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12-7-1995

Faculty Senate Chronicle December 7, 1995

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TABLE OF CONTENTS

	<u>Page</u>
Minutes of the Faculty Senate Meeting of December 7, 1995	1
Minutes of the special Faculty Senate Meeting of December 14, 1995	20
Appendices to the Minutes of the Meetings of Faculty Senate of December 7 & 14, 1995	43
A. Hiring Irregularities (Resolutions)	43
B. Remarks of the President of the University	44
C. Report of <i>Executive Committee</i> 1. President's action report	45
D. Report of <i>Graduate Council</i>	47
E. SEAC information regarding staff representation	51
F. Report of <i>Campus Facilities Planning Committee</i>	54
G. Report of <i>Academic Policies, Curriculum and Calendar Committee</i> 1. Academic Calendar	57
H. Curriculum Proposals	58
I. Report of <i>Research Faculty Projects Committee</i>	60
J. Report of <i>Student Affairs Committee</i>	62
K. Report of <i>Long Range Planning Committee</i>	65
L. Board minutes of September 27, 1995 (Pg. 10)	69
M. LRPC Membership Motion (Senator Barb Moss, proposer)	70

Any comments concerning the contents in The University of Akron Chronicle may be directed to the Secretary, Dr. Gary Oller (+1910).
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than "moth-balling" for an academic program, but we did not have the official transmission from Columbus yet. We did have a fax report from in-house in Columbus on two more programs and every program in the state was going to go through this. It was a sign of the times and discouraging.

In response to Senator Clinefelter's follow-up question about there being a meeting in Columbus to appeal the decision and the history department not being officially represented, President Elliott said that you could attend but were not allowed to appeal. She did have copies of the discussions regarding this, and the Board of Trustees had passed a resolution yesterday which memorialized what it had done so that there would be a permanent record stating that we had not given up that program.

Senator David Buchthal had a question regarding the pilot effort on class enrollment. This week seemed to be the first time that any widespread publicity had taken place. He was not sure that very many students knew that they had an opportunity to enroll in classes at times they wanted to during this last four weeks or so. He thought that this enrollment pilot study would go through and would work. That was the good news because of a lot of people making it happen. However his greatest fear was that very success because without additional study we might not know the ramifications if we continued to do it. Later he would make some motion that we submit the results of this finding to the Faculty Senate so that we could study it to aid in continuing or making some modifications to it, but, for now, why weren't the students told?

President Elliott replied that students come in and enroll until they are told that they can't enroll, so they just weren't told that they couldn't enroll. There wasn't a need for a special mailing. All the data which we got back in complaints said that students couldn't get classes when they wanted them. A schedule was like a budget - it was an hypothesis; we were simply testing it. We would have to hire extra people; we had extra rooms and extra parking. She did not think that we were going to be far off. The colleges had done a very conscientious job of trying to find out when students could attend. They couldn't move, but we could. The competition for them was fierce and 76% of them were working; \$44 million were being borrowed by them every year. If we couldn't schedule when they could come, it was not like when you had a residential college and they would sign up at another time. Many of them did not have choices. The departments had all worked pretty hard to get the classes when the students needed them and the demand was there. She did not think that there was going to be much shifting around, but it was a chance to say that we tried where it was possible. You couldn't on a doctoral seminar or a lab course, but there were about 2,600 classes that the Associate Deans agreed could go. Now you did not keep on going; if you got 80 and it was usually a class of 25, one person couldn't teach that. You would have to add the extra staff to keep up almost on a daily basis.

Senator Buchthal said that his real concern was that this policy only went into effect after 80% of the students had already made their initial choice of courses for spring time. If we had made it clear sooner and told students that they were allowed to change their times to ones of more convenience, many of them would have taken advantage of that, even paying \$5 schedule change fees to do so. He doubted that now, with final exam week coming up, the students, finding out that they had this advantage, would do so. He thought that we had a flawed experiment taking place that would not allow us to make legitimate conclusions. He was afraid that if we based future decisions on a flawed experiment, we were looking for trouble.

The President responded that if it did turn out to be flawed and the students did not know, we could always run one that was in a better form, but she did not think there was going to be that much change for next semester. Senator Buchthal replied that it was because the students did not know about it. The President answered that this would argue that we really did not have a schedule which accommodated their needs in the first place, which she thought the departments had worked very hard to do.

Senator Buchthal thought it was important that whatever happened, we communicated and made sure that we knew how many students we could serve in any given hour. How many parking spots were available on campus? How many students did we want at MWF at 11:00? Things like this needed to be known so that we did not do something that would cause us to fall into disrepute next fall if we ended up having to cancel a number of classes because of lack of either rooms or parking places for the students.

President Elliott said that we did have both fall-back rental rooms and parking spaces too, if we needed them. This was an issue which we could discuss further.

Senator Nicholas Ranson asked whether the President could comment on the rumors that The University of Akron press was about to close.

President Elliott answered that there was a recommendation to that effect which had been brought to the Provost's office. This was not the first time that such a recommendation had been made, but she preferred not to speak on the Provost's behalf at this point.

REPORT OF THE EXECUTIVE COMMITTEE - Secretary Oller first wanted to note that the Executive Committee had received this week a report from President Elliott on the status of several actions taken by the Senate and passed on to her. A copy of that report would be made available in the Chronicle this month (Appendix C). There were some items that might have to be presented to the body for reconsideration, and the Executive Committee would be putting those on agendas of subsequent meetings. The Executive Committee had met in November and done the following: First, it prepared the agenda for today's Senate meeting. It also approved additional elections for Senate membership. It named representatives to the committee to create an instrument for faculty and contract professional evaluations of upper level administrators and the Senate, the committee that an action of this body created last month, and it also named representatives to the ad hoc conflict of interest committee. It gave advice to Associate Provost Dawn Trouard on a matter relating to the Faculty Rights and Responsibilities Committee.

Fourthly, it approved on behalf of the Faculty Senate a recommendation from the Campus Facilities Planning Committee to allocate a portion of the parking lot behind the Lincoln Building for a satellite farm where down-link disks would be installed so that The University of Akron might have its own cable TV services on campus. The issue here had been time. The contractor involved in doing this was on campus with his workmen until the end of November. He had another job to start in December, and if the Committee had waited to present this for the body's approval, he would have been gone not having finished the work. We would have had to wait for him to have an opening to come back and that would have cost the University money. The fact that it was the unanimous recommendation of the CFPC led the Committee to go ahead and approve it. A fifth

Senator Green wanted to speak in favor of this motion. He said that it was always unfortunate to have to single out a colleague for what was apparently misbehavior. But this was an action that struck right at the center of the institution of tenure which was absolutely sacred to all things we claimed to believe in at the University and other forms of higher education. To pass this by and to quibble over details seemed to him to be very self-defeating. Here was an instance that had been investigated, to his satisfaction at least, by the Executive Committee. One could always have a more complete investigation. He was sure that there was more to the story and was convinced that the rest of the story was even less palatable than the part we were learning. That was his opinion, but it seemed to him that the body could not resolve all those issues, and so it was important at this juncture to adopt this finding and this recommendation and to move on to some other motions here that were of the same nature.

President Elliott noted that she played by the same rules. She was sure that there was no paper trail on this, but she could certainly speak to whether or not Dean Klingele had been directed to do something, and that had not been the case at all. If the tenure box was not checked, she did not sign it. At that time Provost Jamison was the Provost, and that was not the case.

Senator Moss wondered how the Executive Committee would have proceeded if the matter had involved a faculty member. If the faculty member had been accused of violating an item in the Faculty Manual, what would have happened? Would the same procedures have been followed, and would the investigation have looked the same? Would the person have been named in the statement?

The Chairman said that since this was the first one of these he had had to deal with, it was hard for him to respond. It was hard for him to give her an answer. He did not do these kinds of things every day.

The question was then called and the body approved. The Senate then voted its approval of the main motion.

The Chairman then moved on to the second set of findings and recommendations regarding the five positions named. He stated that the letter which the Committee had received alleged that the positions had been filled without legitimate searches, and from all the documentation that the Committee was able to obtain, this appeared to be the case. Was there discussion?

Senator Green rose to strongly urge the body to accept this finding and the recommendations attached to it. As he was sure everyone was aware, the ERIP and diversity hiring business that we had been through in the last couple of years had been disorganized at best and perhaps could be described in more graphic terms if one chose to. It seemed to him that it was time that we codified this business to prevent these kinds of clogs in the future. He strongly endorsed this and hoped that we adopted it in short order.

Senator Buchthal was a little concerned because we had a finding that University rules had been violated five times and the procedure was to develop new policies. Why did we not recommend that we stop violating University rules? What was wrong with the recommendation that said we lived by what we said?

Senator Richards pointed out that when the Committee was doing this portion of the investigation, it discovered that there were not any clear rules by which to abide. There was conflicting information on the ERIP situations, postings of positions and hirings, and when the Committee had tried to put it all together, it did not come out clearly. What the Committee was asking for in recommendation no. 2 was for clear rules to be established so that we did know what we were supposed to be doing and what we were supposed to be following before we got ourselves into real trouble.

Senator Redle, as a matter of clarification, wanted to know how did the ERIP diversity pool rules got involved in the selection of these five positions. The Chairman answered that they were all ERIP diversity hires, and the Executive Committee had been unable to obtain a clear single set of rules for that classification of hires.

President Elliott believed that Provost Moore was already at work on trying to get that in language that was agreed upon because there was a clear indication that they needed to be codified, and that was under way.

There followed a discussion of Faculty Manual section 3359-20-037 (B)(1), which had been quoted in the finding and read as follows: "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." It was this guideline which seemed not be followed. Senator Marquette, as a third recommendation to the finding, moved to amend this section of the Faculty Manual to replace the "should"s with "shall"s. This would remove the wiggle room which the recommendatory word "should" provided. This was seconded by Senator Virginia Gunn.

There was no discussion of the motion, and the body voted its approval.

Senator Paul John then moved to divide the three recommendations and the finding so that each one could be voted on separately. This was seconded by Senator Clinefelter. This nondebatable motion was voted upon and was defeated.

Senator Fowler wanted to know in respect to recommendation no. 1 - the creation of faculty/staff/administrative position reallocations being approved by LRPC and BPCC - the opinions of the Chairman and the Vice-Chairs of the LRPC and BPCC as to the impact of the workload on those committees.

The Chairman stated that if it had to be done, they would do it. This was an important question, and he thought that the committees had to find the time. Senator Marquette, Vice-Chair of LRPC, agreed noting that he had made a similar suggestion last year. Planning was impossible if people could move money and positions and bodies around without any approval by the planning committees, because then we manufactured plans which had as much value as anything else in Wonderland. Senator Midha, as Vice-Chair of BPCC, endorsed the previous statements.

Senator Buchthal needed a clarification in relation to the reallocation of existing positions. That took care of the current positions that came under the ERIP title, but who decided whether it was a reallocation? If a dean reallocated it from department to department, did that come under the

consideration, or was it only if the President reallocated it from college to college? What was the reallocation involved?

The Chairman replied that the intent was between units which would not be at the department level. If he wished to add clarifying language, he was welcome to try.

Senator Marquette urged that we not mess with that particular language because we were trying to have decentralized budgeting. He believed that we should leave it clarified to the extent that it was reallocation of positions between colleges, and Senator Buchthal agreed.

Senator Erickson noted that in light of the body's previous action, the "should" in recommendation no. 1 should be replaced with "shall." The Chairman interpreted that as a friendly amendment for both recommendations nos. 1 and 2.

Senator Ray Sibberson wondered whether someone had an estimate of the additional time it now took to get a position approved, since there were so many more roadblocks.

The Chairman then announced that he had just been informed that the room in which the Senate was meeting had another meeting scheduled at 5:00. He apologized to the guests, especially Vice-President Smith, who did not get to speak. He asked Senator Jerry Drummond, the Chair of the CFPC, whether it was urgent to act on its items, and Senator Drummond said that there were two things. The Chairman then called for a motion to defer further consideration of the balance of the agenda with the exception of the report of CFPC to a special (emergency) meeting next week (December 14) at 3:00 in this room if it was available. This was moved by Senator Erickson and then was seconded. The body voted its approval.

CAMPUS FACILITIES PLANNING COMMITTEE - Senator Drummond first made mention of the Committee's motion to the Executive Committee regarding the satellite dish farm which had been reported on earlier. Moving quickly and going through the Executive Committee had saved a lot of time and money. It was paid for by residence hall fees, and, as noted earlier, it had to be done before the contractor had moved off campus. The Committee had also reviewed a report from the director of residence halls which essentially said that the first phase of the renovation of residence halls would include Sisler/McFawn, Orr and Ritchie Halls. The work would include plumbing, HVAC systems, asbestos removal, electrical systems, roof repair, and a number of other items to bring the buildings to an as-built standard. There would be redecoration along with redesigning some of the basement facilities for student use. The basic floor plans would remain the same; the estimated cost of the work for Sisler/McFawn and Orr Halls was \$3.2 million to be opened in the Fall of 1997, and \$1.2 million for Ritchie to be completed by the Fall of 1998. Sisler/McFawn was now sitting empty, and because of the low residence hall occupation now, we presumed that we could go ahead with this without any harm to the student usage. The Committee was recommending that the University go ahead with the renovation of Sisler/McFawn, Orr, and Ritchie residence halls, and it proposed that to the Senate. The more controversial items of the Brailsford report would be dealt with later, but moving ahead with these three renovations would allow Student Affairs to improve the residence hall situation, and so that was presented to the Senate.

The Chairman asked for discussion on this item which came moved and seconded as a report of the CFPC (Appendix F). Senator Gigliotti, as a point of information, wanted to know what the

source of the money for this would be.

Senator Drummond responded that as he understood it, it would be bonded and then repaid by residence hall fees. There was no direct effect on the operating budgets. It was out of bonds and residence hall fees.

The Chairman called for a vote, and the motion was approved.

Senator Drummond next reported on the Committee's on-going discussion about the recreation center. Senators Marquette and Gigliotti both had spoken to the statistics involved in the Brailsford study and their conclusions were that we did need more valid data before proceeding on the rec center. We needed a better response and a more representative sample obtained with an unbiased survey. There needed to be appropriate target groups so that we did not cause any skewing of the study. Because of their recommendations and discussion, the Committee recommended the following: "That the appropriate authorities in Student Affairs conduct a new survey to assess the impact of new or renovated physical facilities such as the residence halls and the student recreation center on student recruitment and retention. The new survey should be carried out in such a way as to include factors other than physical facilities that would be perceived to have an impact on student recruitment and retention. It should also adequately assess the use of present facilities. As per previous Faculty Senate action, campus experts in the area of conducting surveys and developing survey instruments should be consulted. The action should be completed in a timely manner such that the information will be tied with the campus master plan that will be soon beginning." He presented this proposal to the Senate, which voted its approval.

VI. ADJOURNMENT - The Chairman once again apologized to Vice-President Smith, and he invited her back to join the body next Thursday. The meeting was adjourned at 5:10 p.m.

Transcript prepared by Marilyn Quillin

**MINUTES OF THE SPECIAL MEETING OF THE FACULTY
SENATE ON DECEMBER 14, 1995**

The special meeting of the Faculty Senate was called to order by Chairman H. Michael Cheung at 3:00 p.m. on Thursday, December 14, 1995, in Room 201 of the Buckingham Center for Continuing Education.

Forty-four of the fifty-six members of the Faculty Senate were in attendance. Senators Bucey, Davis, Dobrindt, Echols, Ely, Griffin, Kimmell, Lasher, Malhotra, Newman, Smith and Webb were absent with notice.

SENATE ACTIONS

- * **DEFERRED DECISION ON PRELIMINARY '97-'98 ACADEMIC CALENDAR UNTIL FEBRUARY MEETING**
- * **APPROVED THE '96-'97 ACADEMIC CALENDAR**
- * **AMENDED FURTHER FACULTY MANUAL SECTION 3359-20-037 B 1**
- * **APPROVED SECOND FINDING OF THE EXECUTIVE COMMITTEE RELATING TO HIRING IRREGULARITIES ALONG WITH THREE RECOMMENDATIONS**
- * **APPROVED TWO RESOLUTIONS TO BE SENT TO THE BOARD OF TRUSTEES RELATING TO EXECUTIVE COMMITTEE'S FINDINGS REGARDING HIRING IRREGULARITIES**
- * **APPROVED A MOTION ASKING EXECUTIVE COMMITTEE TO CRAFT THIRD RESOLUTION TO THE BOARD FOR SENATE'S DISCUSSION AT FEBRUARY MEETING**
- * **APPROVED REQUEST FROM UNIVERSITY LIBRARIES COMMITTEE THAT THE DEAN OF FINE AND APPLIED ARTS BE ASKED ABOUT JOB STATUS OF CURRENT DIRECTOR OF UNIVERSITY MEDIA PRODUCTIONS**
- * **APPROVED TWO MOTIONS FROM BPCC**
- * **APPROVED POSTPONEMENT OF DISCUSSION ON PROPOSAL FROM SENATOR MOSS UNTIL FEBRUARY MEETING OF SENATE**

I. APPROVAL OF THE AGENDA - Chairman Cheung announced that an agenda of sorts was being handed out. There was one correction to be noted. During the APCC report, curriculum proposals needed to be considered as well as the academic calendar. He called for approval of the agenda which was given.

II. CHAIRMAN'S REMARKS - The Chairman said that the Executive Committee had met and discussed the matters which had caused it to withdraw two of their recommendations at the beginning of the last meeting. Those matters had now been resolved to their satisfaction, and it was now introducing two resolutions to replace the two recommendations which had been deleted in its last report to the body.

III. REPORTS -

ACADEMIC POLICIES, CURRICULUM AND CALENDAR COMMITTEE - Associate Provost Graham Kelly, the Chair, first presented the academic calendar for 1996-97 and the preliminary calendar for 97-98 (see Appendix G) for discussion. Senator Barbara Clements wanted to bring to the attention of the body something which she had discovered after the calendar had been considered by both the subcommittee and full APCC. The calendars had us beginning on August 26, 1996 and August 25, 1997. That decision put us out of sync with Kent State University. This was something that this body had never discussed. In committee, the discussion had revolved around the issue of starting school in August and thereby ending school with a 10-day period between the end of exam weekend and Christmas, or starting after Labor Day, which compelled us to run exam week up to but not into Christmas. The subcommittee decided that it was preferable to start in August and have the 10-day break between the end of exams and Christmas Day, essentially, on the grounds that grading exams over the weekend before Christmas put undue stress on people who had to combine preparing for the holiday with getting grades in. That decision, however, put us totally out of sync with Kent State University because they would be starting after Labor Day for the foreseeable future until the calendar cycles made that too late. She wanted to bring this up because there were a number of cooperative programs that her history department colleagues wanted to further develop even though they had been quashed at the doctoral level. They wanted to continue to work on a joint program at the Masters level, but being out of sync with their schedule in all particulars would make it difficult. This was a matter she thought should be brought before the Senate for discussion.

As a member of the History Department, she would prefer that we started after Labor Day and kept our schedules synchronized with Kent State. For the purposes of starting the discussion, she proposed an amendment to the preliminary calendar for 1997-98 which would have us begin not on August 25 but on September 2. This was seconded by Senator William McGucken.

Senator Clements went on to note that the subcommittee had not considered the Akron School system's calendar simply because there were so many different school systems in the region that it thought tying the University's calendar to one of those would be somewhat arbitrary. It had not discussed the question of whether our calendar should bear some relationship to that of Kent State's, but again, as a person who wanted to work in a collaborative program, she thought that this caused

problems if we were out of sync, and she could see it happening in perpetuity unless this was addressed for future years.

Senator David Buchthal wondered whether the calendar committee had considered the suggestion from the representatives from the business school that they consider the possibility of a summer semester with reduced tuition to motivate students to take courses in the summer over 12 hours.

Senator Peggy Richards replied that this had been discussed and the way things were set with this calendar, we had the 15-week time slot that we needed.

For clarification purposes, first the Chairman stated that he presumed that Senator Clements meant to adjust the entire calendar, not just the starting date, and she confirmed this. Then Senator Gary Oller wanted to confirm that she was not suggesting any changes for the 96-97 calendar but just to the preliminary 97-98 calendar. Senator Clements responded that she had assumed that next year's calendar had been a planning document for almost a year, and so it might cause problems if we started monkeying around with it. She was only talking about the subsequent academic year.

Senator Elizabeth Erickson wanted to support the idea that we should keep in mind the schedules of our fellow universities with which we were considering the kind of collaborative efforts that the Board of Regents and the State Legislature were requiring more and more.

Senator Buchthal was in agreement with Senator Clements' suggestion to move the fall semester back, but he was reluctant to accept moving the spring semester back. Next year was going to be the first chance that we were going to have Martin Luther King Day occur during the academic year after classes had begun. Unless we did that, he thought that the day took on much less importance to the campus. So he thought that we should keep the spring starting time which would give one less week of break time in January, but we might then have one more week of vacation time in the summer. He guessed that it probably cost more to air condition this place than it did to heat it, and so it might even save money.

Senator Richard Gigliotti wanted to point out that the Sociology Department had maintained a joint Ph.D. program with Kent State for 23 years and had experienced exactly what Senator Clements was talking about in regard to being out of sync. However, it really had not been a problem. What it meant was that the students had to go for 16 weeks - Akron students to Kent, Kent students to Akron. Another thing which we needed to consider was that we had joint programs with Cleveland State in Urban Studies and Social Work. Did they have the same calendar?

Senator John Hebert wanted to comment on the fact that he thought it might be appropriate for us to start early because we should be having 15 full weeks of school during every term. He did not care when the holidays fell, but he thought that if we had 15-week semesters, then we should have 15 full weeks. In the fall, for example, we missed a Monday, Thursday, and a Friday, and in some courses that made some difference. He thought that the extra week was important from the standpoint of actually bringing back some days into the schedule, and he wanted to recommend that we take a look at that aspect of the calendar.

The Chairman asked Associate Provost Kelly whether or not it was urgent that the body approve the 97-98 preliminary calendar at this time or was there time to consider this at more leisure. He responded that there was time to agree on that calendar.

Senator Richards wanted to say that she had attended the Quality Education Distance Seminar and had learned how extensively involved our program from Fine and Applied Arts in Social Work was with Cleveland State. We had never taken their calendar into account. Was there anyone from Fine and Applied Arts who could speak to this?

Senator Chand Midha thought that we could not take Cleveland State's calendar into account because they were on the quarter system and started the last week of September.

Senator Joseph Padovan moved that the body defer consideration of the preliminary 97-98 calendar until the February meeting of the Senate, and this was seconded by Senator Kenneth Siloac. The body then voted its approval. Since there was no discussion regarding the 96-97 calendar, it was approved by the Senate.

Associate Provost Kelly then presented a report containing a number of curriculum proposals (see Appendix H). All, with the exception of two, had received no objections, had passed Institutional Research review, and had been approved by the Provost. The first of the two CT-96-05 had received objections, but these had been resolved without having to go before APCC. The second, CT-96-01, had received objections, but in both APCC sub- and full committee, it had passed without any negative votes. These last two were also passed by Institutional Research review and approved by the Provost. Following the new procedures for curriculum approval, unless someone raised an issue about any of these of the floor of the Senate today, they would be formally approved.

Since no one raised an objection to any of these proposals, no other action of the body was necessary.

CAMPUS FACILITIES PLANNING COMMITTEE - The Chairman introduced Vice-President Caryl K. Smith who had been invited to address the body and answer questions concerning a number of matters to do with the future plans for student services and buildings on the campus.

Vice-President Smith began by reminding the Senators that she had sent some materials to them and would be glad to entertain questions which they might have provoked. She wanted to begin with a little background, but she realized that the body had a very full agenda and time was limited. She hoped that members who wanted to would call her to continue the discussion at any time in the future. When she had come to campus in January, 1994, one of the things which she had been asked to do was to try to assess where we were regarding our relationship to recruiting and retaining students, what the general climate of the campus was for students, and how we could all work together to best help students succeed. That was really what we were all about, and it became very apparent to her that we had many concerns in the areas which she had just described. Then and now the overall head count enrollment at the institution was still sliding from its high point of '89 and '90. We discovered immediately a few critical things that weren't being done that could have helped, such as the institution prior to 1994 not doing active recruiting for students. She was talking about undergraduate students here, and this was a little bit alarming because the fact that students

had always just come because we were here and were just really nice people was not really good enough in this day and age.

There were all kinds of things that impacted on the numbers of people who could just automatically be interested in us. Until this year, the number of students graduating from high school in Ohio had been slipping continuously, and now it would start to build again. We knew these numbers with fairly great certainty. We could count from students that were in first grade and add 12 years and could also count the students in 11th grade and add two years and so on. The numbers were out there, and they really were not that bright when one thought about higher education. That was a factor; even though those high school numbers had started building right now, it was not a precipitous building, and the numbers did not recover until after the year 2000. In the meantime though, there were other factors of the public in general and our legislature among them that were placing a lot of emphasis on different kinds of education, and a lot of state support was now being directed to a broader aspect of higher education than what we traditionally had been involved in. There was a lot of focus on the question of what students could do when they got their degrees. That meant that we needed better placement services and very specific ways of telling people what they could anticipate they were going to be for whatever major. This hurt some of us who were liberal arts people because we thought that learning for learning sake was of great value, but that was becoming increasingly hard to explain. A very pragmatic clientele was out there; a very pragmatic general public was evermore suspicious of all of us, and that made us uncomfortable.

At the same time that all of this had been happening over the last several years, The University of Akron, in her view, had not done as much as it could have to keep up and to make itself as attractive as possible to its current students and to its prospective students, be they graduate or undergraduate. One of the things that we had done was just to assume that students would come and that they would just come from the five county area, our primary target area. This was well and good. She hoped that they did, and we would be doing a lot to try and make sure that it happened. However, we also needed to begin to really look elsewhere for students that would come to us next year and in the future. She was sure that the body was aware that we had just started a lot of emphasis on what the admissions office was doing to get students here. The other job - helping to educate and keep those students and to see that they succeeded - that was all of our responsibilities. So we had to bend every effort to see what we could do to get students here, attract people to the University and then, of course, to keep them here.

Since our subvention of state money came from how many hours the students took and at what level they took them, pragmatically if we retained more of the students we had, we would be the richer for it because not only were we helping these people to succeed and meet their educational goals, but we literally got more money for the upper division students and the graduate students and so on. So it behooved us to look at that very seriously. She reminded the body that we got more money for full-time students which the state defined as those taking 15 credit hours. However, we had a lot of students who took less than that, and, obviously, it took more of them to make up that amount. We had a little over 25,000 enrolled persons this fall, and that translated out by state standards of 15 hours of enrollment to a little over 17,000 students. So we wanted to continue our emphasis on being really appealing to the new-majority student, the student who needed to take three hours and just wanted to get it here to renew some certification, etc. That was wonderful; we needed those people, and we were here to serve them. But the money came from the full-time

student. So as we began looking to how we could do that, we were looking outside the five county area, and we were going to try increasingly to bring people from all over Ohio, from southern Michigan, western Pennsylvania, northern Kentucky, eastern Indiana and New York State with New York City environment. The New York City environment focus was because we had some scholarships that were targeted to people within 100 miles of Manhattan, and we had them standing vacant because we did not recruit, which seemed like an absolute crime. If we brought in people from Manhattan or urban New Jersey or outside Detroit or Covington, Kentucky, we then had a different kind of student than the one that commuted. We had lots of commuter students, and they were marvelous. We needed to think of more things that we could do to help them succeed. But, if we were bringing students from a distance, we had a different issue. They were going to be full-time and would more or less get through their academic programs as quickly as possible. Since they would be here 24 hours a day, 7 days a week, we had to provide different kinds of campus environmental things to help keep them here.

There were exceptions to this, of course. A huge percentage of our students worked while they went to school. That was wonderful, and probably many of them needed that opportunity in order to go to school or to continue to go to school. We were surprised when we did a study of who students financed their higher education. We knew exactly how much money we gave out through financial aid in all kinds of categories, but we did not have a handle on how students really paid for higher education. 87% of our students reported that they were or had worked while they had been enrolled. 76% of them were currently working, and many of them reported that they worked 36 hours a week or more. The federal government said that was full time. Some of them worked as many as three jobs; it was only 3%, but that was just appalling. Think about trying to balance your calendar in order to get to three jobs and to school! It was just amazing. So these were dedicated students who were obviously hanging in there, and we wanted to do everything we could to support them. However, the bottom line was that our full-time students were still our bread and butter because they brought in the most money and they kept us here.

We had started looking at some things we needed to do to better be able to accommodate our full-time students. We had to talk about what we could do to enhance parking and the transportation system. Proposals about specifically those issues would be coming to the body in the next couple of months because there were great needs there. She would be happy to entertain any additional things that the body thought the University ought to be concerned about in these areas. Foremost, she was hoping to move along with a plan to begin renovating the University residence halls because we had to have some facilities on campus that were going to be better than competitive with the things around us. There were actually quite a lot of very inexpensive housing within a ten or fifteen minute walk of campus, but virtually all of it was awful. What we had on campus was just awful and pretty cheap. While a private landlord might have some defensiveness about this, she did not think that the University as a public institution could offer awful housing. If we were going to have students live here, we had to improve that. This was how Senator Drummond's committee (CFPC) had gotten the proposal that the Trustees be asked to allow the University to sell some bonds to begin the renovation process. Eventually we would have to do something to all of the halls.

The Chairman indicated that Vice-President Smith's time was up and opened the floor for questions. Since there was a possibility that the room would have to be vacated at 5:00, he urged

the body to limit the question and answer period to about 5 minutes. If more time were needed, another time could be arranged.

Senator Padovan said that the solutions which Vice-President Smith was talking about tended to aim toward centralization of how to improve student population. It did not really get to how we dealt with students in the upper colleges. Alumni who left here eventually donated their money and assets, which we were trying to get. Most of their experiences were felt in the last three years of their existence in this organization. In the case of the College of Engineering, he knew that was a need for offices for student organizations and lounges for students that were interacting in study groups. Yet there was no allocated budget for this very critical area to allow for students to really feel a part of the University. The main issue that he was driving at was that if all the monies were going to go into student housing, student unions, and student activity rooms, and if they did not go into the upper colleges, then the alumni that were leaving here were not going to sense the College of Business, the Arts and Science College, or the Law College. They were just going to think of the student center. Until Vice-President Smith calculated these needs in the upper colleges, he thought that it was half of a program.

Vice-President Smith thought that this was an excellent point, and she would be glad to meet with representatives from any of the colleges to see how this could be included in future plans. She was glad to hear of the support that the colleges had for the student organizations that were professionally oriented.

Senator Padovan stated that she was still not seeing it in the way that he did, as a collegiate solution. His dean, along with the department heads and faculty, knew better what the college needed, but once you centralized it, then it was hard to see how the budget flowed.

Vice-President Smith replied that she had not known that she was talking about it from a centralized point of view. She had said that she was glad to know about his support for student organizations, and it seemed to her that they could work together on some these efforts in the future. The residence hall plan in particular, fortunately or unfortunately, depending on your point of view, had to be paid for by the students who lived there. Prior to now, the University had never tried to make any of the facilities available to brand new students, international students, and certainly not to the students' families. She thought that these were substantial needs. Now if a graduate student or an international student happened to be able to get into the system, all well and good, but those were some of the targets that we would be having in the future because she would find it very supportive of the upper-level, upper-degree programs and the graduate degree programs, because we needed to be accommodating to those people. Everyone did not want to come to Akron and drive half an hour if they wanted to live in something other than a tacky, ugly, awful apartment. Senator Carmen Keener was a wonderful example. She had lived on campus for four years and now was living in a wonderful apartment. However, it was 20 minutes from campus, if she was lucky with the traffic flow. Some people might not be as tenacious as that to get all their academic life well under their belts before they decided that it was necessary. So we had to focus on the residence halls, and she did think that it had benefit for the entire campus.

Senator R. Gigliotti said that he had read the Brailsford report and one of the things that had struck him as he looked at the tables comparing The University of Akron with our comparison and competitor schools was that it appeared that we were at the bottom in student center square footage,

whereas the recreation center seemed to be roughly in the middle. He was curious what her thinking was as to why we weren't targeting the student center first.

Vice-President Smith answered that we had to take down Simmons Hall first. This could not be done until new locations for many people from the Psychology Department, the Counseling, Testing and Career Center, and Placement Services were available. Unfortunately, our campus did not have space to phase units into while you did renovations or construction. The plan was that with the completion of the renovation of Polsky's third and fifth floors that the Psychology Department would be moving in there. With the development of the student affairs building, the other two units from Simmons would go there. Then we would have to do something to plan for the enhancement of the student center. It was a huge need and would probably vie with appearance with some of those off campus housing units of which she had been speaking.

Senator Paul John commented that last year the Athletics Committee of the University had had a subcommittee that addressed the feasibility of the existing facilities for students to use for recreation. One that it had focused on was ONAT. He wanted to give her a little bit of statistics that were available as a point from which to start. When the University started looking at socking millions of dollars into a rec. center, perhaps it should begin by evaluating what we now had and how it could be better utilized. In regard to ONAT, if you took a 7-day period which was 168 hours, the facility was only open 71 hours out of the possible 168 - that was 43%.

Vice-President Smith said that she had talked to Dr. Marino about that, and she hoped that Senator John had as well. He said that he had. The facility was open for 14 hours Monday through Thursday, which was not bad. On Fridays it closed at 6:00 p.m.; it used to be 5:00 p.m. until last year when he had chaired the subcommittee and it had looked at that and convinced them to keep it open longer, so the subcommittee got one more hour out of them. It was closed on Saturdays and was open Sunday from 1:00 to 5:00 p.m. If you took Friday from 6:00 until Monday at 7:00 p.m., which was a 75-hour period, it was open for four hours, when he would think that the majority of our students here on campus full-time could use it. In evaluating this, the subcommittee discovered a big catch-22 with which it was sympathetic. The ONAT budget had been cut drastically, and how they survived was by renting out the facilities to generate revenue, and this was why the place was usually closed on Saturdays. He thought that one could see the big dilemma here. We had an ONAT facility with racquetball courts, swimming, and a weight room that stank, literally, but it was a weight room. His point was that, if we were going to sock millions of dollars, maybe we should look at utilizing the facilities we had better and renovating or adding additions to some facilities that we already had.

Vice-President Smith noted that the one proposal relating to the recreation center suggested that we add on to the Natatorium, and whatever figure that you used, 26 million, that included operations on the extended schedule and it included fixing up Memorial Hall. She agreed with Senator John that we should look at what we had, but added that the enhancement package which had been put together included operating all those facilities in a recreation time frame. She would love to see more about his data, if he would share it.

IV. OLD BUSINESS - The Chairman said that the body would now continue to discuss the second set of recommendations from the Executive Committee and the associated finding concerning hiring

without searches. The Senate had been in the midst of that when it had to adjourn last week; it had made a slight modification, essentially adding a third recommendation to change the "shoulds" to "shall" in section 3359-20-037 B 1 of the Faculty Manual to strengthen the language. The matter was once again before the body.

As a matter of clarification of how the body would proceed, Senator Green wondered whether the Chairman would explain how this matter that was before the body related to the additional resolutions which it appeared the Executive Committee was going to present.

The Chairman answered that it was not directly connected to either of those. If Senator Green recalled, the three matters that had been brought to the Executive Committee's attention and upon which it had issued its report were a problem with tenure upon initial appointment, a problem with the appointment of a dean without a search, (matters which had been brought back before the body by the Executive Committee), and finally hiring without a search by a faculty committee. The additional resolutions regarding the first two items would be brought forward by the Executive Committee as soon as the body finished with the matter now before it.

There then followed a brief discussion on amending section 3359-20-037 B 1 further to take in colleges in the University which did not have departments. A motion initially made by Senator Michael Jalbert and seconded by Senator Ray Sibberson with a friendly amendment by Senator Hebert offered the following at the beginning of the section: "Initial appointments shall involve the entire full-time faculty of the department OR EQUIVALENT UNIT...." The Senate voted its approval of the amendment.

Senator John had a problem with recommendation no. 1 because it was adding two more hoops or stages to the approval of these positions. Since he was on one of them, he understood the need for those two committees to know or be aware of financial things that were happening. He was just wondering whether it would not be better or more appropriate that they get the information and then be allowed to make comments back to division heads, chairs, dean etc. He was asking the Executive Committee, which had come up with this recommendation, to sway him, because as things now stood he would have to vote against the whole package because of this one item.

Senator Jesse Marquette stated that the body had gone over this ground last year and had made a recommendation at that time. If these committees merely got to comment, then any position that got created any place else on campus would merely be commented on. Planning required moving money; the plan was in the budget, and the budget in an academic entity was in the positions. We needed to have some control over this. He knew that it was a hoop, but in terms of the long-term academic core of the institution, we were far better off having that control and putting up with the hoop than we would be if all kinds of weird stuff were happening and we were merely informed and allowed to comment on it.

The Chairman also observed that while the recommendation said "shall approve," nonetheless everything that came from BPCC, LRPC, or this body were recommendations. It was not in fact a veto by any description of the imagination.

Senator John said this was why he was questioning the word "approve," since everything that we did was a recommendation anyway. This all had come about because of an investigation.

Maybe we were seeing the beginning of a trend here. If the body were going to start being a little bit more of a watchdog than it had been before, he wanted to see that it had things right.

Senator Jalbert wanted to see before the words "The creation of new," something like "prior to the creation of new faculty/staff." If we were going to have any committees reviewing these positions, they should be involved in the process before the positions were created rather than after the fact. Once the positions were created, whether or not they were approved was almost irrelevant. He wanted to see BPCC or LRPC have some part in the decision-making process for the creation of these new faculty, staff, or administrative positions.

The Chairman thought that language already said that and disagreed with Senator Jalbert that the way it was worded meant that it was after the fact. If the rest of the body saw it as Senator Jalbert did, perhaps the language should be changed.

Following up on the Chairman's earlier comment, Senator Marquette noted that while it was true that what we did was a recommendation, the virtue of this kind of review was that if something silly was going to happen, it had to be done publicly, and at this point it did not have to be done publicly. He thought that was a significant virtue, and one of the major virtues of the Senate was that it served to make very clear exactly what was going on. Even though it was a recommendation, if something silly happened, it would happen over the objection of the Senate rather than with merely the odd comment.

As a member of the Executive Committee, Senator Elizabeth Erickson wanted to speak to what Senator Marquette had said. As an economist, it seemed to her that LRPC and BPCC were where the money was. While she would be the first to suggest that paper for the sake of paper was totally inefficient, this was not paper for the sake of paper. This was to allow these committees to do what they were supposed to do. If you set up certain allocations and then found that they were overridden by what went on, then what was the point of doing the first allocation? She thought that this kind of system was essential; you could not make it work otherwise.

Senator Buchthal wanted to reiterate what he had said last week. He was a little concerned that we were making a recommendation on setting up new procedures and how to address an issue where we had violated the rules that we had set up to follow. We had in effect an affirmative action program on campus; we had evidence that positions had been appointed without searches and we had suspended affirmative action policies to do that. He would hope the first thing that we would do was to say cease and desist. Then, after that, you could go ahead and make policy changes, but to make policy changes without addressing the root cause of this might be futile.

Senator Barbara Moss questioned how ERIP positions would be handled. At the present time, 50% of those positions came back to the department, and the other 50% were left discretionary by the President. Would we then become involved in determining how those allocations would be worked out?

The Chairman observed, with the permission of the body, that the second recommendation would involve a codified set of procedures. He assumed that Senator Moss' question would be answered in those codified procedures, and the body would have some say in what that policy was

which would be embedded in the procedures. Obviously, until the event occurred, he could not know that.

In response to Senator Buchthal's point, Senator Marquette pointed out that if the Senate passed recommendation no. 1, then it was saying that it had some grounds for asking these questions. Without this kind of recommendation, the likely response would be none of your business. An awful lot of what the body was now examining had happened in the dark for weird reasons, and he thought that it was time that we had, as a part of the planning process, a set of procedures that said that the Senate was supposed to be involved so that instead of saying merely cease and desist after the fact, we were going to be able to say "wait a minute, what are we doing here?"

Senator Nicholas Ranson wanted to ask whether it was everybody's understanding that positions came back to departments. It was his understanding that they came back to colleges. President Peggy Gordon Elliott said that he was correct.

Senator Buchthal still thought that even if we made new policies and said here were the procedures for allocating positions for colleges, unless we said "cease and desist," there was nothing to say that the colleges could not fill positions without searches again. Did we want to be on record that it was okay as long as we allocated the positions? He hoped not.

Senator Marquette replied that he certainly was not making that recommendation, and the Chairman added that he did not believe the Executive Committee's intention had been to condone that behavior. These remedies were intended to prevent further behavior of that sort in the future. If the Senator wished to offer a resolution or other language expressing the body's displeasure that this had occurred and urging it not to recur, he would be well within his rights.

Senator Green shared Senator Buchthal's concern, but he thought that we were eventually going to deal with this problem. It seemed to him that we had two types of issues before the body stemming from the investigation that the Executive Committee had conducted. The first was a finding that the rules had been violated. He had been very impressed with what Senator Buchthal had said at the last meeting regarding how to get people to stop violating the rules. That was an interesting point. Then there was the question of how to prevent these things from happening in the future. Because of the confused parliamentary status of these particular motions and some of the problems that Chairman Cheung had brought up last week about dealing with personnel matters and so forth, we had in a sense gotten the cart before the horse. But it seemed to him that these recommendations were needed to prevent these kinds of problems in the future and to clarify confusions that might exist in the rules for allocating positions. It seemed to him that the recommendations that the Executive Committee would bring later in the meeting dealt with the question of the violations of the rules, and it might be appropriate at that time to pass a resolution dealing with these particular violations.

Senator Padovan had a little problem here. He thought what we were talking about was Faculty Senate empowerment and wanting to have a role in the decision-making process. As one ventured into this new area, who was going to make those decisions, an entrenched feather-bedding system or a flexible system? He had a real problem with all of the regulations the body was passing. The real issue was that the Faculty Manual was violated in that the proper interview and tenure retention process had not been brought to bear. These rules already existed in the manual, and they had been

violated. That was the point here. Where were we going with the rest of this? He thought that it sounded like an empowerment process, and he was a little confused. New administrators (dean, dept. head, President, Provost), who would come in, would be confused regarding their powers as administrators to bring on new programs and make changes if they were resisted by the rest of the whole college or University. He was afraid that we were trying to empower ourselves into a situation where we were going to try to control every action that occurred in the University, and he thought we were going to find ourselves bottled up just like the U.S. Congress was right now. He thought we were empowering ourselves with a lot of power, but there was no one here who had the responsibility to see that it would go to some friendly conclusion. He warned the body that he did not have a problem with these nice new rules, but what were we gaining out of it?

The Chairman asked Senator Padovan whether he could take his statement as a sentiment against the motion, and Senator Padovan answered in the affirmative.

Senator R. Gigliotti said that he was confused by what Senator Padovan had just said. Was LRPC not chaired by the President? Was BPCC not chaired by the Provost? Then how would the faculty be empowered here? The President and Provost were in charge of the committees. All we were doing, as Senator Marquette had pointed out, was bringing the creation and the change of new positions before these bodies. They would be briefly discussed, and then the committees would move on.

Senator Padovan then moved to divide the recommendations and separate recommendation no. 3 which pertained directly to the Faculty Manual from the first two recommendations relating to empowerment, since they were really separate issues. This was seconded by Senator Kenneth Siloac. The body voted and the motion failed.

Senator Ranson now called for the question. Since there was an objection to the call for the question, the body voted on whether to end debate and approved it.

After clarifying for Senator John the exact wording of recommendation no. 3, the Chairman called for a vote on the main motion, and it carried.

Before going on with the two resolutions, Secretary Oller had one other item of routine business to report. The Executive Committee had received a report from Graduate Council that would be included in the appendix section of the next Chronicle.

The following committees did not report directly to the Senate but submitted reports to the Secretary for submission in the Chronicle: Research Faculty Projects Committee (**Appendix I**), and Student Affairs Committee (**Appendix J**).

President Elliott said that she had two announcements for the end of the meeting if we had time, because they would affect the body.

The Chairman stated that before the body now were two resolutions to be taken as separate items and which replaced the recommendations which were withdrawn by the Executive Committee at the last meeting (see **Appendix A**). The first was now presented to the Senate for discussion. It contained as its preface essentially the finding regarding the hiring with tenure upon initial

appointment reworded slightly so it made sense after the word "whereas," and then in the "be it resolved" section, first it requested that the Board of Trustees investigate the violation of the portion of the Faculty Manual concerning tenure upon initial appointment with respect to position 620654 AA to determine which, if any, of Dean Klingele's administrative superiors knew of, encouraged, or knowingly participated in the commission of the violation. The second portion of the resolution section read as follows: "A faculty member hired purportedly with tenure but without the affirmative recommendation of the appropriate tenure committee as required in the section 3359-20-03-C-2d of the Faculty Manual, does not have tenure unless and until the appropriate tenure committee makes the required recommendation." This was all now before the body. To introduce it, the Chairman said that the second portion of the resolution would essentially cause the occupant of that position to undergo a tenure review and to make good what had already been done by the Board of Trustees.

Senator Siloac wanted to know whether that second part of the resolution would apply to other searches that had been conducted in the same way. Apparently, there had been a dean appointed with tenure without the appropriate action.

The Chairman responded that the phraseology was such that it would apply to any position, but there was only one case that we were bringing directly to the Board's attention, but if another was discovered, the wording would apply.

Senator Tim Norfolk had one point of clarification on the second resolution. If the Senate passed this, what about decisions that were made by the faculty member in question sitting on tenure committees? He was curious. Did they have to go back and vote again with this person absent?

Senator Ranson offered that it depended on whether or not they liked the decision. He went on to inquire of the Executive Committee a question in regard to the substituted recommendation. It seemed to be very much more forceful and perhaps potentially more confrontational than what he had seen in the first submission of the recommendation. He wondered whether the Committee would be prepared to share some of its thinking with the Senate.

The Chairman said that he would entertain a motion by someone in the body to deliberate as a committee of the whole, and Senator Ranson so moved. This was seconded, and since there was no discussion, the body approved and went into a committee of the whole.

When it came out of the committee of the whole, Senator David Brink reported that the issues had been discussed.

With the indulgence of the body, Dr. Don R. Gerlach, the Parliamentarian, wanted to explain to the body the purpose of the committee of the whole. It was to allow for a more freewheeling discussion without minutes being taken, but it could do certain things like pass amendments, or it could have adopted a report and then recommended to the Senate that it approve of what it had done. That was why you had to rise and report even if there was only discussion. That was all you could report, and then you resumed your business. If you had reported that this business had been amended in a certain way or that the committee had adopted it and recommended to the Senate that it adopt it, then you would have to have another vote.

President Elliott stated that since the body recommended to the President and not to the Board, some language tinkering needed to be done so that it would say that the body recommended that she should take it to the Board of Trustees for an investigation which, of course, would be done since she, probably more than anyone in the body, did not want another one of these snarls. She would be content with whatever language anybody wanted to work out on that.

The Chairman responded that he did not think the body needed to change the language. If the Senate were to pass this and then in our report forward it to her, would her intent be to forward it to the Board?

The President answered that after she had all of the details in place and knew all that there was to know, she would. She assumed that the Executive Committee would forward all the information they had gathered as well.

The Chairman said that on the second point, the President could rest assured that the Committee would forward the rather voluminous thing. However, he thought that the body's will was that the Board be made aware of this as expeditiously as possible. Obviously, we would inform her that this had been forwarded to the Board of Trustees, but the Chair did not believe the body would be outside of its purview to send a resolution to the Board. It was not a regular action of the Senate requiring her approval or denial. It was a resolution of the Senate as opposed to say change in language of an article in the Faculty Manual. He was prepared to be guided by the body if they disagreed with this interpretation.

Senator R. Gigliotti was curious because he was getting a sense from President Elliott that she had done some investigation here that we were not aware of and which could be helpful.

The President said that she did not think that hers was as extensive as the Committee's. She had in fact learned that all of the officers who had signed the forms prior to her coming had signed those forms. They were not forged signatures; someone did not have to force them to do so. The forms did come to her with the appropriate signatures from the appropriate offices though not with the appropriate screening. So the first mistake had been when the form was first signed by an official of the University who should have verified that the searches had taken place, or appended to that, material indicating that there had been an irregularity, none of which had come to her before she made the final transmission to the Board. This would not happen again; the paper had to follow it.

Senator Padovan stated that he had tried to call the question three times. The Chairman apologized, and Senator Clinefelter seconded the call for the question. Since there was no debate, the main motion was voted upon and it was approved without dissent and one abstention.

The Chairman said that the second resolution was now before the body. Senator Green had a point of inquiry for the Executive Committee. The two resolutions which it had brought and the body was considering seemed to parallel the first and third findings of the Committee, and what he wanted to ask was why the Executive Committee had not brought a similar resolution that would parallel the second finding of the investigation.

The Chairman responded that it was because the body had been in the midst of considering the second finding when it had adjourned. Senator Green wondered whether it was likely that such a resolution would be forthcoming in the future. The Chairman answered that it would probably not come from the Executive Committee, but if anyone in the body with the information before them wished to, or if the body wished to direct the Executive Committee to craft a similar resolution, that would be fine.

Senator Green asked whether it would be appropriate for him to offer such a resolution at this time. The Chairman replied that he would prefer he wait until the body disposed of the next matter on its agenda. The wording of the second resolution was before the body. He would not read it, but it dealt with a request to change Dean Sturm's appointment from dean to interim dean and to have the President conduct a search in compliance with the appropriate section of the Faculty Manual.

President Elliott wanted clarification. This was a temporary appointment until Dean Sturm's retirement. Was it the intent of the body that we have searches for temporary reappointments or acting appointments?

The Chairman replied that this would seem to be the problem. He had been at the Board meeting, and Dean Sturm had been appointed the Dean of Wayne College without the qualification interim or acting. One could only assume that there was no endedness.

Senator Buchthal asked whether there had been an application for retirement received from Dean Sturm. President Elliott replied that she would have to defer to Dr. Trouard to see whether it was on file. That had been her understanding at the time of the appointment, but she did not know the date.

Senator Padovan called for the question, and this was seconded by Senator Norfolk. A vote was taken and the call for an end to debate passed by a vote of 19-12. The body then voted on the main motion which passed without dissent and two abstentions.

With the Senate's permission, Senator Green then moved that the Executive Committee bring to this body at its next meeting a resolution pertaining to the second finding of their investigation paralleled to the two resolutions at this meeting and whose exact language, left to the Executive Committee's wisdom, would contain a request that the Board of Trustees conduct a similar investigation of the positions that were hired without searches. This was seconded by Senator Marquette.

Senator Green wanted to speak to his motion. One of the objections that had been raised when the body first considered these matters last week had been that in some instances individuals were named and in some instances they were not. The second matter that the Executive Committee had investigated seemed to be to a confused matter, and yet no individuals were named in that. Perhaps no individuals could be named, but it seemed to him only just and appropriate to consider the fact that those positions could not have been filled without searches without somebody having authorized them. So if we were going to proceed to ask the Board of Trustees to investigate the conduct of some of our colleagues, then we ought to ask them to investigate the conduct of all colleagues in similar situations.

Senator Ranson called for the question which was seconded by Senator John. A vote was taken and the call for the question passed. The body then voted on Senator Green's motion and it was approved.

If it was not out of order, Senator Monica Harrison wanted to say something about the third finding regarding the Wayne College deanship. In talking to members of the college, it was their understanding that this was to be a two-year appointment. If it was going to be resolved that the college was to conduct a search, she believed that they were not ready to conduct a search this coming semester. There was quite a period of transition, and she wanted that fact reflected that they were not ready for a search in the spring.

The Chairman said that Senator Harrison's comments would be noted and appear in the Chronicle. He observed that the interim could have a term for an interim dean. Anyway, that was up to the Board of Trustees.

Senator Buchthal commented to Senator Harrison that a search could be started to be appointed at the conclusion of that 2-year term. That meant that they would have plenty of time to get the ads out.

Senator Midha said that, if he recalled correctly, on August 10 there had been a memo from Provost Jamison circulated to all of the faculty on campus. It had listed administrative changes, and one of the issues on it was that Dean Sturm had been sent there temporarily to an assignment, and his intent was to retire.

The Chairman still observed that what the Board of Trustees had done was to appoint Dean Sturm to Dean of Wayne College, any memo notwithstanding. He had other things that he could show Senator Midha on this, but now was not the time.

V. OTHER COMMITTEE REPORTS

UNIVERSITY LIBRARIES COMMITTEE - Senator Ranson, the Chair, said that he would submit a full written report for the Chronicle, but the Committee had specifically asked him to inquire about the status of Mr. Eric Kreider, Director of University Media Production, whose use to and service for the University libraries were judged by many to be excellent and in certain ways indispensable. Was it correct that his contract had not been renewed after January 1, 1996, and yet no other person of comparable experience and service had been appointed to take his place? Was it possible that on the proclaimed edge of the new technology era, a necessary professional with exemplary service in the very area so proclaimed was apparently being discarded? This was seen as a matter of some urgency by his Committee, and he was instructed to raise it.

The Chairman interpreted this as a motion for the Faculty Senate to echo the Committee's questions to the appropriate authorities. As a committee report, it came moved and seconded.

Senator Erickson wanted to speak to the question and the indispensability issue because she had done some research in her own department where they had been working with multimedia, and it was only because of Eric Kreider that in fact they could actually get their multimedia presentations

provided. In fact, when she had discussed with the faculty members involved that this issue had come up, they were appalled because they did not know what they would do next semester without this kind of assistance. There was no alternative system set up which would allow them to do all of the technical work, and that was what it came down to, the technical work that allowed multimedia to be presented. They were appalled that there seemed to have been no consultation or no discussion of what was involved. They would be coming back to no person, and they would somehow have to put something together, out of where they did not know.

It was clarified by Senators Marquette and Ranson for the Chairman that the body should direct the question to the Dean of Fine and Applied Arts.

Senator Padovan spoke against the motion. He had a problem when we started individualizing and personalizing personnel issues in the Faculty Senate. Now maybe this case was very relevant, and he apologized to his colleagues, but this was one of the fears he was trying to mention earlier on when you tried to resolve important issues in the middle of the Faculty Senate. It was very difficult to make personnel issues in this kind of environment. He was not against it or for it; he was just trying to activate a consciousness on the part of the Senate. He was sorry, but these were dangerous directions in which to be moving.

Senator Ranson rose to agree with Senator Padovan. What he had said was perfectly true, and he would not have done this had there not been considerable sentiment and had he not been directed to do so. It seemed to be a classic case, from the hard information that he could get, of something dropping through the cracks of unawareness. So he certainly responded to his sentiment.

The body then voted its approval of the motion.

LONG RANGE PLANNING COMMITTEE - Senator Marquette, Vice-Chair, presented information (Appendix K) to the body which the Committee had asked for repeatedly over a long period of time. Since it had finally shown up on the Committee's doorstep, it seemed appropriate to share it with the Senate. He took responsibility for the format of the material and was willing to answer questions.

Senator Norfolk had one question and one comment. What constituted academic staff? He was just curious how we broke these things down.

Senator Marquette answered that the academic staff as it was reported here came from a series of reports called the resources analysis reports of the institution, and those were staff that were classified as being part of the colleges - deans offices, departmental secretaries, technical staff, all positions that reported to academic departments or colleges. The non-instructional staff listed here were individuals who were in student services of the Vice-President for Administrative Services.

Senator Buchthal noted that since this only reported the academic side, it appeared as if the academic side through frugality had generated an extra \$5 million last year of revenue over expenses. He guessed that the question to ask was where was the money. Had the administrative side spent \$5 million more to cover that or was the money sitting in some golden pot hidden somewhere?

Senator Marquette replied that this was a question in which the Committee had asked for the full budget. It was going to be asking for the pre-closing trial balances for the same period of time that was covered here. It was obvious from the information the Committee had that if you looked at the draft labeled "Staffing and Total Student Credit Hour Trends," student credit hours were down, faculty were down, faculty support staff in terms of academic staff were down and libraries were down. The one component in the institution which was not down was the peripheral bureaucracy. He thought that was at least one place where the money had gone. To speak to Senator Padovan's earlier question, the reason this was kind of critical and the reason why the LRPC and BPCC involvement in position allocation was needed was that nobody had looked at this, or the Committee had not been able to get the data. It had been denied the data for a long period of time for whatever reasons. What we had here was that the people who produced the education were declining and a whole lot of other people were managing to stay at the same level, and those bodies kept getting moved around.

Senator Padovan agreed with Senator Marquette's sentiment, but he wanted to remind him that power had a double-edged sword to it.

Senator Green said that maybe because it was late or because he had not had enough coffee, he was having trouble understanding the numbers here. Could Senator Marquette explain one number on page one of the chart? If you went over to 1994 in the middle of the page under University averages, it said 1.8471. What did that number mean?

Senator Marquette responded that it meant that the amount of revenue generated by the academic enterprise exceeded the expense of the academic enterprise by about 84% or 1.84 times. The Chairman added that this was revenue divided by the expense.

Senator Green wanted to clarify that, for every dollar we spent on teachers, secretaries, laboratory rats, test tubes, pens, and all that sort of stuff, we generated 84 cents above the amount spent. Senator Marquette said that clarification was correct.

Senator Peggy Richards wanted to know where the part-time faculty were in all this. They were another group of people whose numbers had grown on this campus and had allowed us to make that 84-cent profit for the rest of the University.

Senator Marquette responded that it was hard to count the part-time faculty. The resources analysis did not give good data on that because it gave head count, but the committee needed the other. Now this data did include the expenditures for part-time instruction, so all the expenditures listed here were salaries, fringe benefits, etc. - everything, if you read the notes on the first page. That would include expenditures for part-time salaries, but there was no reliable count.

Senator Ranson rose to supplement and provide an answer for Senator Buchthal. He had taken the liberty of circulating to the body copies of page 10 of the Board minutes of September 27, 1995, (see Appendix L), and what was talked about was actually \$3.3 million. He directed the Senate's attention to the bottom paragraph beginning, "A few highlights of the Akron campus" where Chairman Waddell was talking about the fiscal year ending June 30, 1995. Total revenues had exceeded the budget by \$3.3 million, and total educational general expenses were nearly 20 million less than budgeted. He thought that added up to \$23.3 million of funds that in one way or another

presumably had been reallocated. In answer to a question, the Faculty Senate Chairman had informed him that the combined surplus of increased revenue had never been submitted to BPCC for their consideration for reallocation. If this was correct, what serious role could we imagine BPCC to have had in the financial planning of a 10% budget error? This led to a third question. If we were in the habit of dealing with budget errors of 10%, either we had budget incompetence or worse, perhaps padded budgets which were then carefully padded away at the end of the financial year. He thought that some explanation was in order, especially when the Akron campus and Wayne College were described as having ended the year in a strong financial position. Where then was the support for The University of Akron press, whose budget was just a bubble on the wart of somebody's face?

Senator Norfolk said that if he read the paragraph correctly, it was not \$23.3 million but \$24.8 million. He arrived at this by adding the also mentioned \$1.5 million which was additional money earned which was not expected to be earned. This was a minor point. Given the report he had made to the Senate last year and discussions he had had in which people were telling him that his figures could not possibly be true, it was wonderful to be vindicated in a document like the one LRPC was presenting. He was particularly fascinated by LRPC's last graph dealing with revenue and expenses. The difference between them had risen 25% in 4 years. He found that both impressive and, in some ways, not surprising that many decisions were made the way they were. If your income was rising at that kind of rate, then you did not need to tighten your belt.

President Elliott suspected, although she could not report it accurately, that this was a reference to the \$20 million taken out over the last four or five years as a result of the state reduction. She would get a clarification; if it was, then she wanted a raise.

Senator Ranson thought that this was wonderfully illuminating if it was true; it raised further questions in his mind about Mr. Waddell's ability to read a budget sheet, however. President Elliott replied that she would not raise any concern about that at all.

Senator Ranson stated that what the minutes said were very plain. The President noted that they did not take verbatim minutes at the Board meetings, and so this could have been the Secretary's understanding of that.

Senator Buchthal thought that it was important to interpret the data and information very carefully, because if some of the Board members had taken a course in linear regression, they would think that we could increase the revenue by getting rid of all of us. Senator Ranson hoped that they did not discover that.

BUDGET AND PLANNING COORDINATION COMMITTEE - Senator Midha, Vice-Chair, thanked Senators Marquette and Ranson for their information. BPCC would definitely be looking at it. He wanted to report on what the Committee had been doing this semester. It had first discussed the summer incentive plan. Last year at the May 4 Senate meeting, he had presented the summer incentive plan. According to that plan, if any colleges were going to incur a loss, 25% of the penalty was going to be absorbed by the colleges. Since it was late in the semester, the deans, as well as the department chairs, objected to that. Subsequently on May 10, a memo from David Jamison was sent to all the departments as well as deans, and he wanted to read a few lines from it. It said: "Dr. Helmick and I have agreed that because of the lateness of the option by BPCC of the

summer incentive plan and the subsequent inability of the colleges to rearrange schedules to reflect its priorities, we will not enforce this incentive part of the plan. We will use the same harmless provision that we did last year. Target margins will remain, but you will be charged for carrying forward a deficit in your 95-96 operating budget." In 1994 the plan worked. Some colleges had losses, and some colleges had profits; however, profits had offset the losses, so we had some income there. In 1995 the plan did not work the way it was intended to; this was an experimental plan both years anyway. Because of this, there was a loss of \$311,246, and since profits were supposed to offset losses, the question of profits did not arise here so we cut down the \$311,246 deficit to \$171,956, and BPCC passed a motion which was attached to the agenda for last week's meeting. For the benefit of those members who might not have it, it read as follows: "The \$311,246 summer deficit will be resolved by recovering unspent incentive dollars thus reducing the overall deficit to \$171,956 with that amount being recovered from unallocated revenue." This motion was now before the body.

Senator Norfolk wanted to know what unallocated revenue was.

President Elliott replied that if we made more on tuition than we had anticipated, this was unallocated revenue.

Senator Midha said that this was correct. Dr. Helmick had told the Committee that the University was anticipating a decline of 6.2% in enrollment in the fall. We had not gotten that decline. There was another issue that he was going to bring up when presenting the Committee's second motion, but since he had been asked, he would give that information now. According to the information he had received from the institutional research office, the decline in enrollment for this fall semester was 3.5%, so we should have all the money available to us.

Senator Virginia Gunn stated that she had spoken to the Dean of the College of Fine and Applied Arts, and she was under the assumption that we did not actually have a deficit, but the deficit was somehow related to not making the proposed goals. Could someone clear that up for her? A deficit seemed to her to be that you had spent more than you had or that you had spent more than what you thought you were going to have.

Senator Midha answered that this was correct; more had been spent. What had happened in 1994 was that some of the colleges that had spent more, since there was no harmless policy at that time, had their budgets increased for 1995. The colleges which had spent less were questioned as to why they had spent less money, and their budgets were cut. They came back in 1995 and overspent, but the budget had already been cut so there was a mess in 94-95, and because of that memo being sent to all the deans in May that there would be no penalty for the operating budget, in order to keep the credibility of the Provost's office, BPCC had to present these motions here.

Senator William Rich said that he was in the minority in the BPCC on this motion. He wanted to explain why he believed that it was not entirely consistent with the wording of Provost Jamison's memo as quoted by Senator Midha and somewhat unfair to the colleges that had exceeded their targets. As he read the memo, there was still to be an incentive program in the summer. There was a qualification that had been added that made it less of an incentive program than it otherwise would have been, but there was supposed to be some sort of incentive. What this motion would do was to first go to the colleges that actually - forgive the phrase - "made money" and take that

money away. Then what it would do was go to a pot of money that presumably would be distributed among the colleges, if it were to be distributed, and would make up the rest of the quote "deficit" from that pot of money. The colleges that made money were in effect paying twice, and there was not much left of the incentive program. He was stopping short of making a motion to amend, but his own view of this was that the entire "deficit" should be made up from the unallocated funds and therefore preserve some sort of incentive from the summer incentive program.

Senator Midha stated that those incentives from the profits were supposed to be returned after offsetting the losses. That was the original plan, but since there were no profits to offset the losses, then that incentive did not exist according to the plan.

Senator Padovan said that as a junior Senator the body would have to bear with his confusion, but he did not know what a target was and was having a real problem with trying to decide what was a deficit from a target. A target to him was debits and credits. He cost so much; he earned so much money. He understood that target, but he did not understand how these targets were made, so he did not want to concur with a deficit covering plan that talked about a target which he did not understand. He did not mind covering this, but he wanted to make sure that the body understood what a college target was.

The Chairman responded that functionally for all practical purposes it was a fixed cost. Senator Padovan wondered from what economic criteria it was established, and the Chairman answered that it was established from no economic criteria, but historically. Senator Padovan commented that you did not run a business that way.

Senator Midha said that the Committee was not happy with this incentive plan. All members of the Committee were going to be getting a book called "Civil Liberties and the Budgeting," which presented the decentralized approach to budgeting universities. The approach called responsibilities in central budgeting had been successfully implemented at several universities including Indiana University, USC, the University of Pennsylvania, Harvard, Cornell, Johns Hopkins and the University of Miami. This approach had both advantages and disadvantages. We had decentralized our own budget three years ago. In relation to this, BPCC was looking at a lot of things. A while ago an issue had been raised about how much money we had saved to revenues, so BPCC got information from Dr. Helmick, and this gave a summary of education and general expenditures by function so that we had instruction besides public service and other units. According to the little information which he had gathered so far, in 1991 we were spending 54% of our budget on instruction, and in 94-95 we were spending only 50% of that budget on instruction. Percentage-wise it counted only 4%, but dollar-wise it was \$6 million, so when the Committee would be talking about the data which Dr. Marquette had just given the body, it would be very interesting to make comparisons. The Committee had also asked Dr. Helmick to give it the comparative data from the last five years which would provide budget data on the operating budget, enrollment, staff, and a lot of other things.

At this point a discussion took place on when the body had to vacate the meeting room. It was discovered that the meeting would have to end by 5:15.

Senator Marquette, on behalf of the faculty, wanted to say that there was not a deficit in the summer. By and large, the faculty made money; the summer session program made money

because one was talking about marginal revenue and marginal expense, and marginal revenue exceeded the marginal expense. The targets were mysterious. The entire discussion had us chasing our tails because it made it sound as if the faculty were not living up to their responsibilities which was a very convenient way of getting around the fact that 4% of the budget had disappeared in that period of time. So if you left this discussion with no other sentiment, don't believe that you were screwing up in the summer or with part-time. What the LRPC's report had indicated here was that every year since 1990 the colleges had continuously increased their productivity. The amount of revenue exceeding expenditures had gone up repeatedly in terms of per faculty, per credit hour or any other way that you looked at it. He thought that this entire discussion about the summer session budget and holding the colleges harmless and everything else was a ridiculous one. They should be given the money because right now we were falling into that trap of allowing other people to define a set of terms which we found ridiculous. We were not losing money; we did have to make money to pay for things, but we were paying for a whole lot of people that he did not think we needed. Taxing us was one thing, but leading us in a discussion of gibberish was something else.

The Chairman asked Senator Midha whether BPCC was recommending that we do exactly this year what was done the last, and he replied that it was.

Senator Padovan said that he did not have a problem with the money transacting, but he did not like the wording of the motion. Was there another term we could use instead of "deficit"? Some debate then occurred in regard to such terms as "shortfall" and "losses," and then Senator Sibberson called for the question, and this was seconded by Senator Ranson. After a clarification for Senator Hebert, there was no objection to a call for the question, so the body voted. After a questioned voice vote, a show of hands was taken twice; the result was 18-16 with two abstentions, so the motion was approved.

Senator Midha then presented the Committee's second motion which read, "After unallocated funds have been used to resolve the reduced summer deficit, the balance of the remaining unallocated dollars be applied toward salaries." He went on to remind the body that the enrollment decline had been estimated at 6.2%, but it turned out to be only approximately 3.5%, or 3.9% as President Elliott had said. Since we had been told that every percentage decline reduced our revenue by \$1 million, we were talking about roughly \$2.5 million available, and if we were taking \$171,000 out of it (as per recommendation no. 1), there should be some money available to be used for salaries. He was not sure of the exact number, but it would be checked, based on the information which he received. There should be some money available for this.

The Chairman reminded the Senate that this had been the original recommendation of BPCC, this body, and, presumably, the President.

Senator Ranson called for the question which was seconded by Senator Green. Since there were no objections the body voted on the motion, and it was approved without dissent and three abstentions.

Senator Midha ended his report by announcing that the December 15 meeting of the BPCC had been cancelled.

Senator Sibberson wanted to know if the BPCC could give the Senate an update on the ongoing salary equity workload report. Senator Norfolk replied that the newly formed committee would have its first meeting on January 18, 1996.

Senator Siloac wondered whether the Provost would be attending BPCC meetings next semester. He did not believe that the Committee had operated as effectively as it could without an administrative officer present. Senator Midha replied that he had talked to the Provost that morning; he had intended to be at the Committee's last meeting, but because of family circumstances, he had been unable to attend.

VI. NEW BUSINESS - The Chairman announced that Senator Moss had a proposal which she wanted to introduce so that it could become an item of old business at the body's next meeting in February.

Senator Moss said this was a proposal, unanimously approved by the College of Education, to recommend to the Faculty Senate that a resolution be passed so that every college on campus would have representation on the LRPC (see **Appendix M**). She moved that this be discussed as an item of old business at our February meeting, and this was seconded. The body approved.

President Elliott said that the University had discovered, as it had suspected when it sent the capital plan through and they had cranked out the numbers in Columbus and sent them back, that we would have to drop off the bottom two, as we always did, but it came out that there was another \$1 million. She believed she had lobbied successfully so that we could use this money to upgrade classrooms, which was something we had not been allowed to do before. Could she have some sense of the body that, if she were able to get this done, that it would be agreeable to the Senate?

The Chairman asked whether the President would object to the Executive Committee acting as surrogate for the body in that regard. She said that she would be delighted with that recommendation. There was no objection to this from the body.

The President also wanted to alert the members that they would be receiving soon through various groups, either from their deans or department chairs, a form which they would be asked to fill out and return. If you did not want to fill it out, there was probably going to be a block which you could check off to that effect. This was a conflict of interest form. It has been on the books for a long time, but we had not routinely and systematically collected it. Given the recent kinds of things coming out of Ohio State University and the press' intense interest in it, the administration felt that just some simple form for reporting would be advantageous. The deans would have such a form to you for your use before the next meeting of the body. She thought that the Senate should be informed that such a form was being developed to make this easy and to protect all members of this community and put them beyond reproach.

VII. ADJOURNMENT - The Chairman called for a motion to adjourn, which was made by Senator Clinefelter and seconded by Senator Prough. The Senate approved, and the meeting was adjourned at 5:17 p.m.

December 7/14, 1995

Page 43

*Wrong item -
Orig. Report of Exec. Comm.
Dec. 2 Chronicle*

APPENDIX A

Resolutions

WHEREAS: It is apparent from the documentary material available that no tenure committee was formed to consider tenure upon initial appointment for the appointment made to position 620654AA in the College of Education. This is a clear violation of section 3359-20-03-C-2-d of the University rules which states, "In rare and compelling circumstances, the Board of Trustees may grant indefinite tenure upon initial appointment of distinguished professors and professors. This grant of indefinite tenure may occur only in exceptional circumstances to scholars who are nationally or internationally recognized and only upon the affirmative recommendation of the appropriate tenure committee." Dean Klingele specifically requested immediate tenure upon appointment in his April 27, 1994, letter to the Provost even though no tenure committee had even reviewed the applicant's credentials for tenure.

THEREFORE,

BE IT RESOLVED: That the Board of Trustees be requested to (1) investigate the violation of 3359-20-03-C-2-d with respect to position 620654AA; (2) determine which, if any, of Dean Klingele's administrative superiors knew of, encouraged or directed him to commit the aforesaid violation; and (3) impose appropriate sanctions on anyone found to have directed, encouraged, or knowingly participated in the commission of the violation.

FURTHERMORE,

BE IT RESOLVED: That any faculty member hired purportedly with tenure but without the affirmative recommendation of the appropriate tenure committee, as required in section 3359-20-03-C-2-d of the Faculty Manual, does not have tenure unless and until the appropriate tenure committee makes the required recommendation.

WHEREAS: It is apparent from the available documentation that no search was conducted for the position of Dean of Wayne College in clear violation of section 3359-20-02-B-3 of the University rules.

THEREFORE,

BE IT RESOLVED: That the Board of Trustees be requested to change Dean Sturm's appointment from Dean to Interim Dean, and the President be requested to conduct a search in compliance with section 3359-20-02-B-3 of the Faculty Manual.

APPENDIX B

Remarks of the President of the University

Good afternoon. Recognizing the many reports that we have on our agenda as the end of the semester grows near, I have just a few items to report to you today.

First, I would like to thank members of the faculty for their cooperation in the enrollment initiatives for spring registration. Our enrollment dollars will determine our ability to continue to do the things we are doing and to continue our present benefits and hopes for financial progress. Given limitations on subsidy and tuition increases, additional enrollment dollars could be our only new dollars. I do not have the report from the Council of Deans yet as to what enrollment issue each college has addressed in the last month, but the President's Advisory Council has provided a very good list of matters we can address and correct in the interest of better serving our students.

Of particular importance to our enrollment initiatives is our investment in our honors program. Last week, we dedicated the new honors facility in Gallucci Hall, with excellent faculty participation. The honors facilities, along with our Buckingham Scholars Program and our additional special incentive in mentoring these remarkable students from their freshman year on in preparing for graduate awards, make the honors program at The University of Akron now highly competitive for the premier students throughout the entire midwest.

I would like to tell you about one of these exceptional students. Sam Keller, a 1994 graduate of the University, was one of nine semi-finalists from the State of Ohio who were invited to interview for the prestigious Rhodes Scholarship. Sam was the only representative of any Ohio college or university. (Four were from Harvard and one each from Columbia, Carnegie-Mellon, the U.S. Naval Academy, and University of Akron.) Sam was a member of our honors college and we believe the first University of Akron Rhodes semi-finalist.

An addition to the enrollment efforts is the invitation to The University of Akron to join one of the strongest and best respected programs for student exchange and for research and technology linkages with Latin and South America. We do not know when we can actually begin exchanges but we are delighted to be invited.

Other news of great importance to colleagues, to students, and certainly to our enrollment picture are the initial reports from our accreditation visits in law by the American Bar Association and the Association of American Law Schools, and the college of engineering by ABET (Accreditation Board of Engineering and Technology). Both reports were favorable and acknowledged the schools' good progress and particularly the creative efforts the colleges and campus have made to remain strong and solve problems, even with such limited dollars in recent years.

Like other universities around the state, we are engaged in discussions with the Regents' staff and the faculty concerning results of the doctoral program reviews. As you know, the Regents voted a couple of weeks ago to end subsidy to our doctoral program in history. Recommendations

December 7/14, 1995

Page 45

from the State Investment Committee concerning doctoral programs in educational administration and chemistry will go to the Regents' Board in February.

I would like to thank colleagues who have attended the many lectures and special events on campus. In the past week alone, for example, we have had the opportunity to hear from such notable speakers as Dr. Henry Kissinger, the Hood\Meyserson lecturer, and legal scholar Arthur Miller, the Law Dean's club speaker. We recognize that time is short in these final days of the semester, so your participation is even more appreciated.

As you know, the semester culminates in commencement exercises on Saturday, December 16. I encourage those of you who are able to join our students and their families in this most important celebration of academic achievement. Our speaker will be Stanley Gault, Chairman of the Goodyear Tire and Rubber Company, who will receive the honorary degree.

I extend to each of you season's greetings and much thanks for all your contributions and assistance. I look forward to working with you in the new year.

Respectfully submitted by
Peggy Gordon Elliott, President

APPENDIX C

Report of Executive Committee

December 4, 1995

TO: Dr. Mike Cheung, Chair
Faculty Senate

FROM: Peggy Gordon Elliott

RE: Status Report - Faculty Senate Actions

I wanted to update you on the status of several Senate Actions which may be reflected as "pending" in the Senate records.

May 4, 1995, Senate Actions

December 7/14, 1995

Page 46

Revision: Faculty Manual, Faculty Leave Policy

(Re: My Update Memo of August 1, 1995)

The office of General Counsel has recommended that if it is the decision of the University to adopt a policy granting rights to domestic partners, such a policy should not be a part of the University's current Family Leave Policy. Simply amending the current Family Leave Policy to include domestic partners has significant legal implications primarily because the federal Family Medical Leave Act only covers family members recognized under state law. However, it does not prohibit the adoption of a separate policy covering domestic partners.

The General Counsel also recommends that the matter be referred back to the Faculty Senate to 1) define what it means by "domestic partners," and 2) provide guidelines for what should be contained in a domestic partners policy.

Revision: Faculty Manual, Retirement Age Policy

General Counsel has recommended that the last phrase of the proposed language be amended to read "...as defined by federal and state law..." The amended revision will be forwarded to the Board's Educational Policy Committee for review and possible consideration by the Board of Trustees.

October 5, 1995, Senate Actions

Recommendation: Capital Budget Requests Routing

Forwarded to the Vice President for Business

Revision: Faculty Manual, Faculty Appeals Procedure

Due to the transition in the Provost's Office, this recommendation was not immediately reviewed. Interim Provost Moore currently has it under review for possible future consideration by the Board's Educational Policy Committee.

November 2, 1995, Senate Actions

Fall '95 Commencement Candidates

Provost has forwarded to the Educational Policy Committee for Board of Trustees action.

Revisions: APCC

Resolution: Hiring of External Consultants

Both have been forwarded to the appropriate vice presidents for their information and do not require further action.

Please let me know if you have any questions or if your records reflect something other than we have reported here.

APPENDIX D

The University of Akron

Report of the Vice Chair
Graduate Council

Fall 1995

The Graduate Council met five times during the Fall 1995 semester, including a special meeting called by the provost. A final meeting for Fall Semester business is scheduled for Monday, December 11, 1995.

The membership of Graduate Council elected the following persons to the duties indicated:

Karen Reed	Vice Chair	Graduate Council
Paul Kuzdrall	Secretary	Graduate Council
Ted Conway	Chair	Curriculum Committee
Kay Alderman	Chair	Graduate Faculty Membership Committee
Gary Hamed	Chair	Student Policy Committee

Assignments were made for full-time Graduate School staff assistance to standing committees of Graduate Council. Dolli Markovich supports the Graduate Faculty Membership Committee and the Curriculum Committee; Karen Caldwell supports the Student Policy Committee.

In a special meeting called by Provost David Jamison, the Graduate Council voted 1) to strongly support the recommendation from the Graduate Dean Search Committee to appoint Charles M. Dye as Dean of the Graduate School, 2) that administrative actions similar to that appointment be conducted during the regular nine months of the University's calendar to provide for more faculty consideration, and 3) that the Graduate School and graduate programs receive more attention from the central administration.

An Ad Hoc Committee on the Revised TSE (Test of Spoken English) was formed to include volunteers from Graduate Council: Thomas Calderon, William Miller, Phillip Schmidt, and T.S. Srivatsan.

At the request of Faculty Senate President Michael Cheung, Council members Paul Kuzdrall and Ted Conway volunteered to serve on an Ad Hoc Committee of Faculty Senate for a Conflict of Interest Policy.

Curriculum Committee

The Curriculum Committee reviewed and approved 49 curriculum proposals during Fall Semester. Two proposals from the College of Engineering were withdrawn after the Committee's initial review; one proposal from Political Science will be reviewed prior to the December 11 Graduate Council meeting.

Report of the Vice Chair, Graduate Council
Fall 1995
Page 2

Graduate Faculty Membership Committee

The Graduate Faculty Membership Committee reviewed and approved 34 applications for full-time regular graduate faculty status; two applications were denied due to the absence of any refereed publications. Additionally, the Graduate Council voted to approved the Committee's recommended change to the *Bylaws of the Graduate Faculty* regarding upgrades from Category I to Category II. That recommendation will be presented to the Graduate Faculty for approval at the Fall 1995 meeting.

Student Policy Committee

Following a study by a previously-appointed Ad Hoc Committee on the Three-Year Baccalaureate Degree chaired by Dr. Alan Krigline, the Student Policy Committee recommended that Graduate Council adopt a statement of acceptance of three-year baccalaureates from Commonwealth universities. However, after lengthy discussion at the November 6 Graduate Council meeting, that recommendation was returned to the Committee for further consideration.

The Committee also recommended that Modern Languages be permitted to charge a \$50 fee to students for the processing/administration of the Graduate Reading Proficiency Exam. To maintain the integrity of the exam, the Department of Modern Languages will choose the exam material from journals sent to them from other departments. Council approved the recommendations. Dean Dye pointed out that the fee will need to be referred from the college dean to the central administration for final approval and implementation.

After review and discussion, the *List of Prospective Graduates for Fall 1995* was approved contingent upon the completion of all requirements for the degrees indicated.

Respectfully submitted,

Karen Reed, Vice-Chair,
Graduate Council, 1995-96

1995-96 GRADUATE COUNCIL MEMBERS

Dr. Charles M. Dye, Interim Dean of the Graduate School, *Chair*
 Dr. Karen Reed, Associate Professor of Nursing, *Vice Chair*

Term expires August 31, 1996

Dr. Diana C. Reep (English)	Arts and Sciences: Humanities
Dr. Paul Kuzdrall (Management)	Business Administration
Dr. M. Kay Alderman (Educ Foundations & Leadership)	Education
Dr. T. S. Srivatsan (Mechanical Engineering)	Engineering
Dr. Karen Reed, (Nursing)	Nursing

Term expires August 31, 1997

Dr. Ted Allen Conway (Mechanical Engineering)	Engineering
Dr. Gary R. Hamed (Polymer Science)	Polymer Science & Polymer Engineering
Dr. James M. Lynn (Communicative Disorders)	Fine and Applied Arts
Dr. Gay C. Kitson (Sociology)	Arts and Sciences: Social Sciences

Term expires August 31, 1998

	Representing College of:
Dr. Thomas G. Calderon (Accounting)	Business Administration
Dr. Therese L. Lueck (Communication)	Fine and Applied Arts
Dr. William I. Miller (Modern Languages)	Arts and Sciences: At-Large
Dr. Susan J. Olson (Secondary Education)	Education
Dr. Phillip H. Schmidt (Mathematical Sciences)	Arts and Sciences: Natural Sciences

1995-96 Graduate Student Government Representative:
 Pamela Tolliver, 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
1995-96

Graduate Faculty Membership**Phone**

Kay Alderman, Chair (Council), Education	8163
Diana Reep, Vice Chair (Council), Arts and Sciences	6873
Mukerrem Cakmak, Polymer Science & Polymer Engineering	6928
Brian Leonard, Engineering	7363
Douglas Kahl, Business Administration	6755
Andrew Rancer, Fine & Applied Arts	6801
Victoria Schirm, Nursing (Fall substitute: Karen Reed, x7715)	7732

Curriculum

Ted Conway, Chair (Council), Engineering	7742
James Lynn, Vice Chair (Council), Fine and Applied Arts	6119
Chang D. Han, Polymer Science & Polymer Engineering	6468
Alan Krigline, Business Administration	6422
Elizabeth Kinion, Nursing	5550
Mary Jo MacCracken, Education	6485
Sue Hardin, Arts and Sciences	8377

Student Policy

Gary Hamed, Chair (Council), Polymer Science & Polymer Engineering	6831
T. S. Srivatsan (Council), Engineering	6196
Gay Kitson (Council), Arts and Sciences	6863
Therese Lueck (Council), Fine and Applied Arts	6093
Michael d'Amico, Business Administration	7024
Adele Webb, Nursing	6251
Walter Smith, Education	6965
Eric Birdsall, Arts and Sciences	6848
Fedearia Nicholson, student rep (Public Admin & Urban Studies)	5387
Karen Kwan, student rep (Educational Foundation & Leadership)	8691
William Hire, student rep (Communication)	7954

APPENDIX E

THE UNIVERSITY OF AKRON

1995-1996 STAFF EMPLOYEE ADVISORY COMMITTEE

GARY BECHMAN
BOARD OF TRUSTEE REP.
PHONE: 7579
ZIP: 0703

ED DALESSANDRO
SHARED GOVERNANCE REP.
PHONE: 8921
ZIP: 8901

CINDY FRISBY
SHARED GOVERNANCE REP.
PHONE: 6540
ZIP: 2603

DOLLY MARKOVICH
BOARD OF TRUSTEE REP.
PHONE: 6737
ZIP: 2101

GERRY MCLELLIOTT
SHARED GOVERNANCE REP.
PHONE: 7543
ZIP: 1001

THERESA MORRISON
PHONE: 7868
ZIP: 4601

HOLLY MOTERS
PHONE: 7626
ZIP: 3501

L. & ROBERTSON
VICE CHAIR
PHONE: 8527
ZIP: 0401

PEGGY SHALLENBERGER
CHAIRPERSON
PHONE: 8902
ZIP: 8901

RENE' SPEIGHT
PHONE: 5305
ZIP: 6227

MARY STRICKEL
SECRETARY
PHONE: 6359
ZIP: 2901

JANE WOLFE
PHONE: 4911
ZIP: 6208

November 14, 1995

Dr. Michael Cheung, Chairperson
Faculty Senate, SHS 155
The University of Akron
Akron OH 44325

Dear Dr. Cheung:

The Staff Employee Advisory Committee represents the approximately 1,000 non-bargaining unit staff employees of The University of Akron. Speaking for these individuals, we propose the following recommendation to alter the present composition of Faculty Senate, the Long Range Planning Committee, (LRPC), and the Budget Planning Coordination Committee, (BPCC).

The Staff Employee Advisory Committee recommends the inclusion of staff representation to Faculty Senate, the Long Range Planning Committee, and the Budget Planning Coordination Committee. We are appealing to the Faculty Senate, as the major legislative body of the University, for consideration of this recommendation.

RATIONALE: Currently staff employees do not have representation on Faculty Senate, LRPC, or BPCC. The LRPC and BPCC prepare recommendations for Faculty Senate approval on issues that affect the entire constituency of the University. Example: Salary increases and Health Care Benefits. Staff employees, because of their non-representation on these committees, are denied appropriate responses to proposed issues that directly affect them.

We believe the creation of University governance structures should provide equal opportunities of participation for each constituency. However, staff employees are the only major constituency not provided access to current governance bodies. We believe that representative governance structures will foster exchange between constituents that could be proactive and positive for the growth of the University, rather than reactive and potentially harmful to the growth of the University.

We have attempted to pursue representation for staff employees through the Shared Governance Committee. Shared Governance agreed that staff should receive places on both LRPC and BPCC. We have asked Shared Governance to revisit our proposal and forward their support of it to the Faculty Senate.

If you should need additional information or wish us to be present at a future meeting, please contact me.

Sincerely,



Peggy J. Shallenberger
Chairperson, Staff Employee Advisory Committee

cc: Dr. Elliott
SEAC Members

THE UNIVERSITY OF AKRON

1995-1996 STAFF EMPLOYEE ADVISORY COMMITTEE

GARY BECKMAN
BOARD OF TRUSTEE REP.
PHONE: 7579
ZIP: 0703

ED DALESSANDRO
SHARED GOVERNANCE REP.
PHONE: 8921
ZIP: 8901

CINDY FRIEST
SHARED GOVERNANCE REP.
PHONE: 6540
ZIP: 2603

DOLLI MARKOVICH
BOARD OF TRUSTEE REP.
PHONE: 4737
ZIP: 2101

GERY MCCELLIOTT
SHARED GOVERNANCE REP.
PHONE: 7543
ZIP: 1001

THURRA MORRISON
PHONE: 7866
ZIP: 4601

BOLLY MOTHS
PHONE: 7626
ZIP: 3501

BRUCE ROBERTSON
VICE CHAIR
PHONE: 8527
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PEGGY SHALLENBERGER
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KEN SPEIGHT
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SECRETARY
PHONE: 6359
ZIP: 2901

JANE WOLFE
PHONE: 4911
ZIP: 6208

November 14, 1995

Dr. Michael Cheung, Chairperson
Faculty Senate, SHS 155
The University of Akron
Akron OH 44325

Dear Dr. Cheung:

Speaking for the non-bargaining unit staff employees, we request that the language appearing in the Faculty Manual be revised to include representation of staff employees in searches for President, Provost, and Deans at The University of Akron. Specifically, the language appears in sections 3359-20-02 B.1.a, 2.b. (i), and 3.a. (I).

The Search Committee for the President of the University currently includes "four Board members, three regular faculty members, the President of Associated Student Government, the President of the Alumni Council, the President of the Graduate Student Government or Student Bar Association, and one academic Dean elected by the Dean of the Graduate School and the deans of the degree-granting colleges."

• **NOTE--NO STAFF EMPLOYEES ARE REPRESENTED.**

The Search Committee for Provost currently includes "regular members of the faculty, one elected by the faculty of each degree-granting college, two representatives elected by and from those administrators listed in . . . and two students selected by Associated Student Government."

• **NOTE--NO STAFF EMPLOYEES ARE REPRESENTED.**

The Search Committee for deans currently includes "representatives elected by the regular full-time faculty of the college and representative from the college student body appointed by the President from recommendations from the college faculty."

• **NOTE--NO STAFF EMPLOYEES ARE REPRESENTED.**

Our recommendation is that Faculty Senate amend the appropriate sections of the Faculty Manual to include representation by staff employees. We seek your support of the addition of two staff representatives to each search committee.

Staff employees represent a major constituency at the University, and we believe that we have displayed repeatedly that our participation is valuable to the institution and its objectives.

If you approve SEAC's recommendations, the language that currently appears in the Faculty Manual will read accordingly (copy for revisions/additions appears in **BOLD** print; copy for deletions appears in ~~STRIKEOUT~~ print):

3359-20-02.B.1.b (Search Committee - President)

The President is selected as follows: The Board establishes a Search Committee of thirteen members which includes four Board members, three regular faculty members, **two staff members**, the President of Associated Student Government, the President of the Alumni Council, the President of the Graduate Student Government or Student Bar Association, and one academic Dean elected by the Dean of the Graduate School and the deans of the degree-granting colleges. The Board members are appointed by the Board Chairperson. The three regular faculty members (representing three colleges) are elected by the elected members of the ~~University Council~~ Faculty Senate. The staff member are elected by the Staff Employee Advisory Committee.

Page 2
Faculty Manual Revisions
Recommended by SEAC

3359-20-02.B.2.b. (1) (Search Committee - Provost)

A Search Committee shall consist of regular members of the faculty, one elected by the faculty of each degree-granting college, plus two representatives elected by and from those administrators listed in paragraphs (A) and (B) of 3359-10-03 of the Bylaws of the University Council Faculty Senate, two staff employees elected by the Staff Employee Advisory Committee, and two students selected by Associated Student Government. Members of the Committee representing the collegiate faculties must be regular members of the faculty as defined in Rule 3359-20-03 (A)(1) of the Faculty Manual, and must be elected by their respective collegiate faculties. No committee members shall be a candidate for the position.

3359-20-03.B.3.a. (1) (Search Committee - Deans of Degree-Granting Colleges)

A Search Committee is established consisting of representatives elected by the regular full-time faculty of the college, no less than one staff employee elected by the staff employees of the respective college, and a representative from the college student body appointed by the President from recommendations from the college faculty.

If you should need additional information, please do not hesitate to contact me.

Sincerely,



Peggy J. Shallenberger
Chairperson, Staff Employee Advisory Committee

pc: Dr. Elliott
SEAC Members

APPENDIX F

Report of Campus Facilities Planning Committee

The CFPC met on October 19, November 16, and December 5, 1995, to discuss committee business.

There was considerable discussion related to the proposed Student Recreation Building. There appears to be similarities to the one proposed here and the facility at Toledo. Dr. Dan Newland and Dr. Tom Vukovich brought back information about the Toledo facility and the following information was elicited from Toledo officials:

1. The proposal for the building came from Student Government and was approved by the Faculty Senate and the Board of Trustees. There was no student-wide referendum on the proposal.
2. An in-house study states that 80% of the students use the facility with an average usage of 3 hours/day. The numbers of people using the building is 3000/day in the Winter, 2400/day in the Fall and 1300/day in the Summer. Faculty usage ranges from 5%-8%.
3. The varsity athletics program has access only to the pool. The swim team had no facility prior to this.
4. They have no concrete data on how the facility has affected enrollment, but the recreation center is listed by students as one of the top three reasons they chose Toledo. Toledo reportedly has 70% of their freshmen coming from outside the immediate area.

More information will be sought about the recreation center at Toledo and the CFPC may visit that facility as our study proceeds.

The committee sought other opinions on the validity of the statistical data compiled by Brailsford Associates. Dr. Jesse Marquette of Political Science and Dr. Richard Gigliotti of Sociology agreed to look at the data that had been supplied to the committee. Their conclusions can be roughly summarized as follows:

1. We need valid data before proceeding on the recreation center. The data presented does not support the idea that we will achieve a competitive advantage with the building of such a center.
2. A new survey must deal with a more representative sample, the response to the Brailsford study being far too small, and must be unbiased. Experts on this campus should be consulted with regard to this survey.
3. Appropriate target groups for a survey must be identified so as not to cause any skewing of the study.
4. The data as presented show that more square footage is needed in the student center but that we are marginally acceptable with recreational facilities.
5. We need more careful comparison with other urban campuses to see what works and what doesn't work with respect to recreation centers.

Ensuing discussion brought out several other points, among these being the need to get some sort of data on the usage of our present facilities, the priority of a recreation center compared to other facilities that would serve students, and the need to seek the opinion of the Athletic Department. Since the consensus was that we cannot afford to build a high-cost facility without adequate objective backing for it, it was moved to present the following recommendation to the Faculty Senate: that the appropriate authorities in Student Affairs arrange to conduct a new survey to assess the impact of new or renovated physical facilities, such as the residence halls and the student recreation center, on student recruitment and retention. The new survey should be carried out in such a way as to include factors other than physical facilities that would be perceived to have an impact on student recruitment or retention. As per previous Faculty Senate action, campus experts in the area of conducting surveys and developing survey instruments should be consulted. The action should be completed in a timely manner such that the information will be tied in with the work on the campus master plan that will soon begin. This recommendation passed unanimously.

The residence hall issue was also discussed. The Brailsford study determined that it was better to raze some buildings than to renovate since changeover to a unit consisting of suites would take from \$4 to \$8 million. The question was raised as to whether students really wanted individual suites with their own bathrooms or is there a way we could cater to student needs without razing the buildings? Could we go to individual rooms with communal baths at less cost? What we need is a better baseline of what students really want. We need to have a renovation cost for some of the dorms that would include going to single rooms with communal bathrooms, renovation of the HVAC system and the elevators, and removal of the asbestos. A recent report from David Stevens, Director of Residence Halls, incorporated the University views as well as those of the Brailsford study. This report noted the first phase of renovation to include Sisler/McFawn, Orr and Ritchie Residence Halls where the work will include plumbing and HVAC systems, asbestos removal, electrical systems, roof repair, windows, and a number of other items intended to bring the buildings to "as built" standards. Interior redecoration will be included along with redesigning basement areas to accommodate computer labs, meeting space and tutorial rooms. The basic floor plan of the halls will remain the same. The estimated cost of the work is \$3.2 million for Sisler/McFawn and Orr halls (completed by Fall, 1997) and \$1.2 million for Ritchie (completed by Fall, 1998). The renovation would be for a total of 327 beds, and Sisler/McFawn is now sitting empty. The construction would be funded through bonds to be repaid through the residence hall fees. In order to proceed in a timely manner with respect to the residence halls, the committee unanimously voted to recommend to the Faculty Senate that the renovation on these three buildings proceed. The more controversial items will be dealt with later.

A proposal was brought forward to use 16-20 parking spaces behind the Lincoln Building as a satellite farm for cable hookups for the residence halls. The funding for the project is from residence hall fees, and site tests determined that this was the best location for the equipment. This is not the system for the proposed "distance learning" project although that would probably be located at the same site. The proposal had all the necessary signatures except that representing the Faculty Senate. It was moved to accept this proposal and the committee unanimously approved it to be forwarded to the full Senate. Since it was imperative from a cost and time standpoint to go ahead with this project, and since the full Senate would not meet until December 7, the proposal was forwarded to the Executive Committee of the Faculty Senate. As special case, that body considered the proposal for the Senate as a whole.

The subject of food service in the Hilltop in GSC was again raised. It was noted that facilities needed to support the serving of hot meals is costly and that Sara Lee's is adding items to their menu. The questions from previous meetings about the Chuckery renovation were rehashed, and the committee was assured that there should be minimal problems with food services this coming Summer since Robertson will be open and the university catering service may run a second line in the Hilltop area. The renovation is necessary since the furniture is old, the decor is rather dingy and broken down, and the area has been redone (partially) only twice in 24 years. Food Services is looking to have an area that is more open and airy, with more vendors, hopefully somewhat similar to that at KSU. Joel Hampton is preparing a document on the present situation with food services.

Other items that were discussed may be summarized as follows:

1. A memo regarding the water problem at the Polsky Building was discussed and the problem seems to have been corrected.
2. The possibility of a member of the CFPC sitting in on Administrative Support Service Staff meetings was discussed. The committee deemed that such representation was unnecessary since Roger Ryan was a member of CFPC.
3. The committee was given a copy of a summary report for justification of the Capital Improvements Plan for the period of 1997-2002.
4. The committee was also given a copy of the Plant Fund Summary for 1994-95 and 1995-96.
5. The topic of the removal of class size limits for the Spring semester of 1996 was briefly discussed. Is this a subject that should be discussed by this committee? The question was raised as to how many students can be handled on campus (both in classrooms and in parking) in the 11:00 a.m. - 1:00 p.m. window on Monday, Wednesday, and Friday. Apparently the Registrar's Office is working on this matter and Graham Kelly will check out the classroom capacity and get information from the Parking Office on vehicle capacity.
6. The Permanent General Committee for the Campus Development Guide Plan (the campus master planning unit) has been formed and four members of CFPC will be members of that body. These people are: Drs. Drummond, Dunning, Gunn and Sterns. Dr. Jones will serve as an alternate.

Respectfully submitted by
Jerry Drummond, Chair

APPENDIX GFALL SEMESTER

Day and Evening
Classes Begin
Labor Day*
(Day and Evening)
Veteran's Day
(Classes Held, Staff
Holiday)
Thanksgiving Break **
Classes Resume
Final Instructional Day
Final Examination Period
Commencement
Spring Intersession

1996-97

Mon., August 26
Mon., September 2
Mon., November 11
Thurs.-Sat., November 28-30
Mon., December 2
Sat., December 7
Mon.-Sat., December 9-14
Sat., December 14
Thurs.-Sat., January 2-11

PRELIMINARY 1997-98

Mon., August 25
Mon., September 1
Tues., November 11
Thurs.-Sat., November 27-29
Mon., December 1
Sat., December 6
Mon.-Sat., December 8-13
Sat., December 13
Fri.-Sat., January 2-10

SPRING SEMESTER

Day and Evening
Classes Begin
Martin Luther King Day*
President's Day*
Spring Break
May Day***
Final Instructional Day
Final Examination Period
Commencement
Commencement/Law School
Summer Intersession

Mon., January 13
Mon., January 20
Tues., February 18
Mon.-Sat., March 17-22
Fri., May 2
Sat., May 3
Mon.-Sat., May 5-10
Sat., May 10
Sun., May 18
Mon.-Fri., May 12-June 8

Mon., January 12
Mon., January 19
Tues., February 17
Mon.-Sat., March 16-21
Fri., May 1
Sat., May 2
Mon.-Sat., 4-9
Sat., May 9
Sun., May 17
Mon.-Fri., May 11-16

SUMMER SESSION 1

First 5 and 8 Week
Sessions Begin
Independence Day *
First 5-Week Session
Ends

Mon., June 9
Fri., July 4
Sat., July 12

Mon., June 8
Fri., July 3
Sat., July 11

SUMMER SESSION 11

Second 5-Week
Sessions Begin
8-Week Session Ends
Second 5-Week
Session Ends
Commencement

Mon., July 14
Sat., August 2
Sat., August 16
Sat., August 16

Mon., July 13
Sat., August 1
Sat., August 15
Sat., August 15

FALL SEMESTER

Day & Evening Classes

Mon. August 25

Mon., August 31

* Classes canceled

** Classes canceled from Wednesday at 5 p.m. through Monday at 7 a.m.


*** Classes canceled from noon to 5 p.m.

acadcal..98

APPENDIX H

November 30, 1995

TO: Faculty Senate
FROM: Graham Kelly, Assistant Provost
RE: Academic Policies, Curriculum and Calendar Committee;
 Report for Faculty Senate Meeting on December 7, 1995



APCC offers for approval by Faculty Senate the following items:

Calendars

The 1996-97 Academic Calendar and the Preliminary 1997-98 Academic Calendar (copies will be available at 12/7 meeting).

Curriculum

The following curriculum proposals have received no objections from the university community, have passed Institutional Research review, and have been approved by the Provost:

AS-96-02	CT-96-01	ED-96-01	FA-96-02	NU-96-03
AS-96-03	CT-96-02	ED-96-02	FA-96-03	
AS-96-07	CT-96-03	ED-96-07	FA-96-04	
AS-96-08	CT-96-04	ED-96-08	FA-96-06	
AS-96-09	CT-96-06	ED-96-09	FA-96-07	
AS-96-14	CT-96-07	ED-96-10	FA-96-09	
AS-96-15	CT-96-08	ED-96-14	FA-96-10	
AS-96-19			FA-96-11	
AS-96-22			FA-96-12	
AS-96-23			FA-96-13	
AS-96-25			FA-96-17	
			FA-96-19	
			FA-96-20	

**Academic Policies, Curriculum and Calendar Committee;
Report for Faculty Senate Meeting on December 7, 1995
November 30, 1995
Page 2**

CT-96-05

Curriculum proposal CT-96-05 received objections from the university community, and these objections have been resolved. C&T and CBA agreed that "business technology" be substituted for "business" in the course titles. The proposal has passed Institutional Research review and has been approved by the Provost.

UC-96-01

Curriculum proposal UC-96-01 received objections from the university community. The proposal has passed Institutional Research review; has been approved by the Academic Policies, Curriculum and Calendar Committee with the understanding that institutional credit would not be granted for the two new courses and that the grades received in each course would not be used to calculate a student's gpa; and has been approved by the Provost.

Unless a proposal listed above is disapproved by the Faculty Senate at its meeting on December 7, 1995, the proposal will become record.

ald\curr96\fs9512.07

*Marilyn Quillin
Faculty Senate Office
+4910*

APPENDIX I**Report of Research Faculty Projects Committee****MINUTES OF THE MEETING OF NOVEMBER 3, 1995**

The meeting began at 9:10 a.m. and was held in the McColleston Room of Buchtel Hall. Members present were Ms. Tana Alexander, Dr. Roger Bain, Ms. Virginia Berringer, Dr. Andrew Borowiec, Dr. Dolores Bower, Dr. Earl Ertman, Dr. J. Clayton Fant, Dr. Jon Hawes, Ms. Eleanor Klosterman, Dr. Brian Leonard, Dr. Lazarus Macior, Dr. William McGucken, 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. Barb Moss (Co-Chair and Senator), Dr. Isadore Newman and Dr. Victoria Schirm (Fall 1995, Sabbatical).

There were 22 proposals submitted for the Fall 1995 competition. All the proposals were assigned a primary reviewer by Dr. Sheffer. However, with this competition, a large number of the proposals came from the sciences and engineering. Dr. Sheffer decided it would be unfair for the few committee members from science and engineering to be expected to be primary reviewers for a disproportionate share of the proposals. Therefore, to alleviate what appeared to be an illogical match of reviewer to proposal, he assigned a secondary reviewer to seven of the twenty-two submitted proposals. It was the secondary reviewer's responsibility to work with the primary reviewer in the evaluation of the proposal.

There were 16 proposals funded, totaling \$55,811.30:

5 -Arts & Sciences	1 -Geography; 1-History; 1-Geology; 2-Biology
1 -Education	Curricular & Instructional Studies
8 -Engineering	2 -Chemical; 1-Biomedical; 1-Civil; 1-Electrical; 4-
Mechanical	
1 -Poly Sc.&Poly Engr.	1 -Polymer Science
1 -Combined: A&S/Nursing	Sociology/Nursing

Two requests for a time extension were approved by the Committee. One proposal was tabled until the December 1, 1995, meeting. One funded researcher was mailed an invention disclosure.

Dr. Sheffer explained to the Committee that the award letters and letters of rejection would be mailed out at the same time to the researchers. The letters explained that if the researcher wished to receive comments and/or suggestions, the researcher would be encouraged to contact the primary and/or secondary reviewer. The reviewer(s) would receive a copy of the comments from Committee Secretary and it was then the reviewer's responsibility to use the information from the meeting to help the PI achieve future successful funding. The intent of the comments of the Committee is to be facilitative.

The Committee will next meet on Friday, December 1, 1995, to discuss the Summer 1996 proposals.

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

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

<u>FRG#</u>	<u>NAME</u>	<u>TITLE OF PROJECT</u>	<u>AMOUNT</u>
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-invasive 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 PolySc/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"	3,500.00
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	Diane Quinn MechEngr/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 Veilette 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 J

Report of Student Affairs Committee

Present: C. Echols, C.Gigliotti, C.Keener, D.Laconi, L.Pachnowski, G.Prough, C.K.Smith, D.Vukovich, M.Weidknecht

Absent: B.Bucey, D.Ely, T.Jolly, D.McNutt

Guests: P.Fitzgerald, T.Vukovich

C. Gigliotti requested that the minutes of the October meeting include a more detailed description of the discussion regarding the Brailsford Associates survey. Other committee agreed. Therefore, paragraph eight of the October 23, 1995, minutes is amended as follows:

C.K. Smith updated the committee on the status of the campus housing and the campus recreation and wellness center proposals. Immediately following our September meeting, Dr. Smith had mailed summary reports from Brailsford Associates to all committee members. Following a brief presentation, which emphasized the importance of these projects not only to our student recruitment efforts but also to the improvement of the quality of campus life for all members of the campus community, she addressed questions relating to the surveys and reports. A lengthy discussion followed during which committee members expressed their serious concerns regarding the construction of the survey instruments. They cited specific instances in which a survey question was either unclear or did not adequately provide for a negative response. They also questioned the need to use an outside agency when in-house expertise was available. Dr. Smith responded that she would contact Brailsford Associates for information regarding the validity and reliability of the survey methodology and their response to faculty allegations of bias in the survey questions. Concerning the issue of using University of Akron expertise to design the survey, Dr. Smith said that the survey was only a part of what needed to be done to study the feasibility of the projects. The outside agency has a multi-institution data base with which we can compare data.

As the next order of business, C.K. Smith and T. Vukovich reviewed the work of the Enrollment Services Planning and Implementation Network (ESPIN). The goal of ESPIN is to develop initiatives to enhance the recruitment and retention of students. ESPIN has four subcommittees - recruitment, retention, assessment, and financial aid. Members of ESPIN were selected to represent a broad range of campus constituencies because the philosophy of Student Affairs is that student recruitment and retention is positively or negatively affected by the actions of everyone on campus - from the willingness of a grounds keeper to give a student directions to the helpfulness of a registration staff member to the thoughtfulness of a faculty member who makes the effort to help students go beyond the classroom and become involved in campus activities.

C. Gigliotti pointed out that, as shown by a survey she and R. Gigliotti did, students often drop out for reasons beyond the control of the University. Frequently those reasons involve finances and/or family responsibilities. She also said that more two-day classes might be helpful and talked about the devastating effect cancelled classes have on students, especially those who must go to great lengths to arrange their schedules around children and work. Other committee members seconded the seriousness of the cancelled class problem. D. Laconi voiced concern that the new enrollment plan of removing load limits from classes might heighten the problem of cancelled classes. For example, what will happen if 50 students enroll in a class with a normal load limit of 40? Will the extra 10 students be placed in another section which will perhaps then be cancelled due to low enrollment or can the class of 50 be split into two classes of 25? The assumption is that each department will have to determine how to handle this type of problem.

Regarding the issue of finances, C.K. Smith added that results of a survey that Student Affairs just completed on how our students finance their education showed that 76% of our students were working during the semester they responded to the survey and another 11%, although not working at the time, had worked at some time while attending the University.

C. Keener mentioned the need for student lockers. Committee members based in the Polsky Building said this was a real need and that they thought student lockers had been part of the original Polsky plans. Some lockers are available in Zook, Crouse, and Spicer. They can be obtained for a \$5 deposit at the Cashier's Office in Spicer. T. Vukovich will investigate how to do a better job of making students aware of this fact.

L. Pachnowski returned to the issue of connectedness and asked if studies show a higher retention rate for students who work on campus rather than elsewhere. C.K. Smith and T. Vukovich responded in the affirmative. T. Vukovich again emphasized the importance of helping students make connections and therefore feel a part of the institution because all retention studies show that this "feeling of belonging" plays a major role in student persistence. He stressed the vital role faculty play in helping students to develop this connectedness because faculty are the one group on campus who see students the most.

Some of the recruitment initiatives C.K. Smith and T. Vukovich cited were:

1. advertising in national journals;
2. recruiting in areas like NYC, for which specific endowed scholarships are designated but in which we have never recruited;
3. holding "sneak preview" days on campus for prospective students and their parents. Other 900 attended the last program;
4. trying to increase the number of scholarships available;
5. holding campus-wide enrollment summits.

A major goal is to bring U of A up to among the first three choices most local and regional students list when they take the ACT/SAT.

P. Fitzgerald asked about the impact of the KSU First Plan. C.K. Smith said that KSU is in their first year with this plan and is getting very positive responses from students and parents. The plan is easily understood because it is so similar to buying a car on a payment plan, i.e., five years at a set price which includes a down payment and a set of monthly payments. For the 1995-96 academic year, the KSU plan is \$1700 down and \$400 per month for 36 months.

C.K. Smith alerted the committee to our pending transportation crisis. The metro bus loop has been funded largely by an EPA grant which will expire this summer. Most likely the grant will not be renewed. The institution is currently exploring alternatives.

T. Vukovich announced that plans are being made for the next campus-wide enrollment summit. To ensure that faculty will be able to participate, it is planned for the morning of February 20, when classes are cancelled for Presidents' Day. The tentative agenda will be a group presentation followed by small break-out sessions centered on specific topics.

D. Vukovich suggested that Student Affairs set up an e-mail discussion group, which would include faculty, so that recruitment/retention ideas and concerns could be shared. C.K. Smith will look into this possibility.

C. Keener announced the ASG clothing and toy drive. Donations will be accepted through December 6, 1995, in the ASG Office in GSC 127.

The agenda and meeting times for spring semester were discussed. Committee members will send their spring schedules to D. Vukovich. She will then notify members of the next committee meeting which is targeted for the week of February 5 or 12.

HAPPY HOLIDAYS!

Respectfully submitted by Diane Vukovich, Chair

APPENDIX K

**THE
UNIVERSITY
OF
AKRON**

Survey Research Center
Polsky Hall 285
Campus Mail 1911
972-5111
FAX 374-8795

MEMORANDUM

DATE: December 14, 1995

TO: Faculty Senate

FROM: Jesse Marquette, Vice-Chair
Long Range Planning Committee

SUBJECT: Attached Data

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, I thought you would find this material informative.

Data sources:

a) Revenue data are from University of Akron, Office of Institutional Research, Academic Estimated Revenue Generation Report, 1990/91 to 1994/1995.

b) Expenditure, academic personnel, SCH and Majors data are from University of Akron, Office of Institutional Research, Resources Analysis Report, 1990/91 to 1994/1995.

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 head-count full time faculty and head-count 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 are therefore also head-count 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, Dept of Economics.

University of Akron

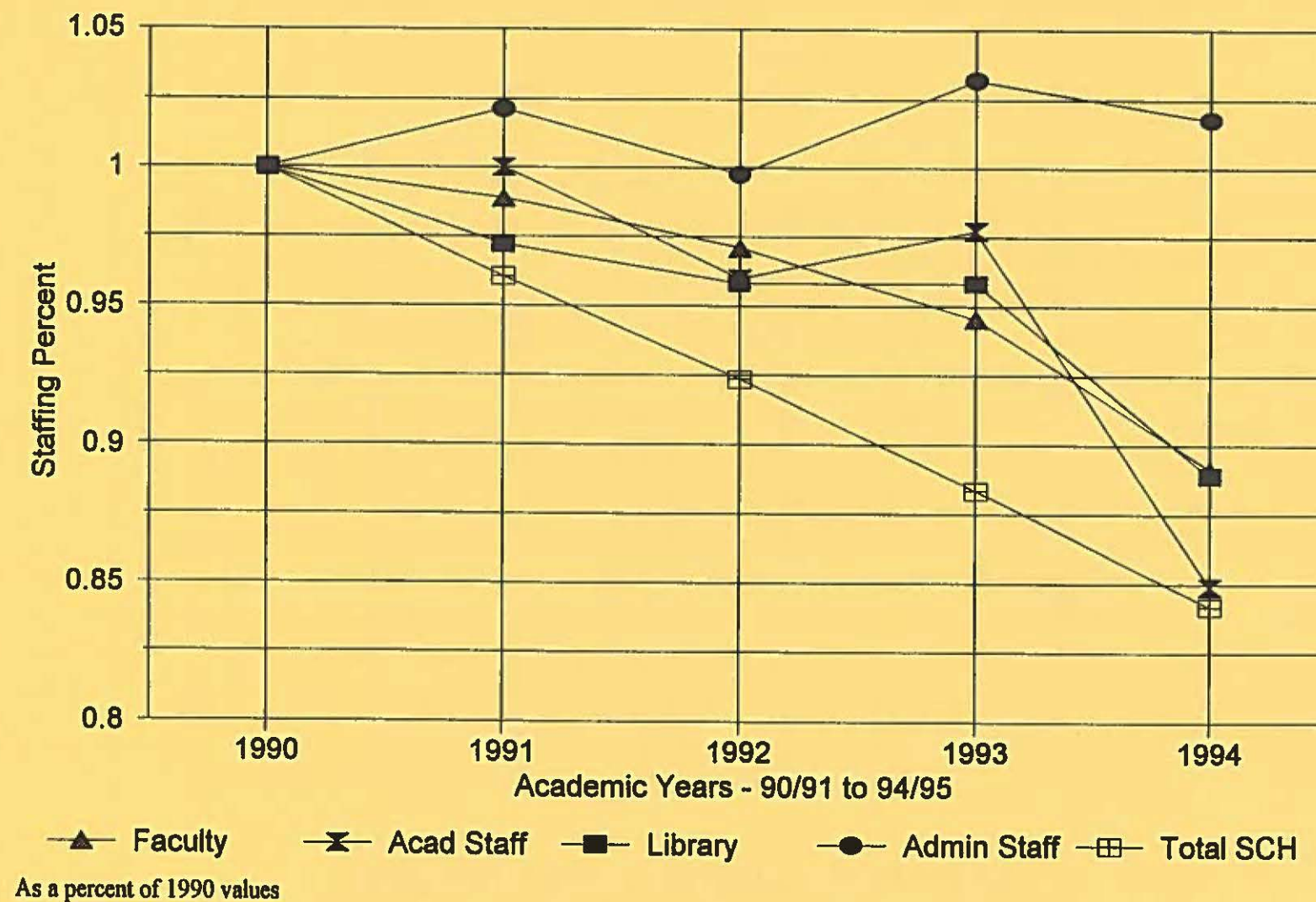
Ratio of Revenue to Expense, By College 1990-91 to 1994-95

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	1.9662
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	0.8683	0.9102	1.1143	1.2294	1.1569
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	1.6609	1.7672	1.7904	1.8471

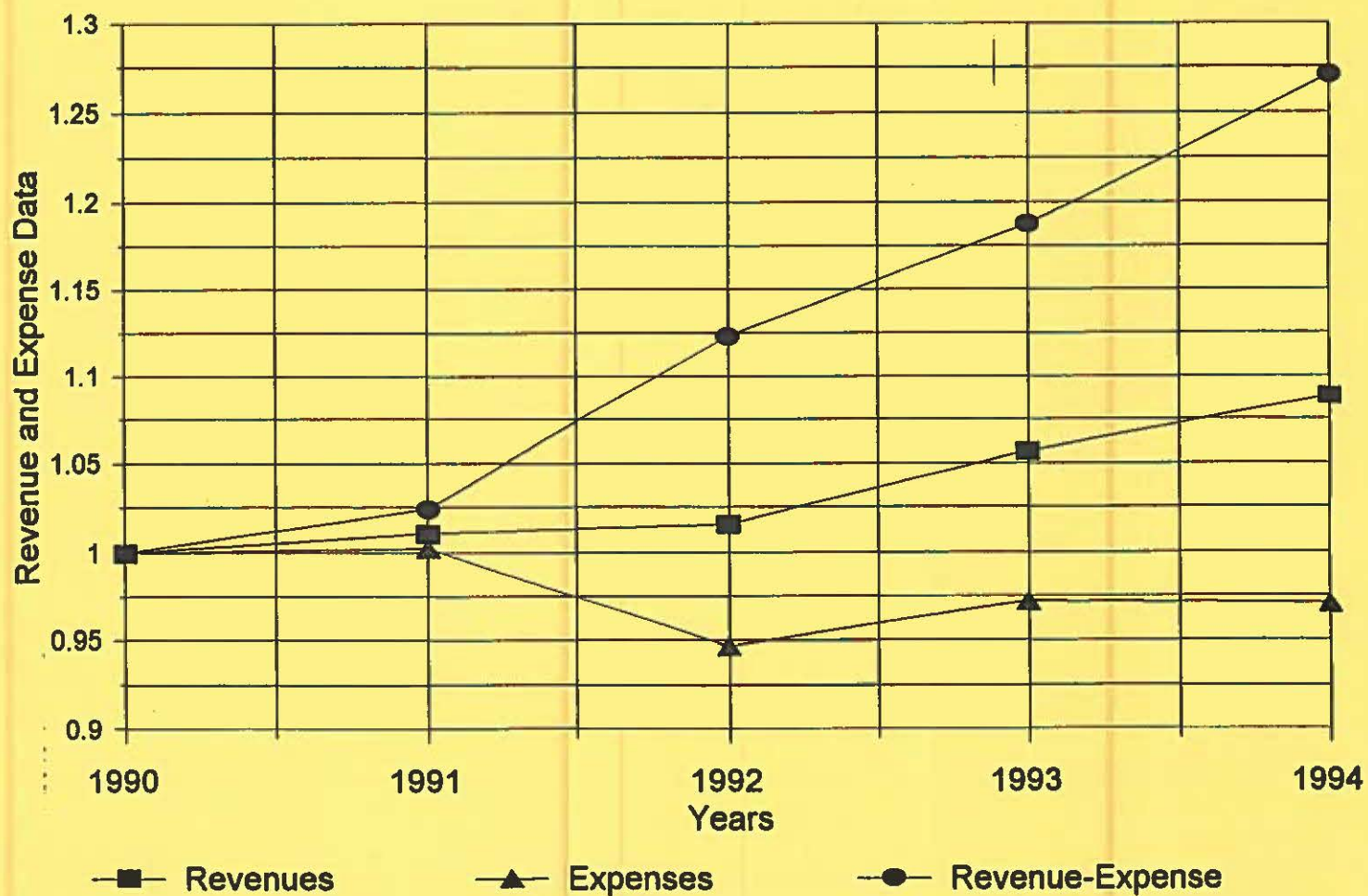
Summary Statistics for the Akron Campus

	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	763	769	749	706
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	860

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



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



As a percent of 1990 figures

APPENDIX L

Board Minutes
September 27, 1995

Mr. Arshinkoff called upon Dean Frank Kelley to share his thoughts. Dean Kelley stated the resolution is very important to the University Research and Service Center and the Board's support would be much appreciated. Mr. Arshinkoff recommended the Board approve the resolution with the additional condition that #6 of the guidelines require such contracts include liability insurance naming the University as an insured, indemnity by the agency or person seeking the research or service, or some other measure reasonably appropriate to minimize any University liability.

RESOLUTION 9-7-95

BE IT RESOLVED that the recommendation of the External Affairs Committee to the Board of Trustees on September 27, 1995, recommending adoption of the attached Guidelines for Use of University Research and Service Centers for Economic Development, be approved.

ACTION: Mr. Arshinkoff moved, seconded by Mr. Waddell, approval of Resolution 9-7-95. The motion passed unanimously.

* * * * *

Mrs. Stitzlein asked Committee Chairman David E. "Gene" Waddell to present the recommendations of the Finance and Fiscal Policy Committee.

FINANCE AND FISCAL POLICY COMMITTEE

Chairman Waddell said that the first item is acceptance of the final year-end financial reports. He stated that there is little variance from the preliminary reports the Board reviewed at the August meeting. Both the Akron campus and Wayne College ended the year in a strong financial position.

A few of the highlights for the Akron campus: total revenues exceeded the budget by \$3.3 million (1.8%) and total educational and general expenses were nearly \$20 million less than budgeted. Under the new policies, the University earned \$1.5 million more than budgeted on the investment of operating cash and the total University and foundation endowments rose to more than \$75 million by year end.

APPENDIX M

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.~~