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The University of Akron Faculty Senate Chronicle

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Faculty Senate Chronicle November 7, 1996

Heather M. Loughney

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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 FACULTY SENATE MEETING OF NOVEMBER 7, 1996

The regular meeting of the Faculty Senate was called to order by Chairman H. Michael Cheung at 3:02 p.m. on Thursday, November 7, 1996, in Room 201 of the Buckingham Center for Continuing Education.

Fifty-five of the sixty-nine members of the Faculty Senate were in attendance. Senators Borowiec, J. Buchanan, Davis, DePaul, Green, Hebert, Hoover, Isayev, Norfolk, Patankar, Reed, Reep, Ross-Alaolmolki were absent with notice. Senator McLinden was absent without notice.

SENATE ACTIONS

- * APPROVED THE DECEMBER 96 GRADUATION LIST**
- * APPROVED TWO SPACE ALLOCATION RECOMMENDATIONS FROM CFPC**
- * APPROVED A REPORT FROM CCTC AND REFERRED IT TO PBC**

I. APPROVAL OF AGENDA - The Chairman asked whether there were any additions or deletions to the printed agenda. Since there were none, the body voted its approval of the agenda.

II. CONSIDERATION OF THE MINUTES OF OCTOBER 3 - Secretary Gary Oller stated that he had two corrections. The first was in last month's report from the Executive Committee in the last paragraph on page 15, and it had been pointed out to him by President Ruebel. The sentence now read, "They also described the individual as a strong, valued professor in the department and were pleased to have said individual in their department." What it should have read was, "a strong, valued professor in their department and were pleased to have said individual AS A TENURED COLLEAGUE in their department." That phrase "as a tenured colleague" needed to be added. The second correction was on page 11 where Senator Mark Tausig was credited with asking President Ruebel a question relating to the timetable for the creation of a new Student Services building and a new Arts & Sciences building. Senator Tausig had contacted him to say that he had not asked the question. Senator Dan Deckler said he was the Senator who had asked the question.

Since there were no other corrections, the Senate voted its approval of the amended minutes.

III. REMARKS OF THE CHAIRMAN - The Chairman first wanted to update the body as to the status of the long-awaited and still aborning Faculty Manual. It seemed like it was becoming a life's task for several people on the campus. He had been involved in several meetings putting

together the nearest thing to a final copy of the Manual for distribution, and it was getting closer. There were still some problems to be worked out with the manuscript itself. The group involved included people from Human Resources, himself representing the Faculty Senate, Mike Sermersheim from the General Counsel's office and Dawn Trouard from the Provost's office. There had been some talk of making that a standing committee of sorts, in which case he would be looking for someone other than himself to represent the Senate. Long hours had gone into proofreading the Manual, and a number of errors had turned up during that proofreading. The Executive Committee had participated along with several other people on campus, and there was now an attempt in progress to correct those errors. This semester was still the target for completion and dissemination.

IV. SPECIAL ANNOUNCEMENTS - The Chair introduced several new Senators. These included the following: Robert Dubick and Lynn Smolen (College of Education); Minel Braun (completing the term of Joseph Padovan from the College of Engineering); Holly Mothes and Dolli Markovich (SEAC). The body greeted the new Senators with a round of applause.

There was an additional item which was both an announcement and an action item. The Fall Commencement list had been assembled and a copy was in the Faculty Senate office as well as here at this meeting. However, it had to be acted on today in order to pass it on to the Board of Trustees in time for them to approve the list in time for the December date. The Chairman therefore asked for a motion to approve the list of December 1996 graduates subject to completion of their degree requirements. This was moved by Senator Ruth Clinefelter and seconded by Senator C. Frank Griffin.

There was no discussion, and the Senate voted its approval.

V. REPORTS

REMARKS OF THE PRESIDENT - President Marion Ruebel made the following remarks:

"Thank you, Mr. Chairman. Let me open with a comment dealing with the Faculty Manual. I don't know how the Faculty Manual got in such disarray. I don't know how you got so far behind with the Faculty Manual, but I can assure you that once it's caught up we will keep this up-to-date because we have to function with this. As a matter of fact, I can envision the Faculty Manual someday being one-third of a three-part document where you have the Bylaws of the Board of Trustees, the Faculty Manual and the Student Handbook all together in one document. So I would hope that someday we could point in that direction.

I have for distribution today the salary information for the main campus and the branch campus in Wayne that gives the minimums, the median, the average and the maximum salaries for the various levels, and I thought because you're just receiving it today, take the month of November to look at it and study it and then we can discuss this at the December meeting. (Appendix A)

I want to take just a few minutes to congratulate eight of our faculty members who will be included in "Who's Who Among America's Teachers" this year, and I also want to pay special gratitude to Elton Glaser for

receiving the Helen and Laura Krout Memorial Ohioana Poetry Award. I think it's always good that we have teachers on our campus that excel in their particular areas and especially when they can be recognized nationwide.

The work on the Medina Distance Learning Project is progressing well, and by next April I would anticipate that we'll be ready to conduct a live demonstration of the system for the Education Committee of the Ohio House of Representatives. And as I get around the community, not only our immediate community but in Canton and Cleveland, this project is truly attracting a lot of attention dealing with Medina County because as you probably know, Medina County is the only county in the state of Ohio that does not have any higher education facility at all. And the fact that it's the fastest growing county in the state helps us by moving this facility into the county and tying the University closer together with this particular unit. I would anticipate that in a couple of years we could expand this also, not only to the school systems in Medina County but to the municipal facilities that they have so we could interact with various city functions and so on, so this will be a step in the right direction for the campus.

We've also concluded some work on the graduate student grievance procedure. The Board of Trustees approved the revisions recommended by the Provost, the Dean of the Graduate School, the graduate faculty, the Graduate Council and the Student Policy Committee. We're making progress in this particular area.

Last week a representative from the Board of Regents was on our campus and talked specifically to our people in the History Dept. dealing with the program in history, the psych. program, the people in Education, and the next day four of us made the trip to Columbus to talk to them specifically about the Chemistry Ph.D. program. We are making steps and strides in all four of these areas, so I anticipate these four programs will come back to our campus. Now it's going to take a little while, but I would anticipate that the history program will be one of the first to come back reintegrated with the program at Kent State, and I can guess that in 2 to 3 years we'll be back on the subvention track with this program. But I'm gratified that the Regents would take enough time and the interest in coming back to our campus to talk to our people about the programs, all four of them.

For the individual units, and I think the Senators should be aware of this, the budgeting process has started and as I've mentioned before to various groups I've spoken to, this is a very, very important year for the budgeting process because for some of us it's going to be a new experience. And I want to make sure we start this at the department level and then it evolves on to the collegiate level and then on to the dean and the budget committee. So we could take as much time with this as we possibly can; I know we're going to hurry-up the process, but I want to make sure that it's done right.

I also want to spend a little time with the Senate talking to you about the Provost search. When I came back on campus last April, there were two things I felt we had to stabilize right away. We had to stabilize first the budgeting process which I feel is firmly in place right now. Secondly, I had a reorganization I wanted to get implemented, and I feel that that reorganization is in place right now.

Given the fact that we have just recently hired a new Vice-President for Finance and I visited with Dr. Moore about this, I felt that order to maintain some stability we probably should start the search for the new Provost. Dr. Moore agreed with me. Now this isn't going to happen tomorrow. Dr. Moore is still going to be the Provost for anywhere from six months to a year and possibly longer than that, because we want to make sure that the search is done properly and that we get an individual who wants to be in this position and who is going to stay in this position for some time. Now I'm going to be here probably 2-1/2 to 3 years, so therefore this will lend some stability, because I would rather that we look for a Provost now than look for a President and a Provost at the same time. I think this would just add to the confusion as far as the upper level of administration is concerned. I've talked to the Council of Deans about this and I've talked to the department

heads in the College of Arts & Sciences about this. I've talked to the search committee about this and I've talked to the cabinet about this. Not to vote to see whether we should do this or not, but Dr. Moore and I both agree that this would be the best thing for the institution right now. He's not going to let up or start doing half a job. He's going to continue in this position and when the position has filled, I have worked it out that he will stay in that office for a 3-month period of time minimum to see to it that this transition is made properly. I did not have that benefit when I came April 1st - even my secretary left. When Dr. Moore went into the Provost's office he did not have this luxury either of any transition. So I firmly feel that if we're going to bring some semblance of order back to the upper level of administration - this is the only way to do it. I appreciate the input I've had from the campus on this and I appreciate the cooperation I've had on this too. Dr. Moore and I are not in a fight. He did win \$1.25 from me in golf; I had the low score but he got the money. Other than that, we're getting along fine. I'll entertain any questions."

Senator Minel Braun asked a question in regard to reactivating the Provost search. Considering that President Ruebel was going to stay here for the next three years, the new Provost would find himself with a year and a half in the job by the time that the President would quit. When a new President came in, it was not necessarily the case that he would approve of that Provost. Therefore, we would be interviewing the man for the Provost's position but could not guarantee him the job for more than a year and a half.

President Ruebel said that this was true, but he could offer the person a multi-year contract. The individual would be a tenured, full professor in one of the departments. If the new President did not want him or her as Provost, that would be his prerogative. However, he had to say that if he were going into a new presidency, he would want someone in the Provost's office that would lend some stability to that level.

Senator Braun said his question was what quality of a man we would be able to attract for a job just guaranteed for a year and a half.

President Ruebel replied that the candidate might be a woman. He thought that in going through the hiring process that this was the chance you took in any hire.

There were no other questions for President Ruebel.

EXECUTIVE COMMITTEE - Secretary Oller reported that the Committee had met on October 8 and November 4 and had done the following: First, it had set the agenda for today's Senate meeting. Secondly, it had approved a recommendation from the Campus Facilities Planning Committee which had required a quick response regarding space in Auburn Science Center being transferred to the Science Library from Engineering. Thirdly, it had met with the chairs of the Senate's University Libraries Committee and Computing and Communications Technology Committee (Senators William Taggart and William Rich), University Library Dean Delmus Williams, and Director of Audio Visual Services, Tom Bennett, regarding Faculty Senate committee oversight in the new Media Arcade being created in the library. The problem was which of those two Senate committees should have oversight over it. Aspects of the new Media Arcade seemed to fall partly under the purview of one and partly under the purview of the other. The Committee approved a motion to create a subcommittee composed of three members from each committee whose task would be to focus on the Media Arcade. The members of this subcommittee would report information, suggestions, etc., to their respective parent committees which could then report to this body.

Fourthly, the Committee had referred the following items to the Policy and Calendar subcommittee of APCC:

1. A proposal from the Council of Deans for the creation of a center to improve teaching and learning;

2. A Buchtel College Council request for Faculty Senate clarification regarding the relationship between Wayne College and the main campus in curricular and course administrative matters;
3. A proposal for the inclusion of part-time students on the dean's list;.
4. A request that the Faculty Senate consider that the programs review process may need to mandate the use of questionnaires in relation to NCA visits.

The Committee also referred the interim WWW policy which had been approved by the Board of Trustees to the CCTC for its reactions and suggestions as a starting point for a permanent policy.

Secretary Oller also reported that the Committee had received a memo from Dean Charles Dye containing the new membership list for Graduate Council and a recommendation that would change graduate faculty membership criteria for new faculty hires. These criteria would be voted on by the graduate faculty this semester. (See Appendix B.)

The Committee had also received a copy of the NCA final report regarding its second visit to campus last spring. This would be included as an appendix item in the next Chronicle (Appendix C).

The Committee had met on October 14 with President Ruebel, Provost Moore, Vice-President Mallo and Special Executive Assistant Wilson and discussed a variety of issues including some of the as yet unresolved matters stemming from Faculty Senate resolutions to the Board of Trustees or the President last year.

Finally the Committee was recommending an amendment to the Faculty Senate Bylaws on terms of office. The normal term of office for a Senator was three years. Those Senators who had been members of this body since its inception might remember that in order to have a turnover in its first year of only one-third of its membership everyone chose by lot 1, 2 or 3-year appointments. This meant that some Senators' first terms were only one or two years in length. The Bylaws stated that Senators could serve two terms and then had to wait one year before running for reelection again. The question was how one defined two terms. Some Senators who had been reelected after their first abbreviated terms had served only four or five years rather than the expected six for two terms. Those Senators who had received one-year terms the first time around and had been reelected to a full three year term would be coming up for reelection next spring. Should those Senators be allowed the opportunity to run again or not? To deal with this the Committee was proposing an amendment to Bylaw 3359-10-2-H-3 Terms of Office. In section 3 it would read: "Senators are limited to two consecutive complete and one partial term of office." This would be followed by a new sentence: "Former Senators may stand for office after a hiatus of one year." (For full text with appropriate strikeouts and additions in caps, see Appendix D.) As a Bylaw change, this needed to lay over for a month. Because of time constraints, it needed to be presented today so that the body could discuss and vote on it in December. This would give time to send it on to the Board so that it could act in time for this to take effect for next spring's elections.

Since there was no discussion, the Chairman said that this would be taken up as old business at the December meeting.

CAMPUS FACILITIES PLANNING COMMITTEE - Senator Jerry Drummond, the Chair, reported several actions which the Committee recommended at its October 10 meeting (Appendix E). The first was a request for the reallocation of ASEC 102A and 102B from the Department of Mechanical Engineering to the University Libraries. There was a need to house library personnel in a new office. As he understood it, there was some external money for a new position, and they needed a place for this person to reside. Mechanical Engineering and the College of Engineering had approved giving up this office space. CFPC had passed this request without dissent. Since there had been a need to approve this rapidly so that the remodeling work could be started, he

had asked the Executive Committee to approve this on behalf of the body and they had agreed. Today the Committee was asking for the Senate's concurrence in this, and this was his first motion.

Since there was no discussion, the body voted its approval.

The second request was actually a compilation of requests. There were about six different individual requests and memos which made up the overall request. Essentially, there was a need to relocate Institutional Research, which was now part of the Institute for Policy Studies, and to try to get fairly contiguous locations. The proposals also affected the Department of Public Administration and Urban Studies, Research Services and Developmental Programs. In his written report there was a summary of the rooms involved with their old and new uses. The alcove in Polsky 269 presently part of Urban Studies would go to IPS. The alcove would be turned into a separate office for IPS; the rest of the room would remain with Urban Studies. Polsky 285A, presently Research Services, would be divided into two rooms, the smaller of the two going to IPS and the larger remaining with Research Services. Polsky 286, now assigned to Urban Studies but used by the NEOUCOM Community Medicine Clerkship Program, would go to IPS. Carroll Hall 326, now with IPS, would be assigned to the clerkship program, and IPS would be vacating Carroll 308 which would go to Developmental Programs. When all this had been presented to the Committee, there had been no objections, and CFPC had voted to recommend this to the Senate. Since that time, he had learned that Urban Studies did object to reallocation of Polsky 269. He presented the whole request as approved by the Committee to the Senate with that caveat about the Urban Studies objection.

Senator Devinder Malhotra wanted to know what the nature of the objection from Urban Studies was.

Senator Drummond said that they did not want to give up the alcove. They thought there were better ways to use the room. If you suddenly formed a new office in it, it would make it a room without a country, and it would be sort of an outcast room at some time in the future.

In response to a request for clarification from Senator Elizabeth Erickson, Senator Drummond said that the Committee had not discussed the Urban Studies objection, because it had not yet been registered when the Committee had met. As far as the Committee was concerned, there had been approval by all. It had been stated in committee that there had been no response from the Department of Urban Studies at that time. He had called the department and apparently there had been a memo from a faculty member which had not been considered to be a departmental objection. However there really was a departmental objection. As a result of this confusion, their legitimate objection was only being registered now.

Senator Kenneth Siloac moved that the motion be amended to remove Polsky 269 temporarily from the proposal. This was seconded by Senator Paul John.

Senator Tausig wanted to know whether removing this one piece prevented IPS from moving and all the other changes from taking place.

Senator Jesse Marquette said that Institutional Research could live with this for a while longer since it was still hiring people. They thought they had an agreement here, and if Associate Provost Kelly were here, he might have clarified it. He had been under the impression that everything here was OK, but it was fine to discuss Polsky 269 later.

Since there was no further discussion, the body voted its approval of Senator Siloac's amendment. It then voted to approve the main motion, the omnibus space reallocation request.

RESEARCH FACULTY PROJECTS COMMITTEE - (Appendix F)

COMPUTING AND COMMUNICATIONS TECHNOLOGY COMMITTEE - Senator William Rich, Chair, said that his report (Appendix G), contained recommendations concerning funding from Technology Funds. All of these items were in the 5-yr. plan which the Senate approved last year, but were unlike faculty computers which received continuing funding. These represented annual funding requiring an appropriation for the year. So CCTC was recommending to the Faculty Senate for referral to the PBC the various amounts specified in the report. He said he would be happy to entertain questions, and Dick Seivert and Debbie Keller were here as well to answer questions.

The Chairman asked Senator Rich to take a moment to summarize the material in the report.

Senator Rich said that some of these items had to do with operating and increasing the capacity of several of the so-called "public labs," the labs that were not restricted to any particular department or college in the University. There was a considerable amount of obsolete or nearly obsolete equipment in those labs, and the plan called for them to be upgraded on a regular basis. This would fulfill for this year the commitment to do that. Some of the money was for what was called Partners in Computing, which was really a program to create liaisons between the Computer Center and individual units around the campus - departments, colleges and the like. This money would be used for the training center contemplated by the 5-year plan, the regular replacement of LAN Servers, some additional network and security equipment, dialin modems and provisions for making it possible to access the network in labs using one's own notebook computer. Those were the items.

Since there was no discussion, the Senate voted to approve the Committee request to forward this to PBC.

VI. UNFINISHED BUSINESS - There was none.

VII. NEW BUSINESS - There was none.

VIII. GOOD OF THE ORDER - Senator Oller asked that the members of the Arts and Sciences delegation stay behind for about 5 minutes for a short caucus with their Dean.

Senator Malhotra commented that one of the Senate's members, David Buchthal, had just taken on an administrative job and therefore had ceased to be a Senator. He wanted to take this opportunity to commend him for his work in the Senate. The body responded with a round of applause.

Senator Michelle Scott, on behalf of ASG, wanted to inform the body that a member of ASG had worked very hard to get buzzers placed at different lights on campus so that students who were blind or who were having trouble could hear when the light changed. One of the places where these buzzers had been set up was the Olin intersection (Buchtel Common and Union St.). This, too, received a round of applause.

IX. ADJOURNMENT - The Chairman called for a motion to adjourn. This was moved and seconded by many, and the meeting adjourned at 3:40 p.m.

APPENDIX A

THE UNIVERSITY OF AKRON

Interoffice Correspondence

November 6, 1996

TO: Full-Time Faculty
Akron Campus

FROM: Marion A. Ruebel
President



SUBJECT: Teaching Salaries for 1996-97

It has been customary for many years for the President to announce to the Faculty Senate the overall statistics on faculty salaries for the current academic year. This is in accordance with the Faculty Personnel Policy as approved by the Board of Trustees and recorded in the Faculty Manual. The maximum, minimum, median and average salaries paid to full-time teaching professors, associate professors, assistant professors and instructors are computed on a nine-month basis; the salaries of those faculty members who are engaged on a twelve-month basis have been reduced proportionately. Dollar amounts listed here are base salaries and not include any stipend many persons receive for Summer Session instruction or for courses taught as overload, etc. Retirement and other additional University benefits (which cost the University an average of 26.0 percent more for each faculty member at the Akron campus) are included under "Compensation." The following figures are based upon the individual contracts approved for 1996-97. For your easy reference, last year's statistics are also included.

AKRON CAMPUS								
	Professor		Associate Professor		Assistant Professor		Instructor	
	1995-96	1996-97	1995-96	1996-97	1995-96	1996-97	1995-96	1996-97
MINIMUM Salary Comp	\$ 40,025 54,139	\$40,000 53,869	\$33,205 42,433	\$34,867 43,372	\$28,630 37,058	\$30,000 37,772	\$26,994 35,510	\$28,000 34,121
MEDIAN Salary Comp	\$ 58,933 74,758	\$59,934 76,173	\$44,872 58,174	\$46,556 60,895	\$37,885 52,650	\$38,476 47,108	\$34,895 49,162	\$35,937 48,997
AVERAGE Salary Comp	\$ 61,781 78,297	\$62,642 77,875	\$47,844 62,212	\$49,220 62,412	\$40,456 53,047	\$40,497 51,830	\$34,452 46,012	\$35,928 46,904
MAXIMUM Salary Comp	\$114,350 138,431	\$117,780 139,607	\$75,621 96,982	\$77,941 98,112	\$65,656 82,656	\$67,671 83,218	\$40,684 53,852	\$49,636 64,540

THE UNIVERSITY OF AKRON

Interoffice Correspondence

November 6, 1996

Full-Time Faculty
Wayne College

FROM: Marion A. Ruebel *Marion A. Ruebel*
President

SUBJECT: Teaching Salaries for 1996-97

It has been customary for many years for the President to announce to the Faculty Senate the overall statistics on faculty salaries for the current academic year. This is in accordance with the Faculty Personnel Policy as approved by the Board of Trustees and recorded in the Faculty Manual. The maximum, minimum, median and average salaries paid to full-time teaching professors, associate professors, assistant professors and instructors are computed on a nine-month basis; the salaries of those faculty members who are engaged on a twelve-month basis have been reduced proportionately. Dollar amounts listed here are base salaries and do not include any stipend many persons receive for Summer Session instruction or for courses taught as overload, etc. Retirement and other additional University benefits (which cost the University an average of 7.7 percent more for each faculty member at Wayne College) are included under "Compensation." The following figures are based upon the individual contracts approved for 1996-97. For your easy reference, last year's statistics are also included.

WAYNE COLLEGE

	Professor		Associate Professor		Assistant Professor		Instructor	
	1995-96	1996-97	1995-96	1996-97	1995-96	1996-97	1995-96	1996-97
MINIMUM								
Salary	\$53,225	\$54,773	\$45,000	\$40,699	\$36,000	\$36,500	\$32,516	\$33,481
Comp	64,984	65,695	56,118	50,396	48,131	45,278	41,691	41,801
MEDIAN								
Salary	\$58,050	\$56,106	\$48,375	\$48,407	\$37,900	\$38,000	\$32,750	\$33,667
Comp	75,652	71,785	61,879	62,847	52,725	48,775	44,332	45,100
AVERAGE								
Salary	\$57,858	\$58,355	\$49,331	\$49,376	\$37,756	\$37,964	\$33,135	\$34,077
Comp	73,869	73,013	64,365	62,807	50,425	49,384	44,198	44,474
MAXIMUM								
Salary	\$62,300	\$64,187	\$62,400	\$69,333	\$39,700	\$39,218	\$34,525	\$35,491
Comp	80,971	81,559	80,700	87,139	50,028	52,862	46,438	45,895

APPENDIX B**1996-97 GRADUATE COUNCIL MEMBERS**

Dr. Charles M. Dye, Dean of the Graduate School, *Chair*

Term expires August 31, 1997

*Dr. Ted Allen Conway (Mechanical Engineering)
 Dr. Gary R. Hamed (Polymer Science)
 Dr. James M. Lynn (Communicative Disorders)
 Dr. Gay C. Kitson (Sociology)

Engineering
 Polymer Science & Polymer Engineering
 Fine and Applied Arts
 Arts and Sciences: Social Sciences

Term expires August 31, 1998

Dr. Thomas G. Calderon (Accounting)
 Dr. Therese L. Lueck (Communication)
 Dr. Amy Milsted (Biology)
 Dr. Susan J. Olson (Secondary Education)
 Dr. Phillip H. Schmidt (Mathematical Sciences)

Representing College of:

Business Administration
 Fine and Applied Arts
 Arts and Sciences: At-Large
 Education
 Arts and Sciences: Natural Sciences

Term expires August 31, 1999

Dr. Douglas R. Kahl (Finance)
 Dr. Susan N. Kushner (Educ Foundations & Ldrship)
 Dr. Brian P. Leonard (Mechanical Engineering)
 Dr. Robert F. Pope, Jr. (English)
 Dr. N. Margaret Wineman (Nursing)

Business Administration
 Education
 Engineering
 Arts and Sciences: Humanities
 Nursing

1996-97 Graduate Student Government Representative:
 Michelle Heath, President of Graduate Student Government

Dr. Lathardus Goggins, Associate Dean of the Graduate School, Invited Guest
 Mrs. Dolli Markovich, Coordinator of the Graduate School, Invited Guest

The University of Akron
Committees of Graduate Council
1996-97

Graduate Faculty Membership

Douglas R. Kahl, Chair (Council), Business Administration
Brian P. Leonard, Vice Chair (Council), Engineering
Denise F. Wray, Fine & Applied Arts
Harold M. Foster, Education
C. D. Han, Polymer Science & Polymer Engineering
Diana C. Reep, Arts & Sciences
Christine Wynd, Nursing

Curriculum

Susan J. Olson, Chair (Council), Education
Thomas G. Calderon, Vice Chair (Council), Business Administration
Eric R. Birdsall, Arts & Sciences
Mukerrem Cakmak, Polymer Science & Polymer Engineering
Elizabeth Kinion, Nursing
James M. Lynn, Fine & Applied Arts
Robert J. Veillette, Engineering

Student Policy

Gay C. Kitson, Chair (Council), Arts & Sciences
N. Margaret Wineman, Vice Chair (Council), Nursing
Gary R. Hamed (Council), Polymer Science & Polymer Engineering
Jo Ann Collier, Nursing
George W. Ebert, Education
Emeka Ofobike, Business Administration
David Ritchey, Fine & Applied Arts
David Robinson, Engineering
Dawn Gorski, student rep (Higher Educational Administration)
Donna Miller, student rep (Community Counseling)
James Phillip, student rep (Music Education)

**Graduate Faculty Membership Committee
Recommendation for Modification:**

New Hire Requesting Graduate Faculty Status

For some disciplines, Category II Graduate Faculty status is essential for a faculty member's career path. Therefore, the Committee recommends that a new hire past the one-year terminal degree may be granted Category II for a five-year period according to the following scale:

<i>Time since receipt of terminal degree</i>	<i>Publications* required</i>
0-1 year	0 refereed publications
1-2 years	1 refereed publication
2-3 years	2 refereed publications
3-4 years	3 refereed publications

The above is equivalent to one refereed publication per year following the receipt of the terminal degree or four refereed publications in the last five years.

Respectfully submitted,

Kay Alderman
Chair, Graduate Faculty Membership Committee
April 17, 1996

Approved by Graduate Council
April 22, 1996

* Or creative activity according to department/school criteria.

Final **COPY**
7-1-96

APPENDIX C

**REPORT OF A VISIT
TO
THE UNIVERSITY OF AKRON
Akron, Ohio
April 30 - May 1, 1996**

for the

**Commission of Institutions of Higher Education
of the
North Central Association of Colleges and Schools**

EVALUATION TEAM

**Sheila Kaplan, President, Metropolitan State College of Denver
Campus Box 1, P.O. Box 173362, Denver, CO 80217-3362**

**Clyde T. Jacob, Jr., Vice President for Academic Affairs, University
of Central Oklahoma, Edmond, Oklahoma 73034 (Chair)**

The University of Akron

Introduction

This is a report of a focused evaluation conducted at The University of Akron on April 30 - May 1, 1996, aimed at evaluating the level of improvement of an intense and passionate public conflict relating to governance and campus administration since a recent focused evaluation at this institution. An initial focused review was conducted at the University on February 29 - March 1, 1996, to determine if the widespread and intense public conflict pertaining to governance and accusations of hiring irregularities had seriously hampered the University's ability to accomplish its educational mission. A number of events which followed the initial site visit made the Commission of the North Central Association question the progress being made by the institution toward addressing the concerns identified by the Evaluation Team and the appropriateness of the team's recommendations. The Commission did not take action on the team's report; instead, it decided to send the same or a reconstituted team back to the institution to continue the focused evaluation.

The charge of this second site visit team was the same as that of the first: to determine the level of progress made by the University relating to its public conflict surrounding governance and campus administration since the last NCA focused review. The team was specifically charged with examining the impact of the conflict on the General Institutional Requirements 5, 6, and 7 and patterns of evidence relating to Criteria 2 and 5. The team was

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also accompanied by the NCA staff member who serves as liaison to the institution. The methodology employed by the team was the review of University and Board documents; the Ohio Attorney General's Special Counsel Report; a voluminous set of local press clippings; interviews with current Board members, a former Board member, campus administrators, faculty, staff, students, Faculty Senate leadership, appropriate committee chairs, a foundation representative and a telephone interview with the Chancellor of the Ohio Board of Regents (OBR).

Located in the heart of downtown Akron and strongly supported by the local community, the University enrolls approximately 25,000 students in academic programs ranging from the associate degree to doctoral level programs. First accredited in 1914, the institution's NCA accreditation was reaffirmed most recently in 1987 with the next evaluation scheduled for ten years later. In the fall of 1995 the institution requested that its scheduled 1996-97 comprehensive evaluation be postponed to the 1997-98 school year to accommodate the unexpected resignation of the provost. However, public reports of internal conflict at the University caused the Commission to defer the request for a postponement until a focused evaluation could address the more immediate concerns about governance.

This report is organized into three broad sections, followed by a list of strengths, concerns and recommendations to assist the institution toward accomplishing its educational

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mission. The first section of the report addresses Board of Trustee Dynamics, followed by a section on Administration/Faculty Dynamics, and a final section on Board/Administration Relations, all of which will address the institution's ability to meet the appropriate General Institutional Requirements and Criteria for Accreditation.

Board of Trustee Dynamics

The current level of conflict observed on the Board may be traced to partisan appointments and the belief by many that personal political agendas, whether justified or not, may have contributed to the acrimonious environment. The intensity of the Board conflict is well known throughout the University community and has often been the topic of discussion and debate in a variety of local newspaper articles and editorials. This matter became public just before the spring 1996 semester when three Board members went to the local newspaper to air their discontent over several Board related issues. A month earlier, the Faculty Senate chose to go directly to the Board and ask that the Board, rather than the Administration, conduct an investigation into accusations of hiring irregularities by the University's administration. The President of the University was implicated in the accusations and the media frenzy took on a life of its own.

Many of the problems relating to the Board were cited in the report of the February 29 -

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March 1, 1996 site visit where suggestions for remedy were proposed. Since that time, the Board of Trustees appears to have made several good faith efforts to address many of the concerns cited in the initial focused evaluation. The remaining portion of this section of the current report is aimed at describing those efforts and their impact upon the University's ability to accomplish its mission as an institution of higher education.

One of the most significant impacts affecting Board dynamics was the resignation of the University's President and a Board member who was a well known ally of the President, at the same meeting. News clippings reported that the surprise Board resignation was mainly due to a "conflict of values", as reported by the resigning Board member. This scenario occurred amid divided Board allegations of distrust and a lack of confidence in the President and on-going allegations of hiring irregularities at the University. This highly publicized controversy was followed by two new appointments to the Board by the Governor, one of whom was a replacement for the trustee who resigned, the other a replacement for a trustee whose term was expiring on June 30, 1996. At the April 1 Board meeting, Dr. Marion A. Ruebel was appointed to the position of President of the University. Dr. Ruebel officially retired from the University in 1994 and served in a variety of administrative positions at the University, including Interim President in 1992. As new President, he was hired for a two year appointment, with a possible one year extension. Interviews with a variety of faculty, staff and administration across the campus appears to suggest that the new President has been well received because he is well

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known to the University and community.

Another issue impacting Board dynamics involves the handling of a request from the Faculty Senate regarding an inquiry into the institution's hiring practices. Accusations of possible hiring irregularities involving the former President were investigated by the Faculty Senate and ultimately referred to the Board of Trustees for its own investigation of the matter. Faculty Senate representatives indicate that the decision to refer this matter to the Board was made because they felt that the then President's potential involvement might have produced less than credible results. The Board of Trustees sought an opinion from the Attorney General who appointed a Special Counsel to conduct an inquiry of the accusations of hiring irregularities at the University. There are those who believe that the Senate could have utilized other more collegial avenues and that the Board had other alternatives rather than the high profile approach that was taken. The Attorney General's report was completed and released near the end of March, only a few days before the former President resigned. The lengthy report made no recommendations and avoided conclusions on assignment of responsibility.

The Board of Trustees has taken a number of steps toward addressing issues of concern cited in the initial focused evaluation. The most encouraging gesture toward addressing its internal conflict was the Board's contract with a representative of the Association of Governing Boards to conduct a one day Board-Mentor Workshop. The workshop was held on April 27,

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1996 in Akron and under the guidance of Dr. Robert A. Altman, who served as Workshop Facilitator. With the exception of two, all other Board members were present, including one of the new appointees and the new President. Those Board members in attendance reported that the Workshop was positive and extremely valuable to all of the participants. Board members and the new President indicated a commitment to have other similar Board development activities in the future.

Administration/Faculty Dynamics

This section of the report will focus on the relationship between faculty and administration on key issues relating to governance and accusations of potential hiring irregularities at the University. Particular attention will be devoted to the dynamics of this relationship since the initial site visit.

The most obvious change in the University's environment has been the appointment of a new President. The former President resigned amid an atmosphere of distrust and lack of confidence, with charges of involvement in practices relating to hiring irregularities. The newly appointed President is a retired faculty member and administrator of the University who has also served as interim President before. The faculty and administration appear to have confidence in his ability to "pull the University together." The new President very quickly spoke to the

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Faculty Senate and was well received and endorsed by the Senate for a "limited term"; Senate members pledged to work with him "for the continued success and well-being of our University," as reported by a local newspaper, The Plain Dealer, April 5, 1996. The new President has also spoken with and gained the support of the Council of Deans, chairs of key campus committees (i.e. Budget Committee and Long Range Planning Committee), and the current Vice Presidents. There appears to be a clear sense of hope at the upper layers of the University. However, there does appear to be a lack of clarity among the Board and campus about the terms of employment of the President, and the process for filling the position after his interim term ends. There are differences of opinion among Board members, faculty, staff, and administration about the exact conditions of the President's appointment and the timetable for beginning the search process for his successor. As example, some documents and observers refer to the President's title as "Interim President", while others make reference to "the President", yet there appears to be little consensus about the meaning or implications of these terms.

The new President clearly has his challenges before him. First, there is a common belief across campus that the Office of the Provost lacks the authority to provide strong academic leadership for the University. There has been a high rate of turn-over in this position in the past, with three interim appointments and three permanent provosts over the six years, 1990-96.

This lack of stability in the Office of the Provost has hampered the institution's long-term

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academic planning and clarity of focus. The new President and the Faculty Senate have recently proposed a revised organizational chart to reflect a higher level of authority to be vested in the Office of the Provost. The Council of Deans, in particular, have expressed its belief that the enhancement in level of authority for the Provost speaks well of the new President and will strengthen the entire academic mission of the University. Additionally, the President is faced with the need to fill a number of critical vacancies across the University, including two positions at the Vice President level. There are a large number of "interim" appointments across the campus, creating instability and an atmosphere of uncertainty and stifling the University's planning efforts.

Another serious challenge facing the new President and his administration is the need to restore the faculty's confidence in the recruitment and hiring process at all levels of the University. The recent allegations of hiring irregularities, coupled with the high profile Attorney General's report, has created a lack of faith in the institution's hiring practices. Interviews with campus administrators and examination of personnel documents suggest that the University appears to have in place appropriate hiring procedures, but these may not always have been followed. The role of the Affirmative Action Officer in the recruitment and hiring process remains unclear and must be clarified as soon as possible. It is essential that the current administration make a commitment to review existing personnel recruitment and hiring policies and practices and to make certain that University hiring policies are strictly followed by

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everyone, at all levels of the University.

The current administration is also faced with a potentially serious issue pertaining to the perception, held by some faculty and staff, that they may be subject to retaliation for their role in the recent public conflict. Some faculty and staff expressed a fear of retaliation or inequitable treatment by the current administration or Board of Trustees because of perceived loyalties to the former President.

The University must also address other pressing problems. In the team's interviews with faculty and staff across the campus, frustration with internal data collection and distribution was expressed consistently. Faculty and mid-level administrators frequently spoke of the difficulty of getting data, particularly budgetary information, from offices within the University that are normally charged with gathering, analyzing and disseminating that information. Whether it is perceived or real, there is a belief among many that information on the Akron campus is "held close to the vest" and that this air of secrecy is a fertile breeding environment for distrust.

Finally, the Faculty Senate must continue to refine its collegial framework for interacting with the administration and Board of Trustees. Clear and effective lines of communication must be established and nurtured if the overall atmosphere between the administration and Senate is to be a collegial one, indicative of shared governance. Discussions with the Senate leadership

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indicated that the Senate's previous decision to go directly to the Board to address an internal personnel matter was atypical. The Faculty Senate has publicly endorsed the new President and pledged to work toward cultivating a collegial environment with the administration.

Board/Administration Relations

Mutual respect within a collegial environment is an essential ingredient toward cultivating and nurturing a positive working relationship between any governing Board and its Chief Executive Officer. The public conflict which existed between the previous President and the Board of Trustees hampered the institution's progress and tarnished the University's image locally and within the higher education community. It's time for the University to move on to another chapter.

There appears to be an excellent working relationship between the new President of the University of Akron and the Board of Trustees. Even those Board members who were supporters of the previous President appear eager to move forward for the good of the University. The Board as a whole appears to be resolved to taking the necessary steps to restore order and to mend fractured relationships within the Board. The new President has expressed a commitment toward developing stronger and more effective avenues of communication between the Office of the President and the Board of Trustees. The President discussed with the

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Evaluation Team his intention of strengthening Board/President relations and pushing for stronger and more effective Board development. Both President and Board Chairwoman agreed on the need for a follow-up to the recent AGB Board-Mentor Workshop.

Conclusions and Recommendations

This section of the report is intended to provide the reader with the Evaluation Team's conclusions and recommendations to the Commission on Institutions of Higher Education of the North Central Association of Colleges and Schools. It is the Team's conclusion that the institution has met the General Institutional Requirements #5, 6, and 7. However, there is lingering concern that there currently exists a lack of complete and sufficient pattern of evidence to support the institution's having met all aspects of Criteria #2 and 5. What follows is a specific list of Strengths and Concerns, followed by a set of Recommendations and Rationale.

Strengths

1. There is a positive atmosphere on the campus toward moving forward, which is reflected by the faculty, administration, and Board of Trustees.
2. The Trustees of the University recognize the needs for the Board to continue its Board

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development activities, and intend to do so.

3. The newly appointed President appears to have the confidence of the University community and the Board of Trustees during this period of healing and transition.

Concerns

1. There appears to be a lack of clarity about the length of the current President's term and the Board of Trustees timeline for beginning and completing of the search process for his successor.
2. A perception exists that individual faculty and staff may suffer retaliation for their roles in the recent conflict surrounding the University. The Board of Trustees, President and administration at all levels of the institution must make a commitment to see that all personnel are fairly treated.
3. The University should conduct a comprehensive review of its personnel policies and procedures to insure integrity in the recruitment, hiring and retention of personnel.

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Recommendations and Rationale

The team's recommendations for action, including its recommendation for continued accreditation, are shown on the attached Worksheet for the Statement of Affiliation Status. Specifically, the team recommends that the institution's next Comprehensive Evaluation occur during the 1997 fall semester. Additionally, the team recommends that a monitoring report must be submitted to the North Central Association by January 15, 1997. The report must specifically address the institution's progress towards (a) governance, particularly Board and University relations; and (b) specific accomplishments relating to the review and refinement of personnel policies and procedures.

The Evaluation Team's final recommendations came as a result of extensive interviews with campus faculty, staff and administration, Board members, system Chancellor and staff, foundation representative and several community leaders. The technical advice provided by an NCA staff member also aided the team's planning and review process during the visit. Moreover, relevant documents were examined and the voluminous set of local news clippings were reviewed to further document the conclusions drawn from this evaluation process.

The consensus among team members was that the Board of Trustees and University have demonstrated sufficient good faith efforts toward mending fences, that additional time with

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proper oversight, will continue this forward motion. The total problem is by no means over, but the team is encouraged by current efforts. It is hoped that the monitoring report will keep the institution focused in the right direction and that preparation for the comprehensive visit will help to guide its long term planning efforts. In the team's role as consultants to the institution, the following recommendations are also provided to assist the University.

1. Efforts should be made by the President and the Faculty Senate to define the appropriate role of the Senate in University governance.
2. The University should determine the appropriate role for part-time faculty and staff in institutional governance.
3. The Board of Trustees should re-affirm its position of requiring various University groups and individuals to bring issues to the appropriate University officials and not directly to the Board.
4. The President should request the committee of Law Deans and the Special Counsel to submit recommendations necessary and appropriate to change institutional personnel policies and practice.

WORKSHEET FOR STATEMENT OF AFFILIATION STATUS

INSTITUTION: UNIVERSITY OF AKRON
302 Buchtel Common
Akron, OH 44325-4702

TYPE OF REVIEW: Institution's ability to continue to meet GIR's 5, 6, 7, and Criteria 2 and 5 in light of internal conflicts.

DATE OF THIS REVIEW: April 30-May 1, 1996

COMMISSION ACTION:

STATUS: *Accredited (1914-)*

Institution *Recommended Wording:* RETAIN ORIGINAL WORDING

Team *Recommended Wording:* RETAIN ORIGINAL WORDING

HIGHEST DEGREE AWARDED: *Doctor's.*

Institution *Recommended Wording:* RETAIN ORIGINAL WORDING

Team *Recommended Wording:* RETAIN ORIGINAL WORDING

MOST RECENT ACTION: *February 23, 1996.*

TO BE CHANGED BY THE COMMISSION OFFICE

STIPULATIONS ON AFFILIATION STATUS: *None.*

Institution *Recommended Wording:* NONE.

Team *Recommended Wording:* NONE.

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NEW DEGREE
ATTES:*Prior Commission approval required.*Institution*Recommended
Wording:*

RETAIN ORIGINAL WORDING

Team*Recommended
Wording:*

RETAIN ORIGINAL WORDING

PROGRESS REPORTS
REQUIRED:*None.*Team*Recommended
Wording:*

NONE.

MONITORING REPORTS
REQUIRED:*None.*Team*Recommended
Wording:*

1/15/97; A report on governance and personnel.

CONTINGENCY REPORTS
REQUIRED:*None.*Team*Recommended
Wording:*

NONE.

OTHER VISITS
REQUIRED:*None.*Team*Recommended
Wording:*

NONE.

NEXT COMPREHENSIVE
EVALUATION:

1986-87.

TO BE CHANGED BY THE COMMISSION OFFICENEXT COMPREHENSIVE
EVALUATION:

1997-98.

Team*Recommended
Wording:*

RETAIN ORIGINAL DATES



Office of the President
Akron, OH 44325-4702
(330) 972-7074 Office
(330) 972-8652 Fax

July 5, 1996

Dr. Stephen D. Spangehl, Associate Director
North Central Association of Colleges and Schools
Commission on Institutions of Higher Education
30 North LaSalle Street, Suite 2400
Chicago, IL 60602-2504

Dear Dr. Spangehl:

Thank you for your letter of June 21, 1996, enclosing the Report of a Visit to The University of Akron, April 30 - May 1, 1996. We would like to send the Report to a Reader's Panel for review, accompanied by these remarks and by a copy of our April 23, 1996, Description of Events and Actions . . . Since . . . February 29 - March 1, 1996.

We are in essential agreement with the team's report and recommendations. However, we would hope that the Readers' Panel would consider two small changes to the team's recommendations.

First, in recommendation #2, p. 14, "The University should determine the appropriate role for part-time faculty and staff in institutional governance," it is not clear if the team meant "part-time faculty and part-time staff," since there is no previous discussion of issue in the report. We suspect that the team meant "staff and part-time faculty," and we would ask that you clarify with the team its meaning and so inform the Readers' Panel.

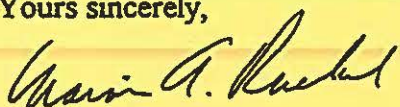
Second, in recommendation #4, p. 14, "The President should request the committee of Law Deans and the Special Counsel to submit recommendations necessary and appropriate to change institutional personnel policies and practice," we would like a change. The Report does not indicate what is meant by "Law Deans," and the Special Counsel has now been discharged. The current Dean of our Law School and two former deans of our Law School submitted in March 1996 to the former president a study of our personnel policies and practices; both of the two former deans of our Law School are now separated from the University. In our reply to the draft report, we had requested that recommendation #4 read as follows: "The President should convene a committee to follow up the work of the law deans and of the Special Counsel to submit recommendations necessary and appropriate to change institutional personnel policies and practice," and we would still prefer that wording, if it can be adopted without another layer of review. Naturally, we have no objection to the suggestion of requesting recommendations from the law deans and the Special Counsel; we simply don't want to be bound to them as the sole course to develop recommendations.

Dr. Stephen D. Spangehl
July 5, 1996
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The Reader's Panel should also be aware of two actions taken by the Board of Trustees at its meeting of June 26, 1996, which address information contained in the narrative of the Report. First the Board voted to form a Presidential Search Committee this fall, when faculty are back on campus and can vote for their representatives. The Presidential Search Committee is charged to spend 1996-97 developing a Presidential job description and to conduct a search during 1997-98. This timetable is in line with my agreement with the Board, which calls for me to serve for two years as President and to be employed for a third year as a consultant or to continue to serve as President if the search does not succeed. Second, at that June 26, 1996, meeting, the Board adopted a reorganization of central administration which (among other matters) calls for the human resource (personnel) function to report directly to my office. This action touches upon recommendation #4, p. 14, and the required Monitoring Report on governance and personnel, due January 15, 1997.

Thank you for your cooperation.

Yours sincerely,



Marion A. Ruebel
President

cc: Dr. Shelia Kaplan
Dr. Clyde T. Jacob, Jr.
Dr. Mark S. Auburn
Interim Senior VP and Provost Randall C. Moore
Vice President and General Counsel Ted A. Mallo
Dr. William Beyer

Rec'd Spangehl 063

APPENDIX D

SUGGESTED CHANGES TO THE FACULTY SENATE BYLAWS ON TERMS OF OFFICE

3359-10-2-H-E. Terms of Office

1. The terms of office for members of the Senate shall be three years. ~~with one-third of the membership being elected in each year.~~
2. New members shall take office at the first Senate meeting of the Fall semester.
3. Senators are limited to two consecutive COMPLETE AND ONE PARTIAL terms of office. ~~, but~~ Former Senators may again stand for office after a hiatus of one year.
4. Should any elected member of the Senate become an administrative officer either on an acting or permanent basis during the term for which the member was elected to the Senate, the person's seat shall be deemed vacant.
5. Should a member of the Senate be unable to discharge the duties of the office, the Senate may declare that seat vacant.
6. Should a vacancy occur, the Senate shall notify the appropriate unit to conduct a special election to fill the vacant seat.

APPENDIX E**Report of Campus Facilities Planning Committee**

The CFPC met on October 10, 1996, to discuss committee business.

The first request was the reallocation of ASEC 102A and ASEC 102B from the Department of Mechanical Engineering to University Libraries. There is a need to house library personnel who are being funded through external money. This request was approved by the Provost's Office as well as Mechanical Engineering and the College of Engineering. The proposal was passed without dissent by CFPC. Since there was a need to proceed rapidly with the remodeling work and since there were no objections to the proposal, the approval of the Senate was granted through the Executive Committee with concurrence of the Senate being sought today.

The second request was a combination of individual actions designed to locate Institutional Research, now part of the Institute for Policy Studies, closer to the rest of IPS. The proposals also affect the Department of Public Administration and Urban Studies, Research Services and Developmental Programs. A summary of the rooms involved as well as the old and new usage is as follows:

Room	Present Usage	Proposed Usage
Polsky 269	Urban Studies (long room with alcove)	Alcove to IPS, remainder to stay with Studies
Polsky 285A	Research Services	Smaller of two new rooms to IPS, the larger to remain with Research Services
Polsky 286	Assigned to Urban Studies; used by the NEOUCOM Community Medicine Clerkship Program	IPS
CH 326	IPS	NEOUCOM Community Medicine Clerkship Program
CH 308	IPS	Developmental Programs

The above reallocations had apparently been approved by the interested parties and the CFPC unanimously voted to forward them to the Senate for consideration. It has, however, been learned that Urban Studies does object to any reallocation involving Polsky 269. It may please the Senate to pass the rest of the proposals and put this one on hold.

Respectfully submitted by
Jerry Drummond, Chair

APPENDIX F

Report of Research Faculty Projects Committee

MINUTES OF THE MEETING OF SEPTEMBER 20, 1996

The Research Faculty Projects Committee met in the McColleston Room of Buchtel Hall on Friday, September 20, 1996, at 9:00 a.m. Members present were: Dr. Stephen Aby, Miss Judith Fitzgerald, Mrs. Eleanor Klosterman, Dr. Walt Macior, Dr. Devinder Malhotra, Dr. William McGucken, Dr. Phillip Schmidt, Dr. Daniel Sheffer, Chair, Dr. Victoria Schirm, Dr. Jerry Stinner, Dr. Mark Tausig and Mr. Michael Williams. Members absent were: Dr. Roger Bain, Mr. Andrew Borowiec, Dr. Celal Batur, Mr. Earl Eartman, Dr. Clayton Fant and Dr. Isadore Newman.

Dr. Sheffer called the meeting to order and welcomed the committee. Dr. Sheffer introduced Dr. C.S. Chen, Interim Associate Vice President for Research and Technology Transfer who then discussed the amount of money the committee has to operate with this academic year.

Dr. Chen stated that this pool of money comes from the Faculty Senate. In the past there had often been carryover money; that is not the case this year. This year we have deficits which amount to approximately \$1,600. Therefore, there is \$109,000 this year to spend. Dr. Sheffer stated that the goal of this committee is an allocation of \$160,000 in order to get a decent summer fellowship and grants programs.

Dr. Sheffer asked if there was Research Challenge money available this year. Dr. Chen stated that the money is already committed. Obviously, all the proposals submitted won't be funded so that there is some hope to get money there. Dr. Chen further stated that Research Challenge funds don't generally come to this committee, but he will try to pursue options to see if he can increase the budget beyond the \$109,000 now available.

An election for Chair of this committee was held. It was noted that the Chair must be a member of the Faculty Senate. Dr. Sheffer was nominated; there were no other nominations. Dr. Sheffer will serve as Chair of 1996-97.

Dr. Sheffer noted that there was one request for a no-cost time extension from Dr. Sucharita Ghosh. Extenuating circumstances precluded completion in the time allowed. Dr. Malhotra moved approval of the extension; Dr. Schmidt seconded. The motion carried.

Deadlines for the upcoming competitions in 1996-97 are October 18, 1996 (4:00 p.m.) for fall faculty research grants. The summer fellowship deadline is Friday, November 22, 1996 (4:00 p.m.), and the spring competition is Friday, February 21, 1997 (4:00 p.m.).

The committee will meet on Friday, November 1, 1996 from 9:00 a.m. - noon to review the fall faculty research grants. They will again meet on Friday, December 7th to discuss the faculty summer fellowships and on March 7th to discuss the spring research grants.

Dr. Sheffer noted that, as in the past, primary reviewers will be assigned to each proposal who in turn supplies written comments to the proposer.

Multiple fundings of proposals was discussed. It was decided that no individual can be funded for more than one project per year.

Based on our current budget, appropriate funding levels for each competition was set as follows: Fall and Spring competitions \$30,000 each, and eight summer fellowships at \$6,000 each.

Dr. Tausig asked whether fellowships or grants give the University a better return. Dr. Sheffer stated that there were no statistics as yet. However, we will pursue that question.

Dr. Malhotra opened a discussion regarding the income restrictions for summer fellows. Dr. Sheffer suggested that we have a subcommittee to examine this issue. The problem should be resolved for 1997-98. The composition of the subcommittee is as follows: Dr. Malhotra, Dr. Tausig, Mr. Borowiec and Dr. Schmidt.

Dr. Sheffer gave a brief overview of the responsibilities for the new committee members regarding review of the proposals.

The guidelines to be used for this year were reviewed. Changes were made to reflect a category for Graduate Assistants on the budget and the wording of the summer fellowship of the budget page. Essentially, summer fellows may elect to receive the entire \$6,000 as salary or may choose to use part of these funds for other expenses.

Consecutive year funding of faculty summer fellowships was discussed. Dr. Malhotra moved that if a person has been awarded a summer fellowship for two consecutive years, he cannot be eligible for a third year. Dr. Schmidt seconded it. Dr. McGucken proposed an amendment to the motion that a line be added to the cover letter stating that if you feel you have an exceptional case, contact the Chair. Mr. Aby seconded the amendment. The motion carried.

Research Faculty Projects Committee**MINUTES OF THE MEETING OF NOVEMBER 1, 1996**

The Research Faculty Projects Committee met in the McCollester room of Buchtel Hall on Friday, November 1, 1996, at 9:00 a.m. Members present were: Dr. Roger Bain, Mr. Earl Ertman, Dr. Lazarus Macior, Dr. William McGucken, Dr. Victoria Schirm, Dr. Phillip Schmidt, Mr. Michael Williams, Dr. Celal Batur, Mr. Andrew Borowiec, Miss J. Fitzgerald, Mrs. Eleanor Klosterman, Dr. Jerry Stinner and Dr. Mark Tausig. Members absent were: Dr. Isadore Newman, Dr. Daniel Sheffer, Chair, Dr. J. Clayton Fant, Dr. Stephen Aby and Dr. D. Malhotra.

Dr. Sheffer, Chair, was unable to attend this meeting, so he turned over the duties of this meeting to Mr. Andrew Borowiec.

There were 10 proposals received for this fall competition and they will be reviewed in the order received in the Research Office. All proposals were assigned a primary reviewer by Dr. Sheffer.

Mr. Borowiec explained to the committee the voting procedures. A vote of 1 is superior; 2 is good; 3 is fair; 4 is poor; and 5 is ineligible. It takes 3 votes of 5 for the proposal to be considered ineligible.

There were 10 proposals funded, totaling \$17,005.

4-Arts & Sciences	1-Chemistry; 1-Geography/Planning; 1-Physics; 1-Psychology
5-Engineering	3-Civil Engineering; 2-Mechanical Engineering
1-Joint proposals	Polymer Science & Polymer Engineering

The award letters and letters of rejection will be mailed out at the same time to the researchers. The letters explain that if the researcher wished to receive comments and/or suggestions, the researcher would be encouraged to contact the primary reviewer and/or chair. The reviewer would receive a copy of the comments from the Committee Secretary. It is then the reviewer's responsibility to use the information from the meeting to help the Principal Investigator achieve future successful funding. The intent of the comments of the committee is to be facilitative.

There was discussion about the fundign of Graduate Assistants with faculty research grant funds. Several members questioned the wisdom of using our resources to fund Graduate Assistants. Was it the mission of this committee? Is it an allowable expense? Since it is not in the guidelines to disallow the expense, it is allowable. Therefore, as the guidelines stand now, we are to fund quality research grants that request graduate assistant funds. The item was tabled for now. Perhaps a subcommittee will be formed at a later time to discuss this question further and to clarify it for future years.

Mr. Borowiec stated that last fall there were 22 research grants submitted, with 16 being funded. Last year there were 32 summer fellowships submitted with 13 being funded, and there were 16 submitted for the spring and 10 were funded.

November 7, 1996

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The proposals were placed in rank order. The first five proposals were funded, as there was a clear cut-off point. Mr. Borowiec moved funding the top five proposals. Mr. Ertman seconded the motion and the motion carried.

The committee had set aside enough money for 10 grants. Those not funded this fall can come back and reapply in the spring. Perhaps we can fund more summer fellowships since we did not spend the total fall allotment.

The committee will next meet on Friday, December 6, 1996, to discuss the Summer 1997 proposals.

Respectfully submitted by
Dan Sheffer, Chair

THE UNIVERSITY OF AKRON
INTERNAL GRANTS AWARDED BY
RESEARCH FACULTY PROJECTS COMMITTEE

EFFECTIVE NOVEMBER 1, 1996 - JANUARY 31, 1998

<u>ACCT#</u>	<u>FRG#</u>	<u>NAME</u>	<u>TITLE OF PROJECT</u>	<u>AMOUNT</u>
2-07326	1363	Dr. Linda R. Barrett Geography & Planning	"A Soil Development Sequence on Northern Michigan Beach Ridges"	\$3,491.00
2-07327	1364	Dr. Teresa J. Cutright Civil Engineering	"Preliminary Respirometer Studies to Investigate the Interactive Factors that Affect Bioremediation Rates"	3,300.00
2-02738	1365	Dr. Michelle S. Hoo Fatt Mechanical Engineering	"Failure Criteria for Composite Sandwich Plates Subject to Impact"	3,500.00
2-02739	1366	Dr. Fex D. Ramsier Physics	"A Novel Approach for the Detection of Sulphur Dioxide: Solid State Sensors"	3,214.00
2-02740	1367	Dr. Robert S. Zobel Civil Engineering	"Effective Reinforced and Pre- stressed Concrete Beam Repair Through Preloading"	3,500.00

TOTAL: 10 PROPOSALS FOR FALL, 1996
AMOUNT FUNDED: \$17,005

APPENDIX G**Report of Computing & Communications Technologies Committee**

The following items were approved by the Computing & Communications Technologies Committee (CCTC) on October 4, 1996, as recommendations for funding from Technology Funds. All of these items are in the committee's five-year plan. These items total \$426,900. (By previous recommendation of the CCTC, the Faculty Senate, LRPC and BPCC, computers for full-time faculty will continue to be funded annually from the Technology Funds.)

1. Public Lab Replacements. Cost: \$67,500
(Item 1.A.1.a in the five-year plan)

Similar to the replacement schedule for faculty computers, a schedule of replacing public lab equipment has been recommended. Unlike faculty computers, public lab replacement computers were funded as a one-time request last year. Funding this item will continue the replacement cycle and provide students with computers in the public labs which will run current software.

2. Upgrade Public Labs. Cost: \$20,000
(Item 1.A.1.b in the five-year plan)

An analysis of the student public labs indicated that there was space to add computers to the labs to provide more students with access without taking additional rooms offline. The five-year plan recommended the addition of computers to the existing labs. Funding this item will provide additional computers in existing lab space for students to use.

3. Partners in Computing. Cost: \$20,000
(Item 1.C.6 in the five-year plan)

The Partners in Computing program is designed to provide training and technical support for personnel in departments who provide some computer support for their departments (one person per department). Funding this item will allow the program to be expanded so that more departments may participate in the program.

4. Training Center. Cost: \$48,000
(Item 1.D in the five-year plan)

The five-year plan recommended the establishment of training centers. A training center can better serve the needs of instruction than a public lab, and will reduce the need to close public labs for training purposes. This new center will be located in the Computer Center, Room 140.

5. Replace 5 LAN Servers. Cost: \$55,000
(Item 1.E.1.a in the five-year plan)

A replacement cycle for the file servers which provide file sharing, printer sharing and other local area network services was recommended. This was funded as a one-time request last year. Funding this item will continue the replacement cycle and provide the ability to continue to offer reliable services to faculty, staff and students.

6. Backbone Network Switching. Cost: \$90,000
(Item 1.E.1.e in the five-year plan)

There are now over 3,000 computers on the campus network. More computers are being added weekly. In addition, people are using the network more heavily as they access multimedia information using client software such as Netscape. Additional high-speed switches are needed to relieve bottlenecks and improve performance of the network.

7. One Security Server. Cost: \$25,000
(Item 1.E.2.a in the five-year plan)

The entire campus electronic mail system, dialin services, and authentication services rely on a single unix computer. New ID's were added at the rate of about 1,000 per month. These functions are critical to the University and an additional server should be purchased to provide a backup server and to provide for growth.

8. Dian-In Modems Operating Expenses. Cost: \$86,400
(Item 1.E.2.b in the five-year plan)

The addition of 144 dialin lines and equipment were funded from Technology Funds. The Board of Regents and Telecommunications funded the addition of 96 more lines and equipment. The ongoing telephone expenses for these lines are substantial and must continue to be funded to provide dialin service to the University constituents. Information Services will continue to fund the operating costs for the dialin lines which were previously being funded by the department.

9. Laptop Access in Labs. Cost: \$15,000
(Item 1.E.2.h in the five-year plan)

Network access for students with laptops was recommended in the five year plan. Funding this item will provide network access for students with laptops from public labs.

TOTAL REQUESTS: \$426,900

Respectfully submitted by
William D. Rich, Chair

