood	250
"Collaborative studies on polymer reactivity and on highly alternating copolymerization systems"	
Dr. Sebastian Kanakkanatt	400
"Chronic intoxication by herbicides in ultra low concentration"	
Dr. Lloyd Lueptow	463
Supplement to current project, "Changes in adolescent sex roles, 1964-1975"	
Dr. Yogendra Malik	400
"Socio-political perceptions and attitudes of young elites of north India"	
Dr. Wallace Nolin	532
"Comparative measurement of musical aptitude in junior and senior high school choir and band students"	
Dr. Sherman Vander Ark	135
"Musical attitude and self-esteem in disadvantaged and advantaged elementary and junior high students"	
<hr/>	
TOTAL	\$4,235

APPENDIX, continued

Report to University Council from Faculty Rights and Responsibilities Committee on De Facto Tenure, 1975, May 1975

On February 19, 1970 University Council took up, debated, amended and adopted a revised statement on faculty tenure which extended the normal probationary period from three to five years. The issue now before the Faculty Rights and Responsibilities Committee deals with the effective date of the change and those who should be affected by it. Council was offered three choices by the Committee on Faculty matters:

1. Take effect immediately for all faculty hired subsequent to adoption.
2. Apply immediately upon adoption to all faculty hired thereafter plus those untenured faculty who elected to extend their probationary period.
3. Apply to all faculty formally (emphasis added) hired subsequent to a specified date, (e.g., September 1, 1970) (plus those untenured faculty who elected to extend their probationary period.)

The third numbered choice was adopted after adding to it the matter shown in the second parenthesis, and after addition of language not relevant to this problem.

The footnote to the revised statement to the Faculty Manual reads as follows:

The Amended Statement on Probationary Period for Faculty Tenure applies to all faculty formally hired by the Board of Trustees subsequent to a specified date (e.g., September 1, 1970) and those untenured faculty who elect to extend their probationary period.

This revision in the tenure rule will not apply to those faculty members who held the rank of full-time instructor or higher, who were on annual appointments and who taught all or part of the 1969-70 academic year (September 29, 1969 to June 14, 1970). Nor does this revision apply to those faculty members who held the rank of full-time Instructor or higher, who taught during the 1968-69 academic year (September 30, 1968 to June 15, 1969) and who were granted a leave of absence for the 1969-70 academic year.

The Board of Trustees at its May 22, 1970 meeting was requested to and did concur in principle, and the amended statement, with the "(e.g., September 1, 1970)" reference, appears in the Board minutes as approved June 18, 1970. This amended statement was carried as a footnote to the announcement of a normal five-year probationary period, printed and distributed November, 1970, to all faculty members, including those hired for service beginning in academic year 1970-71. These then new faculty members included three whose claims for tenure are now matters presented to the Committee and others who may have similar claims. Each of those presenting claims contends that he was sent a Faculty Manual, at about the time the contract was executed, which contained the former three-year tenure provision recitation, and that he was unaware of the change to five-year normal probationary period until distribution of the changes to the Faculty Manual in November, 1970.

Thereafter, on January 6, 1972, University Council, after full debate and attempted reference, voted to change the probationary statement, as it appeared as an asterisk footnote in the Faculty Manual, to read:

APPENDIX, continued

Report to University Council from Faculty Rights and Responsibilities Committee on De Facto Tenure, 1975, (May 1975), continued

...applies to all faculty whose contracts were effective as of September 15, 1970, and those untenured faculty who elect to extend their probationary period.

Those untenured faculty hired prior to September 15, 1970, shall be informed by their Department Heads or Deans at least one month in advance of any meeting at which their election to tenure shall be decided of their option to elect either a three or five year probationary period, and shall so elect in written notice to their respective Department Heads or Deans. Once a faculty member has requested to have probationary period extended from three to five years, he may not change that probation.

Instead of merely approving the changed language, the Board of Trustees, at its May, 1972 meeting, adopted a "Statement to Clarify the Change in Probationary Period for Tenure" which recites:

... The Board at the time it approved the University Council's action of February 19, 1970, intended that the extension of probationary period would apply to those faculty members whose actual service to the University began on or after September 1, 1970, regardless of the date on which they accepted employment (emphasis added).

There continues to appear in the text, not a footnote, in the same Manual, the statement, "After one year of service" as a condition to the grant of tenure. The only conclusion that can be drawn from continued use of the Manual's language on tenure for nearly three years after the clarification was made is that the "clarification" was intended as an extension for the benefit of the untenured faculty member who may have desired it, but not an absolute condition for all faculty subsequently hired.

As relating solely to faculty members who entered into their contracts with the University for the first time prior to September 1, 1970, neither the language of the 1970 Statement on Probationary Period, nor the "clarification" given by the Board of Trustees two years later had the slightest effect on the contract rights to tenure of those faculty hired for the full academic year 1970-71. In each case the incoming faculty member contracted with reference to the three year tenure period previously existing and was not informed by the University's hiring agents (Deans and Department Heads) of any pending change prior to the time he executed the contract. To the extent that his rights might be changed by a general notification to all persons in the affected class prior to accepting the next annual contract, the 1970 footnote conveyed no change of policy with respect to his class, nor did the 1972 footnote (which did not appear in the Manual until after he signed his contract for the third year). The language "effective as of September 15, 1970" does not appear to convey to a reasonable person the thought, service begun as of September 15, 1970.

In the Committee's judgment, one of three results could have occurred at the end of the third academic year (1972-73):

1. The faculty member could have been formally considered for tenure by initiated faculty action, recommended for it by faculty and dean, and thereupon become entitled to an indefinite duration contract.
2. He could have been formally considered for tenure by initiated faculty action, been denied the recommendation of faculty or dean, and thereupon issued a terminal contract for his fourth year.

APPENDIX, continued

Report to University Council from Faculty Rights and Responsibilities Committee on De Facto Tenure, 1975, (May 1975), continued

3. The faculty could have failed to convene a meeting to consider him for tenure and thereupon the faculty member could have been routinely offered a one year reappointment contract for the fourth year, which he was entitled to consider as an unlimited duration contract. This has become the standard interpretation of public school teachers' continuing contract procedure and had been followed by The University of Akron prior to the November, 1970, change in the Faculty Manual.

By varying application or attempted application of the interpretive material listed above, and varying conduct of the faculty committees and individuals concerned, what would normally be one class of grievants becomes, instead, five subclasses, as follows:

1. Those who, in reliance on the effectiveness of the prior Faculty Manual provisions for three year tenure, executed their contracts of employment prior to publication of the revised Faculty Manual in November, 1970, were considered by appropriate faculty committees in academic year 1972-73 for tenure in 1973-74, were as a result of faculty and administrative action recommended to the Board of Trustees for tenure, and did not receive it. (No current case before the committee falls into this class, but it is informed, for example, that two members of the faculty of the College of Engineering, and whose tenure is currently being considered by the Board of Trustees, fall into this class.)
2. Those who, in reliance on the effectiveness of the prior Faculty Manual provisions executed contracts prior to the publication of the revised Faculty Manual, were considered for tenure by appropriate faculty committees, and, as a result of either faculty or administrative action, denied recommendation for tenure.
3. Those who were not considered for tenure by faculty initiated action during 1972-73, by reason of failure of Department Head or committee to initiate the action, accepted annual contracts for 1973-74 and 1974-75 and have not participated in any proceedings for tenure to commence in 1975-76. (It is not known whether there are any faculty members falling in this class.)
4. Those who, for whatever reason, were not considered for tenure until 1974-75 (the fifth year of their relationship) and have been recommended by faculty and administration to the Board for indefinite contracts. (Presumably there are such cases, but Board action thereon is unknown.)
5. Those who, for whatever reason, were not considered for tenure until 1974-75 (the fifth year of relationship) and have been denied recommendation to the Board for indefinite contracts.

As to the first subclass, it is the understanding of the Committee that those faculty members denied tenure by the Board in 1973 have been recommended again for tenure in 1975 to take effect from 1975-76. The Committee sees no basis for denial of tenure by the Board since these persons have had a continuous right to tenure since 1973, a right which was unaffected by the "clarification" and by the Faculty Manual text and footnotes. Denial would be and has been a breach of contract by

APPENDIX, continued

Report to University Council from Faculty Rights and Responsibilities Committee on De Facto Tenure, 1975, (May 1975), continued

the University and each and every condition necessary for the contract has been fulfilled by the faculty member concerned. Assuming, however, that the tenure will be granted this year, to take effect from and after 1975-76, the belated granting does not appear to give rise to any grievance, since it does not appear that any financial loss was occasioned to the faculty members by having to wait the additional two year period.

As to the second subclass, three year tenure could not be granted because the faculty members concerned failed to meet the condition of faculty recommendation at that time. If a terminal contract were not offered for the academic year 1973-74, each has the full benefit of the extended probationary period of five years, and the claim to tenure in 1974-75 for 1975-76 and thereafter must be considered on its merits.

As to the third subclass, each and every member (if any) is entitled to an indefinite duration contract as having de facto tenure from and after September, 1973, which he has not prejudiced by any election to extend his probationary period, or by acceding to the Board of Trustees unilateral declaration in any way. The University, by omission of its faculty committees, Department Heads and Deans, failed to take the action necessary to prevent accrual of tenure rights based on passage of time alone.

As to the fourth subclass, a court may take the position that whatever entitlement to de facto tenure existed as of January, 1975 has been lost by the faculty member's participation in tenure hearings during the academic year 1974-75. Under such reasoning whether this participation is construed as electing to extend their probationary period under the 1970 or 1972 footnotes, or as acceding to the Board's unilateral declaration that all persons whose service began in September, 1970 would have five full years of probationary service makes no difference. Their entitlement to tenure would then flow from the 1974-75 recommendations alone.

As to the fifth subclass, the Committee considers that faculty members in this class had tenure during their fourth year of service and at least part of their fifth. The Committee believes that once tenure is obtained it should persist until voluntarily given up by the faculty member or removal for cause. However, we recognize that a court might consider their appearance before their respective tenure committees during their fifth year as a relinquishment of a right to tenure and in so applying they may have submitted themselves to the necessity of obtaining a positive recommendation by the responsible tenure committee and administrative officers.

Admittedly faculty members in classes four and five were presented with a difficult choice at the time of their appearing before the Committee to plead their case for tenure but, absent a declaration to the Committee at the time that they considered that they already had tenure, they might be considered to have voluntarily relinquished a known right and to have agreed to abide the results of action properly taken at the time.

The Committee finds itself torn between conflicting values in this matter. Tenure is a serious matter and we think it should be granted only after careful, responsible scrutiny. At the same time, we wish to protect the contractual rights of individual faculty members and to advance a system of university decision making based on scrupulous adherence to previously agreed upon and written procedures and standards. In this instance the University inadvertently granted de facto tenure to a number of faculty members, which they, just as inadvertently, may have lost through their subsequent participation in a tenure review process. However, the University has available to it the services of professionals who possess specialized knowledge that faculty members in most areas do not, and we think the claims of the relatively powerless individuals should supersede those of the relatively powerful institution.

APPENDIX, continued

REPORT OF CAMPUS FACILITIES PLANNING COMMITTEE FOR THE YEAR 1974-75

An organizational meeting was held on October 11, 1974. A second meeting of the Committee was held on January 8, 1975. The chairman met at other times with student members, Miss Debra Amstutz and Mr. Bruce Taylor, to explore areas of interest to the student body which may be appropriate for this Committee. The following were discussed during the year:

1. Parking area lighting.
2. Traffic patterns.
3. Capital Improvements Requests 1975-1981 (copies distributed).
4. Instructions to assist departments and colleges in planning.
5. Special problems of the handicapped.
6. Supplemental lighting needs in Auburn Science Center.
7. Names for new and remodeled buildings.
8. Use of international standard signs on campus.
9. Housekeeping matters, coffee, soft drink cans and cigarette butts.

The Campus Facilities Planning Committee does not plan the facilities of The University of Akron, as its name might imply. The Committee function, as printed in the June 6, 1973 issue of the AU Chronicle reads:

"Reviews the construction needs of the University.

"Provides faculty and student advice and information for the Planning Department to assist in the establishment of priorities in space needs, to approve changes in present space utilization and to make recommendations for the use of all facilities.

"Reports to University Council and to the President for transmission of recommendations as necessary and appropriate to the Buildings and Grounds Committee of the Board of Trustees."

It appears that the very complex task of planning is being properly performed by the Planning Department under Dr. Ian R. MacGregor. It is difficult to imagine that a small number of faculty members with two students could do much to improve or guide the efforts of this department. Members serve on the committee for one year in most cases. Plans for buildings, remodeling of old as well as construction of new, reach into the future five or more years.

On the other extreme, the Committee made some progress on the matter of housekeeping. But in reviewing the Committee's function as printed, it appears that housekeeping is not a proper subject for consideration. And a Committee member who expected to be involved in some planning and construction matters is understandably disappointed to learn that this Committee discusses food, coffee and cigarettes in classrooms and what to do about controls.

A review of both the title of the Committee and the Committee function should be made in the fall of 1975, conducted by the Committee members for the 1975-76 term, with a report due on the floor of University Council at the December meeting.

Joseph A. Edminister, Chairman

Members of CFPC: Dr. Ian MacGregor, Dr. Walter Arms, Dr. Stephen Bayless, Professor William Glazier, Mrs. Patricia P. Godfrey, Dr. Joseph Latona, Dr. Arno Lepke, Miss Deborah Amstutz (Student), Mr. Bruce Taylor (Student)

APPENDIX, continued

THE UNIVERSITY OF AKRON

Guidelines for Academic Retrenchment Due to Financial Exigency

As amended and approved by University Council on June 5, 1975

For the purposes of this document a financial exigency will exist if and when the financial condition of the University has deteriorated to such a state as to require the curtailment or elimination of some University functions. Inasmuch as primary consideration should be given to maintaining the quality of classroom instruction, the curtailment or elimination of educational programs shall not occur until all reasonable reductions have first been made in noninstructional University functions. In situations where curtailment or elimination of educational programs is necessary for reasons of financial exigency, the following guidelines shall be followed:

I. Consultation

Early in the process of making recommendations concerning program reduction, the University President, the Academic Vice President and other appropriate administrators shall consult widely with deans, department heads, faculty, and students. It is especially important that faculty members whose educational programs or positions may be adversely affected have an opportunity to be heard by the administration. It is recognized, however, that the ultimate University decision-making authority rests in the Board of Trustees.

II. Data and Documentation

The University administration must make every effort to determine and to explain clearly the nature of the fiscal limitations, and within these constraints, in consultation with the faculty and students, to establish appropriate educational priorities. The administration shall provide specific documentation of the evidence supporting a faculty reduction recommendation. Except for financial material of a personal nature, this information shall be widely shared among the University community.

III. Procedures for Faculty Consultation: The Faculty Advisory Committee

There shall be a Faculty Advisory Committee to consider and to offer advice and constructive criticism about proposals from the University administration concerning academic retrenchment due to financial exigency.

The Faculty Advisory Committee shall consist of all the elected faculty members then serving on University Council. When there is need for this Committee, it may be assembled upon the call of either the University President or five of its members; when assembled, the Committee will proceed to elect its own Chairman, Vice Chairman, and Secretary. These three Committee officers shall be from three different colleges (with the University Library being defined as a separate academic college for these purposes).

IV. Administrative Recommendation and Faculty Review

After the University administration has assembled the pertinent data and documentation, and has prepared its specific recommendation for program reduction, but before it has taken any further action on the matter, it must present its recommendation to the Faculty Advisory Committee, in open meetings accessible to the entire University community, for its consideration and advice.

APPENDIX, continued

Guidelines for Academic Retrenchment Due to Financial Exigency, continued
IV. Administrative Recommendation and Faculty Review, continued

Within 30 days thereafter a report of the findings of the Committee (including advice, procedural suggestions and general commentary) must be prepared and transmitted to the University President, and also to University Council for information purposes. The President shall not make a formal recommendation to the Board on this matter until he has received this report, unless more than 30 days have passed.

The University President shall present his intended recommendation (to the Board) for program reduction to University Council, explaining to Council the reasons for his actions. He shall transmit the report of the Faculty Advisory Committee, along with his formal recommendation, to the Board of Trustees for its consideration.

V. Academic Due Process

When program reductions in response to financial exigency involve termination of faculty appointments, special care must be taken to protect and honor accepted procedures and rights appropriate to a faculty member's tenured or probationary status. Faculty members must have an opportunity to be heard by those who will make the faculty reduction decisions, and those decisions must be subject to review by the Academic Vice President, and (upon appeal) by the Faculty Advisory Committee and by the University President. Termination because of financial exigency must be distinguished from a proceeding that might lead to dismissal for cause.

VI. Procedures for Faculty Reduction in Force (Faculty Release)

A faculty reduction in force (release) shall, whenever possible, be treated as a layoff—temporary in nature—not as a termination. The released faculty member's place will not be filled by a replacement unless the released faculty member has been offered reappointment and 60 days within which to accept or decline.

Tenured members of the faculty shall be retained in preference to probationary appointees. This preferential status shall include wherever possible and practicable an opportunity to transfer or readapt to other programs within the department, college of University.

If a faculty member wishes, he may accept early retirement or transfer from full-time to part-time service. However, such actions shall be governed by the same guidelines and procedural safeguards as those which operate in other situations brought about by financial exigency.

The following objective criteria shall determine the order in which faculty members are to be released in the event of a necessary faculty reduction in force:

- A. All temporary or part-time faculty within the affected program shall be released before any probationary faculty.
- B. All probationary faculty within the affected program shall be released before any tenured faculty.
- C. Within any academic department, discipline, or other appropriate administrative division, faculty reduction in force (release) shall proceed according to seniority within each classification of faculty status defined as tenured, probationary, temporary, part-time: The least senior faculty member in terms of length of academic service at the University is released first, followed by the next least senior, and so on until the most senior faculty member is reached.

APPENDIX, continued

Guidelines for Academic Retrenchment Due to Financial Exigency, continued

VI. Procedures for Faculty Reduction in Force (Faculty Release), C., continued

In computing seniority, the most pertinent point is total full-time service at The University of Akron (in any of the ranks of Instructor, Assistant Professor, Associate Professor or Professor)¹. Time of service in a particular rank, or following tenure, is a less important consideration.

In extraordinary and compelling circumstances—as where a junior tenured faculty member is the only member of a department (or other appropriate administrative division) who is competent² to teach a needed program or set of courses—the seniority principle may be disregarded. In such situations, however, the University administration shall provide the adversely affected faculty members with a written explanation of the decision to disregard seniority in the instance in question.

The Faculty Advisory Committee shall verify that these objective criteria are followed, and may present any objections, complaints or criticisms to the University President or University Council.

VII. Rights and Benefits for Faculty Members Released Because of Financial Exigency

1. Before being released from the University, the faculty member shall have the right to fill any existing faculty vacancy for which he is qualified, or to transfer to any other college or division or department and to fill any vacancy therein for which he is qualified. His qualifications shall be determined principally by his teaching experience and his academic training.
2. Faculty members who have been released and later recalled shall retain as many fringe benefits as is legally possible.
3. A faculty member released due to financial exigency shall receive from the University, to commence at the time of release, a one-year continuance of his/her University health insurance policy without charge. He shall also be given the option to continue his health insurance for a second year by paying premiums at the group rate.

VIII. Timing

The University President should provide as much advance notice as possible in making financial exigency decisions. In cases where faculty appointments are to be terminated, timely notice of termination or nonreappointment must be given. In extreme situations, if timely notice cannot be given, financial compensation to the faculty member proportional to the lateness of the notice may be an appropriate substitute for full notice.

IX. Salary Adjustments

The above sections do not preclude making revisions in salaries, and where feasible, fringe benefits, to prevent dismissals of faculty due to financial exigency.

1 Also included herein are those who occupied the now nonexistent position of Full-time Lecturer.

2 As judged on the basis of training and experience and documented by scholarly and/or creative contributions in that field.

CURRICULUM CHANGES

The following curriculum changes, in accordance with the Curricula Change Process adopted by University Council on December 12, 1974, have had final approval by the Vice President for Academic Affairs, or through specific vote by University Council, all effective September 1975:

BUCHTEL COLLEGE OF ARTS AND SCIENCESNatural Sciences Division Major

Change the statement on page 82 of the General Bulletin to read as follows:

The Natural Sciences Division consists of the Departments of Biology, Chemistry, Geology, Mathematics and Statistics, Physics, and Polymer Science. The divisional major must include:

1. The General Studies.
2. At least 35 credits from one of the departments of the Natural Sciences Division.
3. At least 24 credits from another of the following disciplines: Biology, Chemistry, Engineering, Geology, Mathematics and/or Statistics, Physics, or Polymer Science.
4. At least 24 credits from a third of these disciplines: or, alternatively, at least 12 credits in each of two other of these disciplines.

A foreign language is strongly recommended.

The courses for the Natural Sciences Division Major must be selected from those courses eligible for inclusion in the major of these disciplines.

Interdisciplinary Programs of Study

Add the following statement to the description of the Latin American Studies Program (page 117 of the General Bulletin):

The Certificate in Latin American Studies will be awarded at the time a student earns a baccalaureate degree.

Add the following statement to the description of the Soviet Area Studies Program (page 118 of the General Bulletin):

The Certificate in Soviet Area Studies will be awarded at the time a student earns a baccalaureate degree.

Department of Biology

Drop	310:182	<u>Conservation of Natural Resources.</u> 4 credits.
Add	310:185	<u>Ecology and Biological Resources.</u> 3 credits. Basic principles of ecology and the functioning of ecosystems. Management of biological resources. The human population problems. Not available for credit toward a major in Biology.

CURRICULUM CHANGES, continuedCOLLEGE OF ENGINEERINGDepartment of Mechanical Engineering

Drop	460:203	<u>Thermodynamics III.</u> 3 credits.
Add	460:462/562	<u>Pressure Vessel Design.</u> 3 credits. Prerequisite, permission of instructor. An introduction to modern pressure vessel technology is presented. Topics covered include basic structural considerations, materials and their environment and design-construction features.
Change in Title	460:413/513 460:413/513	<u>Jet Propulsion and Turbomachinery.</u> 3 credits. to <u>Turbomachinery.</u> 3 credits.
Change in Credits	460:460	<u>Mechanical Design I.</u> from 4 to 3 credits.
	460:461	<u>Mechanical Design II.</u> from 4 to 3 credits.
	460:336	<u>Analysis of Mechanical Components I.</u> from 3 to 4 credits.
	460:310	<u>Fluid Mechanics.</u> from 3 to 4 credits.
	460:431/531	<u>Vibrations.</u> from 3 to 4 credits.
	460:300	<u>Thermodynamics I.</u> from 3 to 4 credits.
	460:301	<u>Thermodynamics II.</u> from 3 to 4 credits.

COLLEGE OF EDUCATIONDepartment of Counseling and Special Education

The following statement to describe the foreign language requirement for the Ph.D. in Counseling:

Doctoral language requirements or appropriate alternative research skills may be prescribed by the student's advisor, depending upon the career goals of the student and upon the academic and/or scientific requirement of his dissertation. The decision is subject to review by the Department Head.

Department of Educational Administration

Add	570:715	<u>Educational Organizational Information Processing.</u> 4 credits. A course designed primarily for the graduate education student majoring in administration. The course will include concepts of modern systems and their educational applications. Material relevant to equipment, personnel, facility and organizational planning will also be presented. The course is designed to provide general background rather than specific technical training. The student interested in the latter should also take courses in computer science, CAI, or data processing.
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CURRICULUM CHANGES, continuedCOLLEGE OF EDUCATION, continuedDepartment of Educational Foundations

Add 510:412/512 Design and Production of Instructional Materials. 4 credits. This course covers the design and preparation and adaptation of selected formats of media materials. Students will have the opportunity to examine the relevant research in the educational technology field as a background to design and produce media software including opaque materials, overhead projection transparencies, audio recordings, and slide sequences.

Department of Elementary Education

Add 520:641 Diagnosis and Treatment of Performance Difficulties in Elementary School Mathematics. 4 credits. An examination of the implications of contemporary mathematics learning theory on the diagnostic-remedial process. Students will plan and administer mathematics diagnostic inventories for children, interpret the results, and prescribe appropriate remedial activities.

COLLEGE OF FINE AND APPLIED ARTS"Tagged" Degree Designations to be used:Department of Home Economics (as substitute for B. A. — with a major in Home Economics)

- B. A. in Dietetics (foreign language optional)
- B. A. in Foods and Nutrition: Business and Communication (foreign language required)
- B. A. in Textiles and Clothing (foreign language required)
- B. A. in Family and Child Development (foreign language required)

Department of Speech Pathology and Audiology (additional optional degree)

- B. A. in Speech Pathology and Audiology

Department of Home Economics

Two Options to be offered in the program for the Master of Arts in Home Economics (48 credits):

1. With Emphasis in Family Development:

I. Core Program (18 credits)

- 740:501 Family Patterns in Economically Deprived Home. 3 credits.
- 740:585 Seminar: Parent-Child. 3 credits.
- 740:601 Family in Transition. 3 credits.
- 740:602 Family: Establishment and Adjustment. 3 credits.
- 740:603 Family: Middle and Later Years. 3 credits.
- 740:651 Family Law. 3 credits.

CURRICULUM CHANGES, continuedDepartment of Home Economics, continued1. With Emphasis in Family Development, continued

II. Option (Select either Option A or B)

A. Thesis Option (16 credits)

-----	Research.* 4 credits.
-----	Statistics* 4 credits.
780:699	Thesis. 8 credits.

B. Internship Option (13 credits)

740:585	<u>Seminar: Analysis of Family Research.</u> 5 credits.
740:690	<u>Internship.</u> 8 credits.
740:342	<u>Community Involvement.</u> 2-5 credits (or equivalent).

III. Electives in a field outside of Home Economics and Family Ecology*. 12 credits.

IV. Free Electives, as required

740:585	<u>Seminar: Black Family.</u> 3 credits.
740:682	<u>Individual Investigation: Family.</u> 3 credits.

*Appropriate courses selected in consultation with advisor.

2. With Emphasis in Child Development:

I. Core Program (18 credits)

740:501	<u>Family Patterns in Economically Deprived Home.</u> 3 credits.
740:560	<u>Organization and Supervision of Child Care Centers.</u> 3 credits.
740:585	<u>Seminar: Parent-Child.</u> 3 credits.
740:616	<u>Infant and Child Nutrition.</u> 3 credits.
740:660	<u>Programming Child Development Centers.</u> 3 credits.
740:665	<u>Development in Infancy.</u> 3 credits.

II. Option (Select either Option A or B)

A. Thesis Option (16 credits)

-----	Research.* 4 credits.
-----	Statistics.* 4 credits.
780:699	Thesis. 8 credits.

B. Internship Option (13 credits)

740:585	<u>Seminar: Analysis of Family Research.</u> 5 credits.
740:690	<u>Internship.</u> 8 credits.
740:342	<u>Community Involvement.</u> 2-5 credits (or equivalent).

*Appropriate courses selected in consultation with advisor.

CURRICULUM CHANGES, continuedCOLLEGE OF FINE AND APPLIED ARTS, continuedDepartment of Home Economics, continued2. With Emphasis in Child Development, continued

III. Electives in a field outside of Home Economics and Family Ecology*. 12 credits.

IV. Free Electives, as required

740:585	<u>Seminar: Black Family.</u> 3 credits.
740:651	<u>Family Law.</u> 3 credits.
740:683	<u>Individual Investigation: Child Development.</u> 2-5 credits.

*Appropriate courses selected in consultation with advisor.

Add	740:690	<u>Internship.</u> 8 credits.
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	740:699	<u>Thesis.</u> 8 credits.
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Department of Music

Add	750:356	<u>Music in the Teaching of Retarded and Handicapped People.</u> 3 credits. Prerequisite, permission of instructor. This course is to provide opportunity for students to study the application of music to the exceptional person. Summary and synthesis of research in Music Therapy and application of results through observation/participation experiences are emphasized.
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Department of Speech and Theatre Arts

Add	780:284	<u>An Introduction to Film Techniques.</u> 4 credits. This course introduces the undergraduate student to full appreciation of the total film concepts through recognition of the multiplicity of particular techniques contributing to motion picture production.
	780:380	<u>Mass Media Communication Internship.</u> 2-12 credits. Prerequisite, permission. Course provides the student with supervised experience and on-the-job training in mass media communications related organizations on and off campus. No more than 2 credits per quarter without special permission. Full 12 credits for a quarter by permission of the Dean of the college.
	780:383	<u>The Television Producer.</u> 4 credits. Prerequisite, permission of the instructor. In-depth study of the role of the producer in the complexities of developing a television program from inception to completion. The student as producer will be responsible for obtaining and supervising the writers, directors, talent, artists, and crew of the program. Budgets will be a major concern of the course.

CURRICULUM CHANGES, continuedCOLLEGE OF FINE AND APPLIED ARTS, continuedDepartment of Speech and Theatre Arts, continued

Add	780:385	<u>American Film History: The Beginning to 1945.</u> 4 credits. The purpose of the course is to acquaint the undergraduate student with the historical developments of film and film concepts. This will be done by showing representative samples of various films from differing times and styles. This course ends with the films of 1945.
	780:386	<u>American Film History: 1945 to the Present.</u> 4 credits. This course continues the student's survey of film history and film concepts begun in 780:385.
	780:484	<u>Regulations in Mass Media.</u> 4 credits. An in-depth concentration on government regulations and self-regulatory bodies in the fields of broadcasting, film and the print media. Rules and regulations of the Federal Communication Commission, the Federal Trade Commission, the National Association of Broadcasters Code, federal and state censorship, self-regulation in film, libel and slander, "pressure groups", and the copyright law are all studied.

COMMUNITY AND TECHNICAL COLLEGEAllied Health Technology Division

Change in Title and Description	278:121	<u>Physical Therapist Assisting Procedures I.</u> 4 credits.
	278:122	<u>Physical Therapist Assisting Procedures II.</u> 4 credits.
		to
	278:121-122	<u>Medical Assisting Procedures: [specialty]</u> .4 credits each. Sequential. Each course presents a progression of skills required by the Allied Health worker in the caring of patients and delivery of health care. The student transcript will state the health area taught.
	278:223	<u>Physical Therapist Assisting Procedures III.</u> 4 credits.
	278:224	<u>Physical Therapist Assisting Procedures IV.</u> 4 credits.
	278:225	<u>Physical Therapist Assisting Procedures V.</u> 4 credits.
		to
	278:223-224-225	<u>Medical Assisting Procedures: [specialty]</u> .4 credits each. Sequential. Prerequisite, appropriate courses in the 121-122 sequence. Presentation of more advanced skills appropriate to second year paraprofessionals in Allied Health. Student transcript will state the health area taught.
Change in Title and Prerequisite	The following titles now to include specialties; and all prerequisites to read 278:100 and permission:	
	278:131	<u>Clinical Application I: [specialty]</u> . 2 credits.
	278:232	<u>Clinical Application II: [specialty]</u> . 2 credits.
	278:233	<u>Clinical Application III: [specialty]</u> . 2 credits.
	278:234	<u>Clinical Application IV. [specialty]</u> . 6 credits.

CURRICULUM CHANGES, continuedCOMMUNITY AND TECHNICAL COLLEGE, continuedAllied Health Technology Division

Add	278:161-162	<u>Basic Physical Science for Radiologic Technology I, II.</u> 2 credits each. Sequential. Prerequisite, 202:131 and permission. Introduction to systems of measurement. Matter, force, motion, work, power, energy, basic electricity and magnetism.
	278:261-262	<u>Physical Science for Radiologic Technology I, II.</u> 2 credits each. Sequential. Prerequisite 278:162. Fundamentals of electricity and radiation physics. Principles of X-ray equipment and other radiation sources used in the medical setting.
	278:165-166-167	<u>Radiographic Principles I, II, III.</u> 2 credits each. Sequential. Prerequisite, 278:161. Elementary principles of ionizing radiation and their application in the medical setting. Radiographic accessories and chemical processing of the exposed X-ray film.
	278:102	<u>Introduction to Respiratory Therapy Technology.</u> 1 credit. History of Respiratory Therapy and survey of care procedures. Role and rationale for the Respiratory Therapy assistant. Legal and ethical responsibilities.
	278:141	<u>Pharmacology in Respiratory Therapy Technology.</u> 3 credits. Introduction to Pharmacology as related to Respiratory Therapy Technology. Safety and efficiency of handling drugs, legal considerations, methods of drug administration, and specific drugs used in Respiratory Therapy.
	278:142	<u>Pathology for Respiratory Therapy.</u> 3 credits. Prerequisite, 310:149 and permission. Study of the Pathology of respiration and cardiovascular systems and their interaction with other systems of the body.
	278:140	<u>Patient Care in Respiratory Therapy.</u> 3 credits. Nursing arts as applied to patients requiring respiratory therapist assistance and treatment.
	278:201	<u>Anatomy and Physiology of Cardio-Pulmonary Systems.</u> 3 credits. Prerequisites, 310:147-8-9. A more detailed treatment of the structure and function of the cardiovascular and pulmonary systems. Open to students in the Respiratory Therapy curriculum and others by permission. Lecture and laboratory.
	278:299	<u>Special Topics in Allied Health.</u> 1-3 credits. Prerequisite, permission. A course designed to enable students to acquire information in an area of allied health where no formal course is available.

CURRICULUM CHANGES, continuedCOMMUNITY AND TECHNICAL COLLEGE, continuedEngineering and Science Technology Division

Add	288:100	<u>Management Functions in Manufacturing.</u> 4 credits (4-0). Corequisite, 288:110. An introduction to the functions of the major sections of a manufacturing concern. Departmental purposes are identified with the major emphasis on their sequential relationship with each other. Intended to identify and relate the major functions which the Industrial Technology student encounters later in individual courses.
	288:130	<u>Work Measurement Procedures I.</u> 3 credits (2-1). Prerequisite, 288:100. This course familiarizes the student with procedures for making hand work (assembly or machine) easier for the worker and faster for the employer. The "best method", once established, is the one which should be time-studied.
	288:131	<u>Work Measurement Procedures II.</u> 3 credits (2-1). Prerequisite, 288:130. This course utilizes the information gathered in establishing the best method (Work Measurement I) to take time studies and establish standard data. Production standards set in this way provide the lowest labor cost per unit available. Work sampling for establishing time study allowances and machine or worker utilization is also covered.
	288:200	<u>Manufacturing Profitability.</u> 4 credits (4-0). Prerequisites, 288:100 or 242:104, and 242:211. Profit is defined as the difference between price and cost. It is also the basic purpose of manufacturing (at least for the owner and employee). To achieve this purpose, knowledge and control of costs are necessary. This leads to intelligent control of price (within the limitations of the marketplace) and profit improvement.
	288:210	<u>Controlling and Scheduling Production.</u> 2 credits (2-0). Prerequisite, 288:100 or 242:104. The production order is followed from the sales order through requisitioning, plant loading, expediting, scheduling, and shipping. Also covers material control and inventory record keeping. Covers Critical Path, Linear Programming and EDP applications.
	288:241	<u>Quality Control Procedures.</u> 4 credits (2-2). Prerequisites, 288:100 or 242:104, and 202:133 or 135. This course provides the theory and practice of inspection and sampling to measure quality. Students also learn to control quality by the use of charts mounted on the machine and by sampling plans, to compute plans and take them from Mil Specs, and to check machine capability and set tolerances.

CURRICULUM CHANGES, continuedCOMMUNITY AND TECHNICAL COLLEGE, continuedEngineering and Science Technology Division, continued

The 288: Industrial Technology Program is to be modified to read as follows:

	<u>First Year</u>		
<u>Quarter</u>		<u>Credits</u>	<u>Prerequisites</u>
<u>First</u>			
202:131	<u>Math Analysis I</u>	3	
*288:100	<u>Mgt. Functions in Manufacturing</u>	4	
*288:110	<u>Safety Procedures</u>	3	
292:121	<u>Technical Drawing I</u>	3	
292:247	<u>Shop Methods and Practices</u>	4	
		17	
<u>Second</u>			
202:118	<u>English</u>	4	
202:132	<u>Math Analysis II</u>	4	202:131
288:130	<u>Work Measurement Procedures I</u>	3	288:100
292:122	<u>Technical Drawing II</u>	3	292:121
110:	<u>Physical Education</u>	1	
		15	
<u>Third</u>			
202:120	<u>English</u>	3	202:118
202:133	<u>Math Analysis III</u>	4	202:132
288:131	<u>Work Measurement Procedures II</u>	3	288:130
292:151	<u>Basic Physics—Mechanics</u>	4	202:132
110:	<u>Physical Education</u>	1	
		15	
<u>Second Year</u>			
<u>First</u>			
202:240	<u>Human Relations</u>	4	
288:210	<u>Controlling and Scheduling Production</u>	2	288:100
288:231	<u>Factory Planning & Materials Handling</u>	4	288:100
288:232	<u>Labor-Management Relations</u>	4	288:100
	<u>Technical Elective [see next page]</u>	4	
		18	
<u>Second</u>			
202:247	<u>Survey of Basic Economics</u>	5	
242:211	<u>Basic Accounting I</u>	3	
288:241	<u>Quality Control Procedures</u>	4	288:100, 202:133 or 135
202:122	<u>Technical Report Writing</u>	3	202:120
		15	
<u>Third</u>			
242:212	<u>Basic Accounting II</u>	3	242:211
288:200	<u>Manufacturing Profitability</u>	4	288:100, 242:211
288:245	<u>Plant and Equipment Maintenance</u>	3	288:100
	<u>General Electives [see next page]</u>	6	
		16	

*288:100 and 288:110 are corequisites. For students in other curricula, 242:104 Introduction to Business can be substituted for 288:100 Mgt. Functions in Manufacturing, as a prerequisite.

CURRICULUM CHANGES, continuedCOMMUNITY AND TECHNICAL COLLEGE, continuedEngineering and Science Technology Division, continuedIndustrial Technology Program (288), continuedElectives: CreditsGeneral Electives

110:108	<u>Effective Speaking</u>	4
202:242	<u>American Urban Society</u>	4
202:241	<u>Man and Technology</u>	4
202:251	<u>Work Relations</u>	2
202:254	<u>The Black American</u>	2

Technical Electives

242:102	<u>Personnel Practices</u>	4
242:104	<u>Introduction to Business</u>	4
284:100	<u>Basic Chemistry</u>	4
298:122	<u>Basic Surveying</u>	4
292:152	<u>Basic Physics: Elect. & Magnetism</u>	3
292:153	<u>Basic Physics: Heat, Light & Sound</u>	3
244:120	<u>Introduction to Inf. Processing</u>	4
254:125	<u>Business Machines</u>	2

Total Credits—96

INTERDISCIPLINARY PROGRAMS OF STUDYCertificate Program in Peace Studies

Add 1060:350 Independent Study. 1-5 credits. Detailed study on selected topics related to peace. May be repeated for a total of 5 credits.

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.
