

**ROUGH EDITED COPY**  
**may not be a verbatim record of the proceedings**

University of Akron  
Faculty Senate

2016-11-03

**CART/CAPTIONING PROVIDED BY:**

Premier Visual Voice, LLC  
CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)  
216-246-9477

JMC

**PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

CHAIR RICH: [gavel] The November meeting of the Faculty Senate is called to order. Is there a motion to adopt the agenda as distributed? Moved by Senator Clark, seconded by Senator Allen. Are there any changes – actually, I wish to propose two changes to the agenda. To add, under committee reports, the report of the Athletics Committee and also the General Education Advisory Committee. Is there any objection to adding those two items to the agenda? Does anyone wish to propose any other changes to the agenda? All those in favor of adopting the agenda as just amended please signify by saying aye. Opposed by opposite sign. The agenda is adopted.

Next is the adoption of the minutes of the October meeting. Is there a motion to adopt those minutes as distributed? Senator Hariharan moves. Seconded by Senator Saliga. Are there any corrections to those minutes? Any corrections? All in favor of adopting the minutes of the October meeting please signify by saying aye. Opposed by opposite sign. Minutes are adopted without dissent.

Next is the Remarks of the Chairman.

I hesitate to say that we have a relatively light agenda for this meeting because I said that in the last meeting and nonetheless it turned out to be a fairly long one. Let me just say that the only action items on the agenda are curriculum change proposals. We also have some informational reports from Senate committees. On Friday, October 14, I learned from Akron-AAUP President John Zipp that he had received a letter from Ted Mallo, in his role as Secretary of the Board of Trustees, requesting that the Akron-AAUP select three representatives to attend a meeting of the Board in executive session on Wednesday, October 19, to discuss with the Board its intent to remove the word "interim" from the titles of Interim President Wilson and Interim Senior Vice President and Provost Ramsier.

### **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

As Chair of the Faculty Senate I had received no similar letter. On Saturday, October 15, I wrote to President Wilson expressing my strenuous objection to the exclusion of the Faculty Senate from this process, characterizing this as a serious breach of shared governance and expressing my deep disappointment in this development. The next day, Sunday, October 16, I received an email from Mr. Mallo with a letter attached requesting that the Faculty Senate send three representatives to the Board meeting.

Because there was not time to call and hold a Faculty Senate meeting before the Board meeting, the Faculty Senate Executive Committee selected the three representatives, choosing the Senate's three elected officers.

The three of us met with the Board as scheduled. It was clear to all of us that the Board had already made up its mind to take the action it had said it intended to take. Speaking on behalf of the three of us, I told the Board that this was not consultation in any meaningful sense. That the process for making the decision was deficient and contrary to the principle of shared governance. That the decision to remove "interim" from President Wilson's title was, in the view of most faculty members, premature and that there was widespread faculty sentiment against removing "interim" from Provost Ramsier's title without conducting a search.

I did my best to convey the views of the faculty clearly and directly, even bluntly, as I believe the other two Senate representatives would attest. The Board was not dissuaded from taking its intended action.

I must also report that the administration is moving ahead with offering the so-called Gen Ed Core online courses at deeply discounted tuition rates again this

### **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

coming spring semester despite the Faculty Senate's resolution to the contrary, and despite the fact that the University is in dire need of additional revenue.

Finally, I trust that no one in this body needs to be reminded this coming Tuesday is election day and that the choices we and our fellow citizens make will affect, among many other things, the Ohio General Assembly's level of commitment to the support of public higher education. Accordingly I offer no such reminder.

This concludes my remarks.

We have no Special Announcements today so the next item on the agenda is the Report of the Executive Committee. Secretary Miller.

SECRETARY MILLER: Report of the Faculty Senate Executive Committee. Since the Faculty Senate last met in October, the Faculty Senate Executive Committee, FSEC, met three times with the Faculty Senate officers and once with the Board of Trustees.

On October 13, 2016, the EC met at 2 o'clock to prepare for a 3 o'clock meeting with the President and Provost. We made regular committee appointments and appointments to the new committees for budget review and interdisciplinary Initiatives; we discussed the Stark State situation; and we set an agenda for the meeting with the President and the Provost.

At 3 o'clock we met with the Provost. We discussed Stark State, textbook affordability, academic advising, searches to replace interim leadership, the timing of the Ernst & Young forthcoming report, and preparations for the upcoming HLC visit.

**PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

On October 19, 2016, the officers of the EC met with the Board of Trustees in executive session to discuss their decision to drop "interim" from the titles of President Matt Wilson and Provost Rex Ramsier.

On October 20, 2016, the EC met again at 2 o'clock to prepare for a 3 o'clock meeting with the President and Provost. We discussed Faculty Senate representation from the law students, Graduate Student Government, and University Council; the agenda for our meeting later that day; and the meeting of the Senate officers with the Board of Trustees on October 19, 2016.

At 3 o'clock we met with the President and Provost. We discussed the University's budget; shared governance; the Tiger Team recommendations; the searches to replace the interim deans; the timing of the report from Ernst & Young; Stark State; and the need to make space in the Polsky building for the Bits and Atoms makerspace.

On October 27, the EC met at 2 o'clock to prepare for this November meeting of the Faculty Senate. We made an agenda; we made regular committee appointments; we discussed the notification system of the curriculum proposal system and the interim Dean searches. We met with Rose Resler, Child Life Program Director at the University's School of Speech-Language Pathology and Audiology about her program change CHP-SPLANG-15-13095. This proposal had been referred to the EC over the summer, and the EC delayed action until questions about its eligibility requirements could be answered. Ms. Resler answered those questions and so, at this time, I would like to end the report with a motion to approve this program change.

CHAIR RICH: We have a motion to approve the program change by the number just given. Which I cannot retain in my head. It comes from the Executive Committee. It does not require a second. Therefore let me just explain that this is

### **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

something that would have come routinely to the Senate in the Curriculum Review Committee report except for the timing. It came through in the summer. It was approved by the Curriculum Review Committee, but after the last Senate meeting. So it came to the Faculty Senate Executive Committee and the Faculty Senate Executive Committee has authority, under the bylaws, to act in place of the Senate over the summer. But because we did not actually act over the summer, we postponed further consideration pending the discussion that Secretary Miller just described. It now requires Senate action, rather than Executive Committee action, because it is not the summer anymore. So that is how it comes to us. It normally would have been part of the list of the Curriculum Committee proposals, like the one that you'll have later on today. So, with that explanation, is there any debate on the approval of that curriculum item? All those in favor of the motion please signify by saying aye. Opposed by opposite sign. Motion is adopted without dissent.

Are there any questions for Secretary Miller about the Executive Committee report? Thank you.

The next item on the agenda is the Remarks of the President. President Wilson.

**PRESIDENT WILSON:** Thank you and good afternoon. First and foremost, I want to convey my apologies for missing the last Faculty Senate meeting and being with you at that point in time. I actually was on the road trying to raise funds and also recruit some students to come here to the University of Akron. So I appreciate your understanding in that regard. And look forward to being with you today.

I wanted to start off my remarks with just reporting progress on various fronts, that we have seen in terms of the University here over the last 3 1/2 months -- more specifically since our last meeting here on the Faculty Senate floor -- and

### **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

talk about some of the recruiting activities and kind of to give you an update of where we are. As I believe we all know with our recruiting – with our numbers being down substantially this year and realizing an 8% drop in overall enrollment. That is going to be putting significant pressure on us from a budgetary standpoint. And so one of the highest priorities that I have right now is getting out and recruiting myself, doing some innovative things, working hand-in-hand with our enrollment management team.

And so this semester, at this point in time, I believe we have 62 high school visits that have been scheduled. I'm just getting done with visit number four for today, and I have three more scheduled tomorrow. I also had the opportunity of speaking to 350 students today at the STEM school as part of their assembly and I kick off the day tomorrow at Bridgetown High School, addressing their entire senior class.

So what I am seeing and what I am observing is, I think, a genuine appreciation from the educational community in terms of the high schools, about all of the outreach that we currently have in place. What we are doing for these schools in terms of college credit plus, and the outreach that has been made. They seem to be genuinely touched and excited by having the University President there and caring about their students.

To date, I believe I have given six assemblies. I have more in-store and the response that I have received from the various high school students has been very encouraging. It is very early in our admissions and our application process, but at this stage very preliminary numbers it looks like our applications are up by about 10% over where they were last year and running ahead of where they were two years ago. The significant fact that we are seeing is we are seeing a significant uptick in out-of-state applications, as well. If you do a year-to-year comparison. And then also the number of seat deposits that has been paid, while

### **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

minimal, somewhere in the 130, 140 range in comparison to where we were last year I believe down in the 40 to 50 range that is a significant uptick in terms of students that are committing to us.

I have been very encouraged by what we are seeing. Making inroads. The mood out on the street is incredibly positive. The high schools that would not – that I guess would be less inclined to engage with us last year and possibly the year before, we have been looking at very creative ways to engage them. From one of the area high schools we will have their senior administrators actually visiting our university early in the spring semester. Meeting with us. They would like to sit in a couple of classes and observe to see ways that they can better prepare their students. And to have that outreach is greatly appreciated. The high schools that I have been speaking with, as well, have been very interested in having faculty members come in to different classrooms and to engage with their students. And schools where that has been happening, they are very appreciative along those lines. I have been very encouraged in terms of what I have seen to date. It has been great to have everybody's cooperation and support. And kind of a new outlook on life.

Another big thing that is on my agenda and that I will continue to talk about is this idea of retention. One of the things, as we look at the budgetary challenges that we have, that can really help in the near-term future is focusing on retention. On Saturday, two Saturdays ago, I spoke with the leadership team and we started to talk about real numbers and real metrics in terms of retention. We will continue to do so and start to set targets in terms of what we can better do to retain students. I am encouraging each one of the colleges and each one of the administrative units to find new ways to increase the retention on our students. If we are accepting students, we need to be doing everything in our power to help those student succeed.

## **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

At the same time, I challenged our undergraduate student government to work on the retention issue as well. So I would like to pay a special tribute and again appreciation to undergraduate student government for their efforts. They put together an entire afternoon where they brought in their leadership team and they had breakout sessions to talk about retention from the students' perspective and what can be done in that regard as well.

And really, this was one of the things that we can do. As you look at our enrollment and our retention, one of the things that I was surprised by is as I've kind of gotten in and I am trying to educate myself and bring myself up to speed. If you look at where we were around 2012, 2013 in terms of enrollment, we were at about 29,500 students. And census this year we are just slightly over 23,000 students. Another thing that is part of the reality of what we are facing right now is when you look at our senior class, or the class that is designated as our senior class, we have about 5500, on the undergraduate side, in our senior class. As you look at the comparison to our new and incoming freshman class which is 3300, that gives you an idea of what we are facing going forward. So this year, even if we have a significant recruiting year, we will probably look at a decline in terms of enrollment and so that is why retention becomes even more important as we move forward and we look forward to moving forward and planning to see how we address that as well.

On the fundraising side, I have been pleasantly encouraged over the last 3 1/2 months, and particularly over the last month, in terms of the engagement that we have seen from the community. We rolled out the Making a Difference Moving Forward campaign and the idea is focusing -- we will still focus on endowed scholarship, but as we look at non-endowed scholarships that folks can be able to donate and have that might become effective immediately which will both help the University and help our students as well. Although that has been -- it was initially rolled out as an email campaign, but I was told in terms of email

### **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

campaigns that the University has run, that it was higher than it had ever been. We continue to make inroads there and receive donations. It is a \$20 million target which is quite high but we will continue to push that way.

I believe I had mentioned previously that one of the former members of our Board of Trustees has pledged \$250,000 to that campaign. I continue to receive donations ranging anywhere from \$25,000 to last week I received a pledge promise for another \$25,000 towards that campaign. I'm sure that you saw the announcement for the College of Polymer Science and Engineering with respect to the Knight Foundation on behalf of Dr. Gerry Austen and the \$3 million endowment which is, in our 146-year history, the largest endowment. It was great to not only see that come in, see the investment that the Knight Foundation continues to make to the University. Their indicator of their support and their recognition that the role the University of Akron plays in our community and plays in our region and our society and our commitment to research as well. So very excited about that. The fact that we were able to have Dr. Matt Becker become the inaugural chair of that endowment is very well-deserved. For the work that he is doing. And we're looking forward to seeing how that plays out.

At the same time, I anticipate another donation coming in from the Knight Foundation to help out with our recruiting and with our retention. So hopefully, by the time the next Faculty Senate meeting rolls around, I will have some announcements. But I have been very encouraged by what we have been seeing.

The next thing that I just want to touch on, and will have more over the next several months, is really the budgeting process. As Dean of the Law School, I was a little bit frustrated, in the past, in terms of when we began the budgeting process and how that seemed to creep into the spring, at least on the college side. And so I have been trying to expedite that. I had a meeting with the

### **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

University Council Budget Committee and I have started to meet with the leadership team. We are really starting to grasp what our situation is. I have been working with Nathan Mortimer. As Chairman Rich referred to in his remarks, we have Ernst & Young, who has been here doing a snapshot of where we have been and where we are. I anticipate that that report will be released within the next couple of weeks, if not before them. They are going over the final things, running it through their systems, to have that go forward. One of the big points was to make sure that that went public. Now as that report goes public, one of the things that I am a believer in is transparency and making sure we all have that to discuss. I can tell you that the numbers will not be encouraging. In fact, the numbers will probably be a little more discouraging than you had anticipated. And so what I would like to ask is as we talk about these numbers and we talk about potential strategies going forward, that we do so in a manner that we can constructively plan and we can take the steps that are necessary to help this institution not only survive but thrive. As we talk about steps that may need to be made, to the extent that we want to have this discussion out in the public, my opinion is that will only harm us. To the extent that we can really move forward and move forward quickly, it will help. And it's no secret that in the world of higher education that we are not the only institution that is being challenged. Having a drop in enrollment of 8% in one year is extra challenging.

But we are not the only ones. It seems like every morning when I open up my email, I receive word of other universities around the nation and around the state that are struggling. There is a public university in our state that, as it was reported in the Dayton Daily News, that they had a \$160 million in their bank in terms of reserves. That total is now down to \$13 million and they anticipate running out of cash shortly. Now tuition money comes in in December, and so we may have a situation where they will be able to move forward at least for another semester but they are at the point of taking some severe and drastic measures right now. It has been my goal from day one to make sure that we don't go down

### **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

that path, and that we do everything possible to avoid the negative repercussions of things that we saw happen last summer, and that we find a way to make sure that we come out of this and that we become even stronger, understanding that we have challenges going ahead.

So, in terms of my request to you, that would be one of the great requests. In terms of communication, I continue to go around campus and to meet with different constituencies. Meet with individual faculty members, individual staff, do different town hall meetings. In the last week, I have done town hall meetings with polymer science and also with engineering. Last week. This week I also attended [indiscernible] yesterday. I started to do town hall meetings for our staff and our contract professionals, as well. We will continue to do that going forward.

One note that I wanted to point out in terms of austerity measures and making sure that we are conservative. One thing that you will find is consistently trying to hold down expenses wherever possible. And so as we look forward to doing that, traditionally in the past there have been holiday parties that the President has hosted. I can tell you this year that the President will not be hosting holiday parties for donors. In an effort to try and save money and finances, to the extent that there are things, they will focus on students. I am able to engage with donors in different ways. As the Board of Trustees asked me if I would be willing to remove my title of interim, I made very clear that I understand the financial situation that the University is in. I also made very clear that I knew the bargaining position that I was in, being a professor that teaches negotiations, but understanding that, that I wanted the no-frills contract that has no bonuses. Nothing along those lines. Because the austerity measures and the simplification, it needs to start with me.

With that, I appreciate all of your efforts and all of your understanding. Everything that you do for the University. I want to emphasize what a critical time this is at

### **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

the University for us to come together and move forward. If we have turbulent times, I am scared to think what that will mean, but I'm very confident that we would be able to work together and as we do move forward you will find a source of information in me and hopefully I will be able to provide you with the confidence that you need, understanding that the focus needs to be really on the students. Needs to be on the health of the institution as a whole. So thank you all for all that you do and for allowing me to provide you with my remarks.

CHAIR RICH: Before I invite questions, let me just add that some of you, probably a lot of you know, all of you know, the law school building is currently under reconstruction and so some of the classes are being held in Central-Hower High School. Including one of mine, this morning. One of the interesting things about teaching over there is you get the announcements that are for the high school students. And they interrupt class. By the way, we have to talk about this some time. It seems like there ought to be something that could be done to -- so that our classes in Central-Hower are not interrupted. Short of self-help, which is entirely a possibility. As far as I'm concerned. But this morning, my class was interrupted by an announcement inviting the students to come -- I suppose, more than inviting -- the students to come down to the auditorium to meet and hear from President Wilson. So he is out there. Are there questions for the President? Apparently not. Thank you.

PRESIDENT WILSON: Thank you.

CHAIR RICH: The next item is the Report of the Senior Vice President and Provost, Provost Ramsier.

PROVOST RAMSIER: Thank you, Mr. Chairman. I, too, have to apologize for missing the last meeting. I had the privilege that day of being in the statehouse to

## **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

discuss Stark State issues with some of our legislators. That was an experience. That is all I will say on that topic.

On the searches, I think it is good to update that we have 29 faculty searches ongoing or already filled this semester. 15 tenure track, 14 nontenure track. The ratio may not be exactly what you want, but it may be better than you had hoped. We also have 27 searches in the colleges for contract professionals and staff that are critical need. Deans searches – we have been given the go-ahead by the Board to try to fill the seven open dean positions we have. Some are currently staffed with interims. So I am in the process of forming the search committees, according to the collective bargaining agreement, for six of those. The seventh is in the School of Law, that committee is already formed. I approved the job ad today so they are way out ahead of the rest of the searches. We intend to do those searches as soon as possible.

Mr. Chairman, you mentioned the Gen Ed Core. It is true the program continues and it will continue through the spring term. The reason being that we had a two-year pilot program approved by the Chancellor of the State of Ohio and we cannot go back on that. But what should be told is that, as you know yourself, the data from last year was very revealing and not very positive about the performance of students in those courses. Over the summer, the Executive Committee, including yourself and myself, met with all the faculty or most of the faculty that were involved in developing and teaching those courses. The main issues that I took away from that meeting were the courses were -- the section sizes were too large. There were too many sections, therefore a lack of consistent delivery. And the students were not screened prior to enrolling in the classes, so some of the students really were not ready for an online experience.

Everyone should understand that after that meeting, for the fall term, this semester, we limited the class section sizes to 20 or 25 depending on the

### **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

discipline. We also limited the number of sections. There are not many sections running in the fall; the same will happen in the spring. We are trying to minimize the number of students impacted. We are also now implementing a screening module for students to enroll -- before they can enroll for spring, they have to pass this module to show that they have the right stuff, if you will, to be successful in an online program. So we're doing everything we can to fix the quality of the delivery. Because the faculty themselves told us they thought the courses were high-quality. The problem was, to them, the larger sections, the number of sections, and the lack of screening. So we have tried to address those issues. The pilot will end in the spring term. Tuition will go back to the way it was. The courses, if they are good and the faculty want to continue teaching them and the administrators think it is a good idea, they will offer those courses as online. Independent of being under the former Gen Ed Core program.

Of course I will answer questions on that later, if necessary.

And last but not least -- Higher Learning Commission. Most of the draft committee reports on the separate criteria are in to our office. They were due Monday. There are a couple that are still outstanding but there has been good progress made, so thanks to all of you that have been involved potentially in doing the writing or providing evidence. The plan now is that our office will take all of the submissions from the various writing teams, make a master document for the assurance argument, post it December 2 is the target. So everyone on campus has a chance to provide comments on the document. December 14 will be when that window closes. That will give our office one calendar week to submit the report by December 21. So that is the plan. In case anybody has questions, I can certainly answer them.

So that is my report. And I will be happy to answer questions.

## **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

CHAIR RICH: Before I invite questions, on the question of the Gen Ed Core, I continue to have a question about exactly what it was that the University committed to to the Department of Higher Education. My understanding at the time was the University needed approval, permission of ODHE in order to do this. It is not so clear to me that we undertook an obligation to continue to do it. For the entire two years. As opposed to have permission to do it for two years. An obligation to do it regardless of the results, in fact. That is what has not been clear to me and I have yet – I have raised this question in committee meetings. And have yet to see any evidence that what we undertook was an obligation to complete the entire two years of this program. Is there such a commitment that we made?

PROVOST RAMSIER: It is my understanding that there is a commitment. I don't have a document in front of me to show you. That is a very good point. Realizing that we made a commitment -- the agreement was, we would run a two year pilot.

CHAIR RICH: That is what we proposed and they approved.

PROVOST RAMSIER: So to me there is an implicit -- a binding relationship that we said we would do this for two years.

CHAIR RICH: That's why I would like to see this document because it is not necessarily the case. That when we got permission to do this, we undertook an obligation to do it.

PROVOST RAMSIER: Okay, well we'll certainly get a copy to see how you would read it. In my opinion, working, thinking about how accreditors would view it. We advertised a two-year pilot. Therefore we are obligated to uphold what we advertised.

**PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

CHAIR RICH: Regardless of results?

PROVOST RAMSIER: Well, we have done everything that I think is humanly possible to fix the problems with the results. The only thing we haven't fixed is the issue with we're losing money. While the fact of the matter is, most of the students who took those classes last year were already in the plateau, so it was free anyway. They did not save a nickel. That is what most people don't realize.

CHAIR RICH: In that case, it was deceptive advertising.

PROVOST RAMSIER: I was not involved in the advertising. We couldn't do the math until we knew which students would sign up. After the fact, you can analyze it and say well, very few of the students saved any money. It did not cost us anything. It did attract the wrong kind of students. We know that. That's part of the problem. The screening should help. So if we're able to actually implement the screening module, and show that these courses are as good as the faculty who designed them think they are, great. Then we will charge regular tuition come next year, and there will be no more problem.

CHAIR RICH: I think the issue really has been the low tuition rates. And the consequences thereof. If our experience tells us that it's not really saving students money, and it does seem to have, at least so far, attracted students who are not well-suited, then -- I guess I find it hard to believe that the Ohio Department of Higher Education would insist that we continue to deceive students in this way.

PROVOST RAMSIER: Certainly I don't advocate deceiving anyone, including students. But the program is what it is. And hopefully this semester will go much better because of the controls we put on it. On clamping down the enrollment and

**PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

hopefully spring will be even better because of the controls of the screening. And if that is the case, then at least we have fixed the academic problems with the program. Then the program will go away. And then the financial problems or the deceiving problems are also fixed.

CHAIR RICH: Are there questions for the Provost? Senator Clark.

SENATOR CLARK: Yes, I have two brief questions. One is, I wonder if you can comment on, and it may be in some later report, on the progress of looking for some kind of a new curriculum proposals system. And the second one – I don't know if it is a rumor so much as a murmur – that the DARS is too expensive to support and that it's being done away with. Returning to paper and pencil. So I give you this opportunity to comment and clarify the message you would like circulated and murmured.

PROVOST RAMSIER: Mr. Chairman, I will try to address –

CHAIR RICH: Would you like to write it on the board with chalk?

PROVOST RAMSIER: Actually, I like chalk. Especially different colored chalk. As far as the curriculum proposals system, we know that there are problems with the current system and it's not going to survive much longer. I do believe I approached members of the Senate's committee, of the CCTC, to look into this and help us out.

CHAIR RICH: And we'll be hearing from them later.

PROVOST RAMSIER: We will be hearing from them. I had not really heard anything about this DARS issue. There is an RFP out about our ERP system and all the PeopleSoft stuff. I don't know if DARS is directly connected to that or not.

**PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

SENATOR CLARK: It is apparently a separate system.

PROVOST RAMSIER: I think part of our problem on this campus has been separate systems that we have put in place. The good thing is, at least in my opinion, the reassuring piece is Ernst & Young has a team of IT professionals that are looking at all of our IT structures and plans and RFPs, etc. And are hopefully going to provide us some advice from an outside perspective on what makes the most sense. I do agree with you we need a robust reporting system. Ernst & Young has advocated to me directly that they think not only do we need a better – we need more analytics, and analytics with that comes degree progression. You have to be able to analyze how the students are progressing. They seem to have that on top of their radar. I'm not sure how much it will cost but we'll find out. Hopefully, if we're going to install something new, it is going to be better. Personally, when I use DARS, I have a very hard time with it. Because for me it is hard to understand. The output. So.

CHAIR RICH: Other questions? Senator Randby.

SENATOR RANDBY: Yes. You mentioned the deans searches. I was wondering if you could tell us how many of these searches are national searches as opposed to how many are internal searches, and why the internal searches are not national searches.

PROVOST RAMSIER: That is a good question. The understanding with the Board at the time they gave us the authorization to go ahead was that the external searches would be School of Law, Health College, and Education. And the other four would be internal. Actually the President and I discussed this with the EC. That listing is not fixed in stone. I am trying to -- again approaching the leadership as per the contract of all the colleges -- to get the committee set. The

### **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

decision has not been finalized about internal versus external. What I would tell you is, in the colleges where I have discussed this, in the case of having external searches people are asking questions like why? It's going to take too long. We don't have enough money. Why don't we just work from within, grow our own and all these sorts of things. What I'm hearing from colleges where external searches were originally thought to be the way to go. Except in the school of law. People think the law trajectory is such that we might be able to attract a good external candidate or pool. Part of it is cost. Part of it is timing. Those are the two simple answers. But the process is the same, whether we post internally or externally. The committees have to be formed and the process has to be followed. To answer the question, mostly timing and cost.

CHAIR RICH: Other questions for the Provost? Senator Schulze.

SENATOR SCHULZE: To what extent were the faculty in the respective colleges consulted about whether they wished to have an internal or external search? For their Dean?

PROVOST RAMSIER: Our office did not consult with the faculty directly. Whether the academic leadership did or not, I don't know. I am required by the contract to meet personally with the academic leadership of each college. Chairs, school directors, and so forth. To assess the strengths and concerns of the college. That is what I have done. And continue to do. If there is a mechanism through which people have input on whether they want external or internal, that is perfectly fine. But it will come down to, eventually -- we are even actually considering, Mr. Chairman, posting the salary. Because we cannot afford to pay people what deans expect to be paid. That is the reality. So we are actually considering just doing that. Putting the salary there. It's nonnegotiable. If you want the job, apply for it. If we do that, I don't think it will look too good from the outside, to be honest.

### **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

CHAIR RICH: Senator Schulze.

SENATOR SCHULZE: I have an additional question/comment: you mentioned the Gen Ed Core and that we don't want to falsely advertise, right, so we said a two-year thing. But for all these almost 2 years, we have said that these are blended learning with online classroom and experiential learning elements on our website, and I have brought this to your attention before, frankly, and it has not changed in all this time. It seems to me that's the kind of thing that HLC could look unfavorably upon. If we are concerned with truth in advertising. Which I hope we are.

PROVOST RAMSIER: Certainly, Mr. Chairman, we're concerned with truth in advertising and I leave it up to the faculty responsible for these courses, to make the case that they have included such activities. And we did hear from faculty at the meeting that they had. That they did not consider these courses to be all -- at least across the board -- fully online. Because they had assignments for students to go do things which they consider blended. At least a couple of them. You were there.

CHAIR RICH: I think the point is that quite a few of them did not. And that is where the false advertising is. It is a point that has been raised repeatedly by Senator Schulze and by others, that a lot of these courses are online only, by any reasonable definition. And yet they have been advertised as blended. It's been pointed out -- in fact, I remember, I believe it was you agreeing that that needed to be changed. The advertising needed to be changed. But it just hasn't. And I assume that is an oversight on someone's part. Unless it was deliberate.

PROVOST RAMSIER: Certainly not deliberate on my account. I'm not sure -- I thought we had stopped advertising. Maybe there is something --

**PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

CHAIR RICH: The advertising may be minimal but there is a webpage that advertises quote unquote that these Gen Ed Core courses -- and it characterizes them as blended courses, and most of them really could not be accurately described as blended courses. I think the faculty teaching them would not characterize them as blended courses. And in fact, when the courses were designed, the pressure was not to make them blended courses.

PROVOST RAMSIER: Okay. I will look into that. I think it is only fair to ask each faculty member if they wish theirs to be tagged as blended -- so be it. And if not, we'll take away the blended tag. That would be my solution. If you agree.

CHAIR RICH: The point is the webpage advertise them not individually, but together.

PROVOST RAMSIER: I think the webpage should be changed.

CHAIR RICH: Are there other questions for the Provost? Senator Bouchard.

SENATOR BOUCHARD: I wanted to ad that, unless it has changed recently, the webpage, off the University main page, on these has a picture of happy people doing studio art. Which I know they are not doing in the online format.

PROVOST RAMSIER: I am looking around the room. I think I know the people I will be working with to make sure we change this. Probably by tomorrow morning at nine.

PROVOST RAMSIER: Thank you for pointing it out. Honestly, we really do need to pay attention to how we advertise and present ourselves.

## **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

CHAIR RICH: Senator Randby.

SENATOR RANDBY: I'm sorry, but I'd like to add a comment about using the term blended. There are many academic articles about how that term is really nonsense, and I would suggest using something else, such as hybrid or web-based. There is a very nice article that says what other term blended. I had this debate with Todd Rickel, about the use of the term. He was resistant. It is purely -- academically, it's an embarrassment.

CHAIR RICH: Are there other questions for the Provost? Or comments? Thank you, Mr. Provost.

The next item on the agenda -- don't go anywhere. Is a report of the Curriculum Review Committee.

PROVOST RAMSIER: Are you sure you mean that?

Report of the Curriculum Review Committee. We have a set of curriculum proposals that have come through the system, without any further objections or concerns remaining so, on behalf of the committee, I would like to ask that you consider approving these proposals.

CHAIR RICH: We have a motion to approve those proposals. It does not require a second. Is there debate on the motion? All in favor of the motion please signify by saying aye. Opposed by opposite sign. Motion is adopted without dissent.

PROVOST RAMSIER: Thank you, Mr. Chairman.

CHAIR RICH: Now you may go away.

No -- I'm joking.

**PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

Next item is the report of the Computing and Communications Technology Committee. We have a written report; it is informational. Chair Randby -- Committee Chair Randby, Senator Randy, is there anything you wish to say?

SENATOR RANDBY: I could add, about the curriculum proposal system, there is a group that's working on it. This group is trying to coordinate -- will coordinate its efforts with the large committee that is looking into placing the ERP system -- I forgot what that means.

CHAIR RICH: Enterprise Resource Planning? I think.

SENATOR RANDBY: Yes. Frank Bove is the chair of that committee, and so they are looking into it. It's going to take a while. But there is a request for proposal -- a request for quotes that went out, there's going to be presentations in December, for anybody that responds; committee members are going to be going to these presentations; so there is activity going on in this regard.

CHAIR RICH: Thank you, Senator Randby. Are there any questions about the Computing and Communications Technology Committee report? If not, the next report is from the Part-Time Faculty Committee. We have a written report that is informational only. Do we have an oral report? Also, the Scholarly Communications Committee, we have a written informational report. Are there any questions about the Scholarly Communications Committee report?

Athletics? We have a written report. Senator Nicholas, do you wish to say anything?

And then finally, General Education Advisory Committee. I should explain the General Education Advisory Committee when it reports on legislation, it goes through Curriculum Review Committee before it comes to the Senate. This is an

**PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

informational report, and I thought it appropriate and best under the circumstances to hear directly from the representative of the General Education Advisory Committee. Senator Bouchard or Senator Salida -- is one of you planning to speak? I hope somebody is.

SENATOR BOUCHARD: This is actually not Gen Ed, per se. It is the separate committees that were set up originally as an ad hoc committee of the Senate. Which has evolved into Gen Ed. But we are still acting as the chairs of the committees and we are completing the process that we began last year of getting preapproved courses assembled into the new Gen Ed, making sure that it is preapproved, and that courses that are already on the books, as opposed to new courses that people might want to do, with the idea that we will have ready for freshman coming in in the fall of '17 a new Gen Ed in place, with new requirements and a new smorgasbord of courses that they can take that will meet the requirements. The different committees, six of us committees, have been working to make sure that all the courses stress critical thinking, reading and writing skills, and the ability to understand complex systems, diverse communities, both internationally and nationally. And so what we're hoping to do is to have for the December meeting this list of courses that we would bring, from the chairs that were set up originally, to be approved as the core of the new Gen Ed so that second semester it would be possible for them to be entered into DARS for the advisors who will be working with new students as they come for their advisory, starting in the spring, will be able to understand what they have to do for the new Gen Ed. To see which courses are going to be available, which requirements they're going to have to meet. This is going to obviously be a process that is going to keep people busy for probably the next five or six years, because the students that are already here will be under the old system, unless they deliberately choose to switch over to the new one. And so we are going to have, in essence, two systems running in parallel until most of the current

### **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

students are through. But we want to give the Senate a heads up that this is coming.

CHAIR RICH: We look forward to receiving this in the next meeting, and I just want to thank all of the chairs of the committees and the members of the committees for what I know was an enormous amount of hard and good work. We are getting close now. To actually having the new Gen Ed requirements set into place. So thank you.

That's it for committee reports. Next is a report from the Graduate Council representatives Senators Allen -- well, Senator Allen. I don't think Senator Sterns is here. I didn't see him, anyway. Senator Allen, do you have a report?

SENATOR ALLEN: A brief one. Chair Rich, we plan on having an updated program review for Faculty Senate with the fields filled in for your consideration. This proposal was approved last time, but we did not have all the fields filled in, and we will have an updated review list for the -- for each of the five years. We had to change some of those based on accreditation issues. So we will have that next month. For the December meeting. And we don't want another ad hoc one like last time.

CHAIR RICH: Are there any questions for Senator Allen? About the Graduate Council? Thank you.

Do we have a report of the University Council representatives? Senator Allen or Roy?

SENATOR ALLEN: [indiscernible] ...I can do it, if....

CHAIR RICH: It's you or nobody.

**PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

I should explain: Senator Roy, Professor Roy is not a Senator, but she still is our representative to the University Council.

SENATOR ALLEN: The main issue discussed at University Council last time that has not been discussed here in the detail as in University Council was the maker thing in Polsky building, and the real concern about space issues and logistically how it could be done. I probably should have asked President Wilson for an update on that. I know President Wilson had really great concerns on how this would be possible. By moving people. That did seem like a real issue that 1. we didn't have enough money to do it, and 2. we weren't sure where we would move up to 60,000 ft.<sup>2</sup> of offices.

CHAIR RICH: President Wilson is still present; if he wishes to give us an update, he'd be welcome to.

SENATOR ALLEN: Sorry about that.

PRESIDENT WILSON: Not a problem at all. In fact, so there are two things that I can talk about. One, just to give you an update as well, that I had neglected to mention was that we do have a chief diversity officer search ongoing and we have candidates coming in, so please feel free to participate and chime in on that.

And in terms of the Bits and Atoms. I'd ask for a show of hands in terms of who exactly knows what that is, but -- all right, I had like three hands go up. So let me provide you with a little bit of details. For the past couple of years, and I don't know when because I was not involved, there has been some discussion within the city in terms of creating a makerspace, and so the Akron Accelerator has been involved, the Chamber of Commerce has been involved heavily, the city of

**PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

Akron has been involved, the University of Akron has been involved, at least my predecessor was in terms of this project called Bits and Atoms. The idea is to create a makerspace. The makerspace is designed to facilitate entrepreneurship in the community and to get entrepreneurs to come in to a space and be able to collaborate. So I think part of this is some type of a café type thing. You'll have individual offices that are there. You will have a woodshop, and metal shop, some 3D printing, the ability to actually come in, plan, design, and produce. Before my time, well even to back it up further than that, originally the Bits and Atoms project was looking at a site on Bowery Street, I believe, and there were some discussions with the University, probably about a year or year and half ago, that led everybody to decide that the space to be utilized would be the first floor and mezzanine level of the Polsky building. So that would be about 60,000 ft.<sup>2</sup>. There were a number of grants that were affected by this. There was a grant to the federal government. It originally went out with the designated address of Bowery Street. After some discussions with Dr. Scarborough, that then was changed to the Polsky building. It is my understanding that that federal grant can only be used for the address that is designated, which means that a \$2.5 million grant is tacked on the Polsky building. There's also a state grant. And my numbers may be off a little bit, so don't hold it against me. But there's also a \$2 million grant to the state of Ohio to create this Bits and Atoms incubator, or makerspace, along those lines as well. So there's \$4.5 million that was there. Probably about a year ago, the University of Akron put its name on a joint grant application to the state of Ohio for monies necessary to relocate the Polsky space. There weren't plans that were in place at the time in terms of where that space would go. Much to my surprise. There was a grant that was put in for \$3 million or somewhere along those lines. The state of Ohio provided a grant to the tune of \$1.25 million for us to relocate that space. And as you might imagine, we have space but to take space and move it into designated spots would require us to modify or refurbish other space within the University. And so a big chunk of time, really from the time that I came on, has been talking with industry. Talking

### **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

with the city. Talking with the Chamber of Commerce. Talking with all these folks who have signed on to these grants, keeping in mind that the University of Akron has signed on to one of the grants as well. And so as we have looked at our realities, from the budget standpoint, you'll notice this consistent theme: I said, okay we have \$1.25 million, I understand that a commitment has been made. So I will tell you what we can spend on moving and that would be -- and relocating and refurbishing -- and that would be \$1.25 million because we cannot take any money from what we are doing to support an outside entity. If we are not holding holiday parties, then we are not going to be doing that. And that was consistent. Part of what facilities had told us was if we were going to take that 60,000 ft.<sup>2</sup> out of Polsky, we were looking at relocating the Early Learning College, labs, offices, and classroom space. And so that was going to cost quite a bit. Our facilities had pegged the cost between \$8.5 million and \$9 million. Everyone was saying that that was ridiculous. That it doesn't cost that much. My response was, having just led the charge of a refurbishment of the law school building that is about 98,000 ft.<sup>2</sup> with a price tag of about \$20 million -- now mind you, that was tearing down a wing and reconstructing one. It was really remaking the space, right? And so I said that is not out of the question because you are looking at hard walling, wiring, plumbing, HVAC, lest we forget asbestos, in terms of what you're going to do. So I told folks it doesn't matter whether were talking 9 million or 7 million or 5 or 3, the reality is there is 1.25 million there. We do have about 18,000 ft.<sup>2</sup> in Polsky that could be redeveloped for about \$1.25 million together with the moving. So my proposal was that we take the 18,000 ft.<sup>2</sup> that fronts Main Street so that we can open Main Street, that that becomes the headquarters of Bits and Atoms and that the other 40,000 ft.<sup>2</sup> it comes from someplace else. So as we brainstormed and talked about the restrictions that are on these grants that are already in place, the federal grant money came in, I believe, last month or September -- end of September, I think. There needed to be a commitment and so we had a whole host of eyes look at this and it looked like the solution to doing this instead of moving the entire first floor and the mezzanine level of Polsky was

### **PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)

to do the front 18,000 ft.<sup>2</sup> so the audiology labs won't be touched. Those are too expensive to move. But really where you have the Early Childhood Education College – I was just down there a second ago talking to the folks in the Early Education College – that it will be that front 18,000 ft.<sup>2</sup> and instead of going back or up, we're going to go down. So that is going to involve a relocation of the archives. It is lot easier, even though we've got a lot of stuff in there that we need to proceed with gently, it is a lot more cost-efficient to move archives than it is to move people, labs and classrooms. And so we have been able to work out a plan, together with the Chamber, with the city, with all the actors that are involved, where I have commitments that University money will not need to be expended on that and we are talking about probably a 44 month window to go ahead and get that done. So that is an update based on where we are. It looks like there is a solution that has been made there. We're talking to the Early Education folks and we're talking about moving the archives and that's where we are with Bits and Atoms.

CHAIR RICH: Thank you. Anything else from University Council?

Is there any new business to come before the body? Is there anything for the good of the order? It seems like you're ready to adjourn. If there is no objection, [gavel] we stand adjourned.

**PREMIER VISUAL VOICE**

Remote CART, Captioning and Interpreter Services  
[www.premiervisualvoice.com](http://www.premiervisualvoice.com)