

University of Akron Faculty Senate Meeting

December 5, 2013

3:00 4:10

CHAIR WILLIAM RICH: The December meeting of Faculty Senate is called to order. Is there a motion to adopt the agenda as distributed? Moved by Senator Raber. Seconded by, I couldn't hear who. Who seconded? Senator Gandee. Are there any additions to the agenda? Hearing none, all those in favor of the adoption of the agenda, please signify by saying aye.

MANY SENATORS: Aye.

CHAIR WILLIAM RICH: Opposed by opposite sign. The agenda is adopted. The next item is the adoption of the minutes of the October and November meeting. And the minutes were distributed only recently, especially the November minutes. I don't think it would be appropriate for us to do adoption of the minutes you haven't had a chance to read. I'm not sure how you feel about the October meeting minutes that were distributed recently, not quite as recently. If there's a motion to adopt them, I will entertain it. Moved by Senator Bouchard and seconded by Senator Sterns.

Are there any corrections to the October minutes? Hearing none, all those in favor of adopting the October minutes, please signify by saying aye.

MANY SENATORS: Aye.

CHAIR WILLIAM RICH: Opposed by opposite sign. Minutes are adopted. Next item is the chairman's remarks.

As you probably know, a couple of weeks ago the board of trustees engaged a search firm to assist in the search for a new university president. After that firm is done gathering candidates, the board will screen the candidates and select the finalists to invite to campus. Despite the board's previous hopes, it is apparent these campus visits will not occur this semester. The Chairman of the Board's Presidential Search Committee assured us those will not occur during the winter break, which means that they will occur during the spring semester. That means January at best, and my guess would be it will probably go into February. So I do not foresee a final decision being made until February at the earliest, and I think more likely March.

The pendency of the presidential search is likely to have an impact on the deans searches underway. I believe the board will be reluctant to hire deans before a new president has been selected, and many prospective candidates will be reluctant to apply or to accept an appointment without knowing who the new president will be. Dean search committees have been urged not to present their recommendations to the university administration until after a new president has

been selected. This timing may result in a loss of strong candidates to other universities that are in a position to extend offers earlier than we are.

There's continued uncertainty about college budgets for 2014. I'm even more concerned than I was last month about the impact of this uncertainty on searches to fill faculty positions, and at least some disciplines, which music is but one example, the circumstances of the labor market are such that further delays in faculty searches will cause us to lose the best candidates. There's an urgent need to resolve the outstanding budgetary questions that are delaying these searches.

I also remain concerned about the impact of budget cuts on our existing academic programs. More than a few such programs are being starved of resources which may do long term damage to those programs, adversely affect student enrollment and retention and ultimately further reduce revenues.

At the same time relatively large amounts of money are being allocated to the so called Achieving Distinction Initiatives. Although some or even all of these initiatives may prove worthy at this stage, their value is uncertain. One must wonder whether the time is right for these initiatives if it means the starvation of existing academic programs in which students are enrolled and pursuing academic degrees.

And there has been much discussion of late about the possible elimination of certain academic programs. This is inevitably a difficult subject. I'm afraid that it may have been made even more difficult than necessary by the way it has been handled. The elimination of academic programs affects not only the faculty and students in those programs, but also the faculty and students in other programs. Any proposal to eliminate an academic program should come to the Faculty Senate so that the administration and the board of trustees can have the benefit of the senate's advice.

Finally, in response to the request by the President in our last meeting to initiate a review of centers and institutes and also in response to a request by the Vice President for Research for the Faculty Committee to advise him on policy matters affecting faculty research, the Executive Committee recently appointed a subcommittee on faculty research policy and charged it with responsibility for making recommendations about policies affecting faculty research and about the creation, reorganization and elimination of centers and institutes.

On those matters that under the Faculty Senate bylaws fall within the purview of the senate's faculty research committee, the new subcommittee will report to the senate through that committee on other matters including the creation, reorganization and elimination of centers and institutes. The new subcommittee will report to the senate through the Academic Policies Committee. Vice Provost Ramsier as Chair of APC and I as Chair of Faculty Senate met with the new subcommittee yesterday to discuss its role, and the subcommittee plans to offer its initial report before the senate's February meeting.

Fearing that some of the foregoing remarks are uncondusive to holiday cheer, I am compelled to add that I believe we can survive and overcome the challenges we face if we as a faculty pull together, assert ourselves and bring to bear our considerable talents and energies. I wish you all a happy holidays.

We do not have any special announcements that I'm aware of. Next is the report of the Executive Committee.

SECRETARY FRANK BOVE: Thank you, Chair Rich. Good afternoon. I will be brief and somewhat repetitive. The Executive Committee met on November 14 for regular senate business.

In response to the president's call last month to evaluate current academic centers and institutes at the university, the Executive Committee created the ad hoc Subcommittee on Academic Centers and Institutes and Faculty Research Policy. The committee is to report to the Academic Policies Committee on those matters that fall within APC's purview and to the Faculty Research Committee on those matters that fall within the FRC's purview. Any recommendations concerning the creation, reorganization, and elimination of academic centers and institutes must be reported to APC. The subcommittee is a Faculty Senate body reporting indirectly to the senate. Subject to these requirements the subcommittee may advise the vice president for research. Exercising its judgment, the Executive Committee appointed the following faculty members to this committee. Tim Matney, Ray Gehani, Shiva Sastry, Carolyn Mura, Bill Landis, Lisa Lenhart and Rob Schwartz.

The Executive Committee also appointed James Durbin to the University Council Communications Committee and Elizabeth Erickson to the University Council Talent Development and Human Resources Committee. Senator Erickson was also appointed to the Faculty Senate University Review Committee, as was Linda Saliga. Executive Committee thanks the aforementioned faculty for their willingness to serve the senate and the university.

The Executive Committee next met on November 21st to set today's agenda and to prepare for a meeting with the president and provost later that afternoon. The president informed the Executive Committee of the presidential search timeline and other expectations from the board of trustees. Other items discussed included updates about the budget, faculty positions for the '14 '15 academic year, status of the dean searches, Summit College and the criminal justice baccalaureate, general education reform process and the academic program review. This concludes my report. Thank you.

CHAIR WILLIAM RICH: Are there any questions of Secretary Bove concerning the Executive Committee report? Thank you.

Next would be the remarks of the president.

PRESIDENT LUIS PROENZA: Thank you, Mr. Chairman and good afternoon, colleagues. Interesting change of temperature this afternoon. Thank you indeed for the fairness of your report. And I just have a few items to highlight for you.

Yesterday the organization known as Crain's Cleveland together with the Northeast Ohio Council on Higher Education held a forum or summit on the Talent Dividend as it's referred to. And just to remind you it's the concept that has been increasingly articulated across the country whereby communities are beginning to understand that their community gaining in educational attainment is a significant boost to their economic well being and indeed to the whole well being of the community.

For Northeast Ohio it has been calculated by the organization that coined that term that a one percent increase in educational attainment would mean approximately \$2.8 billion in increase to revenues in personal income not to speak of obviously the multiplier effects of that revenue being utilized and spent and otherwise having an impact in the community.

It has been an effort for many years as you know to try to convey to the business community and to political leaders the very, very, very real return on investment that education has, and which universities provide in so many other ways. I had the privilege of speaking to them and to summarize for the group of about 100 or 150 individuals the progress that Northeast Ohio has been making. And when we set about to chart this agenda for increasing the educational attainment of Northeast Ohio, we set seven broad goals. And I'm pleased to tell you, and I will summarize it very briefly in a moment that significant progress has been made on six of them and that only one of them has remained pretty much in the steady state.

Specifically, significant increases in college completion rates are underway for us here at the University of Akron. Over the past six years we have increased our graduation completion rate by 35 percent and the number of students that are graduating each year. The number of degree holders has increased by about two percent in Northeast Ohio, which is again twice what one might have expected in some respects. The regional attainment rate is therefore increasing at the same time. Degrees awarded, as I just outlined, increasing. On time high school graduation is increasing as is the participation of adults in higher education.

The only relatively constant, and you might therefore say indicator that has not made any progress is what is referred to as the college continuation rate, that is the percentage of high school graduates who choose to then go on into higher education. That has been stubbornly, stubbornly, stubbornly sitting at about 30 percent, if I am not mistaken.

Many of you remember my talking about this issue years ago when we could show that Ohio is above the national average in high school graduation rate, but substantially below the national average in this college continuation rate. And this is something that we certainly intend to continue to work on and which all of you can help by all of the contacts that you have, because that's something that certainly the industrial legacy of Northeast Ohio has made it feel for many

that it's not important to go on beyond high school, when in the 21st century nothing could be further from the truth.

My remarks are public. They're already on our website if you care to read them. I was rather strong in some of my comments about the fact that the business community itself tends to ignore the economic value of higher education.

I thank you for your remarks on the interdisciplinary centers, and I look forward to your input at the end of February. Thank you very much on that. I also thank you for your commenting on dean searches. We will be looking very closely at those that are underway and try not to lose exceptional candidates where they are, but indeed the board has asked to the extent possible we try to time the arrival of candidates to such a time when the new president has at least been announced and therefore could have an opportunity to visit with those candidates and engage with me and the provost and appropriate vetting of the candidates.

We're working obviously on general education, and I appreciate the role that you are playing, and I would ask that you continue very actively on that. Indeed I also want to thank you very much for so many of you participating in the Retention Summit. After hearing Vince Tinto, we decided it would be more appropriate to talk about student success. About a thousand of you in various ways participated during that day and a half. It was a very constructive dialogue. There's an active movement now at the very beginning of the year that will move us forward in a very strong implementation agenda of that, and that is indeed a vital aspect of our student success, so thank you very much.

I would call to your attention, I'm sure you heard that the Dean of Summit College our good colleague, Stan Silverman retires at the end of this month. He certainly has distinguished himself in so many ways as a scholar and as a colleague, and I hope that you might be able to join us and he as we recognize his contribution on December 11, next Wednesday on the, at 4:00 p.m. by the way, on the fifth floor of the stadium for a reception in his honor and celebrate his many, many years of, 32 years of distinguished service as a matter of fact.

Of course a week from tomorrow we begin a series of commencement exercises for the university. Almost 1500 degrees in the fall semester beginning on Friday evening and continuing on two ceremonies on Saturday December the 14th, so you have many opportunities to participate, and I hope you shall have that opportunity indeed by joining us.

Let me close in two simple ways. First, as I outlined to you at the last meeting of the senate and indeed for those of you that were able to attend my state of the university address, the very, very focused and distinct agenda that will carry us through the balance of this academic year and the conclusion of my presidency, it is premised on our undergirding the financial support of this institution in ways that can address some of the questions that your chairman raised. And that agenda is very much centered around what we do to build student success and the Akron

experience. Because if we don't have students coming in, guess what happens? We don't have revenue to do anything with, okay?

So over the next few days and indeed by Wednesday I will be articulating to the board of trustees a way in which I'm going to realign our leadership team so that we remain firmly focused on this agenda by forming leadership teams in selected areas of this broad agenda to get it accomplished and to move forward and really put a firm base on that agenda so that the next president doesn't have to worry so much from the very start about how we can succeed.

That said, many of the things that we've been doing are already showing great promise. Because we've changed many things, it's too early to say that that's going to convert into a significant increase in enrollment, but I at least, as I said the last time, am hugely encouraged by the number of increased applications and the number of increased admittances.

Now we have to turn those admittances into people who actually enroll. But if that happens, working together we should be in much better financial shape this fall than we were last fall. So more about that next week.

So finally, let me join your chairman in wishing you the happiest of holiday seasons. I hope you have a delightful and relaxing break. There's much ahead. Think of our students, think of each other. This is our university, and it is a great one, indeed, and we have wonderful opportunities beginning in the spring. And let's hope the warm weather returns as well. Happy holidays. I will be happy to answer any questions that you have.

CHAIR WILLIAM RICH: Are there any questions for the president? Senator Ducharme.

SENATOR HOWARD DUCHARME: Chairman Rich commented on the large amount of monies being spent on the Achieving Distinction program, and I am wondering if you could tell us what amount of money is involved in there.

PRESIDENT LUIS PROENZA: Yes, very happily. It's been cut in half for the very reasons that we also have, but fundamentally this was intended to be a two million dollar investment. It's been cut in half, because we had begun that process initially, but it is much less than we wanted it to be, and it's much less than it will be once we have the resources to allocate.

SENATOR HOWARD DUCHARME: Can I do a follow up?

CHAIR WILLIAM RICH: Yes.

SENATOR HOWARD DUCHARME: Also on the subcommittee that I'm on, Student Affairs Committee, we heard from the person who was responsible for hiring the encouragers, 20 part time encouragers I think they're called. Is the cost of those 20 hires about equivalent to the cost of hiring 20 part time faculty?

PRESIDENT LUIS PROENZA: No. I'm sorry, Rex, do you have any sense of what that is? But it's significantly lower than it would be in that context. Can you address that?

VICE PROVOST REX RAMSIER: I don't know the actual dollar amounts, but I'm pretty sure the cost is minimal. The potential for return is significant, though.

PRESIDENT LUIS PROENZA: I will happily get you some of that information, but let's not jump to conclusions. And more importantly, let's understand that unless we focus on that agenda we're not going to have revenue to spend in a way that you would like to.

Colleagues, I've been in this business for more years than I'd care to admit. We always, always all of us want more resources than there are. That's an undeniable fact of any institution including colleges and universities. Unless we earn that revenue, it won't be there. So right now what we've got to focus on is how do we increase retention, because that's one of the vital things from the fall semester to the spring semester and to the sophomore year we have major drop offs. That's a huge, huge drain on our revenue projections.

Secondly, we've got demographic changes that we need to address. We've got significant national issues about who participates, who doesn't participate, and who ought to be participating in higher education. Our biggest opportunity lies in our attracting people who have been let go from a job, who never completed college, who never went to college, because that could be as much as 72 percent of the market that we're not presently addressing.

We can't rely only on focusing on those who are coming out of high school. Number one, those are not increasing in net numbers, they're decreasing for demographic reasons.

And as I just outlined with the NOCHE talent dividend thing, they're not increasing in terms of real numbers by virtue of the fact that United States is now 22nd in the world for what proportion of our population graduates from high school. 74 percent in the United States and less than that in certainly urban centers and in Northeast Ohio.

So let's get real, folks. Unless we have people coming in the door, we're not gonna have the money to keep your good center Harvey, going; your good work in ethics and bio ethics going or many other things that hey, I would love to do. Okay?

SENATOR HOWARD DUCHARME: May I?

CHAIR WILLIAM RICH: One more time, and then let's give somebody else a chance.

SENATOR HOWARD DUCHARME: So you passed judgment on what I was asking by the second question. I'm not asking about

PRESIDENT LUIS PROENZA: I was just trying to be very realistic about the financial future.

SENATOR HOWARD DUCHARME: In talking with the person who had hired the encouragers, the way I understood they were being directed was to look after those people that were furthest, closest to the edge of dropping out, okay. In terms of triage ethics okay, is that you know, that's, you know, I'm not against or not arguing against or giving you an objection against trying to retain, but whether or not that was the best focus of that money on those, the triage might say they're going to drop out anyway, and rather focus on those that sit on the fence.

PRESIDENT LUIS PROENZA: And in fact our strategy is to focus on those who are most likely to move forward, as I think Vice Provost Sherman, Ramsier excuse me, has said over and over again. We have three broad categories of students. So yes, that's one of the things that yes, that's one of the focuses that they will have, because very little effort sometimes turns somebody around from the brink. It may be financial, it may be a family situation, it may be a psychological situation. But please, we're not focusing only on those that are gonna fail anyway. That's really, the breadth and the strength of the focus of those is in that middle ground of people who will most likely go forward. But we're not going to ignore those that are below, either.

CHAIR WILLIAM RICH: Anyone else have a question for the president? Senator Anderson.

SENATOR TURNER ANDERSON: What would you say to a student who is kind of looking at the university as a whole who sees slightly an identity crisis in a sense of, as you said previously, we want to attract those who have lost jobs or other types of situations that are nontraditional, but also attracting traditional students. Do you feel as though we can possibly hit two completely opposite markets and still fulfill the desires and needs of the group?

PRESIDENT LUIS PROENZA: Number one, first I love your bow tie. Thank you. Number two, I sincerely hope so, because that's really what the entire world is that you are going to go out into is made up of, a very wide diversity of individuals. If you will forgive me for another editorial comment, we've got to understand that the world is changing so rapidly that you young people, those of you who have joined us as recent high school graduates, are going to be facing a world that is very competitive, very challenging. The best thing we can do is prepare you to learn to learn, and to learn to adapt and to have enough emotional resiliency and to face all of the complexities that exist in this 21st century. And the notion that you will have not just several jobs, but likely several careers.

And what better way to have a sense of the dynamism of the 21st century than to have in our midst people who need to and must retool themselves for their own future and for you to see that some people are accomplishing that? For too long ourselves and certainly in particular our legislators and our politicians are simply crying out for us to save the jobs that frankly, and I know Elizabeth Erickson would agree, just no longer exist in our economy. They are gone, okay? I'm sure you want to tell them about Joseph Schumpeter and Creative Destruction and all sorts of things, but let me shut up.

CHAIR WILLIAM RICH: Please don't get her started.

PRESIDENT LUIS PROENZA: You said that Mr. Chairman, I didn't.

CHAIR WILLIAM RICH: Were there other questions for the president?

PRESIDENT LUIS PROENZA: Thank you for your service. Have a wonderful holiday. If you have any questions for Dr. Sherman, I am sure Dr. Ramsier will answer them.

CHAIR WILLIAM RICH: I received an E mail this morning from the senior vice president and provost informing me that he is in Columbus for a meeting and is unable to attend this meeting, so there will be no remarks from him.

So the next item is the approval for the commencement list for the Fall 2013 graduation. Is there a motion to approve that list subject of course to the successful completion of all of the remaining requirements? Moved by Senator Hajjafar. Seconded by Senator Jones. Is there any discussion? Hearing none, all those in favor of approving the list, please signify by sighing aye.

MANY SENATORS: Aye.

CHAIR WILLIAM RICH: Opposed by opposite sign. The list is approved.

Next is committee reports. The first one is the Curriculum Review Committee. Vice Provost Ramsier.

VICE PROVOST REX RAMSIER: Thank you, Mr. Chairman. Curriculum Review Committee brings forward a list of curriculum proposals that have reached the end of the curriculum review process without objection or comments that are unresolved, and we bring these to you for your final approval and consideration. It comes as a motion from committee.

CHAIR WILLIAM RICH: Are there any questions for Vice Provost Ramsier or debate on the proposals? Hearing none, I take it you are ready to vote.

SENATOR DAVID WITT: These are the ones that were circulated to us, right?

VICE PROVOST REX RAMSIER: Yes.

CHAIR WILLIAM RICH: Thank you for waving your name tag right side up. Ready to vote? All those in favor of approving the proposals, please signify by saying aye.

MANY SENATORS: Aye.

CHAIR WILLIAM RICH: Opposed by opposite sign. The proposals are approved.

VICE PROVOST REX RAMSIER: Thank you.

SENATOR DAVID WITT: I do have one question for Rex, and this has to do with the proposal system again. And the improvements are coming along, actually noticeable for those people who

have used them. One problem some of us have had is attempting to interject objections on to proposals. We can write comments, and I'm just not sure, is there some official designation for an objection that only certain people can do that?

What we're afraid of is that our objections will be, I think comments just go back to the originator but don't really enter the process much if nobody likes them.

VICE PROVOST REX RAMSIER: It's my understanding, according to the way the rule reads, the system should allow for objections once the proposals are at university review level. Not during the committee stage. During committee review, institutional review, those are comments. During the university review process there should be a place for objections.

CHAIR WILLIAM RICH: There's a two week period.

VICE PROVOST REX RAMSIER: Two week period for that. But if for some reason you can't find the button to push or you have an objection and you don't know how to file it, I would suggest you send it to the chair of CRC, because we're the ones who have to try to work through the issues that would end up as an objection. We would rather try to handle it between the person who feels the need to object and the originator rather than have to have a formal hearing to resolve the objection, which takes a lot longer.

SENATOR DAVID WITT: I'm sure that's what it is. The button is just sort of grayed out. It's just not time yet.

VICE PROVOST REX RAMSIER: During the two week window for the university wide review that button should work.

CHAIR WILLIAM RICH: I think it's a two week period for the institutional reviewing at the university level to review, and then there's a two week period for objections to be made, and then CRC receives it.

VICE PROVOST REX RAMSIER: If the objection hasn't been filed formally in the system, you can still alert CRC that you see a problem. We'll try to help resolve those problems before we bring them here.

CHAIR WILLIAM RICH: But if the button remains grayed out until it gets to CRC, please report that, because something ought to be done about it. Senator Erickson.

SENATOR ELIZABETH ERICKSON: Thank you, Chair Rich. I was asked, wanted to ask a question as to how close are we to having a chair to the URC? As a member of the URC as I watch all these lists of proposals coming through, I want, I am just wondering how close we are to that.

CHAIR WILLIAM RICH: Senator Erickson, let me address that. We're very close. What will have to happen next is an election of the chair. There is a new member of the URC which is Senator Lillie, and Senator Lillie has indicated his willingness to serve as chair if elected.

SENATOR ELIZABETH ERICKSON: Thank you.

CHAIR WILLIAM RICH: Thank you.

VICE PROVOST REX RAMSIER: Thank you.

CHAIR WILLIAM RICH: And if you don't elect him, then.

Athletics Committee, we have a written report. Is there an oral report? I gather not. Computing and Communications Technology Committee. We have a written report.

SENATOR TIMOTHY LILLIE: Excuse me, Chair Rich. With regard to the Athletic Committee, I was at the last meeting of the Athletic Committee and I think that some of the faculty members, in fact all of the faculty members here should be interested in one of the areas that's being addressed seriously, and that is the area of concussions for student athletes and how to handle it. So I think that's a very positive thing. People in the Department of Athletics are being very cooperative, and I think it's important to report those things when they occur, too. Thank you.

CHAIR WILLIAM RICH: Thank you. We have a written report from CCTC. I understand that there is an additional matter that CCTC has asked to have appended to its report. Secretary Bove.

SECRETARY FRANK BOVE: Yes, the CCTC Subcommittee on Web Conferencing Software met yesterday and the chair of CCTC Scott Randby wanted the results to come out to the Faculty Senate, so I will give a quick rundown. The Web Conferencing Committee met on December 4th to discuss the bids that resulted from the web conferencing system RFP. Bids were submitted by Fuze Box and a reseller of Adobe Connect. The committee decided to take the following course of action: Number one, committee members will examine the bids and generate a list of questions and concerns to raise with the vendors. Number two, the committee will arrange to meet with both vendors within the next two weeks. Number three, the committee will inform the campus community of the opportunity to meet with the vendors and evaluate the systems early in the spring semester. Number four, the committee will arrange for the vendors to visit the campus during early February so the campus community can ask questions about the web conferencing systems and provide input to the committee. That is all.

CHAIR WILLIAM RICH: Thank you. I just noticed that there was an inadvertent omission from the agenda of the Part time Faculty Committee. That should have been listed as one of the committees with a report. Is there any objection to our proceeding with that report? If not Senator Osorio, I saw you come in. Where are you? There you are. Senator Osorio.

SENATOR SHANNON OSORIO: I can give you a brief verbal report. The Part time Faculty Committee had two meetings in November. We met twice with Rex Ramsier to discuss part time faculty concerns. People were allowed to submit questions. People were invited to attend the meeting. We had quite a lively discussion. It was very helpful, and we really appreciated the opportunity. I'm sure we'll be doing it again at some point in the future.

We also met as a committee. We continue to grapple with lots of issues around, what is it called? The time card and attendance submissions by part time faculty. There are larger scope kind of issues, and then there are details like you know, how do we handle intense, or the five week courses or the three week courses. And so a lot of questions to be worked out. We're working with them and we will continue to do so.

CHAIR WILLIAM RICH: Is the committee going to report out the proposed change to the part time faculty appointments rule?

SENATOR SHANNON OSORIO: The rules, the resolution? Is there a resolution?

CHAIR WILLIAM RICH: Senator Osorio, you are the chair. You would be the person to provide that information. It was my understanding that part time faculty committee had recommended to the senate a change in the rule concerning part time faculty appointments. And it was on the basis of that understanding that I E mailed the proposed rule change to the senate.

SENATOR SHANNON OSORIO: So it has been proposed and passed by the committee for the senate. I'm not sure what my step is. What do I do?

CHAIR WILLIAM RICH: You are now presenting it to the senate for the senate's consideration.

SENATOR SHANNON OSORIO: Okay.

CHAIR WILLIAM RICH: We'll consider that.

SENATOR SHANNON OSORIO: Do you want me to say something?

CHAIR WILLIAM RICH: Well, normally the chair would just explain briefly what the proposed change is and what the reason for it is.

SENATOR SHANNON OSORIO: Okay. All right. So the rule in question here is part of the set of rules that relate to hiring part time faculty, and this particular, it's, if I am correct, it's item (E)(3), correct? In the rules, and

CHAIR WILLIAM RICH: (E)(3)(b).

SENATOR SHANNON OSORIO: So this has been in place for many years, however, in May of 2013 the wording was changed and there was a new phrase inserted saying in essence that part time faculty are at will employees. That was meant to address the issue of some part time faculty

applying for unemployment benefits which the university does not want to have to pay for. So when we noticed the change we discussed this, we talked about what the actual practice is, and that kind of thing, and with the help of our chair came up with new wording that better reflects the actual concurrent employment situation and the fact that indeed part time faculty are not at will, hopefully not at will employees; that we teach the entire semester and that, you know, that's what our contract is for. Do you want me to read it? No?

CHAIR WILLIAM RICH: Well, it's been distributed. I can read it. The current language in paragraph (E)(3)(b) says, "While many part time faculty may be reappointed from successive academic terms, all part time faculty are employed on an at will basis."

Momentarily I will read the proposed new language, but I should just explain the history of this. Before May 23rd of this year this provision used to say that part time faculty do not have a reasonable expectation of continued employment from term to term. The problem with that is that there comes a certain point when a part time faculty member may be assigned teaching responsibilities for the coming term in which case at that point they do have a reasonable expectation of continued employment for the next term.

The language that used to exist in this rule created, I think, a problem for the university, because it could be used by somebody applying for unemployment compensation to support their claim because they can point to the rule and say, I don't have a reasonable expectation of continued employment for the next term, whether or not they actually have a teaching assignment for the next term.

In response, this was changed to the language that I just read you which says that part time faculty are at will employees.

At will employment means that the employee can be fired at any time for any reason or no reason. Any reason except those legally prohibited reasons like race, sex, religion or for no reason at all. Now, this does not describe the employment relationship that has existed between the university and part time faculty to date.

The university expects part time faculty, once they accept the appointment, to teach the entire course or courses that they're assigned. And one of the implications of at will employment is that just as the university has no commitment to the employee for the remainder of the academic term, of course the employee has no commitment to the university. This is not the reality, and this is not a good thing for the university as I think should be obvious to anyone.

The reality is that a part time faculty member doesn't have, has a reasonable expectation of continued employment through the academic term that they've been assigned to teach, and may get a reasonable expectation of continued employment for the next term if they're assigned teaching responsibilities for the next term. Once that happens, they have a reasonable expectation of continued employment for that term.

So the proposed change really very directly says what I just described, and here's the language. "Part time faculty are appointed for one academic term. A part time faculty member does not have a reasonable expectation of reappointment for the next academic term unless he or she receives from the department chair, school director, or dean written notice of a teaching assignment for the next academic term."

This seems to me, describes the existing relationship and the one that ought to exist in the future. So that's the proposal of the committee. It comes as a motion from the committee, it needs no second. Is there discussion? Senator Ducharme?

SENATOR HOWARD DUCHARME: Yes. That sounds like more of a requirement than is the case. It's my understanding when we would hire part time faculty in our department, I don't know, but I didn't think that there was formal paperwork created at that time.

CHAIR WILLIAM RICH: There is now supposed to be, and I understand it is being done. But I think your understanding of past practice is correct, too.

SENATOR HOWARD DUCHARME: Yeah.

CHAIR WILLIAM RICH: But there's been a directive now. And it's in part to deal with this unemployment compensation issue.

SENATOR HOWARD DUCHARME: So this might slow down a dean approving a part time faculty for a subsequent semester?

CHAIR WILLIAM RICH: I don't see why.

SENATOR HOWARD DUCHARME: If administrative pressure is put on them to prevent paying benefits, for example?

CHAIR WILLIAM RICH: No. You know, when a decision is made to hire a part time faculty member to teach a particular course or perform teaching responsibilities of whatever kind for the coming term, that's the point at which the university is giving the teaching assignment to the part time faculty member. That's the point at which they have a reasonable expectation of continued employment, and that also means then that the unemployment compensation wouldn't be available to them. So it's really the other way around.

SENATOR HOWARD DUCHARME: Okay.

CHAIR WILLIAM RICH: Senator Kline.

SENATOR JANET KLEIN: I direct the World Civ program, and right now today we just sent out today our request for summer and fall, to schedule our summer and fall part timers. So this happens well in advance. So that's just information for support.

CHAIR WILLIAM RICH: Any other discussion? Senator Sterns.

SENATOR HARVEY STERNS: Mr. Chair, I believe that that kind of notice is given contingent upon adequate numbers of students in the class. That's the other piece of it. So then the question is what constitutes an adequate number?

CHAIR WILLIAM RICH: Not really an issue for this change, though. Senator Freely.

SENATOR APRIL FREELY: I just wanted to clarify the comment about enrollment. I wanted to bring up that for part time faculty members you can have a class reassigned to say a full time faculty member if needed, up through the first day of school. So that's another thing to consider as far as what's a reasonable expectation of employment. I think that it is still debatable what reasonable is.

CHAIR WILLIAM RICH: But generally speaking reasonable expectation of continued employment does not mean an iron clad guarantee. So I think this is descriptive of the actual employment relationship. Any other discussion? Are we ready to vote? All those in favor of the proposed change to the part time faculty appointments rule, please signify by saying aye.

MANY SENATORS: Aye.

CHAIR WILLIAM RICH: Opposed by opposite sign. Motion carries without dissent. Thank you, Senator Osorio.

SENATOR TIMOTHY LILLIE: Mr. Chairman, I would like a clarification of what we've just done. We've officially recommended to the president that he ask the board to change the rule?

CHAIR WILLIAM RICH: Yes.

SENATOR TIMOTHY LILLIE: Thank you.

CHAIR WILLIAM RICH: Yes. This is a piece of legislation like any other piece of legislation that this body passes. It goes to the president for the president's disposition of it.

SENATOR TIMOTHY LILLIE: I thought it would be helpful to make sure that was plain, so people wouldn't think that would happen right now; that there's a process.

CHAIR WILLIAM RICH: We never have the power to do that.

SENATOR TIMOTHY LILLIE: Some people, well, all right.

CHAIR WILLIAM RICH: Next item is the report from University Council of Representatives. Is there such a report?

SENATOR TIMOTHY LILLIE: I can start off on the report. At the last meeting of the Faculty Senate I explained that we had had some confusion over which set of senate proposed bylaws

would be moving forward, after some review by the Strategic Issues Committee of the board this past June. We did finally then determine that the bylaws which had been approved and passed by the University Council in February, 2013 were indeed the ones that the Strategic Issues Committee had reviewed.

They had four specific items that they wished us to review. And just as an aside here, communication between the University Council and the board is through the president. There's no direct communication. So the president delegated the provost to handle this, and so I just want you to be aware of the fact that this may be in some ways one step removed. But there's my last understanding of where we are.

So the bylaws which had originally been presented to us in August and September that caused such consternation had been withdrawn. And we, in an appointed committee to the University Council Bylaws Revision Committee, went over the February 2013 bylaws, suggested a few changes, proposed them to the University Council, there was a good discussion, and most of the changes that we recommended for clarification were accepted.

I would say that in essence where we are is a little better than where we were in February, 2013. I also once again want to make sure that everybody's aware of the fact that had this body not stood up and really pushed back, we would be operating under a completely, in my view, unacceptable set of bylaws for the University Council. So what I want to say, even though it may seem arcane, you are not sure what University Council does, this is part of the governance process, and I want to go on record as thanking you for your support so that we can get this done.

Now, the bylaws that we sent in then are ones that, I want to stress this, had already been approved by the board, except for one issue which had to do with the quickness of the response of the University Council if it was needed. That's what we were told by the provost in at least two separate meetings, so we changed that. There should be, we assume, no other changes that need to be made.

Some people think this is a new negotiation. It may end up being that. But the fact is that the changes we made have now been approved. I think the vote was 26 to 6 by the University Council. And that, it's based on what we had done in February, 2013. This has all then officially been sent to the president as per the current ad hoc bylaws and we will see what happens next.

But I think overall it seemed to be a positive outcome and we were able to do it quickly, partly because of what you guys did and partly because we had a very nimble response we put together. So thank you very much.

CHAIR WILLIAM RICH: Next under old business, the Curriculum Review Committee resolution concerning changes of delivery mode only. This was postponed from the November meeting. Remember the discussion had to do with whether the university library should remain in the university review process. Is there a motion to amend the proposal?

SECRETARY FRANK BOVE: Yes, sir, there is. If I may, in Section E of the rule right after the new verbiage except those for mode change only mode change only proposals will be submitted directly to the DLRC. I would like to amend that and to add right after the DLRC "and university libraries."

CHAIR WILLIAM RICH: Is there a second? Senator Lazar seconds. Discussion on the motion to amend? Again, all that's germane right now is discussion on the addition of the "and university libraries" to the proposed language. What this would do is to leave university libraries in the loop, so to speak. It will not create any additional delay. There's a two week period there. Their approval is not required. There's a two week period during which they can review and comment on any proposals. That two week period is going to occur anyway for DLRC review, so this really doesn't add any review. It will enable the university libraries to become aware of any mode changes that they might think would raise library resource issues and bring those to the attention of the proponent or ultimately of the CRC or DLRC.

Debate on the motion? Senator Hajjafar?

SENATOR ALI HAJJAFAR: I remember the last time we were expecting Senator Lazar to consult with the dean of library, and I would like to know what was the discussion.

CHAIR WILLIAM RICH: I believe this motion is the outcome of that consultation. Senator Lazar, is that correct?

SENATOR LISA LAZAR: Yes. We did speak with the interim dean and we did come to the conclusion that we did, notification of some sort would be necessary, and this seemed to be the most efficient way to achieve that without losing any of the improvements of the current proposal.

CHAIR WILLIAM RICH: Thank you. Any other discussion? Hearing none, I take it you are ready to vote on the motion to amend. All those in favor of the motion to amend, please signify by saying aye.

MANY SENATORS: Aye.

CHAIR WILLIAM RICH: Opposed by opposite sign. The motion carries without dissent.

Now we're back to the main motion, the essence of which is to expedite review of proposed changes where the only change would be in the mode of delivery, okay? We discussed this in the last meeting. Is there any further discussion? Hearing none, I take it you are ready to vote. All those in favor of the proposal, signify by saying aye.

MANY SENATORS: Aye.

CHAIR WILLIAM RICH: Opposed by opposite sign. Motion carries without dissent. Is there any new business to come before the body? Is there anything for the good of the order? Senator Bouchard.

SENATOR CONSTANCE BOUCHARD: This is something which I was going to ask the provost if he was here, but I think the senators ought to know about it and perhaps Mr. Ramsier.

CHAIR WILLIAM RICH: I believe senator Moritz may be able to answer on his behalf. That's an inside joke.

SENATOR CONSTANCE BOUCHARD: Last week we heard two different stories about what's happening with the GA budget for next year in that the vice president for research in the graduate school said that the GA budget was going to be the same for next year as it has been this year. And then the provost told the Council of Deans that it was going to be cut by 15 percent. And these happened virtually simultaneously, which understandably has led to some confusion. And so I'm sort of hoping that there can be clarification on this.

This is what I would have said to the provost, that it would be really nice if we could stop what we have been doing for years, which is to get an announcement in December or January that the TA budget is going to be cut 15 or 20 percent, then around June we get that 15 or 20 percent back, which means that of course we give to people on the waiting list, but we're well down the waiting list, and we end up with not necessarily the best graduate students we would have wanted to have lured to the university.

This is no way to run a graduate program. It also has the problem, the same thing as the university has when second semester we get a cut for the whole year and for the state. So if you have a 15 percent cut in graduate student funding, what this translates into for a two year masters program as a 30 percent cut in funding for the incoming students, because we really have a moral obligation to continue to fund graduate students who have done well in the first year. For a four year Ph.D. program a 15 percent cut means a 60 percent cut in funding for incoming graduate students, which means that we're going to have a year in which we have essentially no new graduate students coming in. Either that or we'll have to slash our already inadequate TA stipends. So I'm sort of hoping can we figure out do we actually have a budget for next year, what is it? And to stop this yo yo practice that been going on for far too long.

CHAIR WILLIAM RICH: As the senior vice president and provost is not here, let me just suggest that if you send me a brief E mail reminding me of this, I will make it a point to raise it in the upcoming meeting of the Executive Committee with the senior vice president and provost and the president. Senator Sterns?

SENATOR HARVEY STERNS: Just for the record, I attended the Graduate Student Council as a representative of the senate at its last meeting and the announcement was made by Associate Dean Tausig that the budget was going to stay the same. And then the next day we got a

different story. So I just wanted to point out that I heard with my own ears the first announcement.

CHAIR WILLIAM RICH: Senator Allen.

SENATOR PHIL ALLEN: Chair Rich, to add on to this discussion, it is my understanding particularly for doctoral students that we receive more subsidy than we pay out. So it is a net loss of money if we cut that money. It's, I mean, it is worse than bad. It's terrible.

CHAIR WILLIAM RICH: Are there any other remarks for the good of the order? Vice Provost Ramsier?

VICE PROVOST REX RAMSIER: Permission to speak.

CHAIR WILLIAM RICH: Granted.

VICE PROVOST REX RAMSIER: Just for clarification the Provost's Office is very well aware about the need to plan and have a budget to do such. One issue that has been made very obvious by this lack of consistent communication may be that most faculty don't realize that the graduate school does not report to the Office of the Provost. It may be something that this body would like to consider for the future. Thank you.

SENATOR CONSTANCE BOUCHARD: I'm with you, Rex.

CHAIR WILLIAM RICH: I will add my own view, that I think this body ought to consider that and it would be appropriate for such a recommendation to come from the Academic Policies Committee, I believe. Anything else for the good of the order? Senator Lillie.

SENATOR TIMOTHY LILLIE: One other thing that's maybe more of a personal concern, but I have heard other people express this, too. For five or six years in a row, those of us who rely heavily on summer teaching to make ends meet were able to teach four courses in the summer. That's tough, but you can do it, or at least I think you can. And I did successfully.

Then there was a year when, this past summer in which I was only allowed to teach three courses. I'm not the only person who had that experience. That boils down to, in essence, a pay cut. So I had asked the Executive Committee of the Faculty Senate to request some information about what's happening with this summer, so that if we are going to be cut from what we had an expectation for, and I understand summers are never guaranteed, that we had the opportunity to plan for what was going to happen.

So if you have folks in your, whom you know do really have to rely on summer for a significant portion of what they make, and I think they would like to be aware of that, too, and I would encourage us also for the good of the order to make sure that we keep that question in front of the appropriate people, one of whom I know is here. Thank you.

CHAIR WILLIAM RICH: Senator Lillie, I believe you probably recall that the response from the senior vice president and provost was that the deans already have their budgets for the summer.

SENATOR TIMOTHY LILLIE: Thank you. I had forgotten that.

CHAIR WILLIAM RICH: Anything else for the good of the order? Senator Lazar.

SENATOR LISA LAZAR: Thank you. Chair Rich, I wanted to extend my appreciation to the Executive Committee, all members of the senate and the members of the administration and all of our guests that come. This can be a detail oriented and thankless job sometimes, but I think we've done some really good work and it feels good to make a difference. Thank you.

CHAIR WILLIAM RICH: Thank you. Anything else for the good of the order? Are you ready to adjourn? I declare us adjourned.