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Faculty Senate Chronicle April 4, 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 THE REGULAR MEETING OF FACULTY SENATE
OF APRIL 4, 1996**

The regular meeting of the Faculty Senate was called to order by Chairman H. Michael Cheung at 3:04 p.m. on Thursday, April 4, 1996, in Room 201 of the Buckingham Center for Continuing Education.

Fifty-two of the fifty-six members of the Faculty Senate were in attendance. Senators C. Gigliotti, R. Gigliotti, Harrison and Smith were absent with notice.

SENATE ACTIONS

- * APPROVED A MOTION ENDORSING THE BOARD OF TRUSTEES' SELECTION OF MARION A. RUEBEL AS PRESIDENT**
- * APPROVED THE LIST OF DEGREE CANDIDATES FOR THE SPRING '96 GRADUATION**
- * APPROVED FIVE RESOLUTIONS RELATING TO THE RESOLUTION OF THE GOVERNANCE SITUATION ON CAMPUS**
- * DEFERRED DISCUSSION OF AN INTERIM POLICY ON STIPENDS AND OVERLOADS UNTIL THE NEXT REGULAR MEETING OF THE SENATE**
- * APPROVED A WORDING CHANGE FOR A SECTION OF THE FACULTY MANUAL RELATING TO DEPARTMENT CHAIRS**
- * APPROVED A CURRICULUM PROPOSAL FROM THE ARTS AND SCIENCE COLLEGE RECOMMENDED BY APCC**
- * APPROVED APCC'S RECOMMENDATION FOR THE EXECUTIVE COMMITTEE TO APPOINT AN AD HOC COMMITTEE TO CREATE A PROPOSAL FOR A GENERALIST BACCALAUREATE DEGREE**
- * DEFERRED DISCUSSION OF PROPOSALS FROM THE REFERENCE COMMITTEE REGARDING STAFF REPRESENTATION ON SENATE AND THE ABOLISHING OF THE SHARED GOVERNANCE COUNCIL UNTIL THE NEXT SENATE MEETING**
- * APPROVED A MOTION TO BE SENT TO BPCC REGARDING POSSIBLE TUITION INCREASES**
- * APPROVED A MOTION FROM BPCC ABOUT A REFERRAL TO CFPC REGARDING THE POSSIBLE CLOSING OF ONE BUILDING ON CAMPUS TO SAVE MONEY**

Ruebel supported as
President Elect

April 4, 1996

I. APPROVAL OF AGENDA - The Chairman asked whether there were any additions, deletions, or modifications to the agenda. There were none, and Senator Ruth Clinefelter moved to approve the agenda. Senator Peggy Richards seconded the motion, and the Senate voted its approval.

II. CONSIDERATION OF THE MINUTES OF THE FEBRUARY 22, 1996 MEETING - The Chairman stated that the March 7 minutes were not yet ready, and the body would only be considering the February 22 minutes. Secretary Gary Oller said that he had received no corrections. Since there were no corrections, Senator Devinder Malhotra moved approval, and this was seconded by Senator Clinefelter. The body then voted to approve the minutes.

III. CHAIRMAN'S REMARKS - The Chairman said that his remarks would be brief because there were two items of business which he wished to bring up in the time normally allotted to his remarks. First, the members of the body could not have failed to notice that there had been a resolution or at least a change to the governance situation on campus. He did not want to belabor this, but as far as he was concerned, it was now time to move on and deal with the multitudinous problems which we had before us. Since he wanted this to be a light meeting, he was not going to list all of them, but members were aware of them. There was enormous talent and will on this campus to solve these problems, and he looked forward to being a part of that.

By way of business, with the unanimous consent of the body he wanted to introduce a motion from the Executive Committee. It was labeled "Motion A" on the sheet which Senators had picked up on the way in. It read as follows: "The Executive Committee moved that pursuant to Rule 3359-20-03-A-(11) of the Faculty Manual, the Faculty Senate endorse the Board of Trustees' selection of Dr. Marion A. Ruebel as President Elect of the University of Akron to serve for a limited term until a national search for a successor shall be accomplished." He noted that one change which needed to be made to this motion was the deletion of the word "Elect." He had conferred with the General Counsel and that word was an unnecessary modifier to President. Since this motion was brought from the Executive Committee, it was automatically seconded.

Senator Nicholas Ranson pointed out that "" was needed after "Trustees." The Chairman also noted that it was suggested that an "s" was needed at the end of "endorse." Actually, it was correct either way, but he would accept it as an editorial change. Since there was no further discussion, the Senate voted its unanimous approval.

The second item of business which he wanted to introduce was approval of the list of graduates for this spring's graduation. The list of Spring 1996 graduates had been delivered to the Faculty Senate office late last week. He had informed Senators by e-mail that it was there, and he hoped that anyone who had questions had gone to the office and reviewed the list. He then moved, on behalf of the Executive Committee, that the Faculty Senate approve the list of graduates for the Spring 1996 commencement subject to their successful completion of all degree requirements. There was no discussion, and the Senate approved the motion unanimously.

IV. SPECIAL ANNOUNCEMENTS - There were none.

V. REPORTS

REMARKS OF THE PRESIDENT OF THE UNIVERSITY - President Marion A. Ruebel addressed the body. He said it was without a doubt a pleasure to be attending the meeting as the President of the University. However, nothing at the University had really changed. When he had pulled up in front of the building and couldn't find a place to park, he had left the car in a place that he thought was all right and went in and identified himself to a student assistant and asked whether or not they would tow his car where he had left it, and she said that they would.

President Ruebel wanted to make a few very brief remarks about what it meant to him to come back to this institution. Needless to say, he had not yet had time to go through all the paperwork and reading which he wanted to do in the next couple of weeks. It had really troubled him to see what the school had gone through in the past two or three months. He was not blaming any one individual for it because all he knew about it was what he had read in the newspaper. However, this institution was bigger than any one individual, the Faculty Senate, or the student body. The University of Akron represented not only this institution but the city of Akron, the area immediately surrounding Akron and all of northeast Ohio. This was a very special place, and all one had to do to appreciate it was to get away from it for a little while and then come back to it. What made it special were the students who went to school here and the faculty who worked here. He was reminded of when the institution had to cut \$14.5 million from the budget, and his charge to the committee then was that it should start as far away from the classroom as it could get. When it had reached the \$14.5 million number, it was to stop, but it was not to touch the teaching, the learning process, or the research that went on at this institution if it could possibly help it. It was too easy in these troubled times to forget why we were here. We were here because of the students who came to school here, because of the students who came here for research, and because of who we were, the faculty. We were here for the entire Akron area where 90% of the people who graduated from college graduated from this one. He was proud that he had spent a fourth of his life here and was even prouder that he had been selected to come back because he was not ready to quit. He was ready to go ahead and do his part to make this institution better.

There were few things which President Ruebel wanted to talk about today which were very serious and would very shortly need to be addressed. One did not have to be a rocket scientist to know that our enrollment was going down. Being a state institution which was paid by subvention, it was very easy to convert that loss into dollars. He thought we had to change the way we had been doing business to attract students. It was no longer possible to turn to the people in the admissions office and merely tell them that it was their job to get students. With the demographic data showing that there were fewer seniors, it would not be enough just to tell them to work harder. We had to change the way we attracted students. He was thinking about appointing an individual who might come from the admissions office to work with the individual colleges to attract good students from the high schools. For example, this individual might ask two or three faculty members from the College of Engineering to go with him to the high schools and talk to students who were interested in the hard sciences and engineering and tell them what it was like to be a engineer. If you talked to young people about what they wanted to do, it would pay dividends. From his recent experience, the students who were going to college already knew where they wanted to go by the time they were juniors, and what had decided it for them was talking to someone from the school who was in the field into which they wanted to go.

Another area on which we had to work was getting a balance between the administration and the faculty. He did not want people to get the impression that he was going to fire half of the administration. That was not what we were going to do. However, it was true that enrollment was going down. If we stayed the same or went up just a little bit, every year the variance would get greater between how many faculty we needed and what we would need at the administrative level. So this thing had to be squeezed down.

If one looked at the budget, once again it would reveal that the institution was going in the wrong direction. From the paperwork which he had seen, the decentralized budget idea was good, but it needed to be fine-tuned a bit because there were too many variances from one college to another. There was no central place where one could keep track of certain things. For example, how much was it worth to be a department chair in one college as opposed to another? He assumed that there should be some equity there and that somewhere in central administration this should be overseen. Overloads also fit into the same category. Who kept track of the load, and how did we verify whether that load was correct or not? What were the checks and balances? He was not saying that anyone was a crook, but we did have to check on each other. He had told Interim Provost Moore that day that if they always agreed or if he always overrode his decisions, then he did not need him. He expected that they would disagree on some things, but when they did, those were checks and balances. He might get angry with him. At this point, seeing Associate Professor Bill Frye in the audience, President Ruebel could not resist telling a story about an instance when he had gotten angry with him. They had built a microteaching lab for a cost of \$6,000, which had been enough to pay off the war debt at that time. Before he had given the approval for its construction, he had asked whether every single person in the department would take a turn supervising in this lab. Professor Frye had said that they all would. When it was built, who did not show up to supervise, but Bill Frye as well as two others, John Hirschbuhl and Walter Yoder. He called them all into his office and said that if they did not sign up he was calling the carpenter shop and having the lab dismantled. When Walter Yoder had protested that Oliver Ocasek did not supervise, he replied that he could not carry Oliver Ocasek's suitcase.

President Ruebel went on to say that we had to take a hard look at our organizational chart which seemed to him as though it was a bit out of whack. He was not saying that we had too many or too few people, but he wanted to see an organizational chart with names on it and what the job responsibilities were. This started with administration, faculty and staff. It might get to the point where we would have to squeeze it again to get this budget back into line. He had not been hired as a hatchet man, but someone had once told him that education was not a business and his reply had been that it was not until it went in the hole. Then it became a business, and this was what we had to be prepared for. Also, there were very critical searches that had been set aside which were going to be restarted in a week or so. There were now 17 positions that were being held by individuals in acting positions. This was not good, and if we needed them, we were going to fill these slots with permanent positions.

Finally, the North Central had agreed to hold up on the date when they would be coming back to visit us. He had not talked personally to anyone from that organization, but he had read the report. Since the final report had been due on May 15, the notification that they were coming back next week to look at something which they had just seen 2-1/2 weeks ago had seemed to him just a little curious. They would be coming back, but it had been held up for a period of time.

President Ruebel concluded by saying that he had never been ashamed to say that he was from The University of Akron and he was very proud to say that he was its President.

REMARKS OF THE PROVOST - Interim Provost Randy Moore said that the first thing which he wanted to clear up was his title. He had people addressing him as Acting President which he was not. He was for the moment Interim Provost. The last few months here had been certainly interesting and in many cases very unpleasant and divisive. He was not telling the body anything new. During the course of these months, people had often been put in unpleasant positions, and in some cases sides had been drawn. This was not news to the body either. Despite all that, the issue now that we faced was getting on with our business and being better.

Interim Provost Moore went on to say that last night he had tried to think of something clever to say at this meeting and had thought of nothing. He usually did not think of clever things, but whatever his title, he wanted to address the body as a faculty member who viewed himself not as an administrator but as a professor who did administration. He wanted to talk to members as someone who did what they did, as someone who taught every semester, as someone who tried to produce some kind of scholarship regularly and as someone who served. There was a tremendous challenge ahead of the institution. On the one hand, we had to get over what we had just gone through and on the other, more importantly, we had to be better. When Lincoln had been at Gettysburg he had talked about being dedicated to a proposition. Dr. Moore asked the body to rededicate itself to a proposition of what we were here for; namely, to serve our students, to encourage our faculty, and to serve our staff. If we could do that, we would be better. His office was there to do all that it could to help, and he looked forward to doing that along with his colleagues.

EXECUTIVE COMMITTEE - Secretary Oller thought that the first items from the Committee should be the remaining resolutions on the sheet which Senators had picked up when they had come into the meeting. There were four - A, B, C and D. All of these were from the Executive Committee so they came moved and seconded. The first one read, "The Faculty Senate thanks the Board of Trustees for resolving the controversy surrounding President Elliott. In a difficult atmosphere which included much undeserved criticism, the Board of Trustees has discharged its fiduciary responsibilities for the management of The University of Akron. The Faculty Senate looks forward to working with the Board of Trustees for the continued success and well-being of our University."

The Chairman asked for discussion. Since there was none, the body voted its approval of the motion.

Secretary Oller then read the second resolution which went as follows: "The Faculty Senate thanks and commends those of our colleagues who spoke from their consciences both in and in regard to the Special Counsel's Report. We recognize the courage, integrity and conviction of ideals that their respective positions required."

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

Secretary Oller presented resolution C which read, "The Faculty Senate extends a warm welcome to President Marion A. Ruebel and pledges to work with him for the continued success and well-being of our University."

Without discussion, the body passed this resolution.

Secretary Oller presented resolution D which read, "The Faculty Senate expresses its thanks to former President Peggy Gordon Elliott for the many positive contributions she made to The University of Akron. We welcome Professor Elliott back to the ranks of the faculty and wish her well in her future challenges."

Since there was no discussion, the Senate also approved this resolution.

Secretary Oller said there was one additional resolution which was not on the sheet. This read as follows: "The Faculty Senate wishes to express its gratitude to Chairman H. Michael Cheung for his outstanding leadership during the recent controversy."

In light of the nature of the motion, the Chairman asked the Secretary to conduct the procedure.

Senator John Green rose to support this resolution. We had all been through a very difficult time, and he thought that we should consider ourselves blessed to have had an individual of the Chairman's integrity and leadership to help us through the process. The Chairman would be the first to say that if we could replay the last several months, there were many things that he or we would have done differently. However, we should not let that frankness and humbleness stand in the way of our gratitude toward him.

Senator Ranson said that he supported what Senator Green had said. It had been extraordinary to watch the way in which the Chairman had grown in this job, and how he had worked tirelessly, while maintaining a very routine schedule of research and teaching, to make possible this Senate's effective role in what everybody would agree had been a very difficult time.

Since there were no other comments, a vote was taken and the resolution was passed.

Secretary Oller then returned to the report of the Committee. He stated that it had met on March 12 and 27 and done the following:

First, it had set the agenda for today's meeting of Senate.

Second, it had discussed a request from former President Peggy Gordon Elliott for a representative of the Committee to sit on the University Advocacy Team. At the Committee's request, Senator Elizabeth Erickson represented it at a meeting on March 29 to present a letter (**Appendix A**) from Chairman Cheung with some concerns that the Committee had about what the team had done so far.

Three, it had read documentation and supported the creation of a Center for Small Business by the College of Business Administration.

Four, it had asked for clarification from the Provost's office regarding a slight wording change to an amendment to the Faculty Manual, Section 3359-20-034 C 1, pertaining to terminating

employment, retirement, which the Senate had approved last May. This needed to be checked before forwarding it to the Board of Trustees for its April meeting.

Five, it had discussed a problem raised by the Faculty Senate Bylaws' requirement of a Senator serving two terms and then having to sit out a year before running again and the method by which the body had chosen to stagger the Senators' terms when it was first formed. At that time, all the Senators were elected and then chose lots so that one-third would have one year terms, one-third would have two year terms, and one-third would have three year terms. From this a problem was arising which this year affected Senator Jesse Marquette. When first elected, he had received a one year term by lot. He ran again for a full three year term and was elected again. However, he was again chosen by lot to fill out the last two years of the term of our former Chairman, now our Parliamentarian, Don R. Gerlach. Therefore, Senator Marquette's second term was about to end, but in reality he had only served a total of three years which should be one term. In the coming two years, this was a problem which would affect the rest of the Senators who had chosen one or two year terms that first year, and it was something that the Committee would have to return to and take under advisement in order to come up with a policy for the Senate to consider. In the meantime, given that the College of Arts and Sciences was in the process of conducting its elections for next year and needed to know now whether or not Senator Marquette could stand for reelection, the Committee decided to make Senator Marquette an exception so that he would be allowed to be nominated and run again.

Six, the Committee sent a letter (**Appendix B**) to Drs. Terrence MacTaggart and Clyde Jacob in order to correct errors of fact in the interim NCA report. Some Senators might have already seen copies of that letter either on FAC-ACAD or SENATE-L email.

Seven, the Committee met with Senator Malhotra and Associate Provost Dawn Trouard to discuss the issue of stipends and a report of the Provost's Committee dealing with the study of the issue of stipends and overloads. On the basis of those discussions, the Committee recommended that the Senate approve an interim proposal on stipends and overloads. The policy basically represented the consensus of that Provost's Committee and the recommendations came from their consensus. Attached to the interim policy was a copy of the document from that Provost's Committee (**Appendix C**). The Executive Committee was recommending approval of the interim policy and also that the Senate direct its Academic Policy and Calendar Subcommittee of APCC to work on drafting a permanent policy for consideration at the Senate's October 1996 meeting.

Senator Ray Sibberson said he was concerned that he was just receiving this now and had not had much time to study it. He wanted to discuss it with his colleagues before voting on it. Therefore, he moved to defer discussion until the next meeting. The Chairman commented that it was possible that the body would have to meet again in two weeks in order to deal with the budget. Would Senator Sibberson be willing to alter his motion to have the item considered at that special meeting? Senator Sibberson agreed and this was seconded.

Senator Malhotra wanted to know what the period of time would be for this interim policy to remain in effect. The Chairman responded that it would remain in effect until there was a permanent policy.

Senator Jerry Drummond was concerned that the next meeting of the College of Engineering at which he would like to have this policy discussed would not be held until after the proposed special Senate meeting two weeks hence. Therefore, he proposed a friendly amendment to defer the matter until the next regular meeting of the body in May. Senator Sibberson and his seconder agreed to this change. The body then voted its approval to defer this until the May meeting.

Senator Kenneth Siloac requested that the interim policy be distributed to the entire faculty so that Senators could discuss it with them. The Chairman agreed and said that it would be sent out as a special mailing.

The Chairman said that he would present the last item on the Committee report which had to do with the Faculty Manual. He felt privileged that he was one of the few faculty to have actually held in his hands a near approximation of an updated Faculty Manual, which had been on a disk. Last week, he had met for approximately six hours with Mike Sermersheim in the General Counsel's office trying to reconcile which parts of the Manual had been approved by the Board and which had not and were still in limbo having come before this body but not to the Board. It was quite a mess, and if it had not been for the work performed by Senator Barbara Moss and the rest of the Reference Committee last year, it would have been a virtually impossible task. What had been arrived at was a compromise of sorts. He had gone through and taken some editorial license, and a summary of that had been reviewed and approved by the Executive Committee. The editorial license which he had taken was in relation to duplication of by-laws which appeared both in the Faculty Manual and Board regulations. In some cases, there had been changes in the Board regulations, but these had not been changed in the Faculty Manual. For the moment he had agreed that in the Faculty Manual these would be taken out and a reference made to the appropriate place in the University regulations or Board Bylaws as the accurate version. We could decide later whether any of this needed to be put back into the Manual. It seemed expeditious to do it this way, and if we did ultimately achieve an electronic version with hyperlinks in an HTML document, it really would not matter where the material was physically anyway.

There was, however, one change of substance that arose because of a difficulty in a department chair's review. This related to section 3359-20-02-B-5-b-vi-(aa) (Appendix D), and he wanted the body's approval or disapproval on the matter. The applicable word was "regular" in the second paragraph that defined a faculty review. In the first paragraph regarding the department chair's review, the full-time faculty involved were described as "regular." In the second paragraph which defined the body of faculty which voted to approve or disapprove the recommendation, the word "regular" had been left off. This had caused a problem which the Executive Committee had dealt with. It was the Committee's feeling that there had been no change intended in that body of faculty. He had been present when the body had debated this two years ago and did not recall that it intended for there to be a distinction here. Therefore, the Committee recommended that the word "regular" be added here in the second paragraph to end any possible misinterpretation. This was the only change of substance which came from his review of the Faculty Manual with Mr. Sermersheim.

As he understood the sequence, the Faculty Manual would go before the Board at the April meeting for adoption and at that time we would once again have a Faculty Manual. There were plans to put it up on Worldwide Web so that it could be accessed very readily as well as plans to make it available on hard copy. There had been a little debate as to whether copies should be made

for everybody or just for those who requested them. That would be worked out between now and the end of April. The matter before the body now was the insertion of the word "regular" in that second paragraph.

Senator Hebert wanted to know what adding this word actually accomplished. The Chairman replied that the regular faculty were defined elsewhere in the Faculty Manual as full-time faculty holding appointments of distinguished professor, professor, associate professor, assistant professor and instructor. There were other categories of faculty including adjunct faculty, part-time faculty, etc., that were excluded by the inclusion of the word "regular," and it kept the electorate consistent between the two paragraphs. He believed that this had been the intention of the body when it had passed this, but he was prepared to be corrected.

In answer to Senator Siloac's point of inquiry as to whether this could be voted on today, the Chairman answered that since it was a change to the Manual and not the Bylaws it could be dealt with at this meeting.

Senator William Rich pointed out that in reading the section he had noticed a technical drafting flaw. It required a two-thirds majority for a recommendation either of continuation or non-continuation. There was no default rule. It was quite possible to have a majority short of a two-thirds majority and therefore no recommendation and no specification as to what that meant.

The Chairman agreed that this was the case, but he did not have an immediate solution to offer. This was probably something which the body had best look at later. He interpreted Senator Rich's statement as a speech neither for nor against the motion, but as an observation.

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

ACADEMIC POLICIES CURRICULUM AND CALENDAR COMMITTEE - Associate Provost Graham Kelly, Chair, presented two items. The first was a proposal from the Arts and Sciences College, AS-95-09, for a Master of Applied Politics. He was bringing this up before the whole Faculty Senate because it was from '95, not from '96. It had received APCC approval in '95 but only received approval from the Graduate Council in '96. If we worked from the old rules and procedures of '95, it required explicit approval of the Senate.

Since no one presented any discussion of the matter, the Senate voted to approve the proposal.

The second item was a recommendation from the Committee about the three Generalist Baccalaureate Degree proposals which it had received from University College (UC-96-03), Arts and Sciences (AS-96-23), and Community and Technical (actually a pseudo-preproposal). The Curriculum Subcommittee had met, heard testimony from those both presenting and objecting to these proposals, and after deliberation, had come up with the following recommendation which had been approved by the full Committee: "It is moved that all (3) proposals be returned to the proposers and that the Executive Committee of the Faculty Senate be charged with the formation of an intercollege ad hoc committee to create a single proposal for the generalist baccalaureate degree."

Senator William McGucken wanted to know why the APCC thought that another ad hoc

committee should be appointed. Why had APCC not decided to go ahead and form a proposal on its own?

Associate Provost Kelly answered that the Committee felt that since it was charged with reviewing proposals, it might be smarter in the public interest not to create proposals which it also had to review and accept.

Senator Malhotra thought that there were two issues here. The first was whether we need a Generalist Baccalaureate Degree. The second was, if we did, how should we go about drafting the proposal? He was not too sure about whether the answer to the first issue was "yes." In the Arts and Sciences College there were three undergraduate majors - Natural Sciences, Social Sciences, and Humanities. If we wanted to go beyond that, then a clear need had to be established and that, in his mind, had not been done.

The Chairman observed that if the body approved this motion, it certainly would not be creating a Generalist degree. Also, any proposal or recommendation coming from the ad hoc committee would still have to go through the regular process.

The Senate voted its approval of the motion.

UNIVERSITY LIBRARIES COMMITTEE - (Appendix E)

REFERENCE COMMITTEE - Senator Green reported that the Committee, among other things, had been charged with reviewing a proposal presented to the Faculty Senate from SEAC having to do with staff representation in the Senate. The Committee had met and was presenting two proposals to the body. Under the rules, the Senate could not act on them today, so this was merely a presentation in which he wanted to summarize briefly the motions. The first was an amendment to section VII B of the Faculty Senate Bylaws which read as follows: "Add #5 to read, 'The Staff Employees Advisory Committee shall elect two senators from their membership.'" This would be comparable to the two Senators which were granted to the part-time faculty, to the contract professionals, to the undergraduates and so forth. The second proposal was of a different nature, and that was to ask the Board of Trustees to consider abolishing the Shared Governance Council. In its deliberations, the Committee had discovered that everyone it talked to on the Shared Governance Council had thought that it was a good idea. Perhaps there would be other points of view when this issue would be debated at the next meeting.

The Chairman commented that Senator Green had correctly observed that the first proposal as a recommended change to the body's Bylaws had to lay over until the next meeting. However, the second was a resolution from the body to the Board requesting a specific action and did not fall under that stricture. Therefore, if the body desired, it could consider it at this time.

Senator Green, speaking on behalf of his colleagues on the Reference Committee who could correct him if he was wrong, said it seemed to the Committee that the granting of Senatorial representation to the staff employees and abolishing the Shared Governance Council were two sides of the same coin. It was appropriate to hold debate on those two things at the same time.

The Chairman said it was essentially the will of the Committee that both of these be considered at the next regular meeting. Since there was no discussion, the matter was held over until the next regular meeting in May.

STUDENT AFFAIRS COMMITTEE - (Appendix F)

SHARED GOVERNANCE COUNCIL - (Appendix G)

BUDGET AND PLANNING COORDINATION COMMITTEE - Senator Chand Midha, Vice-Chair, reported that the Committee had met on April 1 and had discussed a draft of a proposed budget presented to it by Vice President Faith Helmick. It was contained in the handout (see **Appendix H**). Last month the LRPC had recommended in its proposal which the Senate had approved, that \$3 million should be cut from the administrative unit budgets and that \$1.5 million should be set aside for quality enhancements. That also included the assumption of increasing tuition by 3%. The BPCC asked Dr. Helmick whether or not the proposed cut of \$3 million for the administrative units was realistic. She answered that there had been no clear-cut answer from those units whether or not this could be achieved. The BPCC then felt that realistically it should start by recommending that the administrative budget be cut by only \$1 million for the next year, '96-'97, and that at the same time the LRPC' recommended quality enhancement money should be cut down from \$1.5 to \$1 million.

The LRPC had also recommended a salary increase of 3%; in order to accomplish this, the BPCC had to look at the tuition increase. Dr. Helmick said that most of the schools in the state of Ohio were increasing their tuition in a range from 3-6% with the majority of the schools raising the fee by 6%. Although it was a hard decision, the BPCC decided to recommend the 6% increase, which would still make the University one of the cheaper state institutions. If tuition were increased by 6%, and the administrative budget were cut by \$1 million, keeping aside \$1 million for quality enhancement, it would give roughly a 3% pool for the salary increase. This was the recommendation from the Committee.

Senator David Buchthal believed that at last month's meeting the body had passed a resolution inquiring about the whereabouts of the money that had been added to the permanent budget last August and last January. Had a response been received on where that money was, because it would have a profound impact on the amount of dollars available for quality enhancement or salary?

Senator Midha said that Dr. Helmick had told the Committee on April 1 that President Elliott had drafted a response to its letter. It had been signed and was on its way in the mail. So far he had not received it and therefore had no answer to Senator Buchthal's question.

Senator Marquette wanted to take a few minutes to discuss the budget issue and handed out a document (**Appendix I**) which came from him and not the LRPC. LRPC had worked very hard on its budget recommendations. It had recommended and the Senate had passed the resolution regarding the moving of the \$3 million from the administrative side. He understood that the BPCC had been confronted with the material from Vice-President Helmick on one day's notice as well as with the argument that it would be too hard to find the \$3 million on the administrative side. He totally disagreed with that perspective. The sheet which the BPCC had received was not a budget. (At this point, he lifted a rather sizeable bound set of papers and dropped it on the desk with the

statement, "This is a budget, and there is a lot of money in there.") Vice-President Helmick sat on both the BPCC and the LRPC. When the LRPC had discussed the issues and made its recommendation, there had been only a slight demurral that there might be some trouble finding the money.

Senator Marquette went on to say that what he had just handed out contained some data from a bunch of budgets from the last several years. If one looked at the academic component on the left hand side, it suggested that there had been essentially no change or a slight decline in expenditures for the academic programs and large increases in a number of other areas. That translated into the figures on the next page in terms of the figure where you could see what happened with the academic programs and with selected other areas of institutional support. Finally, on the last page was a comparison between just three pieces of the money, which was the 94-95 budget and the 95-96 approved budget; this material did not include the \$1 million that had been reserved for the technology fund. There was an increase \$532,000 in personnel, \$2.5 million in supplies, and \$558,000 in equipment. That was just pieces out of the business unit budget that was Faith Helmick's area. You also had the President's office, Student Services, etc., and if you looked at the pattern of material on the front page you could see that there had been massive increases over the years in all of those areas. He submitted that they could find the money.

Also, Senator Marquette found it appalling that somebody who was one of our senior vice presidents said that we ought to go ahead and have a 6% tuition increase. We had terrorized our students with accreditation, and now we were going to slap them around a bit and go for an additional 3% tuition increase because we were not going to try very hard to find the money. He found this totally inappropriate. Finally, what the LRPC had recommended was that we move some money. However, you had to remember that the money for the equipment matching fund, the money for the indirect cost recovery, and the money for the increase in positions would not have to be spent next year if we did hit a rough patch. The \$750,000 devoted to adding positions for English Composition as the first step in quality enhancement efforts would not in fact be spent next year. The positions would be authorized for the year after. That money would not be committed next year so it would be available as a fund which the President would then be able to use if we did hit a spot where we needed it as a one-time money source.

The Senate had acted on the LRPC proposal which had been worked out after many discussions. Vice President Helmick had been a part of those discussions and had also been a part of the BPCC discussions, and now we had two totally different sets of information. He thought that the information in his document was reasonably reliable. It was not accounting level data so it did not balance to the penny, but they could find the \$3 million. It should be demanded that they find it so that we did not slap our students with a tuition increase that we absolutely did not need. Obviously, we might have to do that if we had a serious problem with enrollment. We could go back and do it if necessary, but it was wrong to start off with the presumption that we were going to raise tuition right now because someone might find it a little tough to look for the money. In the past several years, money had been looked for several different times. They had always managed to find it on our side of the shop, and, in all seriousness, it was time to make a serious effort to find it where there had been massive growth for the last several years. He strongly urged the Senate to vote against the BPCC recommendation and leave the LRPC recommendation as the budget recommendation from the Senate which had already been transmitted to the President. Clearly, the President was going to have to make some tough decisions, but the flexibility was there in the

LRPC report because we were not committing all the money but were making a statement that we needed to start moving in the other direction. We had to bring enrollment, faculty, and the administration into line. So far all we had brought into line was enrollment and the faculty.

Senator Diane Wright had a concern and a question. Her concern was also with the 6% tuition increase that had been recommended by BPCC. Her question was directed to the BPCC and was whether any consideration or analysis had been done in terms of decreases in Pell Grants when we thought about the types of students we recruited. All of us knew there had been continuing decreases in federal funding, and a lot of students received federal funding, i.e. Pell Grants, to attend this University. If we did not have students coming here that were reflective of the kind of students that we got who would be on Pell Grants and could not meet their obligations based on what those caps were, then that was going to feed the declining enrollment situation. She wondered whether those types of analyses had been done. Also, in considering this 6% tuition increase, had there been any thought given to needs-based scholarships? Certainly, if we increased tuition by 6% and the federal grants were being decreased, we had a responsibility to at least look at our level of needs-based scholarships. Lastly, in terms of \$3 million or \$1 million, if we increased tuition by 6% and looked into this needs-based scholarship situation, we might want to look at some of this money being targeted to needs-based scholarships.

Senator Midha responded that this had not been looked at. The Committee had received its information from Vice President Helmick on the spot at the meeting, and it had to deal with that.

The Chairman observed that policy questions such as creating new scholarships would not ordinarily be initiated by BPCC.

Senator Buchthal said he had no reason to question the figures presented by Senator Marquette. On the other hand, he had no evidence to question the figures from the administrative side. But if he heard what was being said correctly, with the \$3.6 million addition to the administrative side of the budget since last year, assuming that that was what came in with the August and January rebudgeting, if we said that we would buy the administrative side's story that they had \$1 million to spare, by approving this budget we would be granting them \$2,600,000 that never went through BPCC or the Faculty Senate. And this would be at the expense of the students who would have to pay an extra 3%. He asked that within two weeks if we had another meeting that the correct figures be provided to this body.

Senator Midha stated that the administration had not yet said that there was \$1 million to spare. Three units (Student Affairs, Vice President for Research, Vice President of Finance) were being asked to cut a total of \$1 million proportionally from the budget. Dr. Helmick said that she had not yet gotten any response from these units that this was possible. It was of concern to the Committee that if we had to cut the budget by \$3 million within the next two months, it might not be realistic.

Senator Padovan wanted to move to table this motion today. With the data floating around, he could not make a judgment one way or the other. With a new President coming on board, if the data flow was better, perhaps at the next meeting we could make a more logical decision. He hated to see this go down if it really was necessary. On the other hand, he had agreed with what Senator Marquette had said.

The Chairman responded that if the motion were tabled, it would die at the end of the meeting. He suggested that someone might make a motion containing the Senate's recommendation on the tuition increase and the amount to be cut from the administrative budget and send it back to the BPCC. The Committee, having expected this to be controversial, had already scheduled a meeting for next Monday. In the meantime, the Senate could schedule a meeting for two weeks hence and the Committee could try to collect all of the information including a budget that accounted for the 3% increase originally contemplated and a \$3 million cut.

Senator Midha pointed out that another reason the BPCC had scheduled that Monday meeting was because a decision had to be made before the April 24 meeting of the Board of Trustees. If any tuition increase were to go into effect for this summer, it had to be decided at that meeting of the Board.

When questioned by the Chairman about the last date that the Senate could recommend a tuition increase to the Board and have it considered at the April 24 meeting, Interim Provost Moore said next Tuesday or Wednesday but that it could be stretched until Thursday. The Chairman said then that the body would have to meet next Thursday and not two weeks from now.

Senator Timothy Norfolk asked whether anybody had any feeling as to whether the Board was liable to allow any tuition increase this year. If the answer was no, the point was moot.

Senator Midha answered that Dr. Helmick had told the Committee that she had talked to the Finance Subcommittee of the Board and heard they would be receptive to increasing tuition, but the amount was unknown.

Senator Wright said that she appreciated the Chairman's earlier comments about her questions regarding the scholarships being of a policy nature. Having been a member of BPCC for two years, she knew the Committee did not address policy issues. To whom should she direct the concerns she had raised earlier?

The Chairman replied that she could make a motion directing BPCC that it was the will of the body that it consider augmenting or creating needs-based scholarships. He asked that she wait until the body disposed of the present motion, unless she moved that the rules be suspended to consider it if she wanted to do so immediately.

Senator Green moved that the report of BPCC be returned to the Committee with the recommendation that it arrive at a new report and present it at the next meeting of the Faculty Senate, and furthermore, that the Committee invite the members of the LRPC to attend that meeting so that perhaps the data inaccuracies could be rectified. This motion was seconded by Senator Padovan.

Senator Sibberson wished to amend that by asking that every effort be made by the Committee to get an answer from the President as to the question raised at the last meeting about the \$26,000,000. This was accepted by Senators Green and Padovan as a friendly amendment.

Senator Wright asked that when the LRPC and BPCC met, that the policy implications

regarding the tuition increase and needs-based scholarships be analyzed and assessed. This was also accepted as a friendly amendment.

Senator Clinefelter wanted to support Senator Marquette's statements. Both the LRPC and the BPCC had spent long amounts of time discussing these issues. It made their work meaningless to have stuff rung in at the end which changed things without informing the Committee as to why.

Senator Buchthal understood what Senator Sibberson's amendment did. He wanted to suggest something stronger; namely, a letter to the President which was marked "Second Notice - Urgent." The Chairman asked Senator Buchthal whether it would suffice if the Executive Committee were simply to do that, and he agreed.

Senator Marquette said that the LRPC, during its long series of discussions of planning changes, had been repeatedly told that the Board would never accept a tuition increase. The LRPC's position was that it had to make a reasoned argument to the Board that a small tuition increase was necessary so that things could be brought into line without layoffs, etc. Now we were being informed that the Board might consider a 6% increase. As an amendment to the motion which would be sent to the joint meeting of the two committees, he wanted the body to make a strong statement that we not go for a tuition increase unless it was desperately needed. The money was there and could be found. He knew that some people had slight concerns about his ability to count, but he was good enough for government work and at least as good as a lot of people on the BPCC. The money could be found and the effort had to be made. He wanted something from this body which demanded a serious effort be made to do something about the continued growth of the administrative side of the institution while the faculty declined.

Senator Rich stated that the BPCC had been told by Vice President Helmick that it was her sense that the Chair of the Finance Subcommittee of the Board of Trustees was receptive to the possibility of a full 6% increase, and there was at least the implication that it was possible that the Board as a whole would go for that. To be completely fair to Vice President Helmick, the argument had been, and he did not hereby endorse it, that in essentially a month or two in order to effect \$3 million in savings on the administrative side, drastic, immediate layoffs would be necessary and essential services to the University would suffer. It was not that the \$3 million could not be found, but that it was not possible to cut it within a couple of months before the new budget actually started to apply. That might or might not be true, but the point had been that it was the timing that had been the problem.

Senator C. Frank Griffin also wanted to express his concerns about the 6% increase. In his physics class, he had people do calculations on the assumption that he got a 6% raise every year (which never had happened) and compare that with hospital costs which were going up 14% a year to see how long it would take before he had to pay an entire year's salary to spend one day in the hospital. It was only a matter of 40 years. If you had the 6% increase (above the cost of living), then you would run into the trouble that we already had with the state legislature coming in and telling us that we had to teach more hours. You would have things like a mere 6% a year meant \$1,000 cost of tuition. In a few years, one lifetime would be \$64,000 and that arithmetic was not hard to do. The critical thing was that this 6% was higher than the cost of living. Having looked at Senator Marquette's figures, he would definitely say that the money should be found elsewhere.

Senator Padovan wanted to make an observation and a comment. The observation was that this kind of discussion was healthy. For the first time, he really felt comfortable with where the Senate was going. It was finally getting into the real issues which had to be dealt with at the University. With a new President coming on board, it would be a friendly gesture to give him time to study things, and this little respite of going back to the Committee would allow that to happen. It was clear that the body did not like a tuition rise that was going to impact the students, and it only further exaggerated the problems between the administrative budget and the faculty budget.

Since there was nobody prepared to speak against Senator Green's motion, the Chairman saw no need for the body to continue convincing itself to do something that it was clearly going to do. The body then voted and approved the much amended motion. The Chairman announced that the BPCC would be meeting next Monday at 2:00 p.m. to which the LRPC was cordially invited. The Senate was also placed on notice that there would be a meeting next Thursday, April 11, at 3:00 p.m.

Senator Midha said there was one additional motion from the BPCC to come before the body today. It read, "BPCC recommends that Campus Facilities Planning Committee study the possibility of closing a campus building which would result in an increase of the University budget and an increase in custodial services available to campus." This came about because the Committee had been told that the number of custodial staff had been decreased and there was no money to clean some of the buildings. The suggestion was made that rather than running a building without classes being held in it, let's close that building as it was and save some money.

Senator Buchthal thought it was important that no one walked out of this meeting with the statement which had been made earlier that any attempts to cut \$3 million from the administrative budget would result in massive staff layoffs. He wanted to point out that if Senator Marquette's information was correct, only administrative services showed an increase of \$ 3 million in non-personnel costs on the administrative side. It involved no people at all, nor did it involve any increase in cleaning personnel either.

The Chairman noted that Senator Buchthal's comment was out of order. Was there any discussion on the BPCC's recommendation?

After the Chairman answered Senator Redle's question that this was a theoretical, not an actual building which was being discussed, he called for the question and there was no objection. The body voted its approval of the motion.

VI. UNFINISHED BUSINESS - The Chairman stated that there was one item of unfinished business, and that was a report from Senator Marquette and the Ad Hoc Committee on evaluation of administrators and the Faculty Senate by the faculty and contract professionals. Senator Marquette reported that, given the recent climate, the Ad Hoc Committee had decided it was safer not to do anything this year. The Committee still expected to do something but not at this time.

Senator Marquette had a comment on another item of unfinished business. The Senate had recommended that there be an attempt by Student Affairs and the Survey Research Center to reinvestigate the data quality in the Brailsford Report. He had been instructed by President Ruebel

to tell everybody to wait in doing that. The Senate's request was therefore being held in abeyance until such time as a decision was made regarding whether or not to investigate it.

VII. NEW BUSINESS - There was none.

VII. THE GOOD OF THE ORDER - There were no comments.

IX. ADJOURNMENT - Senator Green moved that the meeting be adjourned, and this was seconded by Senator Midha. The Senate voted its approval, and the meeting ended at 4:31 p.m.

Transcript prepared by Marilyn Quillin

April 4, 1996

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APPENDIX A

Faculty Senate
Akron, OH 44325-4910
216-972-7896

DATE: Friday, March 29, 1996
TO: Advocacy Team members
FROM: Prof. H. Michael Cheung, Chair, Faculty Senate

A handwritten signature in dark ink, appearing to read "H. Michael Cheung".

The Executive Committee received several calls concerning your Advocacy Answers newsletter (Issue 1, March 25, 1996) which you recently published. We discussed your newsletter and the concerns we had received at our last Executive Committee meeting.

We are very supportive of the intent of the team to promote positive publicity about our University and to help dispel rumor within our University. However, we are compelled to point out our concerns.

First, while the threat of NCA sanctions is real, we feel your newsletter represents a continuation of the 'scare' tactics being employed by the administration. Cultivating a climate of fear, even unintentionally, is not helpful in the tense time we find ourselves.

Second, we feel that the tone of your newsletter contributes to a sense that the administration is intentionally antagonizing at least some members of the Board of Trustees. Again, this is not a positive contribution in the tense times we find ourselves.

Third, your newsletter contains a misleading statement about the President's compensation. Your statement "The Foundation, noting" ... ", agreed to reimburse UA's operating budget for a substantial portion of the housing allowance." incorrectly implies that the University's expenses for the President's housing allowance were reduced. Board of Trustees and Foundation records show that in the first year that the Foundation contributed towards the President's housing allowance (1994-95), their contribution of \$13,380 was equal to the \$13,380 increase in the University's contribution (from \$30,000 to \$43,380). That is, the Foundation assumed half of the 92% increase in the President's housing allowance. By doing so they assumed 23.6% of the overall housing allowance of \$56,760. One might regard this percentage as substantial, but the statement is misleading in implying that University's outlays were reduced.

Last, several members of your team were apparently not involved in the drafting or editing of your newsletter. The listing of the full team on your newsletter implies a level of collegial involvement which is apparently untrue. We respectfully recommend that the either the newsletter be reviewed by the team before publication or that the actual author or editor take responsibility for the contents.

April 4, 1996

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APPENDIX B

March 29, 1996

Terrence MacTaggart
Chancellor-Designate
University of Maine System
Bangor, Maine 04401

Clyde Jacob
Vice President for Academic Affairs
University of Central Oklahoma
Edmond, Oklahoma 73034

Dear Drs. MacTaggart and Jacob:

I am writing on behalf of the Executive Committee of the Faculty Senate. During our interview with you both, you told us that we would have the opportunity to correct any errors of fact in your report before a final copy appeared. Having received copies of what we assume to be an interim version of the report, we would like to correct some statements which you made in the sections of the report labeled "Introduction" and "Conflict at The University of Akron."

In the section "Introduction," page 1, in the third paragraph where you list the groups with which you met, you mention the Executive Committee of the Faculty Senate. For the sake of completeness, it should be noted that in that same meeting with us were the Vice-Chairs of the Long Range Planning Committee, Budget and Planning Coordination Committee, and the Chair of the Faculty Rights and Responsibilities Committee.

In the section "Conflict at The University of Akron," the paragraph beginning at the bottom of page 4 and going on to page 5 reads as follows: "While this board level conflict flourished, the Faculty Senate Executive Committee made a contribution of its own. Concerned over reports of violation of university affirmative action and other hiring policies, and especially over reports that a newly hired faculty member received tenure without any faculty review, the Executive Committee asked the Board to investigate."

This is not a correct description of the situation. A member of the Senate asked the Executive Committee to look into these alleged cases, and the Executive Committee investigated them. On the basis of its investigation, it presented its findings and recommendations to the Faculty Senate on December 7 and 14, 1995, and January 18, 1996. It was the Faculty Senate, not

Drs. MacTaggart and Jacob
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March 29, 1996

the Executive Committee, which voted to send the recommendations to the Board asking for the investigation.

The paragraph continues, "When asked why they did not first seek a more collegial solution, such as consulting the deans in question or asking the President to investigate, faculty leaders replied that they thought the allegations demanded Board attention since they involved the President and her administration."

While the last part of that sentence is correct, it has to be noted that during its investigation the Executive Committee informed both the Provost and the President of what it was doing. In connection with the case regarding tenure, the Dean of the College of Education was given two opportunities to provide information for the Committee. He was also invited to attend the meetings of the Faculty Senate. Also, President Elliott attended all the Senate meetings and took part, as a member of the Senate, in the discussions of all of the pertinent matters. Finally, again, it was the Senate which decided that the matters should be sent to the Board of Trustees because these were cases in which the President or her upper level administration might be involved and therefore not appropriate for them to investigate.

The end of the paragraph on page 6 and 7 reads as follows: "A three year battle over faculty affiliation with the United Rubber Workers resulted in a decisive defeat for the pro-union forces in May of 1995. The fact that the President had actively opposed unionization created enduring resentment among some faculty."

If this refers to attitudes of members of the Faculty Senate, we think that this is quite erroneous. During the campaign for unionization for affiliation with both the United Rubber Workers and the American Association of University Professors, there had been a concern that, whatever the outcome, there would be lingering resentment and rifts between colleagues which could last for years. The leadership on both sides worked very hard to keep that from happening, and we believe that they were successful. After the election, at the May, 1995 meeting of the Senate, both Chairman Cheung, who had been against the union, and Senator Nicholas Ranson, who had been the leader of the union movement, made eloquent positive statements in support of both sides working together for shared governance and the betterment of the institution. We believe that this is exactly what has happened. It should be noted that the Senate contains members who were strong supporters of the union movement and members who were strongly opposed, yet the resolutions which were sent to the Board were passed almost unanimously by the body. So it does not seem likely that these matters arose out of some lingering resentment against the President over the union campaign.

In regard to the end of the next paragraph on page 7 which reads, "This history helps explain why the Executive Committee took their concerns with several hiring practices directly to the Board rather than attempting to resolve these matters with their administrative colleagues," the corrections made above to pages 4 and 5 should be applied here as well.

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Page 3
March 29, 1996

We think that for the sake of working toward the goals which you have suggested for us, it is extremely important that your report be as accurate as possible in describing the current situation and its background. We hope that these corrections will help accomplish this.

Thank you,

Gary H. Oller
Secretary

Executive Committee Members:
H. Michael Cheung, Chairman
David Brink, Vice-Chair
Ruth Clinefelter
Elizabeth Erickson
Timothy Norfolk
Peggy Richards

mq

APPENDIX C

Motion to adopt the Interim Policy on Stipends and Overload and direct the Policy subcommittee of APCC to draft a permanent policy for consideration at the Senate's October 1996 meeting.

3359-11-x Interim Policy on Stipends and Overload

Stipends are to be granted for primarily administrative functions requiring substantial increases in responsibility and for activities not included in the ordinary load of teaching, research and professional service for full time faculty. Overloads are to be used to relieve temporary shortages in the availability of teaching faculty. Responsibility for approving and administering stipends and overload requests vests with the Senior Vice President and Provost. Budget responsibility vests with the unit making the request.

- a) Requests for stipends or overload must include a rationale for the stipend or overload. A stipend request must indicate the specific responsibilities or activities for which the stipend is compensation. An overload request must indicate how the request is responsive to the teaching mission needs of the unit. All requests for stipends or overload must identify the funding source.
- b) Overload will not ordinarily be awarded unless the faculty member receiving the overload is already teaching 12 credits of classroom or laboratory instruction in the semester for which overload is requested.
- c) Overload of more than 3 load hours per semester will not ordinarily be approved.
- d) Stipends will ordinarily conform with compensation ranges established and published by the Senior Vice President and Provost.
- e) Differences between course credit and load must receive prior approval from the Senior Vice President and Provost.
- f) No stipends or overload will ordinarily be granted for service activities.
- g) The above are intended to provide guidance for the regulation of stipends and overload in most circumstances; in critical or exceptional cases, units may appeal to the Senior Vice President and Provost for approval of stipends and overload not conforming to these guidelines. Such appeals must be made in writing and approved by the Senior Vice President and Provost prior to offering the stipend or overload compensation.



April 4, 1996

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Office of the Senior Vice President and Provost
Akron, OH 44325-4703
216-972-7593 216-972-8699 Fax

INTEROFFICE CORRESPONDENCE

DATE: March 14, 1996

TO: Randy Moore
Interim Senior Vice President and Provost

FROM: Dawn Trouard *D. Trouard*
Associate Provost for Academic Affairs

SUBJECT: Overload/Stipend Work Study Group

Preamble:

- *Colleges need greater control over revenue to determine cost effective distribution resources.*
- *Allocation of revenue and positions needs to occur so that colleges working with budgets justified by enrollments are not punished by excessive taxation—the use of part-time faculty and overload may indicate a need for more faculty.*
- *The Provost's Office should not be solely responsible for the revenue side of overload.*

BACKGROUND

This committee grew out of former-Provost Jamison's sense that there was—with decentralization—a growing range of activity being compensated through widely-disparate strategies/stipends; a concern that overload was being overutilized in some colleges without real review of the need and appropriateness of the compensation; and an effort to respond more effectively to the BOTs and the community about the costs of delivering instruction.

Though shortages of qualified personnel in certain vocational/technical fields and emergencies created by surprise resignations may produce temporary shortages, necessitating occasional overload, no clear rationale was provided as to how other colleges have managed to find part-time and adjunct faculty in non-technical fields to avoid chronic use of overload.

Most specifically, the study-group was triggered by a request from the Wayne campus that certain activities be rewarded by stipends in place of load and that contract professionals, part-timers, and staff be eligible to participate in these activities. These activities included (but were not limited to): Student Activities and/or Intramurals Coordinator, Cheerleader Advisor, College Speaker's Bureau, Coordinator of Contemporary Issues Forum, and Medina Liaison Representative

The representatives from C&T and Wayne endorse overload as necessary; the representatives from A&S and Engineering oppose overload as promoting "piecemeal." The representative from F&AA recommends overload only for urgent instructional needs; the representatives from CBA and Education maintain that de-centralization should permit the deans to solve problems without excessive bureaucracy but, that reasonable oversight from the Provost's Office is appropriate.

The Committee: Some volunteers were drafted to serve based on queries and complaints raised by them or identified by their colleagues in other forums over the years. Deans were also asked to recommend individuals. The goal was not comprehensive University representation, but balance and range in view-points about these practices. The committee serves only in an advisory capacity. The Provost was in search of reminders, warnings, and strategies. Those who have participated include: Larry Golden, Devinder Malhotra, Robert McElwee, Jonathon Rakich, Rita Saslaw, William Seaton, and Max Willis (plus cameos by L. Bradley, R. Marsh, C. Midha, and F. Sturm).

The committee has met six times (11/7, 11/16, 11/30, 12/14, 2/15, and 2/29) and recommends that the Provost share the committee's observations with the COD and the appropriate Senate committees and seek their input.

CONSENSUS

- The Provost Office should provide review for special cases/exemptions and oversight of requests for stipends and overload. All requests and appeals must include written justification responsive to the teaching mission and all rationales must address revenue.
- In cases where colleges have Provost approved overload, there should be a cap (3-7 [to be determined] credits/year) to prevent 1) the normal full-time assignment from suffering and 2) the perception that an increase in teaching load above 24 credits is acceptable. Once the cap is established by the College. Prior approval for exceptions to the cap must be secured from the Provost.
- A clear/equitable range of "stipends" for similar service/administrative duties needs to be established and made public.
- Re-assess workload practices within the colleges that lead to discrepancies between credit and load for courses. Review college enforcement. Justifications for discrepancies (accreditation requirements, etc.) should be documented with the Provost's Office.
- Stipends should be granted for primarily administrative functions requiring substantial increases in responsibility and for activities not included in the "normal load" of teaching, research, and normal service for full-time faculty.
- No overload will be awarded unless 12 credits/term of classroom instruction has been achieved by the faculty member. Therefore, no administrators will be eligible for overload; nor can those who have assigned time for research apply for overload (i.e., no "sell-back" of time already granted for non-instructional classroom activity.) This recommendation intends to reinforce the priority of teaching in the conception of overload. Though some exceptional cases may be identified and appealed to the Provost, the committee hopes this recommendation will spark collegiate review of administrative structures.*

* CBA does not agree with the professor "assigned time for research."

- The committee requests that the Council of Deans and/or Faculty Senate clarify activities which would qualify for stipends and sharpen definitions of "normal" service ASAP.
-

- ◊ No stipend/overload for service activities. Care should be taken that the burden of service is equitably distributed among the faculty within the relevant administrative unit. Extraordinary service (e.g., national office and professional organizations, journal editorships) may warrant load or stipend consideration [appropriate distinctions between the two to be established in a published policy]. Prior approval from the Provost's Office must be secured.

This final item was strongly supported by half of the Committee and strongly opposed by the other half. Wayne and C&T believe it is too categorical a statement. Other members of the Committee felt strongly enough about its appropriateness to request that the Provost consider it.

I would note additionally that Max Willis, College of Engineering representative, views current policy as discriminatory against faculty who have assigned time for research which is revenue generating.

cc: Larry Golden
Devinder Malhotra
Robert McElwee
Jonathon Rakich
Rita Saslaw
William Seaton
Max Willis

APPENDIX D

3359-20-02-B-5-b-vi-(aa)

~~(vi) Each college dean shall conduct substantive reviews of all department chairs in the college within a four year period.~~

EVERY THREE (3) YEARS, OR UPON THE SPECIFIC REQUEST OF A MAJORITY OF THE REGULAR FULL-TIME FACULTY IN THE DEPARTMENT, CHAIRS SHALL BE SUBJECT TO A MANDATORY PERFORMANCE REVIEW. THE REVIEW SHALL INCLUDE:

(aa) A FACULTY REVIEW:

AN EVALUATION OF THE CHAIR'S PERFORMANCE AS CHAIR SHALL BE CONDUCTED BY A COMMITTEE OF NOT LESS THAN THREE (3) MEMBERS OF THE REGULAR FULL-TIME FACULTY OF THE DEPARTMENT, AS ELECTED BY THAT FACULTY.

THE COMMITTEE SHALL CONCLUDE ITS EVALUATION BY PRESENTING TO THE FACULTY A RECOMMENDATION, AND THE FACULTY SHALL ADOPT BY A TWO-THIRDS VOTE OF THE ENTIRE REGULAR FULL-TIME FACULTY OF THE DEPARTMENT, A RECOMMENDATION THAT THE CHAIR BE CONTINUED, CONTINUED WITH RECOMMENDATIONS, OR NOT CONTINUED AS CHAIR.

THE COMMITTEE'S EVALUATION AND RECOMMENDATIONS AND THE FACULTY'S RECOMMENDATION, SHALL BE REPORTED TO THE DEAN AND COMMUNICATED TO THE CHAIR.

APPENDIX E

Report of University Libraries Committee

MINUTES OF MEETING HELD ON MARCH 8, 1996

Present: N.Ranson, E.Erickson, P.Richert, V.Fleming, F.Canda, P.O'Connor, J.Taggart, D.Williams, K.Ketcham

I. Minutes

Minutes of the meeting held on February 9, 1996, were approved as submitted.

II. Request for Book Donations from Retirees

D. Williams stated that the library has begun to receive book donations in response to the letter sent by N. Ranson and the Libraries Committee.

III. Articles about the Library scheduled in the Buchtelite

Both N. Ranson and P. O'Connor have met individually with appropriate personnel to discuss placing articles in the "Buchtelite" explaining some of the new services now available in the library.

P. O'Connor also noted that public access to the World Wide Web (WWW) will tentatively become available in the library mid-March via Zipnet accounts. As students obtain these accounts, they will be able to access the WWW at specified terminals. Special limitations, such as usage time limit per session or limiting the number of computers designated for use will be evaluated at a later time.

IV. Other Concerns

Distance Learning - E. Erickson inquired about E. Kreider and the status of University Media Productions. Since key positions in that unit have been eliminated but their function relates directly to distance learning and the library's Audiovisual Services Department, the Libraries Committee sent a letter to L. Moore expressing concern, asking if the Provost could be contacted. L. Moore responded at the past Faculty Senate meeting by reading the letter and said that any decision about this matter should be referred to Dr. Randy Moore. The Provost will meet with M. Cheung to discuss this further and will then make a decision.

Technology Funds Requested - D. Williams said that he has sent a letter to the Provost requesting \$58,000 from technology funds so that the library can purchase a new computer. A more powerful computer is needed since the demands upon the library have grown to include picking up the extra load from the Law Library and Wayne College.

University Press - D. Williams has met with the University Press Board and the Provost to discuss bringing the University Press under the Library. There would be no budget changes as it would be strictly an administrative change only. The change would probably not go into effect until July 1996.

April 4, 1996

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Friends Annual Dinner Meeting - The next Annual Dinner Meeting of the Friends of the Library will be held on April 19, 1996, at Martin University Center at 6 p.m. Dr. Roger Grant will be the special speaker.

Next meeting - The next Libraries Committee meeting will be on Monday, April 1, 1996, at 9 a.m. in the Dean's Office Conference Room. Plan to elect a new chairperson for the Libraries Committee for next year.

Respectfully submitted by
Nicholas Ranson, Chair

APPENDIX F

Report of Student Affairs Committee

MEETING OF MARCH 10, 1995

Present: D. Ely, C. Gigliotti, T. Jolly, C. Keener, D. McNutt, L. Pachnowski, G. Prough, D. Vukovich, D. Weber, M. Weidknecht

Absent: P. Fitzgerald, E. Johnson, D. Laconi, C.K. Smith

Guest: Jennifer Boykin, President, Black United Students

C. Keener reported on several students concerns including 1) the lack of adequate recreation facilities in Memorial Hall, 2) the need for increased funding for intramural activities, 3) the continued presence of high school students in the Student Center during school hours, and 4) campus safety, especially in the Jackson Field area. During the winter months there is a need for the campus escort service to begin at dusk rather than at 6 p.m. C.K. Smith will be asked to give an update on student recreation facilities plans at the next meeting. Sandra Emerick, Assistant Dean of Students, who will attend the next meeting to present the Extracurricular Activities Funding requests will be asked to comment on the funding for intramural activities.

J. Boykin cited the area of minority retention as the most pressing concern of Black United Students. (She also cited that funding for Black United Students had been cut in half and that many black student organizations are finding it difficult to operate due to inadequate funding.) Discussion first centered around current minority retention efforts such as the summer minority orientation programs for entering freshmen and their families and the College of Engineering Minority Retention Program. M. Weidknecht asked if anyone was aware of the minority recruitment and retention efforts aimed at graduate students. No one was. M. Weidknecht will find out more information for the next meeting.

Committee members asked J. Boykin to share some student suggestions of ways in which faculty could promote minority retention. Among the ideas offered were being available and genuinely receptive to working with students during office hours and making students aware of courses that are available in the area of Black Studies.

D. McNutt updated the Committee on financial aid situation. Basically there have been no changes since the last meeting. C. Keener noted that she had been working on a form letter protesting the possible revisions to the Stafford Loan Program. She also attended a meeting at Ohio University and plans are in place for a joint student financial aid rally to be held at Kent State University.

Meeting plans for the remainder of the academic year were discussed. A report of Committee activities will be made to students at the May 3 meeting of the Division of Student Affairs Student Advisory Committee.

The next regular meeting is scheduled for Friday, April 21 at 3:00 p.m. in Carroll Hall 208A.

Respectfully submitted by Diane Vukovich, Chair

**STUDENT AFFAIRS COMMITTEE
MEETING OF MARCH 28, 1996**

Present: B.Bucey, C.Echols, C.Gigliotti, T.Jolly, D.Laconi, L.Pachnowski, C.K.Smith, D.Vukovich, M.Weidknecht

Absent: D.Ely, C.Keener, D.McNutt, G.Prough

Guests: P.Fitzgerald, Asst. Dean, College of Nursing
D.Newland, Asst. VP, Student Affairs
J.Stafford, Director of Parking

The Committee met at the request of C.K.Smith to review three proposals prior to their presentation to the Board of Trustees at its April 24 meeting.

The first proposal, made at the request of James Butera, Director of University Dining Services, was a recommendation to extend the contracts of various food vendors for one year to provide reasonable planning time for the renovation of the Chuckery and to consider the feasibility of self-operating the vending service. Since Mr. Butera has only been on campus since mid-February, his request seems reasonable. The committee had no questions concerning this proposal.

The second proposal was a request from the Counseling, Testing, and Career Center to

1) increase the fee for the Miller Analogy Test (MAT) from \$37 to \$40 (The fee has not been increased since 1991).

2) modify the fee for the College Level Placement Exam Program (CLEP) from \$47 to the ETS fee plus \$8 (The CLEP fee varies throughout the year. This method will make the University surcharge consistent.)

3) eliminate the fee for ACT Special Testing (Disabled persons are now accommodated free), and

4) eliminate the fee for the Education Administration Test Battery and the Pre-Professional Skills Test. (Both tests have been discontinued.) The Committee had no questions regarding this proposal.

The third proposal, from Parking Services, had three components:

1) an increase in 11 of the 31 fines charged for parking violations.

2) an increase in the commercial visitor permit fee (from \$57.50 to \$65.75 per semester) and in guest parking fees (establish a temporary permit fee of \$1.50 per day).

3) a 1/2% increase in student fees to continue the University Pass and Loop Program.

J.Stafford, Director of Parking, explained that the parking fine increases target only the most serious of violations, such as parking in or blocking a handicapped area (increased from \$15 to \$50) and parking in a fire lane or blocking doorways, sidewalks, or vehicles (increased from \$5 to \$20). The purpose of these increases is to deter these serious violations.

T.Jolly suggested that these changes in fines would need to be well publicized to the student body. P.Fitzgerald asked if a notice citing the changes could be attached to parking permit applications. C.K.Smith wondered if notices of fines charged could be posted on the handicapped parking signs. Notices could also be distributed to each department and posted on bulletin boards. All of these ideas appeared to be feasible.

C.Gigliotti was concerned about the negative impact of increasing fees, either parking fines or student fees, at a time when the campus atmosphere is so negative. T.Jolly noted that parking fines were not fees. Increasing fines would only affect those who committed a violation. The Committee concurred concerning the parking fines but had more questions regarding the proposed plan for continuing to finance the University Pass and Bus Loop Program.

C.K.Smith explained that currently the University provides a subsidy of \$100,000 per year to support the Pass and Loop Program and will continue to do so. However, when the grant funded by the Congestion Mitigation Air Quality Act runs out in May 1996, revenue currently available is insufficient to continue funding the program (even though the University has negotiated a new 3-year contract with Metro that will decrease costs). An additional \$338,500 per year will be needed.

C.Gigliotti asked if funds from the General Service Fee could be reallocated. P.Fitzgerald asked if there were quite a few fixed costs that had to be covered by the General Service Fee. C.K.Smith replied in the affirmative.

J.Stafford noted that parking gets no money other than what is raised from permit fees and fines. And the current estimate is that it will take approximately \$19 million (over a 5-year period) just to upgrade and maintain the decks and lots that now exist. In addition, the severe winter caused over \$50,000 to be spent on snow removal. Resurfacing work will also be more extensive than normal.

C.K. Smith said she shared the Committee members' concerns regarding fee increases but saw no other way to continue the bus service. C.Gigliotti cited that LRPC was recommending only a 3% tuition increase and asked if monies for transportation would be included in any recommended increase or be a separate fee beyond that increase. C.K.Smith said that whatever increase was recommended would include the transportation request, but she did not have all the figures from F.Helmick yet so she could not say the exact increase that would be recommended. C.Gigliotti then asked if students could pay as they rode the bus instead of paying a set fee. C.K.Smith replied that this probably could be done, but it would increase costs. Our current contract is for service that does not require bus drivers to handle money. If drivers handle money, the service becomes more expensive since drivers then have to be bonded. D.Laconi commented that, at KSU, students pay a separate transportation fee. P.Fitzgerald cited that U of A was one of the few institutions where faculty did not pay for parking. Perhaps this fringe benefit will have to be reconsidered at some point.

C.K.Smith said she also plans to talk with student groups to get their input regarding transportation fees. D.Vukovich asked with which student groups meetings had been planned. C.K.Smith said she will meet with ASG on April 4. She also has a Student Affairs Student Advisory Committee composed of presidents representing about 25 campus organizations. She will meet with this group April 5. If any of those presidents would like her to speak with their organizations, she will arrange to do so.

All Committee members commented on how challenging it is to try to communicate with students on such a large commuter campus. C.Echols suggested that radio ads on stations to which students often listen, such as 88.1 or 93.1, might be effective. She also cited that an increasing number of students have access to e-mail. Committee members thought these were excellent ideas. It was also noted that all entering freshmen this fall will get an e-mail account.

D.Vukovich suggested that Committee members continue to think about the transportation concerns and communicate any additional ideas to C.K.Smith.

The next meeting of the Student Affairs Committee will be Friday, April 26 at 3:00 p.m. in CH208A.

Respectfully submitted by Diane Vukovich, Chair

APPENDIX G

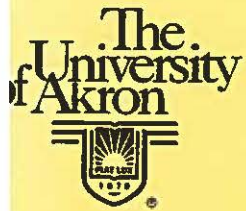
Report of Shared Governance Council

The Shared Governance Council has been meeting regularly throughout the year and has dealt with several of the problems that have plagued it in years past: We are attempting to attain a budget so that our various departments won't have to cover the costs of our operations; we have begun the process of reformulating the system by which we receive concerns from our constituent groups; and we have been attempting to make our presence a more effective and noteworthy one. With this in mind, the Council recently been debating the merits of a staff request for representation on Faculty Senate. On Friday, March 29, 1996, the Shared Governance Council unanimously passed the following proposal:

Whereas, The University of Akron staff is comprised of approximately 1,000 non-bargaining employees who have a vested interest in the functioning and development of programs at the University of Akron, and who at present are the only major constituency group not represented in the Faculty Senate, where matters which directly affect their work situation (health benefits, pay raises) are dealt with, the Shared Governance Council hold that staff should be granted representation on Faculty Senate equal to that allowed part-time faculty, contract professionals, and students. We believe that the University's governance structure should provide equal representation for all major constituency groups and we feel that representation on Faculty Senate will permit staff a valuable voice on matters which concern them.

The Council is sending this recommendation to the Senate and to the Acting President. The Council is scheduled to meet again on April 19 to discuss the tier proposal recently approved by Faculty Senate. Elections to replace outgoing Council members are scheduled for late April.

Respectfully submitted by
James M. Wallace, Chair



Interoffice Correspondence

April 9, 1996

TO: H. Michael Cheung, Chair
Faculty Senate

FROM: Chand Midha, Vice Chair *Chand midha*
Budget and Planning Coordination Committee

SUBJECT: BPCC Recommendation
(April 8, 1996, BPCC Meeting)

The following motion was discussed, voted upon, and passed at the April 8, 1996, meeting of BPCC and is presented here for Faculty Senate's review and subsequent recommendation.

MOTION

BPCC supports the LRPC proposal to increase tuition by 3% so long an additional 1% increase is added to cover the cost of the metro/loop bus system and/or to defray the costs of the campus facilities deferred maintenance. BPCC also supports the LRPC proposal to reduce the administrative unit budgets by \$3 million so long as 2/3 of this reduction is from continuing dollars and 1/3 is from one-time dollars to become continuing dollars the following fiscal year.

University of Akron
1996-1997 Administrative Expenditures Recision Details

	Vacant and ERIP Positions Savings	Base Budget Reduction	One-Time Money For Conversion	Total
Office of the President	\$180,000	\$87,500	\$340,000	\$607,500
VP for Student Affairs	134,000	198,000	140,000	472,000
VP for Business & Finance	948,000	640,000	520,000	2,108,000
VP for Research & Development	143,000	71,500	0	214,500
Total	\$1,405,000	\$997,000	\$1,000,000	\$3,402,000

Assumptions for Recision

- 1) Position freeze affects all positions where money is available as of 7/1/96.
- 2) Positions specifically exempted are ERIP positions in Admissions and for VP? of Information Services
- 3) Positions for the Chief Financial Officer and the Associate VP for Research are funded since money becomes available as of 7/1/97.
- 4) \$400,000 of vacant position and ERIP freeze is to be held as Critical Position Reserve for Presidential allocation.
- 5) Long term commitments in carryover accounts, such as mega-server payments and University advertising are not available for reduction.
- 6) All central accounts are untouched.
- 7) Quality enhancement funding will be held till Fall 14th day phase as additional reserve for excess enrollment decline.
- 8) After Fall 14th day phase the \$750,000 intended for general studies positions will be treated as Provost reserve for onetime allocation with advice of BPCC. This approach is possible since positions will actually not be on line until Fall 1997.
- 9) One-time money savings for 1996-1997 are to be converted by plan to permanent reductions for 1997-1998 budget cycle.
- 10) Any contribution to the \$400,000 Critical Position Reserve not used by a unit will be counted toward the permanent reduction conversion under item 9.
- 11) Additional planned reductions will be developed during 1996-1997 budget cycle.

University of Akron
Budget Comparison - Actual 1995-1996 to Proposed 1996-1997

	1995-1996			Proposed 1996-1997		
	Original Budget Allocation	Total Carryover	Total Resources	Original Budget Allocation	Total* Carryover	Total** Resources
Academic Units						
Buchtel College of Arts & Sciences	\$22,027,348	\$1,297,980	\$23,325,328	\$22,027,348	\$1,297,980	\$23,325,328
College of Business Administration	6,403,892	75,719	6,479,611	6,403,892	75,719	6,479,611
Community and Technical College	5,973,183	632,627	6,605,810	5,973,183	632,627	6,605,810
College of Education	6,126,135	425,160	6,551,295	6,126,135	425,160	6,551,295
College of Engineering	7,104,128	1,037,988	8,142,114	7,104,128	1,037,988	8,142,114
College of Fine and Applied Arts	10,147,439	435,334	10,582,773	10,147,439	435,334	10,582,773
Graduate School	11,854,603	225,282	12,079,885	11,854,603	225,282	12,079,885
School of Law	3,671,851	217,072	3,888,923	3,671,851	217,072	3,888,923
College of Nursing	3,404,974	357,730	3,762,704	3,404,974	357,730	3,762,704
College of Polymer Science & Eng.	4,346,413	403,334	4,749,747	4,346,413	403,334	4,749,747
University Libraries	5,218,488	190,689	5,409,177	5,218,488	190,689	5,409,177
Senior Vice President and Provost	2,900,645	683,534	3,584,179	2,900,645	683,534	3,584,179
Total - Academic Units***	\$89,179,099	\$5,982,447	\$95,161,546	\$89,179,099	\$5,982,447	\$95,161,546
Administrative Units						
Office of the President	3,020,594	1,628,694	4,649,288	2,779,094	1,288,694	4,067,788
/P for Student Affairs	6,863,043	729,102	7,592,145	6,550,043	589,102	7,139,145
/P for Business & Finance	22,159,137	4,724,832	26,883,969	20,709,137	4,204,832	24,913,969
/P for Research & Development	2,468,883	1,337,708	3,806,591	2,274,383	1,337,708	3,612,091
Total Administrative Units	\$34,511,657	\$8,420,336	\$42,931,993	\$32,312,657	\$7,420,336	\$39,732,993
Central Accounts****	\$44,518,293	\$4,623,554	\$49,141,847	\$44,335,293	\$4,623,554	\$48,958,847
Salary Pool - 3% Tuition Increase						1,500,000
Salary Pool - Reallocation						1,500,000
Quality Enhancement Pool						1,500,000
Presidents Reserve - Critical Positions						405,000
University Total	\$168,209,049	\$19,026,337	\$187,235,386	\$165,827,049	\$18,026,337	\$188,758,386

Carryover amounts to be adjusted to reflect actual years activity.

* Total amounts to be adjusted to reflect actual carryover amounts.

** Academic Unit amounts to be adjusted by BPCC allocations from Central Accounts Technology Fund Reserve

*** Central Accounts decrease reflects Fringe Benefit savings from Administrative Unit salary decrease.

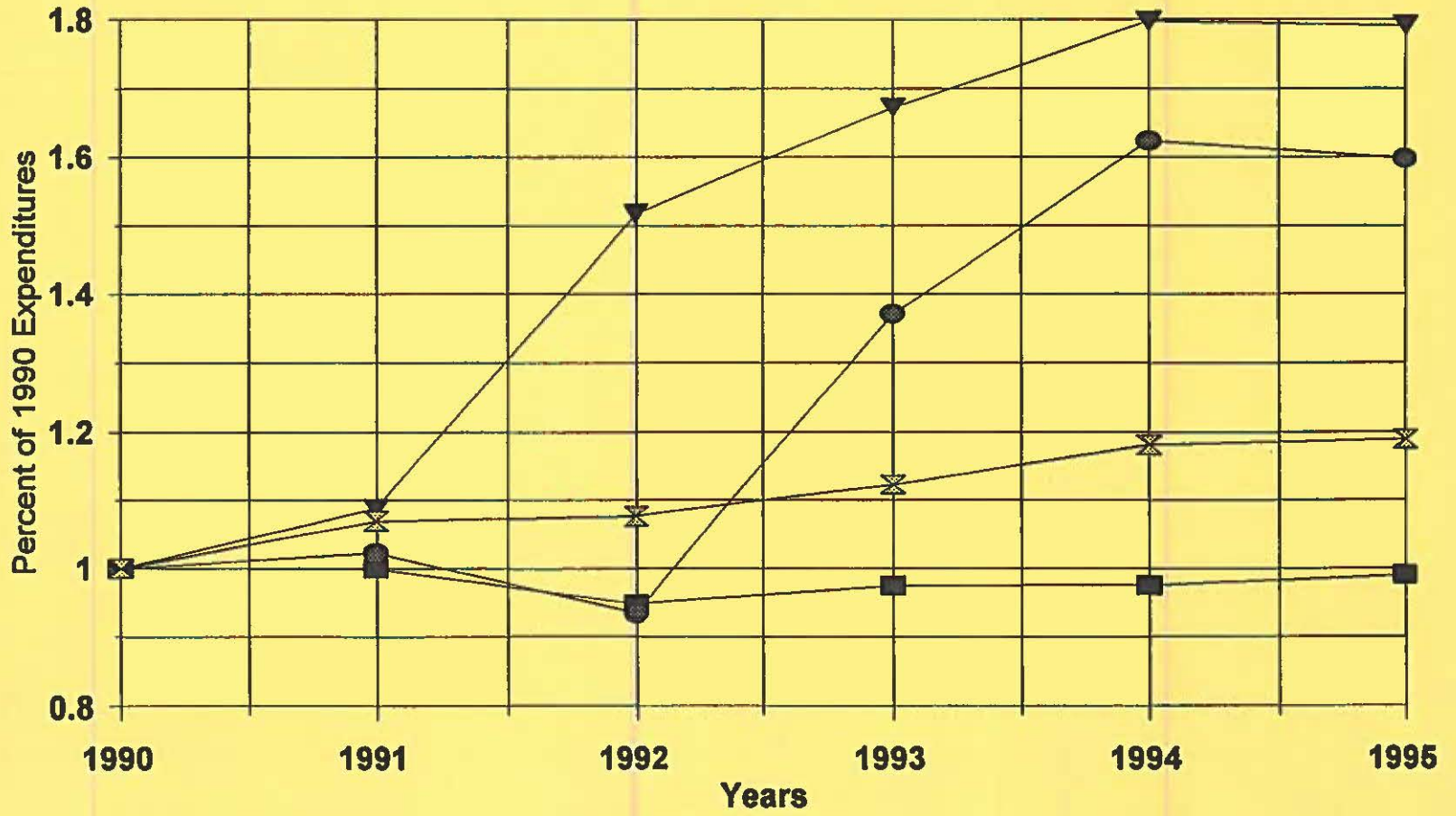
University of Akron Selected Expenditure Patterns 1990-1995

Acad -Year	Colleges	Library	Acad-Subtotal	President	Student	Operations	Information	Athletics	Non-Acad Subtotal
90-91*	83,243,778	5,473,145	88,716,923	3,129,698	6,139,112	15,980,664	7,031,938	5,468,067	37,749,479
91-92	83,437,571	5,215,164	88,652,735	3,199,909	6,674,079	17,089,170	6,639,171	5,482,417	39,084,746
92-93	78,808,685	5,258,302	84,066,987	2,922,645	9,320,468	17,190,620	6,375,958	4,406,569	40,216,260
93-94	80,908,650	5,553,487	86,462,137	4,290,940	10,268,978	17,939,038	6,973,600	5,882,969	45,355,525
94-95	80,790,078	5,762,649	86,552,727	5,082,268	11,037,702	18,872,300	6,718,838	5,656,896	47,368,004
95-96**	82,000,000	5,850,000	87,850,000	5,000,000	11,000,000	19,000,000	7,100,000	6,000,000	48,100,000
Change %	0.9851	1.0689	0.9902	1.5976	1.7918	1.1889	1.0097	1.0973	1.2742

*90-91 to 94-95 Figures based on July 31 postings, fringe benefits are actual expenditures.

** 95-96 Figures are estimates based on approved budget and allocation of fringe benefits.

Expenditure Comparison 1990-1995 Percentage of 1990 Base



■ Academic ● President ▼ Student ⌘ Operations

University of Akron
Administrative Services - Unit Budget Comparison - 1994-1995 to 1995

Category	1994-1995	1995-1996	Difference
Personnel	12,884,534	13,416,562	532,028
Supplies*	9,001,217	11,584,612	2,583,395
Equipment	1,233,203	1,791,290	558,087
Total	23,118,954	26,792,464	3,673,510

***Does not include campus reserve for Technology Fund (\$1,000,000)**

