

University of Akron Faculty Senate

September 4, 2014

CHAIR WILLIAM RICH: The September meeting of the Faculty Senate is called to order. Is there a motion to adopt the agenda as distributed?

SENATOR NEAL RABER: So moved.

CHAIR WILLIAM RICH: Moved by Senator Raber, seconded by Senator Sterns. Are there any additions or changes to the agenda to be proposed? All those in favor of adopting the agenda, please signify by saying aye.

MANY SENATORS: Aye.

CHAIR WILLIAM RICH: Opposed by opposite sign. The agenda is adopted. Next item of business is the adoption of the minutes of the March Faculty Senate meeting. Is there a motion to adopt the minutes as distributed? Moved by Senator Hajjafar and seconded by Senator Clark. Are there any corrections to those minutes, the March minutes? All those in favor of adopting the March minutes, please signify by saying aye.

MANY SENATORS: Aye.

CHAIR WILLIAM RICH: Opposed by opposite sign. The minutes are adopted. Next, the adoption of the minutes of the April meeting. Is there a motion to adopt the April minutes? Moved by Senator Hajjafar. Seconded by Senator Saliga. Are there any corrections to those minutes? All those in favor of adopting the April minutes, please signify by saying aye.

MANY SENATORS: Aye.

CHAIR WILLIAM RICH: Opposed by opposite sign. The proposed minutes of the May meeting are not available yet. They should be distributed soon and we can approve them in the October meeting. Next item of business is the remarks of the chairman.

First of all, I want to welcome you all back to a new academic year, and second I want to welcome especially the new members of the senate, from Buchtel College of Arts and Sciences Anthony Samangy; College of Business Administration, I'm going to probably mess up this name, Asoke Dey. Did I do it?

SENATOR ASOKE DEY: Yep.

CHAIR WILLIAM RICH: Wow, that's lucky. And Douglas Hausknecht. College of Health Professions Terri Hallett, Lori Kidd, Ron Otterstetter and Richard Glotzer. College of Engineering, Dane Quinn, Teresa Cutright, Becky Willits. Wayne College, Heather Howley. University Libraries Jeffrey Franks. And then re elected from the retired faculty Neal Raber and Robert Gandee. And from the Undergraduate Student Government Chelsea King and Academic Advisors Joe Minocchi.

I want to congratulate those senators, oh I'm sorry. Re elected were Stewart Morris at the Law School in addition to our two retired faculty representatives.

So I want to congratulate all of you on your elections or re elections and welcome the new members of the senate.

The Executive Committee continues to await the receipt of senate election results from the College of Polymer Science and Polymer Engineering, the College of Education and the Graduate Student Government and the Student Bar Association.

Welcome also to our new president, Scott Scarborough, about whom I will say more in a moment.

For the information of those who are new to the senate and as a reminder to those who are returning, the Faculty Senate is the legislative body of the faculty at the university level. Its meetings are relatively formal and are conducted according to the senate bylaws and Robert's Rules of Order. If you wish to address the body, please hold up your name tag to seek recognition of the chair and please be sure your name is facing the chair, not you, and is right side up so that it can be read by the chair.

Please don't speak until recognized by the chair. And if when I recognize you I should fail to say your name, which might be because I forgot to do it, or because my glasses need to be changed and I may have trouble reading name tags toward the back, please state your name when you begin to speak, so that your remarks may be properly attributed in the record.

This meeting is being recorded to facilitate the making of a transcript. The microphones are sensitive. Please don't make noise that would make it difficult for the transcriber to hear the proceedings. And sometimes of course the transcriber hears remarks that were made sotto voce but not completely sotto voce, which I am sure are entertaining but I'm not sure people meant them to be heard.

When you speak, please bear in mind that your remarks will be transcribed for all the world to see. For the new members of the senate, we'll be conducting an orientation session a week from today. That's Thursday, September 11.

Today's agenda includes several elections. The election of the Secretary of the Faculty Senate to fill the unexpired term of our current secretary, Frank Bove, who chose not to seek re election to

the senate. The election of two members of the Faculty Senate Executive Committee, Senator Hajjafar and Senator Erickson's two year terms expire today. The election of two representatives to the Graduate Council. These two representatives must have Graduate Faculty Category 2 status, and upon their election will become the members of the Graduate Council for one year. The election of a representative to the Ohio Faculty Council, professor Rudy Fenwick's two year term is expiring.

I'm pleased to report that with one exception all of the actions taken by the senate in May that required the approval of the president were approved by the president, and those that further required approval of the board of trustees were presented to and approved by the board.

The exception is the senate resolution recommending that the teaching load limit for part time faculty members be increased from eight to nine credit hours per semester, and that the requirement that part time faculty members report their hours worked be eliminated.

I am informed that the administration requested a legal opinion from outside counsel on this matter, and has yet to receive it. It has been almost four months since I reported this resolution to the president. Such a long wait for an opinion on a simple, straight forward, legal question that is clearly and squarely resolved by the final regulation issued by the Internal Revenue Service last winter is, in my view, inexcusable.

I voiced my dissatisfaction with this state of affairs to the administration and I hope that the opinion will be forthcoming shortly.

Let me talk a little bit about the year ahead. As you know, in our May meeting we adopted a massive overhaul of the general education requirements for undergraduate students at this university, and along with it a plan for implementing these changes. This plan calls for the establishment this fall of four Disciplinary Learning Outcome committees or DLO committees, and four Tag Learning Outcome committees or TLO committees. Subject to senate approval, these committees are to determine which courses are to be approved as satisfying the learning outcomes of the new general education requirements. It will be up to each departmental faculty to propose existing courses for such approval.

The first step in establishing these eight committees is for the faculty in each department of the affected colleges to nominate faculty members to serve on the committees. Deans may also make nominations. All nominations are to be transmitted to the Faculty Senate Executive Committee by September 12, which will make the appointments by September 30th. I urge you to do what is necessary to ensure that these nominations are made so that the implementation process can begin in a timely manner.

This February representatives of the Higher Learning Commission will visit our campus again, having done so two years ago as part of the regular reaccreditation process. This follow up visit

will focus on two issues that were identified as problem areas during the last visit; the university governance process and the process for assessing student learning.

In preparation for this visit, a self study will be prepared that addresses these two issues. Preparations for the visit will be coordinated by Vice Provost Rex Ramsier as they were for the last site visit. The part of the self study that addresses university governance will be authored by representatives of the Faculty Senate Executive Committee and the University Council Executive Committee.

You will recall that will last May the University Council Budget and Finance Committee recommended to the president a Fiscal Year 2015 budget for the university. This budget was approved by the president and adopted by the board of trustees. This was the first time the University Council budget and Finance Committee was able to function as originally intended and in my remarks in the May senate meeting I commended the Vice President for Finance and Administration for consulting meaningfully with the committee and the president and the provost for supporting this process. This was in my view a significant step toward achieving the kind of shared governance that this university needs and that the Higher Learning Commission expects.

Budgets, of course, are not static documents. Any adjustments that are made, or to be made to the fiscal year 2015 budget should similarly be made in consultation with the University Council Budget and Finance Committee. It's also essential that the progress made during the making of the 2015 budget be sustained as the university undertakes to make the 2016 budget. The Budget and Finance Committee should be involved meaningfully at all stages of this process.

In recent years, administration approval to conduct faculty searches has come so late in the academic year that in many instances the best candidates were no longer available, and in some instances it became necessary to hire only visiting faculty members instead of tenure track faculty members. This occurred even though it should have been clear to everyone involved that some of those positions would have to be filled no matter what the outcome of the budget making process would be.

This summer I urged President Scarborough and Provost Sherman to allow searches to begin early enough to attract the best available candidates for those faculty positions that would need to be filled under all plausible budget circumstances.

As you may be aware, recently the college deans were invited to submit requests for approval to fill vacant faculty positions for the 2015/2016 academic year which of course will require the conduct of searches this year. They were asked to restrict their requests to critical needs. In all, approximately \$7.5 million in requests were submitted. Central administration has said that approximately \$2.5 million of these requests will be approved.

Provost Sherman has been authorized to decide which requests to grant. It is essential that when these decisions are made no positions are cut that would cost the university more in lost revenues

than they would save in expenditures, and that lasting damage not be done, not be inflicted on particular academic programs unless the strategic decision has been made with appropriate consultation that the continuation of the program is not in the best interest of the university.

Finally, on Friday September 19th, an investiture ceremony will be held for President Scarborough in E.J. Thomas Hall. The faculty will play an important role in this ceremony. I urge all of you and all of our faculty colleagues throughout the university to participate. It will be my privilege and honor to lead the procession of faculty into the auditorium to join the stage party as the representative of the faculty and with the Board of Trustees Chairman Richare Pogue confer on President Scarborough the symbols of office.

I believe that a good turnout of faculty for the ceremony is important for several reasons. First, the faculty are the heart of this and any university. To be successful, the university president needs the support of the faculty. This is one of the points I impressed upon the board of trustees when I, along with the other five representatives of the faculty in the presidential search process met with the board to discuss the finalists in the presidential search.

Second, in making its choice among the finalists, the board heeded the advice of the faculty representatives. There should be no doubt that our advice was ultimately determinative of the outcome.

Third, that your representative has been asked to participate with the chairman of the board of trustees in conferring the symbols of the presidency is a symbolic acknowledgment on the part of the board and the administration of the faculty's central role in the university.

Fourth, this is the beginning of a new era for this university that is worth celebrating, even as we are mindful of the challenges we face and the sacrifices we may be called upon to make.

I've had several interactions with President Scarborough since his appointment. I've found his directness, clarity of thought and expression and candor to be refreshing. And I believe those are qualities we need. He listens and values learning, including his own. He seems to believe that we can learn from each other and that we need to do so in order to make this university better. I don't doubt there will be times when we disagree with him, but I expect that the disagreements will be honest and respectful on both sides. I'm hopeful, and yes, even confident that the era of unrealistic and ultimately meaningless promises, plans, visions and verbiage is coming to an end, and that surely is worth celebrating.

I hope you will join me in celebrating a new beginning for the University of Akron by participating in the president's investiture ceremony on September 19th, and that you will urge your faculty colleagues to do likewise. this concludes my remarks.

Next, special announcements. It's my sad duty to report the deaths of two faculty members since we last met. Paul S. Wingard, former Associate Dean in the Buchtel College of Arts and

Sciences and Professor of Geology died on June 11. Dr. Wingard earned his Bachelor's and Master's Degrees from Miami University of Ohio and his Ph.D. in Geology from the University of Illinois, Champaign Urbana. He worked for U.S. Geological Survey and taught geology at Kansas State University and the University of Kansas before coming to the University of Akron.

James Teeter, former Professor of Geology and Chair of the Geology Department, who retired in 1995 after 30 years of service, died in Akron on August 4th at the age of 77.

Professors Teeter and Wingard were well known locally for their quick action when the remains of a mastodon were uncovered in 1966 at a construction site in Fairlawn. They, along with students and other faculty members, worked for several weeks excavating and preserving the 10 to 15,000 year old bones. Those Fairlawn mastodon remains are still on display in Crouse Hall.

I believe that there are perhaps some other deaths that occurred during this period, but at this point I don't have enough information to be able to tell you much about them. So we may be reporting those in the next meeting. Would you all please rise for a moment of silence in honor of our deceased colleagues? Thank you.

The next item is the report of the Executive Committee. Secretary Bove.

SECRETARY FRANK BOVE: Thank you, Chairman Rich. Good afternoon, senators and guests. Welcome back.

Over the summer months, since we last met on May 1st, the Faculty Senate Executive Committee met six times as a committee and twice with the president. The EC first met on May 15th for regular senate business and to prepare for the meeting with President Proenza later that afternoon. The EC discussed the scholarship cap, the criminal justice proposal, and certified the senate election reports from the Buchtel College of Arts and Sciences and the full time academic advisors.

The EC next met with the president, provost and vice provost and discussed the presidential transition timeline, the status of the open dean searches, the university budget, the current cap on scholarships, fall enrollment, the criminal justice proposal and revitalizing and routinizing the academic review process.

The EC met on June 9 for regular senate business. The EC discussed rule changes to the code of student conduct's informal resolution process and changes to the college honor codes. Chairman Rich is pursuing this with the Vice Provost Ramsier and the Dean of Students, Dean Rocco for possible review by the faculty senate in the fall.

The EC also discussed the retention and completion plans circulated to the UC members, the selection of a senate UC representative to serve on the UC Steering Committee and the impact of the general education requirements for the Honors College. The EC certified the senate election

reports from the School of Law and also approved the proposed move of the Department of Counseling to the College of Health Professions.

The EC met on July 9th and discussed the issues of faculty retire/rehire, the consolidation of Bierce and the Science and Technology Libraries, and made appointments to the faculty senate standing committees. The new committee rosters are available on the Faculty Senate website.

The EC met on July 17th for regular senate businesses and to prepare for the meeting with President Scarborough later that afternoon. The EC certified the senate election reports from the College of Engineering and the College of Health Professions and discussed the student retention and completion plans circulated in the UC.

Later that afternoon the EC met with President Scarborough, Vice Provost Ramsier and (inaudible). President Scarborough oriented the EC to his first year transition plan. We discussed the anticipated shortfall in enrollment, status of the dean searches, limits on teaching load for part time faculty, and the student retention and completion plan.

The EC next met on August 21st for regular senate business. Several appointments were made to senate committees. The EC discussed the general education implementation plan, updates to the administrative structure of the university, and consolidating the libraries. The student retention and completion plan has been redrafted and will come to the senate for consideration this fall.

The EC last met on August 28th to prepare the agenda for today's meeting. The Faculty Senate Executive Committee is empowered to act on behalf of the senate during the summer months contingent on reporting those items to the senate for ratification. There are two items the EC brings to this body today for ratification.

The first, the Faculty Senate Executive Committee, acting on behalf of the Faculty Senate pursuant to university regulation approved the proposed move of the Department of Counseling from the College of Education to the College of Health Professions.

CHAIR WILLIAM RICH: This is a motion coming from the Executive Committee. It requires no second. Is there debate on the motion? What the Executive Committee did on behalf of the senate, in order to allow the move to take place in time for the coming academic year, was to approve the move of the Counseling Department from the College of Education to the College of Health Professions. The Executive Committee determined that all necessary preconditions for such a move had been met.

Is there debate on the motion to ratify that action by the Executive Committee? I take it you are ready to vote. All those in favor of the motion, please signify by saying aye.

MANY SENATORS: Aye.

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

SECRETARY FRANK BOVE: Number two, the Faculty Senate Executive Committee acting on behalf of the faculty senate, pursuant to university regulation, approved the summer 2014 commencement candidate list.

CHAIR WILLIAM RICH: This too comes as a motion from the Executive Committee. The motion is to ratify the Executive Committee's approval of the summer graduation list. Is there debate on the motion? All those in favor of the motion, please signify by saying aye.

MANY SENATORS: Aye.

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

SECRETARY FRANK BOVE: Thank you. I have one more matter of business. As Chairman Rich noted earlier, on a personal note my term as senator for the University Libraries has come to an end. I did not run for re election. I have served the senate in several capacities since 2005, and it's been a source of pride and satisfaction to me both personally and professionally.

I wish to thank my colleagues in University Libraries for having the confidence in me to represent them. I wish to thank the senators for electing me to the Executive Committee and as secretary, and I wish to thank the many faculty who have served on the EC with me for many years.

Jon Miller, Ali Hajjafar, Liz Erickson and Tim Lillie, thank you very much for your guidance, for your tenacity and for your humor. To Harvey Sterns and Bill Rich, thank you very much for your patience, for your rigor and for your mentoring. And I would be remiss if I did not thank the one individual that knows where all the bodies are buried, Mrs. Heather Loughney. Thank you so much. Thank you for your professionalism, thank you for your friendship and thank you for knowing where all the bodies are buried.

With that, I respectfully submit my resignation as Faculty Senate Secretary, and this concludes my report.

CHAIR WILLIAM RICH: Thank you. Actually, one last thing. Are there any questions of Secretary Bove about the Executive Committee report? Thank you.

SECRETARY FRANK BOVE: Thank you.

CHAIR WILLIAM RICH: And I would like to thank Secretary Bove for his years of service to this body. He has done more work than I can even begin to tell you about, and without that work being done, this body simply would not be able to function. And so speaking for myself and I'm confident for all of the members of the Executive Committee current and past who have served during this time, and I hope on behalf of all of the members of this body, Frank, thank you. Thank you.

(applause)

Next item on the agenda is the remarks of the president. President Scarborough.

PRESIDENT SCARBOROUGH: Thank you, Chairman Rich. Good afternoon, everyone. It's a delight to be with you today. Really more than that it's really an honor to be with you today. I'm grateful for the opportunity to serve this university as its president. I'm grateful for the input that you provided during the search committee process. I'm grateful for the warm reception that I've received at the campus, and I'm grateful that there are some familiar faces already in the audience today. And to those who I have not yet had the opportunity to meet, I look forward to that opportunity.

It's been two months. I still have a few more people to meet at this great university. I've tried to take a large chunk of the time that I have been here to meet people, to meet people internally that care deeply about this university. I've tried to meet the folks externally that care deeply about the university, and that's a full schedule. But it's been really wonderful. So thank you. I appreciate it.

Secondly, I'd like to thank you for the opportunity to address faculty senate and for your tradition of inviting the president to be here to address you. And although I'm not fully aware of the tradition, if it's proper, to answer your questions whenever that is proper.

CHAIR WILLIAM RICH: At the end.

PRESIDENT SCARBOROUGH: At the end. Okay.

PRESIDENT SCARBOROUGH: Okay. But this is a group that I'm very comfortable in. As a provost I was an ex officio member of the faculty senate, attended all of its meetings and participated. And so it's a group that is extraordinarily valuable and one where the deliberations are critically important both current and future in terms of the success of this university. So thank you for your tradition and I appreciate it very much.

For those of you that I have met, and many of you have been at many meetings with me, you've heard me say that there are several things that I'm trying to get accomplished in this first three month period. So I will quickly recall those. Not only to meet all those who care about the institution, but also to get to know the team of direct reports with whom I get to work on a daily basis to try to do the work of the administration of the university, to try to do those things that allow me to learn about the unique culture of the University of Akron. And although this is a well known academic culture, each university's culture is a little bit different. Each university's history is a little bit different and so it's important that during these early months that I do all that I can.

I was excited yesterday to receive a copy of the book that, I believe it was Senator Erickson mentioned the other day at our first book club meeting. She said there was a book about the first

100 years at the University of Akron. And so someone provided me a copy of that book yesterday. I'm looking forward, in fact read through the forward this morning, but I still have a number of pages to go, but examples of the things one should do to learn about the unique history and culture of an institution. So that's important to do.

Also it's been important to get to know the structure of the people that report to me. And Dr. Proenza had different strengths and weaknesses. I bring a different skill set to the position, so the organizational structure should be modified to accommodate the differences in the individuals. So I've done a little bit of that. You may have heard a little bit. An example of that is that given my background, the need for a chief of staff was not as important as perhaps it was to Dr. Proenza, so we've shuffled people around, and I will be happy to report on that at a later time if that is important to you. But we've done some of that during this first 90 day period.

Also it's been important to me to start to do the things to get a sense of the financial condition of the university.

It's important to know whether or not you are coming to a university that's flush with cash or whether you have a university that's in a serious hole or somewhere in between. So it's important during this first 90 days that I get a sense of where are we on that scale of economic health.

And then really lastly to take the first 90 days to learn about the other important metrics of the university in terms of enrollment and learning assessment and preparations for the Higher Learning Commission visit and all the other metrics that are important to a very complex university such as ours. So that's the initial goal for the first 90 days.

Looking forward a bit but the singular goal for the next 90 days to begin working with the individual colleagues and administrative units and to get to know the university not at the institutional level, but really at the college level from the ground up so to speak, and to understand the aspirations, hopes and dreams of all of our different units. And although I had scheduled that to occur from the October to December timeframe, I'm happy to report that we've already begun that work, and are making good progress. I've already begun some early meetings with the College of Business, and Education, and Applied Science and Technology and Polymer Science and Engineering and the Arts and Sciences, and there are others scheduled. I'm obviously missing a few, but those meetings have gone very well and will continue through the fall academic term to again climb that learning curve that is so important for a new member of the university community.

I guess the last thing that I wanted to say before addressing your questions is that I have often said that at least in my history, I have found that organizational success is best achieved when you have great people working together in the right way, practicing teamwork and shared governance the way it should be practiced; that we work together to develop a course of action that leads the institution in a direction that kind of maximizes our unique strengths and that meets the needs of the populations that we serve.

And then lastly that we work extremely hard communicating with one another knowing that that's the most difficult work. We're a collection of thousands of people. All with different backgrounds and different perspectives. And communication is the hardest challenge, because as you know, people communicate differently, people have different moments in time when they're ready to hear, ready to participate. And so it's a never ending quest to try to improve communication. But again, I look forward to working with all of you with that great aspiration in mind, and conclude my remarks where I began with a spirit of gratefulness and the real honor of serving you as the president. Mr. Chairman.

CHAIR WILLIAM RICH: Thank you, Mr. President. Are there questions for the president? Any questions for the president?

PRESIDENT SCARBOROUGH: This will probably be the last time this happens.

CHAIR WILLIAM RICH: Yeah. Thank you, Mr. President.

(applause)

CHAIR WILLIAM RICH: Next are the remarks of the Senior Vice President and Provost. Provost Sherman.

PROVOST MIKE SHERMAN: Good afternoon, colleagues. Welcome back. It is really exciting to see the campus activated and students walking the boulevard and coming in and out of classes and engaging with our faculty and our staff. You know, clearly the fact that instructors, faculty are there to teach, labs are open, graduate associates are prepared to engage, staff are prepared to answer questions is just an example of the commitment to collaboration amongst all of us to support student success.

I think that's even further evidenced by the fact that it doesn't all go exactly right. I know in the last several days we've had to react to circumstances and situations that require different types of juggling. And again, the ability of individuals and units and offices to react to find solutions and accommodate those situations to the best interest of our students in particular, but everybody generally again is just a great example of, as the president said, teamwork of everybody at this institution to get it right, get the right job done.

Speaking of getting it right and getting the job done, I will only make some high level comments. But as you know, we entered this semester, this academic year with some fairly good news with regard to the incoming class and the retention and persistence of the previous class.

We had 19,000 more applicants this year compared to last. The freshmen enrollment increased about two percent compared to last year. Full time incoming freshmen to the main campus is up 9.4 percent with slightly higher GPAs and ACT scores. 600 new honor students joined us compared to about 350 last year. We made some increases in the diversity of the student body, and our newly created underrepresented scholarships were awarded to about 274 students.

That's probably important to keep in mind that, you know, that was kind of the opening day assessment of where we're at, which was very positive. And that's related to all of the good work everybody's done to support student success, to engage potential students to come to this great university, but the beginning news as compared to the next set of news, which is next week IR will be working very hard to accumulate and develop and analyze the data, because next week is when we count officially for the federal government, the state, our census. So that will be the middle of the semester news.

And then certainly we have to keep in mind that, you know, there is end of the semester results and measurement that really is the continuum that we talk about of student success.

You know, while at the beginning of the semester news means certain things, the middle of the semester news means certain things and certainly the end of the semester news means certain things now related to the performance formula out of the state, related to course completion and degree completion. And I think the fact that where we started is a great place to start just indicates that we're in a good place. I'm anticipating the middle news will continue to be good, and the end of the semester news will continue to be good and again that's just due to the great work of everybody at the University of Akron.

This was the second year of attempting to Engage the Roo for the New Roo Weekend, that is the new students that arrived on campus. The Division of Student Success did a great job of putting that together this year. It was really a successful outcome, and I know many of you and our colleagues, both faculty and staff participated in that excellent indoctrination of new students to the University of Akron, and I believe the group has solicited feedback, so please provide that feedback. And I know there's a debriefing scheduled, so please plan to participate in that debrief to make New Roo weekend next year even better.

I'm really pleased to report that as in the past but especially this year we had a great opening orientation for faculty and teaching assistants. About 200 individuals participated in those activities. They were welcomed by our colleague David [inaudible]. They had large group sessions and roundtable and breakout sessions related to handling student conduct issues, effectively using the library's instructional technology, documenting student learning where each attendee received a copy of their own program's assessment plan to help them better align their own work, their own teaching with the programs for student learning. And of course there was a picnic lunch, guided campus tours, and those individuals had the opportunity to interact with about 40 campus offices to learn about the support that exists for them for both themselves personally as well as professionally to support their success as faculty, staff and students at the University of Akron.

As per our discussion last year and the result of following Council of Deans meetings sending out debriefs of the Council of Deans meetings, we'll continue to do that. The feedback I've received has been it's been very helpful, so continue to expect that all faculty will receive

debriefs of every Council of Deans meeting. We're trying to be more inclusive and also locating materials that we're handing out to the web where those are also accessible to the faculty as the debriefs are received.

I'm really excited, and I think Council of Deans group is super excited that we've taken a new approach this year to those Council of Deans meetings interacting with President Scarborough and talking about teamwork and leadership and governance, shared governance. About 30 minutes to an hour of every Council of Deans meeting will have the president coming to what he's terming the Academic Leadership Group where he'll interact as he's available, hopefully every month, with the group to, in a sense to discuss, you know, his year long plan, update the group on emerging and beginning thoughts, receive questions and answer them.

And I think as you saw for the most recent Council of Deans debrief we intend also on posting his presentation to the Academic Leadership Team to the web where you will have access to that, and anticipate that the deans, department chairs and directors would be available to answer any questions the faculty might have related to the content of those presentations.

I certainly look forward to working with the Faculty Senate on general education reform among other activities that certainly are intended and will enhance the academic excellence and thereby extend the reputation of the University of Akron, and clearly it remains my privilege and honor to serve in this capacity and to support the success and academic excellence of the University of Akron. So Mr. Chair, that concludes my remarks.

CHAIR WILLIAM RICH: Thank you, Mr. Provost. Are there any questions for the provost? Senator Bouchard.

SENATOR CONSTANCE BOUCHARD: You are smiling. You knew I was going to have a question for you.

CHAIR WILLIAM RICH: I think we all knew that.

SENATOR CONSTANCE BOUCHARD: Okay. My question, may take me a second to get to the question because I want to start by commenting that I've asked you questions over the last couple of years to which you've said, why, yes. And then unfortunately it turned out that the answer was no. And so this worries me. I've asked you are we still under the ideas of Vision 2020? And it's pretty clear we're not. I mean, the idea of increasing the faculty by, first it was going to be 200. Then it was 160 and then it as 120. And now we're shrinking like a son of a gun. So that's just gone.

I asked you about a year ago if we were still a research university. And you said, yes. But there have been a lot of things happening just in the last year which suggest that that's not the case. Part of it of course, is the loss of faculty. Part of it is last year the radical reduction in the number of people who were able to take faculty improvement leaves. I believe it was either 12

or 14. At a rational university assuming that when people are hired is sort of spread out, you would assume that one seventh or one eighth of them would be on leave at any one year. So you know, at our university maybe 80 or 100.

And, okay, you can't have everybody always be approved because some of them aren't going to have good projects, some may prefer not to go. But if you are dropping from that down to 12 or 14, that's going to make it wildly difficult for faculty to stay engaged in their fields. As it is right now, of those 12 or 14 nobody who had a colleague in the department who was approved. So at most one person from a department would be approved, which meant that if you had a department with more than seven or eight people, what you are basically saying is that this department is going to have people who will never get a leave. Because if they wait until next year they run up against next year's people. That's not the way to run a research university.

In the same way, last year the effort to try to make everybody pick up a bonus course or two resulted in at least one case of a faculty member having to turn down an outside grant because they were being forced to take an extra course, and they wanted to sleep and eat, they just couldn't do this.

This comes down to where I am heading for, my real question is when are we actually going to have enough faculty? This last year figures that I've been able to get so far is that we lost about 40 tenured or tenure track faculty either retired or left for a better job elsewhere. I think one person was denied tenure. So we lost about 40 of them and we got 14 new ones. This is not a good ratio. So we're down by 26.

I know that we had officially more than that, but that was things like administrators with faculty ranks, just honest to God people in the classroom. Student success, which all of us believe in profoundly, is not going to be possible without it.

So already we're down by 26. But how about this year? In Arts and Sciences alone, I'm not talking about the other colleges, already we've had 40 faculty members who have said unequivocally that they're out of here at the end of this year. As you know, and it's been sort of disturbing to see administration hasn't paid more attention, with the changes in STRS an awful lot of people are going to be out of here at the end of this coming year. We have a minimum of 40 in Arts and Sciences have already said so. I'm sure there are going to be a lot more of them during the year to join this happy throng. There are going to be more from other colleges.

And yet the university, and Chairman Rich referred to this, has said so far that roughly about 25 new faculty hires are going to be possible. That's two and a half million if you figure maybe 100,000 for salary and benefits. And if we're going to be losing, let's just say 100 is a nice round number for the year, and we pick up 25, and there again, next year we'll be down by 100 from where we were last spring. From 600 down to 500. This is not a good direction. This does not mean student success.

And don't tell me where are we going to get the money to hire the new faculty? Get it from the ones who are retiring. A lot of people are making, the retirees, roughly twice what an assistant professor would cost. So you could hire their replacement and have half their salary left for bonus stuff.

Then I won't even get into my other visions of where we could get money that is not faculty.

But I mean, this is a real problem. And it's made even worse by the fact of who is going to run the searches? I've run searches. Running a search is about twice as much work as teaching a class. It's an enormous amount of work. You can't have the part timers do it. You can't have the visiting lecturers do it. You can only have the faculty do it. And if we've got a constantly shrinking faculty, and you know, in some small departments maybe they are running multiple searches at the same time. Who's going to teach the classes? What you do not want to have is wildly over engaged faculty running into class, oh my gosh, I've got to teach these kids. Kids, let's open our text books. That's not teaching. We all know that. It's a vicious spiral. It really is.

And in some, this makes it even worse again. In some cases you've suggested that we're not even going to know for sure if we can hire until we actually identify the finalists? What enormous waste of time, of energy, of faculty energy. If faculty are thinking, well, it's not going to get approved anyway, they're not going to put the effort into it that would result in the best hires. Come on. We've got enough money somewhere. We've got 40 people retiring, 26 bonus ones left from last year. We've got enough money to do honest to God searches and hire honest to God faculty.

So my question was, where I'm going, is are we still going to be a university with faculty assuring student success?

PROVOST MIKE SHERMAN: Well, I guess the answer to that question is we have faculty. Our students are becoming more successful by measures that we've measured. Research productivity has increased with regard to externally funded research. I have been a faculty member. I share your points of view and your concerns, and I think our new president is setting the stage for what I think everybody would agree who has seen the presentations, strategic allocation of resources that will align with distinction, quality and sustainability, and we're aligning the processes with the, the cycle of those steps that, with various venues that we've seen illustrated. So I think we're heading in a very, very positive direction.

CHAIR WILLIAM RICH: Are there any other questions for the provost? Senator Erickson.

SENATOR ELIZABETH ERICKSON: Just following up on Senator Bouchard and also on Chairman Rich where we were talking about the whole issue of replacement of faculty.

And as the Chair of the University Council Human Relations Committee, we're concerned about the whole issue of what is in the private sector called succession planning. That is where you

know people are going to be going because they are retiring, because certain circumstances you may not be able to ask them, but there will be what is the strategy, not because you do it at the last minute, but because there needs to be a strategy. And we have been talking about this. We'll be bringing it to the next University Council meeting. Again, we did at the last one, which is that this is an issue that our committee is looking at and that obviously has a real overlap with what's happening here in the Faculty Senate.

It doesn't just apply to STRS. It does in the short run, but by 2017 it will be other aspects of this university, and there needs to be a plan instead of, oh my gosh, we've got to do everything at the last minute. But yet that last minute, I was glad to hear that deans were being asked to come up with their absolutely essential needs, because these are people who can, are the only people who can run a program and they're about to retire. All right? Maybe there's some way that we can get them to not retire. Maybe there's some other things you can do. But there's got to be a plan, or you are going to go out and look for people. And it can't be done at the last minute. It can't be. Because it will be done really ineffectively. And as an economist I would say that's not a good way at all.

As I understand it, there's going to be 2.5 million. And that's what's going to be allocated. Have you got yet the criteria on which that allocation would take place? Because I think it's very important for us to understand. And I do understand that not everything is going to be met, but that what are the criteria? Because it is seriously important, and that, please, when are those criteria going to become available and that money going to be allocated?

Because as Chairman Rich pointed out, we've been concerned since back in May if not before, that these decisions need to be made early and not left to the end, because then there is no decision. Well, there's a negative decision being made in terms of getting people who are effective for our program. We may be okay now, but at this time next year I would like to know that that was going to be true. So if you could give us some notion, criterion, the time that it would be, when will the criteria for that 2.5 million be determined, and when will that money be allocated?

PROVOST MIKE SHERMAN: Well, first of all no decision has been made related to 2.5 million. So I will say that.

SENATOR ELIZABETH ERICKSON: Okay.

PROVOST MIKE SHERMAN: 2.5 million was an initial assessment of those submissions. So a couple of comments. The University Council Talent Development and Human Resources Committee, I believe is what it's called, is prepared to make some recommendations I believe at the next council meeting related to, or it's in the work plan, related to succession planning. So I look very forward to the receipt of those recommendations out of that council committee.

I would refer the group back to the Council of Deans debrief following the last Council of Deans meeting where there is a letter of transmittal that describes the process, the approach, the strategies associated with, the responses to the critical needs requests.

If you look at also the transmittal related to the visits of the strategic planning process, there's an intersection of the critical needs requests with the strategic planning process that's shown in the flowchart on Page 4. And following this past week's Council of Deans meeting, I believe later today there will be another debrief on that Council of Deans meeting that again reiterates a previous letter and more clearly states explicitly the criteria.

CHAIR WILLIAM RICH: So on Senator Erickson's question about timing, I'm not sure I understood correctly. Did you mean that the decisions about which positions could be filled would not be made until the end of the October November December planning process?

PROVOST MIKE SHERMAN: No. I didn't say that at all. Basically if you look in those documents, it shows how across this academic year the process of advertising for new faculty lines link to the process of budgeting. So, so we know that we have to start searches right, and we know that we need to start them as soon as possible, so that's why we put out the critical needs request.

Those came in. We did an initial assessment of those requests. Our initial assessment based upon the criteria and consideration of the currently open positions suggested that an initial possible allocation might be about \$2.5 million.

We then interacted with the president to get his response to those preliminary thoughts and ideas and preliminary perspectives. He provided additional input and criteria and perspectives from which one needs to further consider making such commitments.

We're now evaluating those critical needs requests given those guidelines or those criteria, which in this Council of Deans debrief, and I'm hoping that we'll be able to make those recommendations and make those decisions and let the deans know of the positions that will be approved at this point in time within hopefully by the end of next week if not sooner.

CHAIR WILLIAM RICH: Thank you. Are there any other questions for the provost?

PROVOST MIKE SHERMAN: Rex, any other things that you can add, if I can refer to my colleague.

CHAIR WILLIAM RICH: Yes, Vice Provost Ramsier, is there something you wish to add?

VICE PROVOST REX RAMSIER: I think that covers it.

PROVOST MIKE SHERMAN: I wanted to make sure I didn't leave something out.

CHAIR WILLIAM RICH: Other questions for the provost? Senator Landis?

SENATOR WILLIAM LANDIS: Mr. Provost, Dr. Sherman, welcome. I was very pleased to hear about the increasing enrollment or applications to the university and the increasing scores that I think you reported with respect to ACT and SAT scores. So I'm wondering whether or not you can provide some insight to us with respect to the factors that you feel contributed to these increasing enrollment and applications and whether or not you can project potential impact on the fiscal health of the university as a result.

Is this something that is a streak out of the blue? Do you think it's because of the very hard work of the administration, the university, the reputation of the university? Anything? I'm really curious about this and whether or not this is the beginning of a trend that might be something that will lift the university in the future years.

PROVOST MIKE SHERMAN: That's a very good question, and probably more complicated and it will take a fair amount of time to answer. I believe we'll have a presentation at University Council that will address most of the question, and certainly that could be made available for you when that's presented. But I'd say at the very highest level, and to make some points, number one this Faculty Senate and the good work it did to assess student success related to the interaction of high school GPA and ACT is contributing to shifting the academic preparation of the incoming class.

And that is contributing, I believe, to the increased academic preparation of the incoming class which would be predicted or projected to contribute to increased persistence and retention. So that would be number one.

Number two, going into this past year the board endorsed the engagement of a firm that has helped institutions across the country in very focused ways increase the number of students that are aware of the institution, that apply to the institution, that better match their interests and academic preparation to those of the institution, and that's certainly contributing to the, what, 19,000 more applicants we had coming into this year compared to the previous year.

Over the last two years there have been changes as a result of Scannell & Kurz to the scholarship distribution strategy so that more students who are in need are receiving scholarships than before. There are new scholarships categories that have been created that serve certain student demographics and types. So I think a combination of all of those factors and the good work of the faculty and the staff and everybody that's worked to, you know, bring to the attention of the region and the state and the nation the quality of the programs here is what's contributed to what I reported on. And I think I would be optimistic that as long as we continue on this path, we're potentially turning a corner.

SENATOR WILLIAM LANDIS: What about the, I'm sorry, what about the potential effect on the health of economy of the university?

PROVOST MIKE SHERMAN: Certainly improving student success by any measure is going to contribute to the economic bottom line, at least the revenue stream. Absolutely.

SENATOR WILLIAM LANDIS: Thank you very much.

CHAIR WILLIAM RICH: Senator Dejbord Sawan.

SENATOR PARIZAD DEJBORD-SAWAN: I was wondering if you could provide a little bit of insight as to why the resolution that would increase our part time load to nine hours has not been moved forward. I have the Spanish section in the Modern Language Department, and we have lost many, many positions to retirement. And we've also lost positions to negative tenure decisions, which is not ever a very good idea to punish a department when it's been a negative tenure decision by not replacing it with another tenure track position, because obviously the next time the thought is we'll just give that person tenure, because we won't have a faculty member to teach those classes. So we rely very heavily on our part time faculty to teach our classes. We're also involved in many new initiatives. The full time tenured faculty members are, you probably know we're teaching medical Spanish classes at Akron Children's Hospital.

In order for us to continue to do all of these things, we need to find people to teach our second year classes. And many of those are three credit hours. So the difference between eight credits and nine credits is huge. That means giving a faculty member two classes or giving them three classes. And so if I have 15 three credit courses, you see how that would play out. So I'm wondering, since many other institutions I know have raised it to nine credits, why is this stagnating? I mean, something has to give. If we don't get full time positions and we don't get our faculty replaced, but we also are not given an increase in teaching load for our part time, our hands are tied here. No recourse.

So I was wondering if you could maybe explain to us why that has not moved forward and maybe also share with us what your position is towards this increase.

PROVOST MIKE SHERMAN: Well, I'm going to refer to Vice Provost Ramsier to answer the question with perhaps our general counsel as to where we're at with the resolution of the Faculty Senate.

CHAIR WILLIAM RICH: Chair recognizes Vice Provost Ramsier.

VICE PROVOST REX RAMSIER: What the chair reported is true. We requested the advice of our outside counsel on this matter that we had used in the past when the initial legislation was passed. New regulations have come out that would appear to modify the application of, or the implementation of the law. We are awaiting still and have had communications even as of today with our outside counsel, again pressing for their review of not only the law but the new regulations that go along with the law. So, until we find that we've had, that we have received

this counsel which is because of the Attorney General, this type of a legal opinion could affect every institution in the State of Ohio.

The Attorney General has assigned this organization, this counsel to give us advice on this topic, because it's not only a University of Akron topic. Of course it affects every campus in Ohio. So we are waiting because that's the process that we follow. General Counsel's Office knows this is an issue for the senate, and senate chair has made it very clear that we all need to resolve this. We understand the limitations that you have in some of the units. We know it's difficult. Again, the budget situation is hampering our ability to make decisions on permanent replacements.

So all I can recommend is that we continue to do our best with what we have until we have resolution on outstanding issues. This is one of them.

SENATOR PARIZAD DEJBORD-SAWAN: Do you see like a projected timeframe when we'll have an answer to this?

VICE PROVOST REX RAMSIER: We had hoped to have it before the beginning of the semester, and we hope to have it soon since we've been in direct communications requesting this multiple times this very week. It can't affect this semester, since it's already started.

SENATOR PARIZAD DEJBORD-SAWAN: Right. But I already planned ahead for the spring semester.

VICE PROVOST REX RAMSIER: Right. Correct. I understand. Spring schedules are out. We're asking the departments to schedule full time faculty first for spring. Once that's done, begin to fill in with part time as necessary. But with the knowledge that we still have an eight credit hour maximum until further notice. That's all we can do.

SENATOR PARIZAD DEJBORD-SAWAN: And the other problem of course is you don't have, you know, many part time people waiting in line to teach, because you know, it's not a very well paid job, et cetera. So the few good people you have you need to use.

VICE PROVOST REX RAMSIER: Absolutely. And you do know, especially in the College of Arts and Sciences we have not turned down a single request for a visiting faculty member where it made sense. So there are many new visiting lecturers in the College of Arts and Sciences that were basically in the same situation to my understanding. Part time faculty had normally been used. Now these people are teaching full time, 22 load hours in an academic year, with full benefits. That is an option that we have not withheld from any college. If you can defend you need a person and they'll have full employment, we've been approving those.

CHAIR WILLIAM RICH: Thank you.

PROVOST MIKE SHERMAN: So knowing that we need to respond to the resolution as expeditiously as possible that response

CHAIR WILLIAM RICH: I would add that although of course at this point it's not going to affect teaching assignments for semester long courses this fall, I do understand that there are some courses that actually don't go semester long. So it's possible that in some presumably small number of instances, it could still actually make some difference in teaching assignments this year.

Moreover, the other part of that resolution had to do with not requiring part time faculty to report their hours worked. If action were taken on that, if the resolution were implemented, that would make a difference to those part time faculty members this semester. So it's not completely irrelevant this semester, although obviously the greatest impact at this point to the change would be this next semester. Senator Lillie.

SENATOR TIMOTHY LILLIE: I'm going to ask what I hope is a rumor control question. We do hear a lot of things that sort of float around, and I heard just a couple of days ago from a colleague that there were some 19,000 new applications, which is what we also heard from you, and one of the points he made was that that would at the very least generate quite a bit of money in application fees.

Well, the rumor, and I was discussing this with him and I, I pointed out that about a year ago we had heard that there were a number of students who had applied to but never paid their application fee to the University of Akron, and were being contacted to be asked to come anyhow with the application being rolled into presumably their first semester's tuition.

So I have a couple of questions to try to resolve the rumor. One, is that true, that in the past people have been asked to come despite the fact that they haven't completed their application by not paying the fee?

PROVOST MIKE SHERMAN: I don't know the answer to that question.

SENATOR TIMOTHY LILLIE: Okay. That's why I asked, because it's a rumor. The second question that may be less of rumor control is what is our application fee for new students?

VICE PROVOST REX RAMSIER: \$45.

SENATOR TIMOTHY LILLIE: And did all of the 19,000 new applicants pay that? Just rumors. Thank you.

PROVOST MIKE SHERMAN: We can ask that question as well. I don't know if there are circumstances where it's waived or not.

SENATOR TIMOTHY LILLIE: Thank you. There are obviously going to be exceptions to virtually any rule except death and taxes perhaps. So, you know, the question I'm asking I hope is in the context of all of us in this room presumably understanding that there may be occasional

exceptions to the payment of an application fee that may be based on hardship or some other reason.

But I hope, what I'm getting at here is we're asking in this new mode of full and open and transparent communication what seems to me to be a reasonably simple question. And so that's why I was asking it, because I think the response to these kinds of questions that seem, maybe they are more complicated than they actually are, but seem to me and maybe to others to be fairly simple, can be a good way to develop trust again.

If there's obfuscation and well, we have to look at this and well, we have to look at that, we don't get started anywhere. We're always on a slippery slope. So that's why I am asking the question and I would hope there could be an answer to that simply out of rumor control.

PROVOST MIKE SHERMAN: I will get the answer to the question and transmit the answer to the chair and the chair can transmit the answer of the question to the body.

CHAIR WILLIAM RICH: Bearing in mind that although we do have a relatively light agenda today, there is some business to transact. Are there any further burning questions for the provost? Thank you, Mr. Sherman.

(applause)

CHAIR WILLIAM RICH: The next item is elections. First we have the election of the secretary of the Faculty Senate. This is to fill the unexpired term of Frank Bove. There is one year remaining on the term. Are there any nominations for the office of Secretary of the Faculty Senate? Senator Miller?

SENATOR JON MILLER: I will nominate Pam Schulze.

CHAIR WILLIAM RICH: Pam Schulze has been nominated. Are there any other nominations for the office of Secretary of Faculty Senate? Any other nominations? Any other nominations? Is there a motion that nominations be closed and that Senator Schulze be elected by acclamation? Moved by Senator Clark, and seconded by Senator Matejkovic. All those in favor of the motion, please signify by saying aye.

MANY SENATORS: Aye.

CHAIR WILLIAM RICH: Opposed by opposite sign. Thank you, and congratulations Senator Schulze.

(applause)

CHAIR WILLIAM RICH: Changing of the guard.

Next item is the election of two members to the Executive Committee. There are two Executive Committee members whose two years these are two year terms these two year terms are expiring. Senator Hajjafar and Senator Erickson's terms are expiring. We'll conduct one election to fill Senator Hajjafar's seat. I will simply identify it by the name of the current occupant. And another election to fill Senator Erickson's seat.

Are there any nominations for the Executive Committee to fill Senator Hajjafar's seat? Senator Sterns.

SENATOR HARVEY STERNS: I would like to nominate Dr. Hajjafar for a new term.

CHAIR WILLIAM RICH: Okay. Senator Hajjafar has been nominated. Senator Miller. Do you seek recognition?

SENATOR JON MILLER: No.

CHAIR WILLIAM RICH: Are there any other nominations as opposed to renominations of Senator Hajjafar? Any other nominations? Any other nominations? Is there a motion that nominations be closed and Senator Hajjafar be elected? Moved by Senator Clark. Seconded by Senator Matejkovic. All those in favor of the resolution, say aye.

MANY SENATORS: Aye.

CHAIR WILLIAM RICH: Opposed by opposite sign. Next we will conduct an election for the seat currently held by Senator Erickson, currently being vacated by Senator Erickson. Are there any nominations for that seat? Senator Lillie.

SENATOR TIMOTHY LILLIE: I nominate Senator Erickson if she will accept.

CHAIR WILLIAM RICH: The question has been raised. Does Senator Erickson accept?

SENATOR ELIZABETH ERICKSON: Yes.

CHAIR WILLIAM RICH: Are there any other nominations for that seat? Any other nominations? Any other nominations? Is there a motion that nominations be closed and Senator Erickson be elected by acclamation? Moved by Senator Allen. Seconded by Senator Clark. All those in favor of the motion, please signify by saying aye.

MANY SENATORS: Aye.

CHAIR WILLIAM RICH: Opposed by opposite sign. Congratulations, Senator Erickson.

Next we have the elections of two, the election of two representatives to the Graduate Council. These are one year terms. And so the current representatives of these terms are now expiring are Senator Sterns and Senator Loth. We'll proceed in the same fashion. First, any nominations for the Graduate Council seat currently held by Senator Sterns? As I mentioned in my remarks, this

must be someone who has Graduate Faculty Category 2 status. Nominations for the seat currently held by Senator Sterns? Senator Hajjafar.

SENATOR ALI HAJJAFAR: I nominate Senator Sterns if he wishes to stay.

CHAIR WILLIAM RICH: Does Senator Sterns wish to continue to serve?

SENATOR HARVEY STERNS: Yes. I would be happy to.

CHAIR WILLIAM RICH: Are there any other nominations for that seat? Any other nominations for that seat? Any other nominations? Is there a motion to close nominations and elect Senator Sterns by acclamation? Senator Clark moves and Senator Schaffer seconds. All those in favor of the motion, please signify by saying aye.

MANY SENATORS: Aye.

CHAIR WILLIAM RICH: Opposed by opposite sign. Congratulations, Senator Sterns, on your re election. And now the other seat on the Graduate Council, the one currently held being vacated by Senator Loth. Are there any nominations for that seat? Senator Hajjafar.

SENATOR ALI HAJJAFAR: I nominate Senator Bouchard.

CHAIR WILLIAM RICH: Senator Bouchard, do you accept this nomination?

SENATOR CONSTANCE BOUCHARD: No. I'm afraid I don't. I'm doing too much already. I'm sorry. Thank you, though.

CHAIR WILLIAM RICH: Are there any other nominations? Preferably one that will be accepted? Any other nominations? Any other nominations? We do need two representatives on the Graduate Council and the chair would gladly entertain self nominations as well.

SENATOR HARVEY STERNS: I would like to nominate Dr. Allen. Dr. Allen, would you accept such nomination?

SENATOR PHIL ALLEN: Sure.

CHAIR WILLIAM RICH: So Senator Allen has been nominated. Are there any other nominations? Any other nominations? Any other nominations? Is there a motion that nominations be closed and Senator Allen be elected by acclamation? Moved by Senator Huss and seconded by Senator Clark. All those in favor of the motion, please signify by saying aye.

MANY SENATORS: Aye.

CHAIR WILLIAM RICH: Opposed by opposite sign. Congratulations, Senator Allen, and thank you.

Next we have the election of the representative to the Ohio Faculty Council. This is a two year term. Senator, former Senator Rudy Fenwick has been representing us. The Ohio Faculty Council, I should mention that I too, ex officio as Chair of the Faculty Senate represent us on the Faculty Senate. But we have one elected representative. That has been former Senator Fenwick for some time. I've lost track of how long. Are there any nominations for the position of representative to the Ohio Faculty Council? Senator Miller?

SENATOR JON MILLER: I will nominate former Senator Fenwick to continue.

CHAIR WILLIAM RICH: Rudy Fenwick is nominated. Are there any other nominations? Any other nominations? Any other nominations? Is there a motion that nominations be closed and that former Senator Rudy Fenwick be elected by acclamation? Moved by Senator Clark. Seconded by Senator Schaffer. All those in favor of the motion, please signify by saying aye.

MANY SENATORS: Aye.

CHAIR WILLIAM RICH: Opposed by opposite sign. Rudy Fenwick is elected representative to the Ohio Faculty Council. Thank you.

Committee reports. We had understood at one time that there would be a report from the University Library Committee, but there is no such report at this time. Are there any other committee reports? I'm not aware of any, but are there? I take it no. Next is the report of the University Council representatives. Do any of the members, any of the University Council representatives wish to report? Senator Lillie.

SENATOR TIMOTHY LILLIE: I believe that the three current representatives of the senate to the University Council are myself, Senator Erickson and Senator Koskey who I, she may be here and I just don't see her if she is. I saw her earlier today in our open offices, which were indeed the subject of much discussion and debate at the University Council meeting.

There are some other senators and other faculty members who are on the University Council. Senator Sterns is the chair of the Physical Facilities Committee for instance, and there are some other, Senator Hajjafar is the chair of the Budget and Finance Committee and so on.

A good part of the meeting was taken up with a discussion of the current housing for the College of Education, remains of the College of Education. We're down to two (inaudible) positions at this point at the Central Hower Community Learning Center. I don't think we have schools in Akron anymore. And Chair Sterns, Chair of the Physical Facilities Committee, Sterns expressed concerns that had been expressed to him by a number of people in the College of Education, and it happens that at least in this case it wasn't me, it was a bunch of other people.

And among the concerns expressed were the nature of the facilities, which are essentially open cubicles with about, oh, depends on how high you are, but about waist high walls and simply, simply, essentially a slightly upgraded boiler room operation is the ambiance that we have there.

Now we had a lot of discussion at the University Council meeting about why that happened and where it came from. And once again, it appears to me at least from my perspective, and perhaps Senator Erickson or others can also speak as well, that one of the problems that seemed to contribute to this current state of affairs had to do with lack of substantive faculty involvement in the creation and implementation of the plan for engaging the architects and others in creating a space that the faculty at the College of Education would have liked to have had.

Vice President Curtis was clear, and I'm sure he was correct, that his department had actually carried out whatever had been signed off on by whoever signed off on it. Again, some of those things are a little murky. And so we, we spent a good deal of time at the meeting discussing that.

Without, at least I didn't sense a lot of resolution. So that's still up in the air. The next day I happened to be sitting in my office and Vice President Curtis came in to look around, and I understand that the Provost and Vice Provost Ramsier also came around to tour the following day. So we are hopefully waiting for some resolution of this particular situation.

Also the Talent Development Human Resources Committee reported on several items. We heard of one, and I will refer you to the report of the committee that should be available on the University Council website, since it is a completed report of the committee. It's not an in process report. It was reported to the body, for you to read, and if any of the other representatives want to add to that, fine.

There were calls for a new chair for the Student Success Committee, because our former Executive Vice President Tressel has moved on to be president, as you know, at Youngstown State University and he had been the chair of that particular committee. And because again, it was the organizational meeting and the beginning meeting, as I recall that's the substance of what was discussed at that particular meeting. Thank you.

CHAIR WILLIAM RICH: Thank you. I should add that I also raised the question of the accommodations in Central Hower with the provost and others in the administration, and the response was along the lines of, maybe we can put some sort of extensions on these partitions so that they're a little higher than they currently are.

I want to reinforce the point that this is the kind of thing that happens when faculty are not consulted on matters that affect the faculty. And it's a serious problem.

SENATOR HARVEY STERNS: If I can comment.

CHAIR WILLIAM RICH: Senator Sterns.

SENATOR HARVEY STERNS: The fact that we have this situation in the College of Education is a departure from any kind of situation we've ever had in terms of planning spaces on this campus which I have been involved for, I've chaired this committee for over 20 years and I have been on the faculty for, I think this is my 44th year.

In any planning process we're assigning space to faculty, this was the unusual. This did not involve people the way they are normally involved. There was not the kind of planning process that should have taken place. And I started talking about this last March when I became aware of it. I spoke personally to the president. I spoke personally to the provost, I did everything I could to try to get someone to look at this issue, and it was overlooked.

But the one thing I can say to you about the Physical Environment Committee, we became greatly concerned about what was happening with the renovation of Zook Hall to the point of my personally calling the dean of the college to talk about the fact that the planning process was not happening the way it should. And fortunately we were able to get that started this summer.

But the reason I want to get up and speak is because this is a matter of Faculty Senate concern, because the housing of faculty in their work spaces is critical to our everyday activities. And one of the things that really bothers me about the College of Education situation is if you have to counsel a student out there in the open you have to go find a room where you have some privacy. Even the basic principles of modern office design, which I learned about many years ago, were not followed here. And it's not our planning department because these were signed off on.

The real issue is making sure that faculty are involved, so that they have adequate office space of correct size that's reasonable. You know, many of us spend all of our days here. The state minimum is 110 square feet for an office.

In the new Arts and Sciences building, many of those offices are more like 160 square feet. A little bigger than Olin Hall. I think what's worse about the space in the College of Education, they've got a desk, a chair, one bookcase and one file cabinet. How many of us could carry out our activities as a faculty member with just those minimal pieces of equipment? Especially when we want to have faculty on campus.

What this does is it drives faculty home. So they work at home. They do all of their activities at home, and they're not available to their students. So we have to make sure that this is corrected as best we can. But surely in the new Zook Hall we have to be sure that those faculty are adequately housed.

So I don't want to go on and on about this. People have really gotten sick of listening to me complain about this, but it's not a complaint. I consider this an essential aspect of being a faculty member is to have adequate work space, to have surroundings where one can meet with students in privacy, and where you can conduct the kind of work that you should be doing without having to experience Dilbert in life.

CHAIR WILLIAM RICH: Senator Erickson, is there something you wish to add, briefly I would hope?

SENATOR ELIZABETH ERICKSON: Very briefly, yep. Our committee, the Talent Development and Human Relations Committee, did indeed give its annual report on what we're looking at.

And one of them was something I brought up to the provost just a few moments ago which was the idea of succession planning, that it shouldn't be, you know, oh my gosh, people are going to retire. Here they are. We've got to do something. But there should be a plan in action. And that plan would include as our expert here, Senator Sterns, who is an expert in aging, has pointed out that also alternatives for those who are wanting to retire but would be happy to do more work for a certain period of time, and there's a whole, we are, but I wanted to correct something that the provost said that we would be, had promised to have a report by the next meeting. No he did not.

We said that we would indeed put together a report that looked at the options. And we wanted to note that, and we would make recommendations. Vice President [inaudible] admitted that we could make recommendations, but any of those kinds of changes needed to go to the appropriate, for us of course the AAUP, bargaining unit for discussions, and that they are willing to do that. We have found out anyway, but we need to be doing this as soon as possible.

The other issues were sick leave donation, which is a major issue which relates to, more to staff maybe than faculty. If you haven't gotten [inaudible] other campuses but not ours. One of those things that disappears into the black hole.

But the other one is providing some kinds of, and this is where we're working with the Recreation Committee to come up with the ways of providing benefit incentives to carry out health programs, nutrition and education, and exercise should be part of, should be rewarded in our benefits program, because it will help to, in a way that will allow us to reduce our costs at the same time.

So those are, and we again know that it has to go through the appropriate unions, but at the same time we as a committee of all the constituencies have a right to look at the options, want to provide these people with the options, those institutions with the options and make our own recommendations as well. And we're going to do so in the next few months, but not at the next meeting. Thank you.

CHAIR WILLIAM RICH: Thank you, Senator Erickson. Any further reports from representatives to University Council? Hearing none, I take it we're ready to move on. Is there any new business to come before the body? Any new business? Anything for the good of the order? Senator Lillie.

SENATOR TIMOTHY LILLIE: I was elected in December of 2013 as the chair of the University Review Committee, which is a subcommittee of the Curriculum Review Committee,

and I wanted to just publicly thank all of the people who were members of that committee. A number have rotated off, and I also put out a call for people who might be interested in this.

We were able to, with the support and help, very active support and help of the members of the committee, the faculty members of the committee, others, engaging, working together in order to make progress, we were able to successfully dispose of, I think nearly 500 curriculum proposals over the course of one semester. We met yesterday in a, we have a smaller group, that's why I am calling for volunteers. We met yesterday and dealt with all but two of the remaining outstanding proposals.

Now, I'm sure there will be plenty more coming. But I wanted you to be aware of the fact that we, we have made some progress in that regard. That has been a particular sore point. And we can continue to use help and your feedback so that we can make sure that what we're doing is meeting the needs of the curriculum review process for the University of Akron.

CHAIR WILLIAM RICH: And let me as chair reinforce the point that Senator Lillie has just made. First of all, let me too, thank the members of the committee for their hard work and their effective work during the last several months, and to thank Senator Lillie for his willingness to step up and chair that committee, and for his, I will say transformation of the committee into an efficient machine. I'm, I am serious. I'm extremely grateful to Senator Lillie for taking on this job and for doing it so well.

SENATOR TIMOTHY LILLIE: Where's the certificate?

CHAIR WILLIAM RICH: It's coming. But let me also reiterate his request. This takes faculty members in order to make this committee work. This work is essential to the role of the Faculty Senate. This is a large part of what the Faculty Senate is about. It's about curriculum and it's about academic policies. And this is on the curriculum side.

And the University Review Committee is, you know, I would say at the university level it's the central, the single most important committee really, even though it's a subcommittee of the Curriculum Review Committee, the work is very important, and I urge you to consider volunteering to serve on that committee. And you will have the privilege of working with Senator Lillie and knowing that this machine will run well.

SENATOR TIMOTHY LILLIE: If I don't get a good office

CHAIR WILLIAM RICH: Oh yeah, there's there. Senator Scotto.

SENATOR CARRIE SCOTTO: Chair Rich, I would like to ask Senator Lillie what happened to those that were disposed of? Where are they now, because we need them.

CHAIR WILLIAM RICH: You heard reference earlier to Heather Loughney knowing where the bodies are buried.

SENATOR CARRIE SCOTTO: Can we just know where they are so we can figure out what to do?

SENATOR TIMOTHY LILLIE: The proposals that were outstanding as of the beginning of this year were actually dealt with on Wednesday.

And then there were some, there were some technical problems that I was experiencing so they actually should have been formally moved forward this morning, and E mail should have been generated saying they were going out to the university review process, which is for two weeks that anybody can object, after which point if there is an objection they go to Curriculum Review Committee. If there's not an objection, they come to the senate for its blessing.

So as far as I know that's where they are. I don't have control over the process, but that's how it's supposed to work.

SENATOR CARRIE SCOTTO: Thank you.

CHAIR WILLIAM RICH: Anything else for the good of the order? I take it you are ready to adjourn. All those in favor, is there a motion to adjourn? Moved by Senator Arter. Seconded by Senator Schaffer. All those in favor of adjournment, please signify by saying aye.

MANY SENATORS: Aye.

CHAIR WILLIAM RICH: Opposed by opposite sign. We're adjourned.