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Faculty Senate Chronicle February 22, 1996

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Any comments concerning the contents in The University of Akron
Chronicle may be directed to the Secretary, Dr. Gary Oller (+1910).
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**MINUTES OF SPECIAL MEETING OF FACULTY SENATE
FEBRUARY 22, 1996**

The emergency meeting of the Faculty Senate was called to order by Chairman H. Michael Cheung at 3:03 p.m. on Thursday, February 22, 1996 in Room 201 of the Buckingham Center for Continuing Education.

Fifty-one of the fifty-six members of the Faculty Senate were in attendance. Senators Harrison, Newman and Peebles were absent with notice; Senators Echols and Smith were absent without notice.

SENATE ACTIONS

- * APPROVED A RESOLUTION ASKING THE BOARD OF TRUSTEES NOT TO APPROVE GOVERNANCE RECOMMENDATIONS UNTIL CERTAIN REPORTS HAD BEEN MADE**
- * APPROVED A MOTION ASKING THE EXECUTIVE COMMITTEE TO IDENTIFY PRINCIPLES OF ADMINISTRATION THAT THE SENATE SHOULD DEBATE**
- * APPROVED RECOMMENDATIONS TO BE SENT TO THE BOARD OF TRUSTEES REGARDING THE GOVERNANCE RECOMMENDATIONS IT WAS CONSIDERING**
- * APPROVED A REALIGNMENT CHART PROPOSED BY THE LRPC**
- * RECEIVED A REPORT FROM BPCC**

I. DECLARATION OF EMERGENCY SESSION - The Chairman announced that it was necessary for the body to declare itself in emergency session. Senator John Green so moved, and this was seconded by Senator Peggy Richards. The body then voted its approval.

II. APPROVAL OF AGENDA - The Chairman stated that the Executive Committee had two additional items for today's agenda. One was a proposed resolution which was to request the Board of Trustees to refrain from restructuring the upper administration of the University until the results of the two activities; namely, the NCA visit and the report of the Special Counsel, were known. This was to be added between the Chair's remarks and the governance recommendations. The second was to be added immediately after the first and was a request for guidance by the body in the handling of two new compensation questions with a suggested motion. There were no objections to these additions.

Senator Jesse Marquette had a report from LRPC on recommendations regarding organizational structure, which he wanted to add at the appropriate place during the discussion of the governance recommendations. Senator Chand Midha also had a motion from BPCC regarding reorganization.

President Peggy Gordon Elliott had a question regarding the second item added to the agenda by the Executive Committee. It had been her understanding that anything after the Board's January 9 meeting was to go to the General Counsel and to her. If there was no satisfactory resolution from that, then we could try something else, but it had been the Board's direction that the only things to go to the Special Counsel were the things already there. This motion made the President and General Counsel to be simply transmittal agents, and that was not her understanding of the Board's direction.

The Chairman asked whether this discussion could be saved for when the body reached that motion, and the President agreed.

Since there were no further changes to the agenda, the body voted its approval of the amended document.

III. CHAIRMAN'S REMARKS - The Chairman said that he would keep his remarks brief since we now had a rather full agenda. As many of the Senators knew, at least one other additional item had come to the attention of the campus. As noted in last Sunday's Beacon Journal, it had to do with compensation issues on our campus. Another matter which the Executive Committee had been pursuing for some time also had come up regarding compensation. Both of these appeared quite serious and raised very serious ethical questions. These were the subject of the Executive Committee's request for guidance. The reason for that request, on which he would elaborate later, could be boiled down to it being a little different than the issues the Senate had handled thus far.

IV. EXECUTIVE COMMITTEE MOTIONS - The Chairman read the first motion, a resolution to the Board of Trustees which was as follows:

"Whereas,

The North Central Association will shortly be conducting a focused visit to The University of Akron to examine governance issues.

Whereas,

A Special Counsel appointed by the State Attorney General is conducting an investigation into alleged hiring irregularities at The University of Akron.

Whereas,

The reports of these activities may influence the appropriateness or effectiveness of any recommendations for restructuring the upper administration of the University.

Be It Therefore Resolved,

That the University of Akron Board of Trustees be requested to refrain from restructuring the upper administration of the University until the result of the aforementioned activities are known."

Coming from the Executive Committee, this was moved and seconded, and it was now open for discussion.

Senator Devinder Malhotra urged the Senate to adopt this resolution because he was personally very disturbed by the events of the last month. They had taken on a life of their own and had become the making of a very good soap opera. It had all the necessary ingredients - it was unending, it had many subplots, and it was replete with bad acting. He thought from that standpoint that we should wait until all of the information was in before we could make a judgment on University governance restructuring. This was why he urged the body to support the motion.

Senator Tim Norfolk, speaking in favor of the resolution, noted that given the complaints about micromanagement at the University and the problems it had raised, he found it a little unfortunate that there were four people designated as community leaders who were also coming in to discuss micromanaging the University. He did not think that it was any better just because you added four more people.

Senator David Buchthal asked whether this resolution was requesting that the Board not act on any of the proposed governance recommendations. When the Chairman replied that it spoke to all of the restructuring recommendations, Senator Buchthal commented that he thought the recommendations relating to reporting channels were appropriate no matter who the President was. It was necessary for the good management of our institution. On the other hand, the appointment of new high-level vice presidents to oversee the morality, integrity, and obligation of our administration struck him as making a decision about our administration's inability to perform these functions before the report was known. He remembered that we had the highest ratio of employees in human relations hires of any of the schools that we had studied. To add more people to this effort did nothing to handle the problems that we had here. If the resolution was one which said that a new vice president to oversee human resources should not be instituted, he would certainly support it. However, if it said that we should do nothing and sit back until reports came in, he had some problems with that.

A short discussion followed in which both Senator Adele Webb and President Elliott asked for clarification from the Chairman that the resolution was asking the Board to refrain from making a decision on any of the governance resolutions. With the assistance of Senator David Brink, the end of the resolution was amended to read, "Therefore be it resolved that the Faculty Senate requests The University of Akron Board of Trustees to refrain from acting upon the governance recommendations submitted to it until the results of the aforementioned activities are known."

Senator Nicholas Ranson suggested that perhaps the group which had come up with the governance recommendations could be designated "4 by 4" since this was their number (four outside and four Board members) and the issue had the urgency of a kind of 4-wheel drive vehicle. This motion died for lack of a second.

President Elliott noted that the first governance recommendation on the list had nothing to do with restructuring but dealt with creating a relationship with the American Association of State Colleges and Universities which tried to work with Boards that were philosophically in some conflict. This might even be quite positive for the outcome of the North Central visit. Was it the body's intention that this recommendation be included in the resolution?

The Chairman answered that this was the intention of the Executive Committee when it drafted the resolution. The body's intent was yet to be made clear.

Senator Gary Oller wondered whether it would not be better to wait until we knew what the concerns of the NCA were. Until we knew what the problems were, the outside group could not really begin to act. Maybe it would be better to find out exactly what the NCA's concerns were and then approach this group with whatever negotiations or work that might need to be done.

When President Elliott attempted to respond, the Chairman said that she was out of order, because she had not been recognized.

Senator David Redle thought this resolution had a negative spin and that we should be directing the Board to act in a positive fashion with caution. The resolution might be better received if we were to be a little more positive in attempting to work toward resolution as a group instead of possibly choosing sides and ask them not to do something when they had the power to do whatever they pleased.

Senator Buchthal suggested that instead of asking them to refrain from doing something, the phrase "to await the report before proceeding" be inserted. The Chairman, on behalf of the Executive Committee, accepted this as a friendly amendment. The final version of the end of the resolution now read: "Be It Resolved, That the Faculty Senate requests that The University of Akron Board of Trustees await the results of the aforementioned activities before acting on the governance resolutions submitted to it."

Senator Midha wondered whether we should put a deadline on this. This mess had to be resolved right now. Every day the public perception was getting more negative. There had been an enrollment meeting two days ago, and he thought we were all going to suffer when we saw the enrollment going down. Some sort of deadline should be put on this - March 15, 30 or April 15 - in order to get this behind us.

Since there was no further discussion, the Senate voted and approved the amended resolution.

In order to be able to introduce and discuss the second motion from the Executive Committee, the Chairman yielded the Chair to Senator Brink, Vice-Chair. Senator Cheung then read the following motion: "The Executive Committee is directed to forward the information it has concerning the President's compensation via the UA Foundation and the administrative stipend being paid to Prof. Jo Ann Harris to the President and General Counsel with the request that it be brought to the attention of the Special Counsel. Further, the Executive Committee is directed to continue its investigation of these matters and report its findings back to the Senate at its next regular meeting." As a motion from the Executive Committee, this was automatically moved and

seconded. Senator Cheung then reviewed salient points regarding the first matter, the President's compensation received via The University of Akron Foundation with which he presumed most people were aware because of the Beacon Journal article. The Executive Committee had acquired some of this evidence by requesting that the General Counsel provide it with the same material that had been provided to the Akron Beacon Journal. The main points that had been extracted were that on July 6, 1994, the Foundation's Executive Committee had approved, unanimously according to its minutes, a budget which had included a housing allowance of apparently \$13,380. In a conversation today and via other sources, the President had indicated that those minutes were inaccurate and she did not vote. However, on that occasion there were three and possibly four University employees who either reported directly or indirectly to the President, apparently voting as members of the Foundation's Executive Committee. Senator Cheung had spoken with one of those individuals who had indicated that those employees, and presumably the entire Executive Committee, were explicitly told that the Foundation housing allowance was to replace part of the University allowance, and as such, it was not a net increase in compensation to the President of the University. This individual had told him that the same was true even later when they were asked to approve another increase in the Foundation's contribution to the President's housing allowance. On the 11th of September, 1995, a memo from Ted Mallo to Faith Helmick pointed out that apparently the President's salary would have to be reduced to keep this from becoming a net housing increase.

The second matter had to do with a review of documents concerning an administrative stipend being paid a colleague, Prof. Jo Ann Harris, who was serving as an ACE (American Council of Education) Fellow this year. The Executive Committee had asked for these documents last December but only received them near the close of business this past Monday. There has been in that packet of materials a PAF signed by the President on July 12 approving a temporary monthly stipend of \$1,500 for continued work with Minority Affairs. That PAF had been approved on the 2nd of August, 1995, by the Board of Trustees. On or about December 28 of last year the President responded in writing to a memo from Interim Provost Moore inquiring as to the justification for the stipend. Her response was there in quotes, "Original appointment so she should give up most of her law practice to take job. I'll give you details of why we did this rather than raise her salary permanently." A few days ago the Provost had spoken to Prof. Harris and his notes had read in part: "- about stipend; used to 'renegotiate (sic) contract'; got same \$ as when was Assoc. Provost.; doesn't care where \$ come from; reports directly to PGE; said was for double expenses + closing her law practice; learning about accreditation, HBCU athletics, BOT dealing." These materials had been released to the Executive Committee this past Monday after approval by Mr. Ted Mallo, which apparently followed review by Prof. Isaac Hunt.

Senator Cheung said that yesterday he had spoken with Dr. Jeff Wallace, the Associate Provost for Minority Affairs, and his notes from that telephone conversation in part read as follows: "On his budget there is a place for Jo Ann & her salary or stipend; when she was added his budget was augmented so her money did not negatively affect his budget; when he began (as Assoc. Provost for Minority Affairs) he was told that this had been previously arranged; Prof. Harris does not report to him and does not work in his office."

Senator Cheung stated that he had also spoken twice with Prof. Hunt, and a portion of his notes here read: "2nd call from Ike Hunt; says that when Harris became Interim Dir. of Minority Affairs, given stipend instead of a new salary (in and of itself not unusual, that seems to be the right way to handle temporary assignments); ACE fellows maintain their total compensation so she kept the

stipend; it is scheduled to cease when her ACE Fellowship ends: Ike did not say where this "new" information came from." Today in a conversation, the President had indicated that the records involving this matter did not accurately reflect the situation, and she would obtain written recollections from Mr. David Jamison and the ACE Fellow as to the arrangements and how they had come about.

Senator Cheung said that the reason the Executive Committee had come before the body with these issues was that they were of a different character than the items which the Senate had dealt with before. It was stretching the mandate and direction of the Senate regarding hiring irregularities to apply that motion directing us to simply send things on to the President and General Counsel regarding these two matters. So the Executive Committee, wishing guidance, had suggested the motion which he had read at the beginning. He apologized for not reproducing all of the documentation in its entirety - it was too extensive to accomplish that before today's meeting. If anyone wished to make a motion regarding this, he would be happy to make the material available either in the Senate office or in the library.

Senator Buchthal agreed that these two items were different from the things which the Senate had discussed before which had related to possible violations of the Faculty Manual. In regard to the first item, he wondered whether it was really appropriate for discussion by the Faculty Senate. It was embarrassing, but it was a problem best left to the Board of Trustees, the Foundation, and perhaps, the Beacon Journal to hash about. He did not think that it was an issue that we needed to bandy about here. This was now known, but he hoped that we did not take action on it.

Senator Richard Gigliotti said that this was certainly troubling, but he had to agree with Senator Buchthal. Discussion of matters between the President and the Board of Trustees were not the province of this body. He was similarly troubled by the second matter. From the standpoint of the functioning of this institution, non-judicious use of stipends, if that was the case here, posed serious implications for the functioning of this organization. From the vantage point of a department chair, his department was dead if he had to start paying people stipends to do things. None of the Senators were getting stipends. These were serious concerns, but this was not an issue that should be dealt with on the Senate floor. This was an issue of people in positions of responsibility acting with good judgment and with faith. We should not be managing on this level. Perhaps someday the body should talk about principles and general guidelines on what was right, but he suggested to his colleagues that they not give in to this discussion.

Senator Norfolk, as philosophically distasteful as he found it, had to agree that the item regarding the President was none of our business. The second item did concern the body for the following reason: If the facts were correct, we were paying someone for not being able to do work on the side, while at the same time, we were about to get new documents describing what we could and could not do in our spare time. This was very much to the point. How many of us would like to declare that we were losing income on the outside by serving on Senate and have the University pay us for that? Whether this was an issue for the Special Counsel he did not know, but there was a philosophical issue here and it was very important to this University.

Senator R. Gigliotti agreed with what Senator Norfolk was saying but thought that our response at some point should be in terms of larger principles rather than specifically mandating or restricting certain actions.

Senator Malhotra agreed that the first matter was none of our business. Regarding the second matter, he also agreed that perhaps later there could be some discussion in the Senate on a general policy pertaining to stipends and other extra salary compensations. He thought that in dealing with specific cases of individuals, we were overstepping our bounds.

Senator Green, in view of the way the debate was going, wanted to offer two amendments to the motion. The first one was to strike the first sentence of the motion. He appreciated the way that the Executive Committee had brought this to the body's attention, but he had been persuaded by his colleagues that these matters were not of the same character as the hiring irregularities which the Senate had dealt with in the past. It would be inappropriate to pass them on to the General Counsel, so his motion was to strike that first sentence. This was seconded by Senator Ranson.

Senator Kenneth Siloac thought that any action by this body to direct this matter was unnecessary. There were representatives here from the Beacon Journal, and he suspected that this would appear in tomorrow's paper. Whichever body was appropriate to handle these matters would be apprised of them.

Senator William Rich wondered whether Senator Green would consider making clear his intention concerning the second amendment because it was difficult to evaluate the merits of the first one without knowing what was coming next.

Asking the Chair's indulgence, Senator Green spoke to the second amendment. It seemed to him that there were principles of administration and academic management which were raised by these cases. He agreed with his colleagues that it was probably inappropriate for the Senate to debate situations of individuals, with all of the complexities that always were associated with individuals. Nonetheless, principles of administration always came to us in specific cases. It was very rare for a problem or situation to arise in the abstract. Therefore, it seemed important for these matters to be pursued, so his second amendment would be to add something to the second sentence. He suggested that it might read as follows: "The Executive Committee is directed to continue its investigation of these matters and report its findings back to the Senate at its next regular meeting, identifying principles of administration that the Senate should debate." In this way, the Senate would not get involved in the particularities of the question but would be allowed to discuss the implications for the way we did business that arose out of these particular situations.

Following friendly amendments suggested by Senators Ranson and Marquette and approved by Senator Green, both of his motions were combined. The Senate then voted on the friendly amended motion and gave its approval.

Before he yielded the Chair back to Senator Cheung, Senator Brink observed that he was shocked to discover that some Senators had said they received no stipend. Since his dean was in attendance, he wanted to say that he got a whopping, big stipend for serving on the Senate, and he wanted to thank him for that.

V. GOVERNANCE RECOMMENDATIONS UNDER CONSIDERATION BY THE BOARD

TRUSTEES - The Chairman said that this now brought the body to the governance

recommendations under consideration by the Board of Trustees. They were listed on the agenda (see **Appendix A**), and he would entertain a motion that the body resolve itself into a committee of the whole for the purpose of formulating a response to the governance recommendations. This was moved by Senator Green and seconded by Senator Oller. The Senate then voted its approval and resolved itself into a committee of the whole.

After a lengthy discussion, the committee rose and reported to the Senate on its recommendations regarding the proposed governance changes. These were presented by Senator Brink who had chaired the committee of the whole and were as follows:

1. Regarding the first set of governance recommendations under the heading "Review and Process," it approved recommendations 1 and 3 but not recommendation 2, which was superfluous.

Comments: The use of outside expertise in university management is desirable provided that it is applied with appropriate care to the specific situation of The University of Akron.

2. Regarding the second set of governance recommendations under the heading "Restructuring," it approved the following resolution about recommendation 1:

"Whereas, the investigation of the violations of University rules alleged in the Faculty Senate's resolution of December 14, 1995, has not yet been completed;

Whereas, the available evidence supporting the allegations is at least compatible with intentional rule violations at the highest levels of the University administration and not merely inadvertent error;

Whereas, the establishment of a new University vice presidency for human resources is therefore not demonstrably likely to prevent similar violations in the future and;

Whereas, the establishment of a new vice presidency inevitably will increase the University's administrative costs and thereby exacerbate the trend toward diverting University resources from academic to administrative functions to the detriment of the University;

Be It Resolved, That the Faculty Senate opposes the proposal to create a new office of Vice President for Human Resources at least until such time as there is a clear evidentiary basis for the supposition that the creation of such an office is necessary to prevent future problems of a similar nature. The Faculty Senate acknowledges the responsibilities of the Board to seek expert advice in conducting searches but cautions against codification of procedures that might supplant established policies and procedures."

In regard to recommendation 2, it noted its approval.

Comments: Involvement of the Board Trustees in university investment decisions would be beneficial.

Regarding the governance recommendations under the heading "reporting relationship changes," it approved of recommendation 1.

Comments: The General Counsel should report to the office of the President.

It disapproved of recommendation 2.

Comment: The administrative support for the Board of Trustees should report directly to the Board.

Since there was no discussion, the Chair called for a vote and with one abstention, the Senate voted to adopt the report of the Committee of the Whole.

VI. REPORT OF THE LONG RANGE PLANNING COMMITTEE - Senator Marquette, Vice Chair, presented a report suggesting reorganization of the campus according to the model appended to the document which had been approved by the majority of the voting members of the Committee (see Appendix B). There had been a relatively growing imbalance between the relative strength of various units on campus, and there also had been some question about the nature of the reporting lines. What this LRPC recommendation did was attempt to realign some of the reporting on the campus. The Committee was suggesting that this be forwarded to the Board of Trustees for consideration when they chose to act on other recommendations for reorganization. The basic pattern of reorganization here was to take the Senior Vice-President and Provost position and make it that of the chief operating officer. Under this chief operating officer one would have the colleges which now exist and the associate provost for information services. Student Services would be realigned to report to the Provost as it had until recently. The Human Resources function that was in Dr. Helmick's area would be moved and combined with the academic personnel position under the Provost, and physical facilities would also report to the Provost. Since these positions at the vice-presidential or assistant vice-presidential levels already existed, what the Committee was talking about was realignment. With this realignment, the Vice President for Finance would be the chief financial officer but without having physical facilities and a whole lot of other things involved with it.

Senator Marquette noted that he had been here for a quarter of a century, and in that time many of the reorganizations which had resulted in the system we had now had grown sort of like barnacles on a boat. What we had now was a situation where the academic heart of the institution found itself petitioning what were supposed to be support functions for assistance. The LRPC's proposed realignment simplified the reporting line and would make the Senior Vice President and Provost the chief operating officer and responsible for the internal affairs of the institution. The President as chief executive officer would be responsible for everything as a CEO always was, but the day-to-day responsibilities would be more in line with what the President was actually doing now; namely, dealing with fund raising, external constituencies, alumni, governmental relations, etc. The intention here was to ensure that the day-to-day operations of the institution actually reported in a manner that supported the functioning of the academic community.

In answer to Senator Malhotra's question regarding the Associate Provost for Academic Affairs, Senator Marquette said that this would come under human resources. In regard to a question from the Chairman about moving Information Services, Senator Marquette said that since this was a change that had already been recommended, the Committee was saying go ahead and do it, even though the University had not yet hired an individual for the Associate Provost position.

Senator William Taggart wondered where University College was on the diagram. Senator Marquette replied that it would still be under Student Services just as it was now.

Senator Ruth Clinefelter strongly supported the Senior Vice President and Provost becoming the COO which was something that was long overdue. She did have a question though relating to where the library fit into this realignment. It was to go under Information Services, but that had not actually happened yet. Was there some way that the library could be specified on this chart?

Senator Marquette responded that since the LRPC had made the recommendation regarding the library and information services, it was assumed that the box in the chart labeled AP information would include that recommendation already made for the subunit.

The Chairman reminded the body as a point of information that the report to which Senator Marquette referred would actually be considered at the Senate's next regular meeting on March 7.

Senator Siloac called for a quorum count, and Secretary Oller stated that by his count there still was a quorum.

Senator Ranson had two questions. First, he had noticed Senator Marquette's careful wording at the beginning of his report when he stated that this recommendation had been approved by the majority of elected members of LRPC. Was there any special significance that should be invested in this terminology?

Senator Marquette answered that LRPC was defined as having members who were elected to their positions and others who were appointed as resource people who were not always in attendance. He wanted to make it clear that, as would come as no surprise to the body, Dr. Helmick and Dr. Smith were not particularly delighted with these suggestions.

Senator Ranson's second question related to the title of Senior Vice President and Provost. In light of the emphasis the LRPC wanted to put on the academic side of things, should we not consider referring to the COO as the Provost and Senior Vice President, thereby making a very distinct focus upon the academic heart of our enterprise?

Senator Marquette accepted this as a friendly amendment.

Senator Diane Vukovich did have some serious concerns about doing away with a vice presidency for student affairs. During the program held earlier this week on campus, people had talked all morning about the importance of student recruitment and retention and the fact that the majority of students who left the institution did so for reasons other than academic. They left for a host of motivations - attitude, advising all of those types of problems. Most current research showed that these attitude and motivation problems went hand in hand with the academic side. Moving away from a vice presidency in this area would seem to be a giant step backward when most areas were moving in that direction.

Senator Norfolk had a question for his colleagues in business. This realignment, which seemed to be moving toward a corporate model, might be a really good thing for the University. Part of the difficulties we were having with the press was that they did not know how universities functioned.

If you created a model which the community leaders were more likely to understand and then knew with whom to talk, we might actually gain some benefits from changing it this way.

Senator Buchthal was sure that Senator Vukovich was concerned with the students, but one of the things which he learned from Tuesday's meeting was that student recruitment was part of the academic process. The faculty had to take ownership of that if we were going to be successful, and this was one way that we could do so.

Senator Marquette said he had no problem with the Vice President for Student Affairs remaining a vice president as long as it was clear that this individual reported through the Provost. Given the number of responsibilities accorded to the position, it was probably better to remain as a vice presidency, but it should report through the Provost because that was an operational responsibility of the institution.

Senator Carol Gigliotti agreed with Senator Marquette and thought that this should be in the academic area.

Since there was no further discussion, the body adopted the report of the LRPC with three no votes and one abstention.

VII. REPORT OF BPCC - Senator Chand Midha, Vice-Chair, read the following motion from the Committee: "BPCC opposes the proposal to elevate the human resources function to the status of a full vice president because mechanisms already exist to assure compliance with University policies, and the establishment of a new vice presidency inevitably will exacerbate the trend toward shifting funds from academic to administrative functions."

Senator Norfolk noted that apparently the mechanisms did not exist to assure compliance; otherwise, we would not be where we were now. They could have assured, but they did not. He thought that there should be some alteration in the wording.

Senator Rich said that the intention of the motion was to say that the problem was not the lack of a mechanism, or at least it might not be the lack of a mechanism, but rather a failure of will on the part of people who necessarily populated the mechanism. No mechanism could prevent things from going awry if the will to make it work properly was not there. However, there did not seem to him any need for the body to endorse this report because it was completely redundant with the motion that we had already passed. He suggested that all that was necessary was to receive the report.

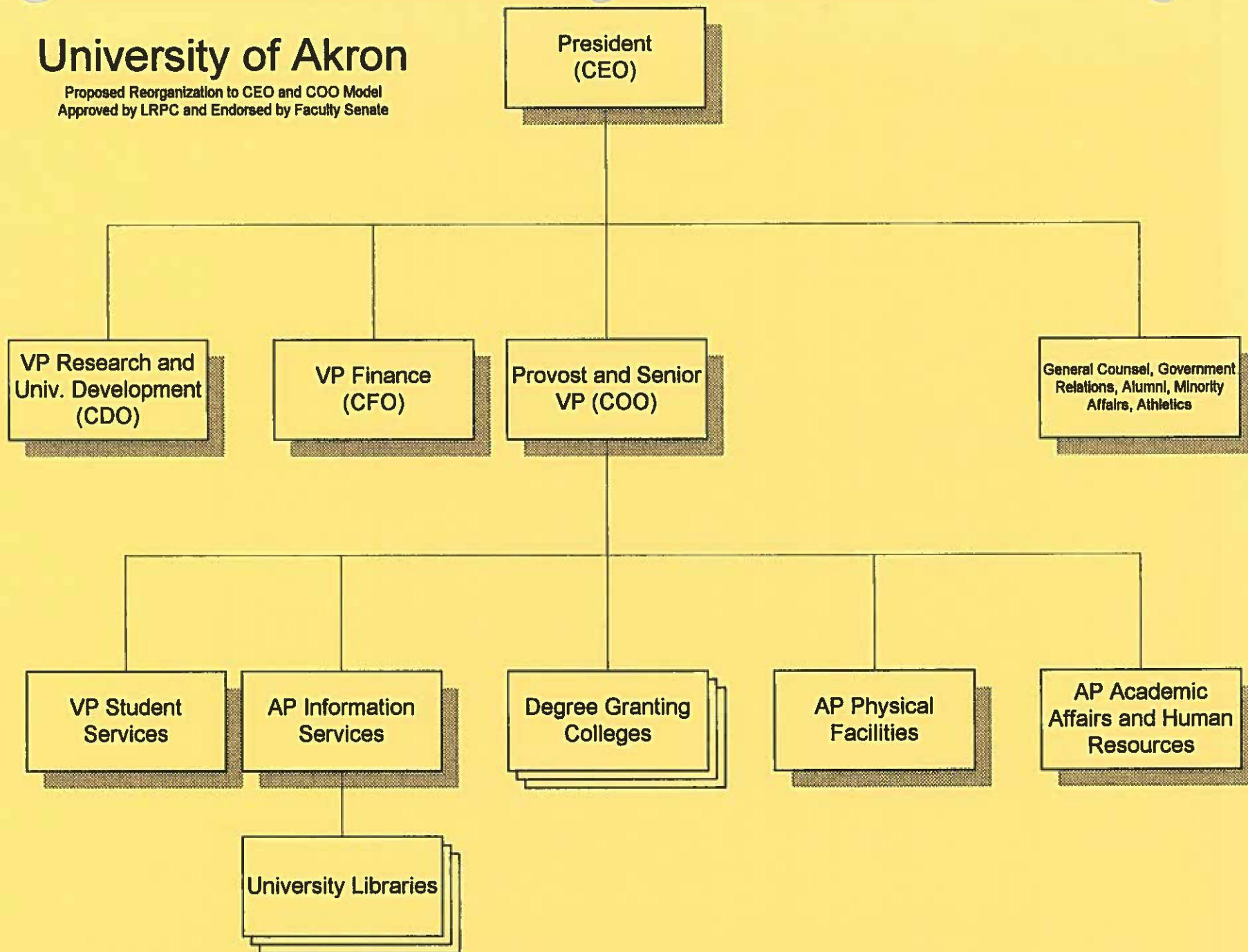
The Chairman called for a vote to receive the BPCC's report, and this was approved.

VIII. ADJOURNMENT - Senator Ranson moved to adjourn the meeting and this was seconded by Senator Midha. The body voted its approval, and the meeting ended at 5:15 p.m.

- b) Combining the Human Resources function and the current personnel responsibilities of the Provost's office will create a central Human Resources reporting line, as recommended by the community leaders. However, since this is an operational responsibility it should report through the Provost.
- c) As an operational responsibility in support of the academic program, Student Services should report through the Provost, as it has in the past.
- d) Information services should be realigned, as already proposed by LRPC and CCTC, and that change occur immediately.
- e) The responsibilities and reporting line of the VP for Development should remain unchanged.
- f) The General Counsel should again report through the President, but the Secretary and Assistant Secretary to the Board should report to the Board.

University of Akron

Proposed Reorganization to CEO and COO Model
Approved by LRPC and Endorsed by Faculty Senate



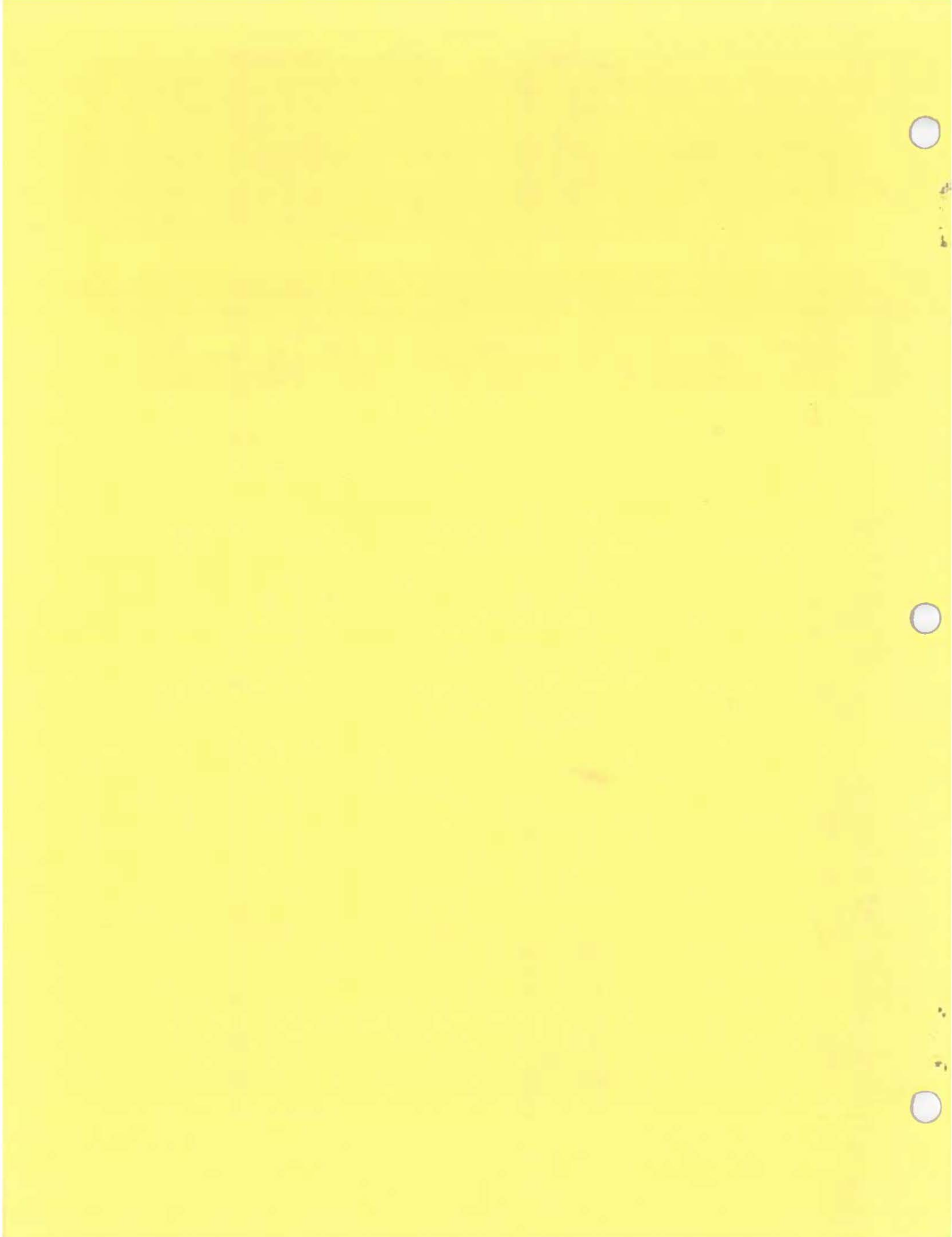




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