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Faculty Senate Chronicle January 18, 1996

Heather M. Loughney

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Corrected
Wrong Rese
Grafts
Submitted

1995-96, No. 5

January 18 & February 1, 1996

47 Pages

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



**MINUTES OF THE EMERGENCY FACULTY SENATE
MEETING OF JANUARY 18, 1996**

The emergency meeting of the Faculty Senate was called to order by Chairman H. Michael Cheung at 3:02 p.m. on Thursday, January 18, 1996, in Room 201 of the Buckingham Center for Continuing Education.

Fifty of the fifty-six members of the Faculty Senate were in attendance. Senators Clements, Clinefelter, Echols, Harrison, Peeples and Smith were absent with notice.

SENATE ACTIONS

*** THE SENATE APPROVED 4 RESOLUTIONS AND TWO MOTIONS RELATING TO QUESTIONS REGARDING HIRING IRREGULARITIES AND PRIOR SENATE ACTIONS IN THESE MATTERS.**

The Chairman said that since this was neither a regular meeting of the Senate nor an extension of one, and because there had been less than two weeks notice given for the meeting, it was necessary that the body declare itself to be in emergency session. This was moved by Senator Paul John and seconded by Senator Peggy Richards. The Senate then unanimously gave its approval.

I. APPROVAL OF AGENDA - The Chairman had two modifications to the agenda (see Appendix A) which had been mailed to the Senators - remarks of the Chair and remarks of the President. Since there was no objection, these were added to the agenda. Senator John Green moved that a number of resolutions on a handout which was being distributed to members be added as items of new business after the resolutions presented by the Executive Committee. This was seconded by Senator Jesse Marquette. These items, without objection, were also added to the agenda. The body then approved the amended agenda.

II. CHAIRMAN'S REMARKS - The Chairman's remarks were as follows:

"I generally would not comment on the issue I'm about to comment on, but I feel it is important that I do so. Over the past few weeks and especially in the past few days, there have been numerous articles and editorials in the Akron Beacon Journal regarding our present difficulties. As far as the articles go, the Beacon Journal has a right and a responsibility to inform the public about events occurring at a public institution like our University. However, the editorials are in my opinion, and I would like to stress this is my opinion, attempts to intrude upon the process through which our present difficulties must be resolved. At the behest of the Senate, the Board of Trustees has arranged for a special counsel to examine the evidence and make a report. It is patently inappropriate for the editors of the Beacon Journal to attempt to limit the option of our Board of Trustees, even before the results of that report are known. Regarding the contention that the Board was reacting to anonymous complaints, which has appeared several times in the Beacon Journal

editorials, the Board of Trustees responded to resolutions passed by this Senate, which acted because we found reasonable cause to believe that University rules or other statutes binding upon our University had been violated. Lastly, to address a concern repeatedly expressed by the Beacon Journal editorials - frankly, if The University of Akron is being damaged by the controversies which presently surround us, the Beacon Journal editors are contributing significantly to that damage."

The Chairman's statements were greeted with applause from the body.

III. PRESIDENT'S REMARKS - The Chairman recognized President Peggy Gordon Elliott whose remarks were as follows:

"Thank you, Mr. Chair. As I join you today at the start of this new semester, I am reminded once more of the many positive accomplishments over the past three and one-half years, particularly those related to the development of collegial governing processes which recognize the important role of the faculty in leading this University, how far those changes have come and what progress we have made. Ironically, it is the governance and issues related to roles and responsibilities within the academy that have recently placed our University under intense public scrutiny. This is not a comfortable position for any of us, but I want to reaffirm to each of you that I will continue to do all that I can to make sure that the academic and administrative integrity of this institution is preserved. As one whose life's work has been in education, I am deeply committed to upholding the fundamental values of the academy - the principle of free and open inquiry, of honest and intellectual debate. As faculty members, we are accustomed to working things out. We understand we can discuss, we can differ, we can disagree, sometimes even vigorously, but through it all we share two common bonds of collegiality and mutual respect.

Today, like your Chair, I must admit that I, too, am greatly concerned that this important bond we share as members of this academy may be threatened by those who do give credence to rumor, innuendo or unsigned accusations. Like your Chair, I believe we have an obligation to deal with that issue - to have a 21st Century University in Akron turn into a 17th Century University would be a problem none of us would think was tolerable. As you meet here today, I would ask that you consider the impact of the actions that you may choose to take on the ability of the academy to attract exemplary individuals for teaching positions and academic office and join me in deploring such other activity as I noted. In the interest of fairness and open deliberation, I would urge you to follow the guidelines and due processes our colleagues have helped establish and that you insist that any reviews you feel required to be conducted be done so in an open environment with full public reporting to all. As you know, the Board of Trustees has turned the procedural issues you've raised to outside counsel. They are serious issues and they are important. It is also my hope that the blue-ribbon panel which I appointed immediately after your meeting will still be able to be permitted to work with this counsel in a consultative role so that a full report can be made within the academy in a short time. As we move through this new semester, we do so realizing that though we've come a long way in positioning this institution as a leader for a new century with solid faculty governance now in place, the challenges facing us as an academic institution are many. They are related to enrollment, to research, to the enhancement of teaching and the advancement of knowledge, and they are important issues. The city of Akron, the region and the state look to us to prepare students, not just for the work place but for their role as contributing citizens in a free society. Our important

1/96
Elliott
reports

January 18, 1996

work has just begun. You have done an amazing amount of it and done it well. I pledge myself to continue our work together as we work together to make this a better University."

The President said that she would take questions as long as they were not about personnel matters, because she wanted to protect our colleagues. She could tell the body that she had just gotten a phone call indicating that we might have some more technology funding, and she wanted to share that as good information. She also noted that we might have some more base-line funding. Also, we had just signed an agreement for about \$150,000 a year that was going to enhance library and data base support for the sciences. She also thought that we would now have additional dollars beyond the \$1 million that we had allocated to deal with the shabbiness of the classrooms because of the way the formula had worked out.

IV. NEW BUSINESS - Before the body began discussing the new business, Senator Richards wanted to move that the body consider the business as a committee of the whole. This was seconded by Senator Tim Norfolk. The Chairman asked Dr. Don R. Gerlach, the Parliamentarian, to enlighten the body on the significance of going into a committee of the whole. Dr. Gerlach responded that the purpose of the committee of the whole was to allow a free-wheeling discussion without the voluminous note-taking and record keeping. What could be done in committee of the whole was to amend the material at hand and to adopt it or not, and then rise and report to the Senate. What could not be done was to make motions to call for the previous question, to stop at any certain time, to order a roll call vote, to extend the time of the committee, to refer business to another committee or to adjourn. Having gone through all of this marvelous activity, the Senate would then rubber-stamp the committee of the whole's actions.

Since there was no discussion, the Chairman called for a vote on the motion, and it was passed unanimously. The Senate then went into a committee of the whole.

When the committee of the whole finished its business, Senator David Brink rose to report that the committee had adopted the following resolutions which it recommended that the Senate adopt: Resolutions 96-1, 96-2, 96-3, 96-4. It also had adopted Motion No. 1 with an amendment and Motion No. 2, both of which it recommended to the Senate. (For these resolutions and motions, see Appendix B.)

The Chairman stated that the Senate could deal with these seriatim or it could adopt the committee's report in its entirety. It was then moved and seconded that the body adopt the report in its entirety.

Senator William Rich moved to amend 96-1 and 96-2 so that the section after "THEREFORE BE IT RESOLVED" would read, "That the President and the General Counsel be requested to (1) investigate any violations of University rules OR APPLICABLE LAW binding etc.," in place of "or other applicable statutes binding." This was seconded by Senator Norfolk. Senator Rich explained that the way the resolutions now read it appeared that the University rule was the statute, which, of course, it was not. This did not change the meaning of the thing, but it did tidy it up a bit. The Senate voted its approval of the amended language.

Senator John Hebert noted that in the committee of the whole, an amendment had been made in 96-2, which had not been made in the parallel position in 96-1. He moved that at the end of the resolution section of 96-1 the following be added: "(3) and to report back to the Senate." This was seconded and approved.

Senator Green called for the question on the main motion. Since there was no objection, the Senate voted its approval with two negative votes and one abstention.

V. GOOD OF THE ORDER - Although not on the agenda, the body agreed to a good of the order period. Senator David Redle wondered whether, now that the Senate had disposed of its work in these matter, members could turn the booklets containing the data on the personnel cases back so that they could be properly disposed of. The Chairman said that the Senate office would gladly take back the books, dispose of the material in them, and hold the binders for some future use since they were not inexpensive. He did observe, although he was probably out of order, that all the material in the binders was, as far as the Executive Committee knew, matters of public record and could be obtained by any citizen, certainly of the state of Ohio, probably of the United States, and very possibly of the world. So there was not confidential material in these binders to the best of his knowledge. With prompting from Senator Brink, he did ask that Senators drop off the booklets at the Senate office and not leave them in the meeting room.

Senator Richards wanted to commend the Chairman on the manner in which he had conducted business all the way through this procedure. The extreme extra hours he had devoted was incredible, and she did not know how he had managed to get through it so well. She also wanted to commend the Senate's secretary, Mrs. Marilyn Quillin, for the work that she had done in putting together the material for today's meeting and getting it distributed at the same time as doing the 70-page Chronicle.

Senator Kenneth Siloac stated that through much of today's debate he had detected a note on the part of this body that we felt we were being misunderstood by the Beacon Journal, and that much of what the Beacon Journal had been printing the last few days was the direct result of the body's actions. He thought that very little of what was appearing in the Beacon Journal had anything to do with the resolutions passed by this body previously. There were bigger fish to fry than what we were concerned with. We might have started a little something, but we were not the heart of the matter.

Senator Carmen Keener wanted to commend the Senate for doing something which it believed in, and she also wanted to commend the Executive Committee. She also did want to go on record as saying that, although she did support the spirit of the motions and resolutions passed today, she had abstained in the votes regarding them.

VI. ADJOURNMENT - Senator Nicholas Ranson moved to adjourn, and this was seconded by Senator Siloac. The body voted its approval and the meeting was adjourned at 4:32 p.m.

APPENDIX A

**THE UNIVERSITY OF AKRON
FACULTY SENATE**

**EMERGENCY MEETING, Thursday, January 18, 1996 - 3:00 p.m.
Buckingham Center for Continuing Education (BCCE 201)**

I. New Business

A. Faculty Senate Resolution 96-1

TO BE PRESENTED TO THE FACULTY SENATE AT ITS JANUARY 18, 1996 MEETING. NOT YET DEBATED NOR ADOPTED BY THE FACULTY SENATE.

A resolution of the Faculty Senate of The University of Akron adopted this 18th day of January, 1996:

WHEREAS:

Considerable evidence exists of potential wrongdoing or irresponsible actions in forming and/or filling the positions of Assistant to the Vice President for Student Services, position #630397AA, and the Director of Nursing Research, position #620437AB. Further, some of the aforementioned positions were filled in spite of warnings from the Affirmative Action/EEO office that the means and methods used in selecting the incumbents could not be approved by the Affirmative Action/EEO office and may indeed be potentially illegal.

THEREFORE BE IT RESOLVED:

That the Board of Trustees be requested to (1) investigate any violations of University rules or other applicable statutes binding upon the University in connection with the instances cited above and (2) impose appropriate sanctions on anyone found to have directed, encouraged, or knowingly participated in the commission of such violations.

B. Faculty Senate Resolution 96-2

TO BE PRESENTED TO THE FACULTY SENATE AT ITS JANUARY 18, 1996 MEETING. NOT YET DEBATED NOR ADOPTED BY THE FACULTY SENATE.

A resolution of the Faculty Senate of The University of Akron adopted this 18th day of January, 1996:

WHEREAS:

It is apparent from the available documentary evidence that five positions (600215AB, 600281AB, 600206AB, 600283AB & 600298AB) in the C&T College were filled without searches in violation of section 3359-20-037 of the University rules which states, "Initial appointments should involve the

entire full-time faculty of the department and should include appointment of a search committee, circulation of vitae, review of any scholarly work, an interview with departmental faculty, and, where appropriate, seminars or other professional presentations." This rule was violated in the cases cited. Furthermore, it is the conclusion of the Faculty Senate that the management of the ERIP/Diversity pool is loose at best with the real possibility of exposing the University to legal difficulties as well as creating a poorly controlled avenue for potential reallocation of faculty positions. The regulation of the ERIP/Diversity program appears to be almost entirely ad hoc. Numerous memos involving various administrative offices, indicate confusion about the rules governing the allocation and filling of those positions. While there is no evidence that any reallocation of faculty positions has occurred, it is not at all clear that there are any safeguards to prevent this from accidentally or intentionally occurring. Further, the lack of rules and the filling of positions without searches has been conducted in spite of legal opinions from the General Counsel that warned of potential legal problems with filling positions without searches or terminating searches if a "diversity hire" could not be made.

THEREFORE BE IT RESOLVED:

That the Board of Trustees be requested to (1) investigate any violations of University rules or other applicable statutes binding upon the University in connection with the instances cited above and (2) impose appropriate sanctions on anyone found to have directed, encouraged, or knowingly participated in the commission of such violations.

NOTE: Additional documentation reviewed by the Executive Committee regarding the two cases will be hand delivered to Senate members before the meeting.

A. Faculty Senate Resolution 96-1

A resolution of the Faculty Senate of The University of Akron adopted this 18th day of January, 1996:

WHEREAS:

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THEREFORE BE IT RESOLVED:

That the President and the General Counsel be requested to (1) investigate any violations of University rules or applicable law binding upon the University in connection with the instances cited above, (2) impose appropriate sanctions on anyone found to have directed, encouraged, or knowingly participated in the commission of such violations, and (3) report back to the Senate.

B. Faculty Senate Resolution 96-2

A resolution of the Faculty Senate of The University of Akron adopted this 18th day of January, 1996:

WHEREAS:

It is apparent from the available documentary evidence that five positions (600215AB, 600281AB, 600206AB, 600283AB & 600298AB) in the C&T College were filled without searches in violation of section 3359-20-037 of the University rules which states, "Initial appointments should involve the entire full-time faculty of the department and should include appointment of a search committee, circulation of vitae, review of any scholarly work, an interview with departmental faculty, and, where appropriate, seminars or other professional presentations." This rule was violated in the cases cited. Furthermore, it is the conclusion of the Faculty Senate that the management of the ERIP/Diversity pool is loose at best with the real possibility of exposing the University to legal difficulties as well as creating a poorly controlled avenue for potential reallocation of faculty positions.

The regulation of the ERIP/Diversity program appears to be almost entirely ad hoc. Numerous memos involving various administrative offices, indicate confusion about the rules governing the allocation and filling of those positions. While there is no evidence that any reallocation of faculty positions has occurred, it is not at all clear that there are any safeguards to prevent this from accidentally or intentionally occurring. Further, the lack of rules and the filling of positions without searches has been conducted in spite of legal opinions from the General Counsel that warned of potential legal problems with filling positions without searches or terminating searches if a "diversity hire" could not be made.

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That the President and the General Counsel be requested to (1) investigate any violations of University rules or applicable law binding upon the University in connection with the instances cited above, (2) impose appropriate sanctions on anyone found to have directed, encouraged, or knowingly participated in the commission of such violations, and (3) report back to the Senate.

February 1, 1996

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APPENDIX C

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Randy Moore
Interim Sr VP & Provost



DATE: 29 December 1995
TO: GRADUATE FACULTY, The University of Akron
FROM: Charles M. Dye
SUBJECT: NEW MINIMUM SCORE, TEST OF SPOKEN ENGLISH (REVISED): U/A
TEACHING ASSISTANTS

The Test of Spoken English (TSE) has been revised by the Educational Testing Service (ETS). The first administration of the Test of Spoken English (Revised) was in July 1995. During Fall Semester 1995, I convened a Dean's Ad Hoc Committee on the Revised Test of Spoken English to follow ETS prescribed procedures to set a new minimum standard for use at The University of Akron. The Ad Hoc Committee completed its work and recommended to Graduate Council a new minimum score of 50 for the revised TSE. The Graduate Council, at its meeting on 11 December, did unanimously approve this recommendation.

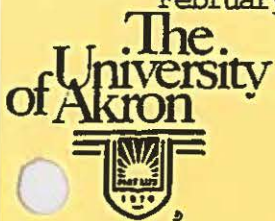
The relevant and revised portion of the General Information section of the Graduate Bulletin, 1995-96 (p. 16) is as follows:

"Applicants whose native language is not English and who expect to become teaching assistants, are also required to achieve a minimum score of 220 on the Test of Spoken English (TSE) or to achieve a minimum score of 50 on the Test of Spoken English (Revised). This exam must be taken prior to functioning as teaching assistants. Those for whom English is the native language and who expect to become a teaching assistant must demonstrate proficiency in English through departmental certification. Neither the TSE nor departmental certification is required for research or administrative assistants."

I have requested Provost Randy Moore to inform the Faculty Senate and the Board of Trustees of this change, which is effective immediately.

Please note that there will be a transition period of approximately two years during which TSE scores of 220 or better or TSE (Revised) scores of 50 or better will serve as The University minimum standard.

A unit may set a higher standard than the minimum of 50 for the TSE (Revised), so long as the higher standard is published in the unit's informational materials and the Graduate School is so informed. I have two ETS Standard-Setting Manuals, which include videotape and audiotape presentations, to assist such units in the setting of their higher standard.



Interoffice Correspondence

January 10, 1996

TO: Michael Cheung, Chair
Faculty Senate

FROM: Randy Moore *Randy*
Interim Senior Vice President and Provost

SUBJECT: New Minimum Score, Test of Spoken English (Revised) for UA Teaching Assistants

Dean Charles Dye has requested that I inform you that the UA Graduate Council has unanimously recommended that 50 be the minimum acceptable score on the revised Test of Spoken English (TSE). The relevant and revised portion of the General Information section of the Graduate Bulletin, 1995-96 is as follows:

"Applicants whose native language is not English and who expect to become teaching assistants, are also required to achieve a minimum score of 220 on the Test of Spoken English (TSE) or the achieve a minimum score of 50 on the Test of Spoken English (Revised). This exam must be taken prior to functioning as teaching assistants. Those for whom English is the native language and who expect to become a teaching assistant must demonstrate proficiency in English through departmental certification. Neither the TSE nor departmental certification is required for research or administrative assistants."

Units may set minimum scores higher than 50, provided that the unit publishes that score in their informational materials and informs the Graduate School of their decision. Other details regarding our use of TSE (revised) scores are provided in the attached memo from Dean Charles Dye.

Please contact Dean Dye if you have questions.

attachment

xc: C. Dye

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APPENDIX D**Report of Executive Committee****FACULTY SENATE BUDGET STATEMENT
December 31, 1995**

	<u>YTD Budget</u>	<u>YTD Actual</u>
Total Compensation	\$13,638.52	\$13,655.00
Supplies and Services	49,440.90	3,616.96
Total Other	2,102.40	936.36
ACCOUNT TOTALS	\$65,181.82	\$18,208.32

Respectfully submitted by
David R. Brink, Vice-Chair

APPENDIX E

Report of University Well-Being Committee

The committee met on December 5, 1995. The first order of business related to the study being conducted on health benefits for part-time faculty. The results are now being tabulated and will reportedly be ready on December 8. It was stated that 1200 surveys were distributed and 603 had been returned. The committee will continue to track this issue.

The committee also discussed the refusal by the University to permit part-time faculty to withdraw funds from STRS for special circumstances. There were, apparently, at least two instances of this having occurred. The reluctance of the University to permit the withdrawal seems to be the possible link between this and allowing part-time faculty to receive unemployment when not under contract to the University. STRS does not have a policy on this matter and the choice of whether the individual can or cannot withdraw funds is left up to the institution. We are in the process of dealing with the legal staff here at the University to come to some sort of conclusion on this matter and we are contacting KSU and Cleveland State to determine their policies. On the surface, it does not appear that the STRS withdrawals would have any financial repercussions on the University if they are not linked to unemployment.

The question of turnaround time on claims to Mutual Health Services was also considered. Some negative comments have been heard about this and one of the HMO's provided in the University package. The committee will attempt to chase down any valid complaints.

Respectfully submitted by
Dr. Jerry Drummond, Chair

APPENDIX F**Report of Research Faculty Projects Committee**

Minutes of December 1 and December 8, 1995

The Research (Faculty Projects) Committee met two days on December 1 and December 8 and was held each time in the McCollester Room of Buchtel Hall. Members present were Ms. Tana Alexander, Dr. Roger Bain, Ms. Virginia Berringer, Dr. Andrew Borowiec, Dr. Dolores Bower, Mr. Earl Ertman, Dr. J. Clayton Fant, Dr. Jon Hawes, Ms. Eleanor Klosterman, Dr. Brian Leonard, Dr. Lazarus Macior, Dr. William McGucken, Dr. Barb Moss (Co-Chair and Senator), Dr. Isadore Newman, Dr. Phil Schmidt, Dr. Dan Sheffer (Chair and Senator), Dr. Nancy Somerick, Dr. Charmaine Streharsky, Dr. Claire Tessier and Dr. Michael Williams. Absent with notice: Dr. Victoria Schirm (Fall, 1995, Sabbatical).

A total of 32 proposals were submitted for the Summer 1996 Fellowship competition and 13 proposals were funded: a Fall 1995 proposal was tabled a second time; one proposal was voted ineligible--the Committee suggested that the proposer submit the proposal to the Educational Research & Development Committee; and a Disclosure of Invention was mailed to the principal investigator whose proposal was not funded.

There were 13 proposals funded, totaling \$78,000:

9 - Arts & Sciences	2-History, 1-Economics, 3-Biology, 1-Philosophy,
	1-Geology, 1-Modern Languages
1 - Engineering	1-Civil
1 - Nursing	1-Nursing
1 - Fine & Applied Arts	1-Music
1 - Business Management	1-Management

A Fall 1995 proposal was tabled a second time. Due to the nature of a Fall 1995 proposal (which contained a curricular component and a research component), the Committee tabled the proposal a second time because there was great concern this proposal could possibly be funded by both the Research (Faculty Projects) Committee and Educational Research & Development Committee. The Committee agreed unanimously to create a subcommittee consisting of Dr. Andrew Borowiec, Dr. Clayton Fant and Dr. Dan Sheffer in which they would consult with the Arts & Science Dean, the Principal Investigator and the chair of the ER&D Committee. The subcommittee will return with a decision and/or recommendation to the R(FP) Committee at their next meeting of March 1, 1996.

The available budget for the 1995-96 fiscal year is: \$161,432.41

Fall 1995:	16 proposals awarded	- 55,811.30
Summer 1996:	13 proposals awarded	- 78,000.00

Balance available for Spring 1996 competition: \$27,621.11

The Committee will next meet on Friday, March 1, 1996, to discuss the Spring 1996 proposals which will have a deadline of 4 p.m., Friday, February 23, 1996.

Meeting adjourned at 12:30 pm.

The University of Akron
(Internal Grant Awarded by)
Research (Faculty Projects) Committee

Fall 1995
Effective November 3, 1995 through January 31, 1997

FRG#	NAME	TITLE OF PROJECT	AMOUNT
1324	Linda R. Barrett Geography & Plan. A&S	"In situ examination of soil forming processes under forest and stump prairie vegetation in Northern Michigan"	\$3,500.00
1325	George G. Chase ChemEngr./ENGR.	"A study of pleat designs for membrane cartridge filters"	\$3,500.00
1326	Milorad B. Dzodzo Mechanical Engr. ENGR.	"Non-intrusive temperature measurements in liquids using simultaneously several different thermochromic liquid crystals"	\$3,410.50
1327	T. Neal Garland Sociology/A&S and Victoria Schirm/NURSING	"Nursing assistant training and effects on quality of care in long-term care facilities"	\$3,500.00
1328	George C. Giakos BiomedEngr./ENGR	"Hybrid detectors for positron emission tomography (PET)"	\$3,500.00
1329	Mingming Guo PolymSc/PSPE	"Solid state NMR studies on the novel polymer blends containing PEN"	\$3,500.00
1330	H. Roger Grant History/A&S	"Railroads of the Middle West"	\$3,000.00
1331	Michelle Hoo Fatt MechEngr/ENGR.	"Fully-plastic fractures in dynamically loaded beams, plates and shells"	\$3,500.00
1332	Christopher Miller Civil Engr. ENGR	"Hydrogen Peroxide Reactivity and degradation capacity in the presence of subsurface materials and sediments"	\$3,500.00
1333	Carole Newman and Lynn Smolen Curr. & Instr. Std. EDUC	"The teaching of student self-reflection, time management, decision making, & mentoring through the use of portfolios"	\$2,993.80

1334	Lisa E. Park Geology/A&S	"Late Miocene mammals and Paleoenvironments of the Red Series in Eritrea, East Africa"	\$5,000.00
1335	Dane Quinn Mech.Engr/ENGR	"Robust control of dynamical systems through an ideal guide"	\$3,500.00
1336	T. S. Srivatsan MechEngr/ENGR	"A study of mechanisms governing deformation, damage and fracture in advanced materials"	\$3,000.00
1337	Jerry Stinner Biology/A&S	"The contributions of the stomach, kidneys, and tissue cells to the production of bicarbonate"	\$3,500.00
1338	Monte Turner Biology/A&S	"Mapping of the Y chromosome of the spontaneously hypertensive rat"	\$3,500.00
1339	Robert Veillette ElectrEngr/ENGR	"Controllable tilting-pad bearing prototype"	\$3,407.00

TOTAL: 16 PROPOSALS FOR FALL 1995**\$55,811.30**

Respectfully submitted by
Dr. Dan Sheffer, Chair

APPENDIX**Report of Computing & Communications Technology Committee**

In response to heavy use of the university's computer network, the following memo with attachment was sent to the LRPC chair and others for their consideration:

Date: January 22, 1996

To: Randy Moore, Provost,
Jesse Marquette, LRPC Chair
Cc: BPCC Chair, College Deans

From: David Witt, CCTC Chair

Subject: Request to approve Technology Fund Items
(Year 1 of CCTC's 5 Year Plan).

During the Fall 1995 semester, growth in the number of users and volume of use of the campus computer network has caused potentially critical strain on hardware resources (see attached memo from Interim Assoc. V.P. Seivert). No doubt, you have experienced some of this difficulty first hand.

CCTC has reviewed the 5-year plan currently being considered by LRPC to propose a course of action that could remedy the present conditions. We have determined that the following major items represent the most urgent needs dependent on technology funds for implementation. The first three items will impact the University's capabilities to provide adequate computer resources for students and faculty.* The fourth item is as critical to faculty computing as network hardware.

The sooner we can provide the additional hardware, the better chance we have of keeping up with demand. Therefore, we recommend you request that BPCC release technology funds as soon as possible for these items. The total request is \$606,240. I look forward to your response.

1. Dial-in upgrades. This is a subset of item I.E.2.b. in the CCTC plan. There are currently 60 dial-in lines, with 16 more on order. These are full most evenings and will not support the continued growth of personal computers and the need for network access from home. We recommend the following items be funded.

Add 48 lines to ZIPnet / Purchase modems, terminal servers, and lines:	\$60,000
Ongoing Monthly Line Fee (\$30/mo/line)*6 months	\$8,640
Upgrade 14,400 modems (10) to 28,800	\$11,100
Total	\$79,740

2. LAN File Servers. This is a subset of I.A.3.c (networking offices), I.E.1.c (replacing VM), and II.B (library) in the CCTC plan. The campus network is growing at a very fast pace. We have already installed three times the number of data connections in the first five months of this fiscal year as we did in the same period in 1994. The network connect fee covers the hub port costs, but not the file servers. To keep up with demand for services, one file server for office computers, one file server for student lab access, and one for the library need to be purchased.

Three file servers and software

\$48,000

3. Backbone Upgrades. This is a subset of item I.E.1.e in the CCTC plan. As access to the network is improved, this creates strain on the infrastructure. Four Ethernet switches with FDDI uplinks need to be purchased. Three will be used to isolate file servers, mainframes, and Library computers on their own Ethernet segments for faster service. The fourth will be used to connect buildings to the backbone without investing in costly and obsolete router cards.

Four Ethernet switches

\$100,000

4. Faculty Computer Access. This is item I.A.2.a in the CCTC plan. Faculty hardware needs are addressed in the plan as 757 full-time faculty @ \$500 annually. Since faculty computer needs are acute by any measure, we recommend the release of the first years funding (approximately \$378,500) to be based on the number of full-time faculty in each college.

757 full-time faculty @ \$500 annually

\$378,500

The CCTC is looking forward to your response.

Cordially,

David Witt
CCTC, Chair
Faculty Senate

Debra Keller
Director, Network Services
Campus

*Items 1-3 were compiled by Debra Keller, Director of Network Services
in consultation with Acting V.P. for Information Services Richard Seivert.

Attachment:

DATE: December 29, 1995
TO: CCTC
FROM: Dick Seivert
SUBJECT: USAGE POLICIES FOR THE DAX COMPUTER

The Digital Corporation work station called DAX is a DecStation 5000/240 that is approximately three years old and utilizes the Ultrix operating system. It is used for Computer Science course instruction, for Email and for Internet access. Due to the growth of Email and Internet access, the capacity limits for the machine are being reached.

During the fall semester, the maximum number of users logged in on DAX was reached for the first time ever. If we increased the maximum number of users limit, the response times would have slowed to a crawl. The solution that was instituted at that time to accommodate student use of DAX for the last several weeks of the semester was to automatically log off any log-ins that were idle for one hour. This policy got us through the end of the semester, but is not judged to be adequate to get us through the spring semester.

The two heaviest uses on DAX are Email and Internet access via dial-in utilizing software known as TwinSock. There are now new methods in place for Email and Internet access. Email can be read through a POP reader that does not require a log-in to DAX. Internet access from dial-in can now be obtained by the ZIPnet ID and PPP software being distributed by Information Services.

There are a couple of solutions that have been put in motion to solve these problems. First, a replacement for DAX is being purchased. This machine, a Digital Corp. Alpha, should be ready by mid-spring. Second, 16 more modems for added dial-in access are on order and are planned for implementation prior to the spring semester. This will bring the total number of modems to 76, which will help but will still not eliminate the problem of all modem lines being busy in the evenings. There are another 48 modems on request through the CCTC to be purchased with the technology funds which could do a lot more to alleviate the problem, but the probability of these being available during the spring semester is small.

Therefore, in order to provide acceptable service on DAX during the spring semester, the following policies have been implemented by Information Services:

1. Beginning immediately, no additional R1 (old style faculty accounts), R2 (old style graduate student accounts), or R3 (old style student accounts) IDs will be created on DAX; ZIPnet accounts will be the only account type created. The ZIPnet ID accounts will use the new client software for Email and Internet access.
2. All R1, R2, and R3 users will be encouraged to switch to the new client software as quickly as possible. All R3 accounts will expire in May 96 and all R1 and R2 accounts on DAX will be set to expire on December 31, 1996. This will give time for all people with these accounts to request and receive ZIPnet IDs and transfer all files and Email to them before the expiration date.
3. Effective with the start of the spring semester, any DAX or ZIPnet session idle for 30 minutes will be terminated.
4. Also effective with the start of the spring semester, a short-term modem pool will be created. This modem pool, which is expected to be used primarily for Email, will have a maximum time allotment of 15 minutes. Several universities have instituted such short-term modem pools to facilitate people that wish to log in for only a short period of time, such as for downloading Email. We anticipate using the 6820 modem pool, which has a maximum speed of 14,400 baud, for this purpose.

If you have questions, comments, or suggestions, send Email or contact me on extension 7181, Debbie Keller on extension 5254, or Al Herbert on extension 7174.

Respectfully submitted by
Dr. David Witt, Chair

APPENDIX H**Report of the Long-Range Planning Committee
February 1, 1996****Introduction**

Across the nation, colleges and universities are being challenged by rapidly changing economic, social, and cultural conditions as well as difficult financial realities. These trends continue to remind us that no university can be all things to all people and that critical choices must be made by any institution that aspires to achieve or maintain genuine excellence.

In 1994, the Twenty-First Century Task Force identified six strategic directions as the framework for our institutional future, leading to development of an academic agenda that identifies where existing resources should be invested and where new resources can be developed. These directions--which have served as core principles for planning by the colleges, administrative units, and the Long-Range Planning Committee--are as follows:

- **Improve the quality of the undergraduate experience.**
- **Attract and retain a higher quality and more diverse student body.**
- **Identify and eliminate barriers to a campus culture of service and make every effort to improve the campus environment.**
- **Increase student retention and progress toward completion of their academic program.**
- **Cultivate scholarly and creative activities that are recognized regionally, nationally, and internationally.**
- **Acquire and efficiently utilize the human, informational, financial, and physical campus resources needed to fulfill the mission of The University of Akron.**

Since the strategic directions were formally adopted by the University Board of Trustees as a shared set of university-wide priorities and expectations, a number of steps have been taken in the planning effort. The Long-Range Planning Committee, firmly rooted in the shared governance system, assumed oversight of university-wide planning in March of 1994. The academic colleges completed plans in the spring of 1995, and the non-academic divisions are developing their plans as of this writing. The University's Functional Mission Statement based upon the strategic directions was approved by the Ohio Board of Regents in October 1995. Moreover, the University has adopted a philosophy and practice of decentralized management in which the colleges and administrative divisions have greater authority and responsibility in shaping their own destinies.

The Long-Range Planning Committee concurs with the Twenty-First Century Task Force, which maintained that strategic planning for the campus must be a realistic response to the trends and forces (both external and internal) that shape our environment. All of the indicators—whether it be demographic projections for the University's primary service areas, enrollment declines nationwide attributed to an improving economy, or heightened competition for students through traditional means and new and emerging technology—suggest that the key to the University of Akron's future is to plan to become financially sound at a smaller enrollment level than at peak enrollment levels experienced in the late 1980s.

We recognize that this approach may be met with some resistance on campus because in the past two decades success in higher education has been operationally defined as growth—more students, more degree programs, more resources, higher tuitions. The "more is better" mentality must give way to a realization that, because the University's funding is largely enrollment driven, we need to plan for an institution whose basic size is likely to be realized and remain somewhat stable, excepting for areas where enrollment growth is desirable and achievable. The University's current infrastructure of personnel, services, and facilities was developed to meet the needs of a total student population approaching 30,000. Given our review of environmental factors, the LRPC believes that a headcount (for Akron and Wayne College campuses) of approximately 23,000 may be more realistic for planning purposes.

The LRPC believes that the University, in order to gain greater flexibility to fund quality, needs to plan for a "soft landing" in three or four years. We would like to see a gradual shrinkage in administrative expense corresponding to the extent of enrollment decline over the past five years. This assumption is based upon internal data which show that while the size of the faculty and the academic staff has declined over the past decade, the size of the administration has remained stable. By spreading the reduction over a maximum of four years, we believe the affected units will have ample time to respond to the new reality with minimal dislocation.

Another key aspect of the internal realities is that since the Twenty-First Century Task Force report was issued, the University has moved increasingly toward decentralized management, including planning and budgeting. Since the LRPC was conceived as a centralized planning model, decentralization has impacted the committee's view of its responsibilities and its activities. To date, we have confined our evaluation of unit plans within the context of the strategic directions.

Caveats

We will admit at the outset that we are groping for a planning procedure that will balance the needs of the University as a whole with the decentralized management of the academic and service units. Centralized planning of all aspects of University life is neither realistic nor likely to produce the best response to the University's needs over the long run. On the other hand, the various colleges and service units cannot be allowed to function as feudal fiefdoms. In order to achieve reasonable balance between responsibility and independence, we need to devise a set of measures which capture the relevant dimensions of performance of each of the units, array the

units along those dimensions for comparative purposes, and track changes in those measures through time. Such measures do not yet exist and given the abysmal state of institutional research on campus, they are not likely to exist in the near future.

This reality places the LRPC in an unpleasant position. However, we do not feel that it is fair to our colleagues to attempt to slide around the reality; we are not yet able to make more than the most general comments on the quality of the plans presented to us by the colleges. We have read the plans carefully, requested and received clarifications, and made suggestions to the college deans; but we are not in a position to provide meaningful prioritization of the college goals since we do not have sufficient data to judge current performance. We have, therefore, reluctantly concluded that the Budget and Planning Coordination Committee (BPCC) will once again have to consider college budgetary requests for the 1996-97 year on an incremental basis.

What data we do have illustrates the following trends:

1. Student credit hour production has declined 18.8 percent since 1990
2. Full-time faculty actually employed have declined 12.2 percent since 1990
3. Full-time academic support staff employed have declined 17.8 percent since 1990
4. The academic budget (personnel and operations) in current dollars has declined 3 percent since 1990
5. Institutional support personnel employed have increased 1.7 percent since 1990
6. Illustrating growth in administrative expense, for that portion of the institutional support budget that can be tracked through the various reorganizations (e.g. Presidents office, Physical Facilities, Student Services) the budget has increased 24.6 percent in current dollars since 1990. Actual spending on institutional support includes other areas as well.

Other background information appears in Appendix A.

While we fully expect that recent enrollment and retention enhancement efforts will have a beneficial effect, we do not foresee a return to the enrollment levels of the late 1980s. Since we cannot automatically increase tuition to cover the expenses of the non-revenue generating components of the University, we believe administrative support unit staff should be reduced over the next four years to a level commensurate with our likely revenue stream: approximately 750 full-time non-academic positions. This represents a reduction approximately equivalent to the decline in full-time faculty. The remaining positions will be deployed by the support unit vice presidents as they deem necessary to provide a high level and quality of service in their areas of responsibility. In summary, we advocate a long-term strategy of reallocating resources between administrative support and academic functions, thereby increasing direct support of educational quality enhancement.

Additionally, the realities of stable enrollments at best and relatively slow growth in tuition and state support also suggest that restoration of full-time faculty and academic support staff must be limited to approximately 760 and 325 positions, respectively (exclusive of positions funded by grant and contract revenue). This number will allow replacement of faculty lost in critical areas when positions were frozen in the 1992 recision and from early retirements but should be permitted only if enrollment, retention, and funding trends warrant. The figures for faculty and staff represent small increases over the headcount employment levels of 1994-95. Future plans should reallocate positions among colleges based on long-term enrollment trends.

By planning for a smaller more flexible institution, our future strategy is to have expected revenues exceed fixed costs, with the year-to-year surpluses devoted to one-time expenditures in support of quality enhancement initiatives. We simply can no longer be strait-jacketed by staffing levels for a student body we do not have presently or can reasonably expect to achieve in the near future. The specific recommendations which follow focus upon campus-wide initiatives. We hope to create the beginning of an effective plan that balances aspirations of the academic programs with constraints of the institutional and external environment within which we operate.

Planning Parameters and Assumptions 1996-1997

Enrollment

Based on the best data currently available to us, the LRPC is projecting an overall 4-percent decline in student credit-hour production for the 1996-97 academic year. This estimate was arrived at after extensive discussion of various trends affecting our student market, internal efforts to improve recruiting, our long-term enrollment history, and a desire to arrive at a fiscally conservative projection. One area that Student Services and Institutional Research must work on is improving the quality of our data in the crucial area of market demographics.

Subsidy

Since we are entering the second year of a biennium, we assume that we will receive the 3-percent increase in subsidy programmed into the State of Ohio budget, barring a significant economic downturn.

Salary

Given the overall financial realities we face, a 3-percent salary increase seems plausible so long as we are willing to make reasonable choices among the possible uses of existing resources.

Tuition

Given our aspirations to improve quality and the gradual nature in which reallocation can occur, we believe the University cannot absolutely hold the line on tuition while still meeting its other goals. Recognizing public concerns about rising college costs, we are recommending that tuition

be increased only by 3 percent, which is half the rate allowed in the state budget and comparable to inflation. This alternative will require the University community to make real progress toward reallocation among current tasks within the institution.

Federal Budget Impact

It appears that federal funding for the support of the various loan programs is secure for the short term, so we are assuming that there will be no impact during the coming year. Possible changes in this program bear close watching, however, because the potential impact is enormous given the way our students fund their education.

Balancing Priorities

While we wish that we could achieve quality enhancement and a salary increase with no tuition increase, it is not plausible given the current realities. While we believe that reallocation between functions is necessary to achieve a stable institutional future, we do not believe that such reallocation can be achieved overnight. Hence, some tuition increase is necessary to allow us to minimize the stresses produced by this initiative.

Reallocation Goal

In order to begin to bring the relative expenditures for academic versus institutional support programs more into line, we propose a redistribution from non-academic to academic support programs of \$3 million. It is recommended that the distribution of administrative cost reductions be made proportionate to 1995-96 approved budgets for the President, Vice President of Business and Finance, Vice President of Student Affairs, and Vice President of University Research and Development. Based on our general goals of quality enhancement and of seeking a reasonable salary increase, we propose that \$1.5 million be allocated to the salary pool and \$1.5 million be allocated to University-wide quality enhancement efforts as follows.

Recommended Quality Enhancements Funded from Reallocation

<u>Enhancement</u>	<u>Funding</u>	<u>Rationale</u>
Additional full-time faculty positions in General Education, English Composition C	\$750,000	Increase full-time faculty teaching of first- and second-year students; respond to NCA accreditation concern over excessive part-time instruction. We expect this effort to produce major impact on a crucial area of undergraduate instruction.

Rebuild campus equipment matching fund. C	\$250,000	Stable funding is necessary to support UA's research mission; funding eliminated in earlier cutbacks, currently ad-hoc on a year-to-year basis.
Return of additional indirect cost recovery revenues to generating units C	\$250,000	Continue restoration of IDC funds diverted to General Fund in cutbacks of early 1990s.
Additional funding to University Honors Program C	\$50,000	Continue enhancement of programs for academically talented students.
Startup funding for proposed Bachelor of Liberal Studies O	\$50,000	A BLS degree is likely to receive approval this year; serves goals of retention and enrollment enhancement.
Additional funding for retention C	\$25,000	Continued efforts for underprepared students.
Targets of opportunity C	\$125,000	As determined by BPCC evaluation of requests.

C = continuing, O = one time

The LRPC further recommends that any extra funding generated for 1996-97 either due to unexpected increases in state support or enrollments exceeding expectations should be divided on a 60- to 40-percent split between salary and college operating funds. While we appreciate the desire to maximize salary increases, efforts at quality enhancement clearly require recovery from earlier reductions in operating budgets. Our University-wide initiatives on equipment matching and IDC recovery are intended as a step in this direction.

Computing and Technology

Reorganization of Information Services

We recommend moving the position of Associate Vice President of Information Services to report to the Senior Vice President and Provost and renaming the position to Associate Provost of Information and Curriculum Services. General organization of functions should follow the outline appearing in Figure 1. A position description and general form of the organization were approved at a joint meeting of the Computing and Communications Technology Committee (CCTC) and the LRPC in November 1995. The committees assume that the final form of the organization will be determined by the new Associate Provost in consultation with the Provost and relevant constituencies.

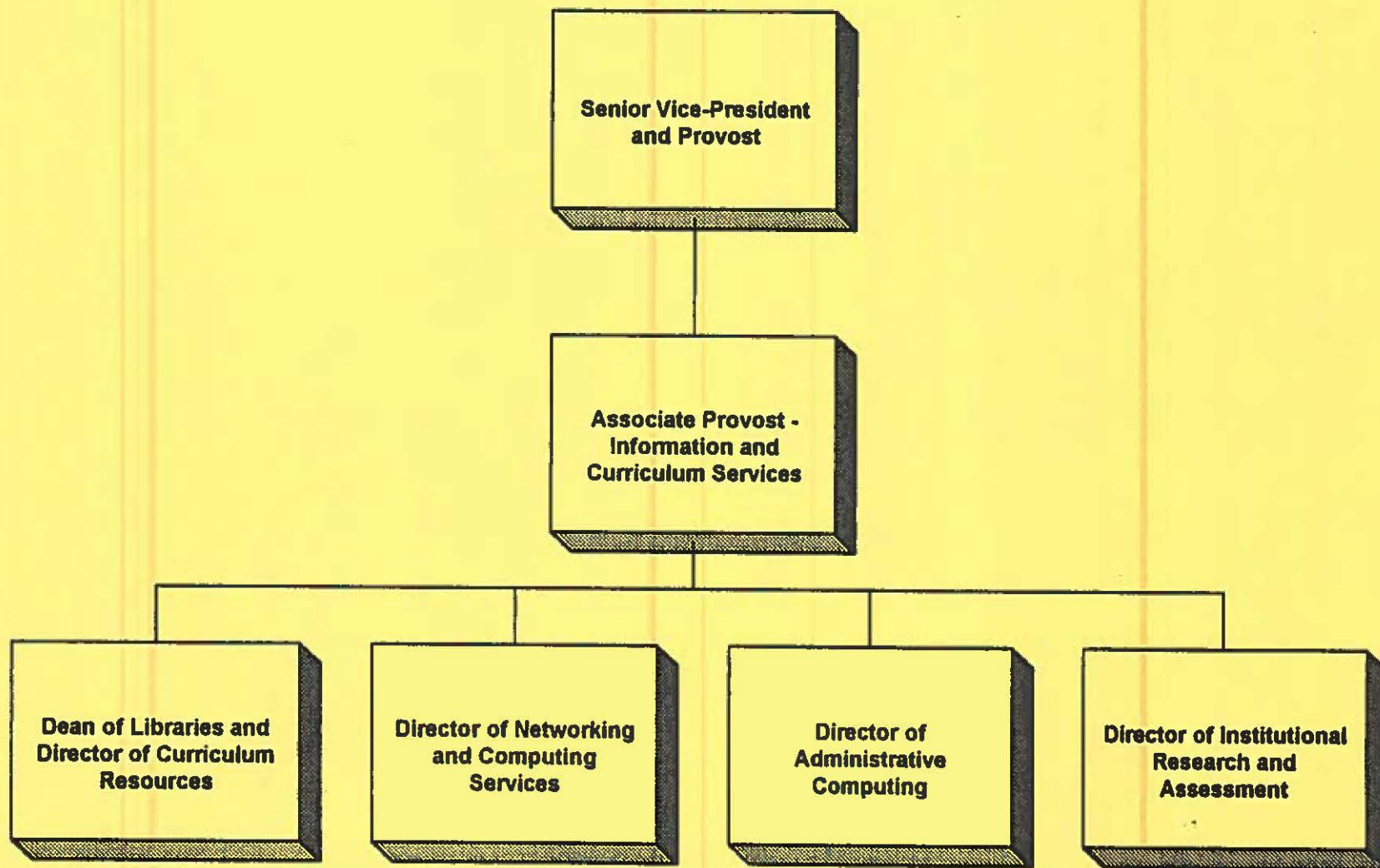


Figure 1

CCTC and Electronic University Plans

We endorse the sentiments expressed in the CCTC plan but find the recommendation to impose centralized funding of replacement and computer upgrade costs for colleges and departments to be inconsistent with the concept of decentralized management. Our recommendations, therefore, are as follows:

1. Colleges should plan, as appropriate to their needs, to provide micro-computer access for faculty and staff, with a provision for a replacement cycle in keeping with their usage levels.
2. CCTC recommendations for campus network upgrades for 1996 should be funded from the technology fund, since these are of campus-wide benefit (\$127,000 as per memo to Provost, items 1 and 2).
3. Some portion of the public computer lab upgrades should be funded from the technology fund, as appropriate.
4. Startup funds for the Electronic University plan should be provided from the technology fund, since this initiative provides an obvious opportunity for quality enhancement. However, funding levels should be based on response to demonstrated not anticipated usage levels.
5. Support for other aspects of centralized Information Services activities should continue at current levels until the new Associate Provost and the Provost have an opportunity to determine the most effective final form of the organization.

Distribution of Technology Funding

1. The remaining technology fund monies should be distributed to colleges based on BPCC evaluation of the likely increment in instructional quality to be gained from the proposed effort.
2. Since this fund is the only new major source of equipment and supplies money, colleges and support units should be solicited by BPCC for specific requests. The original planning requests sent by former Provost Jamison did not include directions for such requests since the fee had not been implemented.
3. It should be kept in mind that the technology fee was not limited to expenditures on computing resources, thus a wide variety of instructional, laboratory, and classroom services equipment could be funded through this source.

It is the consensus of LRPC that the current method of centralized determination of part-time salary and load limitations places unnecessary restrictions on the management of instruction by deans and department chairs. We propose to revise these policies as follows:

1. An upper limit on course loads is to be determined by deans and chairs, as appropriate for their units, so long as the assigned loads do not violate legal restrictions on the definition of "part-time" employment.
2. By spring of 1997, each college will establish three instructional ranks for part-time faculty and determine minimum qualifications and minimum compensation for each rank (not less than current campus-wide minimums). Insofar as is feasible, it is recommended that part-time faculty be consulted in creating these structures on the departmental level.
3. Specific salary levels for part-time instruction are to be determined by negotiation among the dean, department chair and director, and instructor in light of qualifications, class size, class level, and market conditions.
4. For the immediate future, budgetary allocations for part-time instruction will serve as a cap on actual outlays. We hope that once an incentive system is in place, outlays will be conditioned by revenue generation goals rather than centrally imposed budget limits.
5. By fall of 1996, the Assistant Vice President for Human Resources shall conduct a study to create a menu of health plan options for part-time faculty purchase to be included in the bidding for calendar year 1997 insurance contracts. The proposed plan should not result in increased cost for full-time personnel nor result in more than a 5-percent increase in administrative costs for the University health plan.

Institutional Research and Assessment

Since its inception, a core difficulty of the planning process has been the absolute lack of reliable analytic data on almost any aspect of University operations. Currently, there effectively are no qualified full-time staff in institutional research, and support for the University assessment effort has been half-hearted at best.

We recommend that the Senior Vice President and Provost divert resources from less crucial functions in information services or any other appropriate units to reconstitute an Institutional Research effort capable of meeting our legal reporting obligations and the analytic needs of the University planning and budgeting process.

College Plans

Our continuing examination of the college plans will focus on the following major topic areas:

1. **Quality enhancement efforts for undergraduate education.** In an increasingly competitive environment, we must ensure that the quality of our educational effort remains at the forefront of all plans.
2. **Enrollment enhancement and retention efforts.** While we wish to stabilize our planned enrollment levels at approximately 23,000 students, increases in enrollment will produce revenue which can be directed toward quality enhancement efforts
3. **Responsiveness to legal and accreditation mandates.** We face external requirements to arrive at load policy **implementation** that produces an average 10-percent increase in undergraduate instruction by full-time faculty. We also face a serious external expectation that we will develop and implement campus-wide student outcome assessment. All college plans must specifically address these areas in order to maintain credibility with funding and accrediting agencies.

Appendix A Five Year Enrollment and Revenue History

The attached spreadsheet and graphs are based on data finally obtained as a result of requests by the LRPC. While much work remains to be done and we are seeking other information, this material should be informative.

Data Sources:

a) Revenue data are from University of Akron, Office of Institutional Research, Academic Estimated Revenue Generation Report, 1990-91 to 1994-95.

b) Expenditure, academic personnel, and SCH and Majors data are from University of Akron, Office of Institutional Research, Resources Analysis Report, 1990-91 to 1994-95.

The revenue data represent income from tuition and general service fees, course fees, and subvention. IDC recovery has been requested for the relevant years, but not yet obtained. The expense figures represent salaries and fringe benefits, operating expenses, and summer session salaries. The academic personnel data are headcount full-time faculty and headcount full-time staff employed in the colleges and provost office.

c) Personnel data for non-college units and the University library are from various issues of the faculty/staff directory and therefore, are also headcount data.

d) The ACT score averages are derived from the Student Master File tape, end-of-term freeze 1990-91 to 1994-95 and were produced using SAS by Dr. Richard Stratton, Department of Economics.

University of Akron

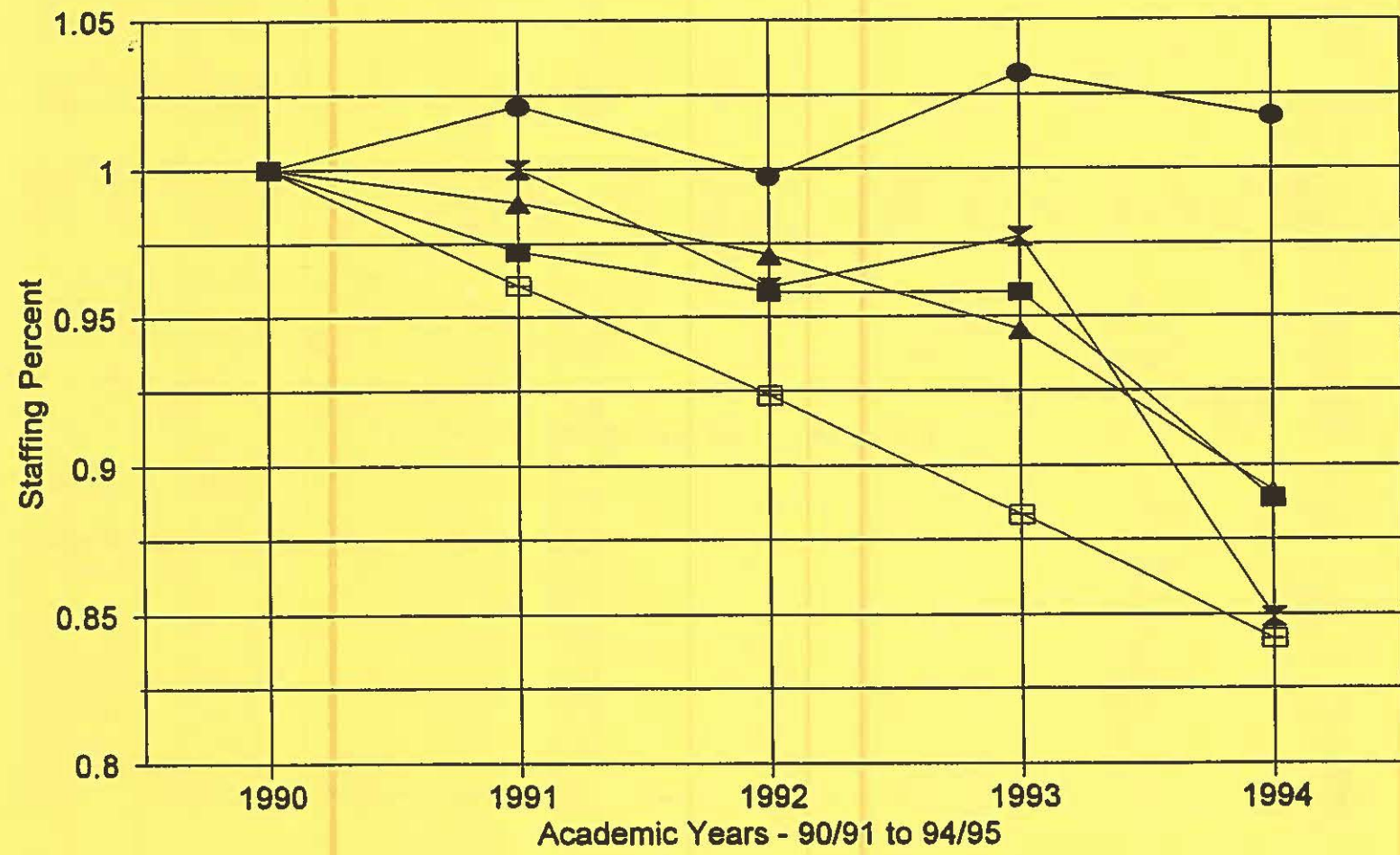
Ratio of Revenue to Expense, By College 1990-91 to 1994-95

College	1990	1991	1992	1993	1994
Arts and Sciences	2.2672	2.4443	2.7477	3.1937	3.2814
Engineering	1.2516	1.3321	1.4322	1.5867	1.4785
Education	1.6720	1.7582	1.7125	1.7373	1.9862
Business Administration	1.6006	1.5295	1.4590	1.2814	1.3375
Fine Arts	1.5135	1.5470	1.5880	1.5728	1.5968
Nursing	0.8663	0.9102	1.1143	1.2294	1.1589
Law	1.1470	1.2187	1.2914	1.3361	1.3713
Polymer Science	0.9826	1.1027	1.2789	1.3596	1.4915
Community and Technical	1.7643	1.9013	1.9319	2.0686	2.2174
University Averages	1.6468	1.6809	1.7672	1.7904	1.8471

Summary Statistics for the Akron Campus

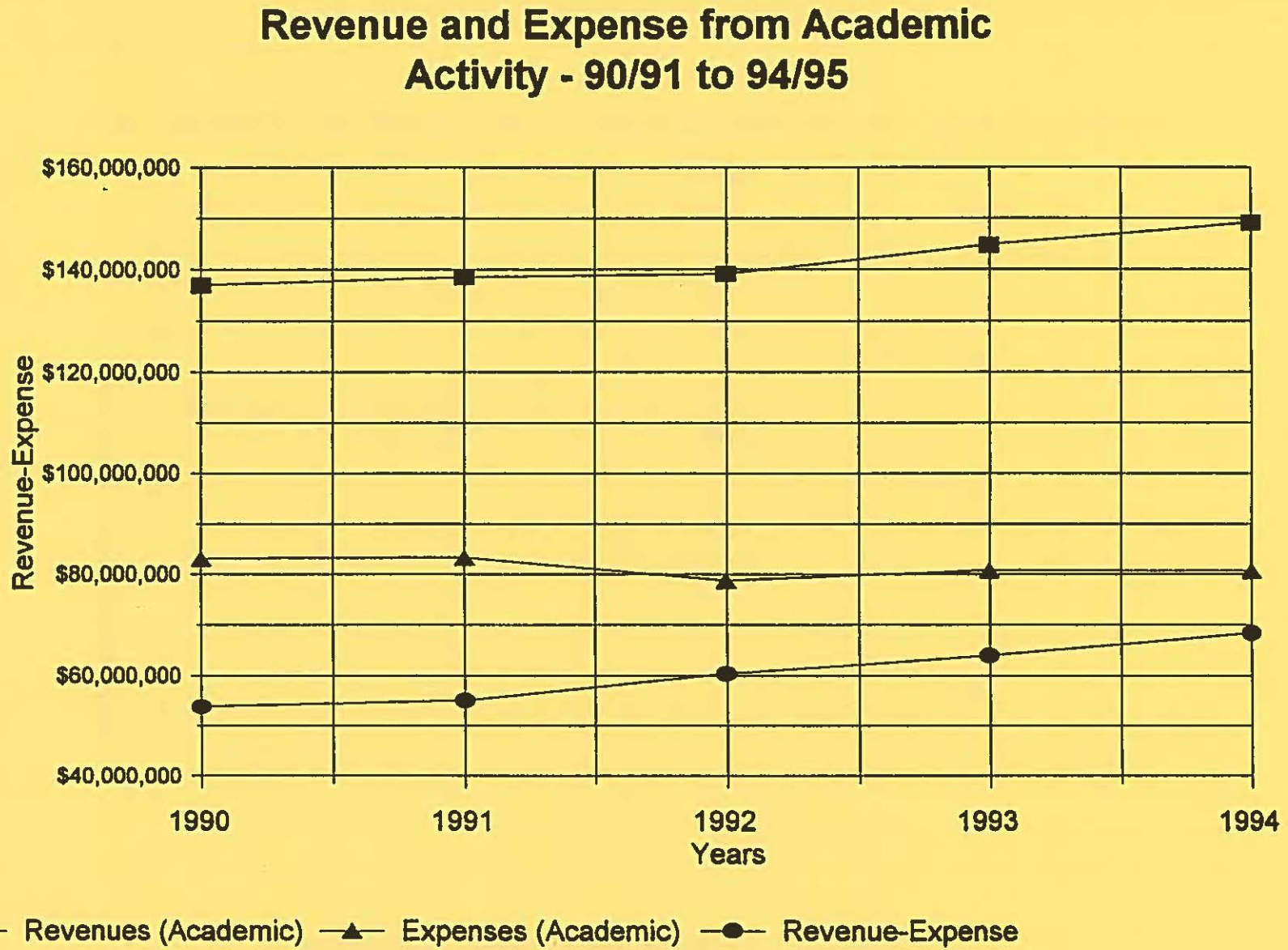
	1990	1991	1992	1993	1994
Student Credit Hour Production	667,664	641,313	616,703	589,899	562,061
Declared Majors	28,189	27,636	26,484	26,032	24,488
Average ACT (Fall Term)	19.04	19.32	19.54	19.77	19.99
Revenues (Academic)	\$137,088,517	\$138,582,839	\$139,271,080	\$144,858,319	\$149,228,759
Expenses (Academic)	\$83,243,778	\$83,437,571	\$78,808,685	\$80,908,650	\$80,790,078
Revenue-Expense	\$53,844,739	\$55,145,268	\$60,462,395	\$63,949,669	\$68,438,681
(Revenue-Expense)/Credit Hour	\$80.65	\$85.99	\$98.04	\$108.41	\$121.76
Revenue/Full time faculty	\$173,091	\$176,989	\$181,106	\$193,402	\$211,372
Headcount Full time faculty	792	783	769	749	708
Academic support staff	351	351	337	343	298
Libraries	72	70	69	69	64
Total Academic Personnel	1215	1204	1175	1161	1068
Non-Instructional staff	845	863	843	872	880

Staffing And Total SCH Trends 1990/91 to 1994/95 (Percent)

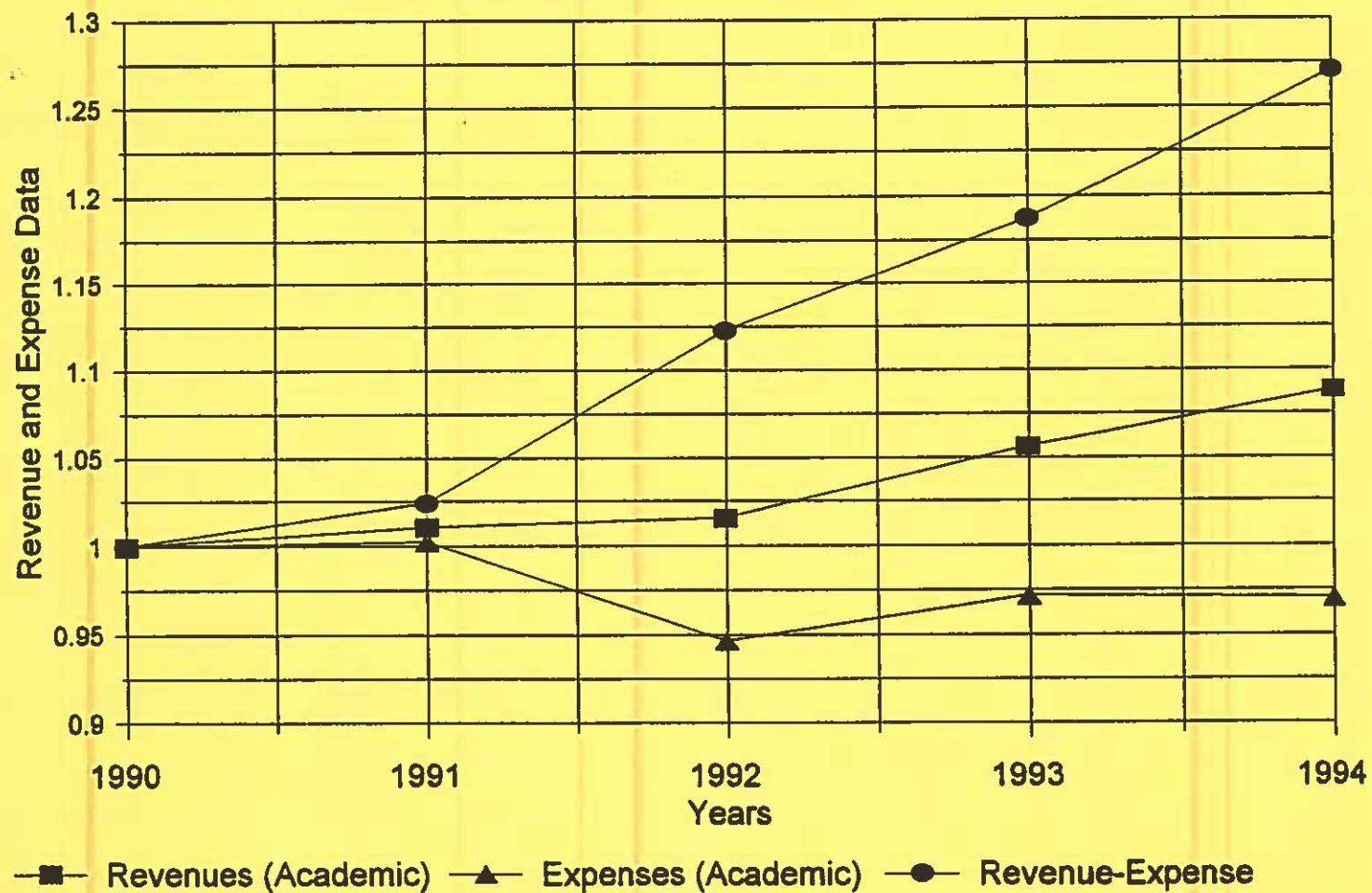


▲ Faculty ✕ Acad Staff ■ Library ● Admin Staff □ Total SCH

As a percent of 1990 values



Revenue and Expense from Academic Activity - 90/91 to 94/95 (Percent)



As a percent of 1990 figures

APPENDIX I

LRPC MEMBERSHIP MOTION (Senator Barbara Moss, Proposer)

The College of Education unanimously voted to recommend that the Faculty Senate pass a resolution requesting that The University of Akron Board of Trustees amend Section VII G of the Faculty Senate Bylaws and Section II B of the Long Range Planning Committee Bylaws as follows:

VII. G. Election to LRPC

~~Four members of the Faculty Senate~~ ELEVEN MEMBERS OF THE FACULTY SENATE, ONE REPRESENTING EACH COLLEGE, WAYNE COLLEGE, AND THE UNIVERSITY LIBRARIES WILL BE elected annually by the Faculty Senate to serve as members of the Long Range Planning Committee of the University. The term of appointment to LRPC will be for two years. The Senate will take care to stagger LRPC terms to ensure continuity of membership. No college may have more than one Senator elected to serve on LRPC concurrently. No Senator may serve on the LRPC and BPCC concurrently.

II. B. Membership

B. Elected:

1. ~~Four members~~ ELEVEN MEMBERS OF THE FACULTY SENATE, ONE REPRESENTING EACH COLLEGE, WAYNE COLLEGE, AND THE UNIVERSITY LIBRARIES ~~of the Faculty Senate.~~

