

THE UNIVERSITY OF TOLEDO
FACULTY SENATE
Minutes of the Senate Meeting of September 26, 2006
<http://www.facsenate.utoledo.edu>

Approved @ FS mtg. 10/10/06

HIGHLIGHTS

Department Name Change
Foundations for Excellence
Prioritization Updates

Note: The remarks of the Senators and others are summarized and not verbatim. The taped recording of this meeting is available in the Faculty Senate office or in the University Archives.

Chair Wilson called the meeting to order. **Barbara Floyd, Vice Chair** called the roll.

I. Roll Call –2006-2007 Senators

Present: Ariss, Barlowe, Barnes, Barrett (Klein), Bischoff, Bopp, Bresnahan, Byers, Cave, Cluse-Tolar, Edwards (Baines), Fink, Floyd, Fridman, Funk, Hamer, Horan, Hudson, Humphrys, Johanson, Kennedy, King, Lambert, Lundquist, McInerney, Morrissey, Niamat, Olson, Peseckis, Piazza, Poling, Pope, Ritchie, Schall, Stoudt, Teclehaimanot, Thompson-Casado, Traband, Tramer, Wedding, Wilson, Wolff, (42)

Excused: Monsos, Ott Rowland, Skeens, Spongberg, Templin, (5)

Unexcused: Chen, Reid, Zallocco (3)

A quorum of incumbents was present.

II. Approval of Minutes

Minutes of September 12, 2006 approved as distributed.

III. Executive Committee Report

Report by Chair, Carter Wilson

The FSEC report:

- More detailed report of the EC will be given next time
- Met in Provost's Office re revising the University committees in light of merger
- Special attention will be paid to Fiscal Advisory Committee and Fiscal Planning Committee
- Committee assignments have been delayed due to committees being reorganized
- More complete report on what is happening with the committees next time

Senator Stoudt: The FS Rules outline procedures for election by FS of representatives to certain University committees. You know of certain recent situations in which administrators have told us the length of our elected representatives' terms. I hope someone on the new committee established to review committee structure at the University level will raise this issue. For example, FS policy dictates that its three representatives to the Athletic Committee serve staggered terms; we have this policy for a reason. What was recently suggested undermines FS policy.

Chair Wilson: I am fully aware of this and it's on my agenda to deal with.

Senator Stoudt: That's fine. Does FS have representation on this new committee?

Chair Wilson: We do not have any representation reviewing these committees.

Senator Bresnahan: What is the question again?

Chair Wilson: The question is, what is happening with revising the committees?

Senator Bresnahan: I just sent out a draft to committee members and they are Pat Metting and I who are co-chairing it, and Chris Bork and Jeri Milstead from HSC, and John Gaboury and Barb Floyd, so there are two Senate members on the committee.

Chair Wilson: I misspoke, I'm sorry. Can we have a more up to date report on the committees?

Senator Bresnahan: Yes, at the next FS meeting.

Chair Wilson: At the very next Faculty Senate meeting we will have more updates on this.

- Accreditation committee came to UT to evaluate the merger.
- Update on the Provost Search Committee
 - Two co-chairs – Penny Poplin-Gosetti and I are both co-chairs
 - The Committee had two meetings
 - Reviewed the job description
 - Hired search firm of Baker & Parker
 - Members of Search Committee met with search firm.
 - Established time table for the committee
 - Next few weeks will be sending out ads
 - Will start reviewing files on January 8th
 - First round of candidates will be interviewed end of January.

Senator Niamat: Who are the members on the search committee?

Chair Wilson: It's a large group. I can email it to you.

Senator Niamat: Are the members from both campuses?

Chair Wilson: Yes. But most of them are from the main campus, since it will be the main campus provost. I will now share with you my views of David Adamany.

- Dr. Adamany addressed the Joint Faculty Senate at the HSC
- His address generated some concerns among the main campus EC
- Main issue was the role of Faculty Senate
 - Years ago Universities were smaller and simpler
 - Faculty members controlled and regulated the curriculum
 - Universities grew very large and complex
 - Now faculty members and FS cannot do the type of review they used to do
 - They should evolve responsibility and authority over the curriculum to the departments in the colleges.

I talked with David Adamany and met two days later in the Political Science Dept., and we had a spirited discussion. I was distressed, and I told the Executive Committee that I just read about a peace activist - Kathy Kelly - and I was inspired by that. I told David Adamany that I had a different view of the role of Faculty Senate, I have been involved with Faculty Senate here at the University of Toledo quite some time.

- One of the issues was the multicultural courses.
- Developing core competencies, core knowledge, core skills, core curriculum and this was happening in the late 1980's and early 1990's so that the activities of the senate is not something that goes back to ancient times.
- The activities were growing and developing and the degrees more valuable, more prestigious.

- There was a growth in the mid 1990's, but there was a decline in resources which generated some tensions among the faculty and the administration. Having spent two years at Wayne State University and talking to a couple of my colleagues at Bowling Green that came from Wayne State University they were aware of some of the issues there. I was sympathetic that declining resources created tension between faculty members and University President.
- David Adamany thought about it and he said to me, "Carter, I guess I misspoke." He has emphasized the importance of the Humanities and the Social Sciences. I shared a podium with David Adamany during the investiture where he shared a joke and it showed the human side of him:
 - A man who had a heart attack, was transported to a University hospital to have a heart transplant and the surgeon said, you're in luck, there was an accident and two people got killed, one person was a college athlete and the other a university president. Which heart would you like? The man said, I will take the University president. And his family asked him, why would you pick University president. The man replied, because it's rarely used.
- David Adamany proceeded to explain why University presidents have to make rather harsh decisions. Overall, I have a positive impression of David Adamany because he talked about the importance of Humanities and Social Sciences and how people, he believed, with university degrees were more tolerant and have a better appreciation of diversity. I emphasized the importance of the Faculty Senate and that the Faculty Senate controls and regulates the university curriculum to insure the students are taking Humanities and Social Sciences and diversity classes. Before the next council he talked about how we have a laundry list of university core courses, about 370 core courses, and he talked about how at Temple they reduced that number. I think that Bill Bischoff was an advocate of having a true university core, is that correct, Bill?

Senator Bischoff: I don't remember that.

Chair Wilson: This may have been about ten years ago.

Senator Bischoff: I don't recall, but I think in the 1980's there was some discussion of that in the College of Arts & Sciences something like what we do in the Honors Program. I think the idea sort of fell apart when we thought about it realistically and realized it wasn't necessarily practical. There was some discussion but I am not sure I would take credit for being an advocate, but a participant in the discussions would be more accurate.

Chair Wilson: Ok, I take that back.

- David Adamany's presence here was thought provoking. I did appreciate his emphasis on the importance of core curriculum, Humanities and Social Sciences.
- He shared his impressions and the difficulties he has had in explaining to the Board members how universities are not corporations and not businesses. I thought David Adamany had a wealth of knowledge of what universities are supposed to be and I felt good that he shared that knowledge, especially with people coming from the HSC.
- He understands what universities are all about. So, overall my impression was positive. I felt sorry about what happened to him at Wayne State University.
- Progress on the merging issues. I sent out some guidelines and received good feedback. We had some difficulties with the merger issues. The HSC put out some sketch of where we want to be and where some of the faculty members want to be. More information on this later.
- More important thing - what will make the Faculty Senate a stronger voice for the faculty. As we go through this process there is an issue of culture change. We have a strong tradition here on the main campus of shared governance, tradition of Faculty Senate speaking for the faculty, supporting them, advocating for them, supporting programs, departments, academic

programs, colleges, and I think our task here is to understand what is important and valuable to us and to be able to articulate and explain to them that this is the best way of making the university the best university. In terms of finding our values and explaining to others that's my goal with this merger.

- I got a notice that there is a BOT committee meeting scheduled for October 16 and there is a joint Academic Affairs Human Resource committee meeting scheduled for 2:00 p.m. on October 16, and there is a scheduled executive session to discuss collective bargaining and shared governance issues. It sort of set off an alarm.
- The EC committee had a meeting this morning and we talked about these issues. We need to set up meetings with the president and today we talked to members of the Board. We now have two meetings scheduled:
 - One with Lloyd Jacobs on October 5th.
 - The other one on October 16th. On October 5th he will explain to us what he will share with the Board Committee members on the 16th.
- We heard that the Board will go to the executive session for collective bargaining.

Senator Wolff: I discussed this with our attorney and this is illegal. They cannot do that. The reasons for going into executive session are delineated in the law and certainly discussing faculty governance is not one of them. We are planning on writing a letter indicating that there should not be an executive session to discuss this topic.

Chair Wilson: I believe we worked it out and they are not going to an executive session to talk about governance issues, and they acknowledged it was a mistake in the announcement.

- We had a lunch meeting with Rick Stansley, Chair of BOT and Susan Palmer, Chair of Academic Affairs Committee and they gave us a lot of assurances that nothing is set in stone and that we need to have these open discussions.
- They said:
 - Dr. Jacobs is a compassionate person, open and flexible.
 - They said we all live in the same community and we all have concerns for the welfare of UT.
 - UT is the second largest employer in the City of Toledo.
 - We will continue to share information on faculty governance issues.

Anyone from the EC wants to add anything?

Andy Jorgensen: The two points that we made:

- Rick Stansley talked about the Board Committees need to know more about the operation of the University. Our question was why the Board Committees meet for only a half an hour, it used to be an hour. We recognized that this is a problem.
- This is the first Board in years that doesn't have other members on these committees, community members, senate members, student members. Right now it's only the members of the Board that serve on each of the nine committees.
- Susan Palmer particularly agreed with that, and said the Board members are frustrated with that, so, additional members will be appointed.

Senator Edwards: The role of the BOT is to set policies not operation, so they really don't need to know more about operations. The Higher Education Association does board training; maybe the board members should go and find out what the responsibilities of the Board of Trustees are.

Andy Jorgensen: He specifically talked about that the Board needs to focus on policies and long term goals of the university.

Senator Olson: There is one area where I was pleasantly surprised that Rick Stansley understood that the University is not a business and that there is a difference between businesses, academia and government and the academia is somewhere in between. But there does need to be interface between businesses and academia.

Chair Wilson: I emailed a resolution to everyone, but I've decided to wait until the next FS meeting. I am getting a feedback on it, I got email from Larry Elmer, chair of FS at the HSC and he asked that I delay any voting on the resolution. They had a number of questions and issues and they want to know how the resolution will impact their side of the campus. There was some misunderstanding whether this would impact just the undergraduate programs or graduate programs. I assured them the resolution would impact only the undergraduate programs. He seemed to be ok with that. Especially the medical college. I have had an extensive dialogue with the Dean of Nursing explaining why the FS needs to be involved in the university wide curriculum review. I mentioned some of the reasons in terms of being responsible for the university core curriculum and how we have curriculum review to avoid duplication of courses, to coordinate programs, course changes from one department to another college often impacts programs and other colleges and departments. Also a list in terms of accreditation. This completes my EC report.

Senator Stoudt: You are soliciting input on both of the documents that were sent out?

Chair Wilson: Yes.

Senator Stoudt: And the idea is that at our next Senate meeting we will be voting on the resolution?

Chair Wilson: Just the resolution.

Senator Stoudt: Would it be possible for you to forward to us a copy of what our FS colleagues on the HSC have put together with regard to a merged senate, or would you rather not do that at this time?

Chair Wilson: I would rather not because it just won't work. It convinced me that we have a lot of work to do to explain what we do over here.

- They were suggesting that each college establish a college council. My reaction is that FS doesn't tell other colleges what to do. We are concerned about faculty involvement. It's not our place to tell colleges that they need to organize councils. Some of them are small enough that they can operate as a council of the whole. That's one issue that is just not going to work.
- Second thing is the proposal calls for each council to elect two representatives to FS so that we have equal representation from each college. And that's not going to work for two reasons:
 - Still need proportional representation, and
 - We have direct faculty vote from members of FS

That reminded me of the constitutional convention in Philadelphia back in 1787 where you have members of the convention that were afraid of the people and they did not want the people voting directly for their senators. They had escaped their representatives. In other words it was so unacceptable to me that I wouldn't want to burden you. If you really want to see it, I can email it to you.

Senator Barrett: I think we really have to be careful about approaching a merger from the view point **that** we know how it's done, we know the best way and we have to sell them on our way of doing things. They may think they know how to do it and they need to sell it to us. If this is going to work, people need to keep the spirit of open mindedness and try to create something better than either one currently is. I don't think that anything is necessarily inherently off the table. It ought to be discussed openly, the pros and cons of it, and see if we can come up with something that everybody can buy into. I think that any other approach is almost **certainly** doomed to failure.

Chair Wilson: What we have decided at our EC is that the two ECs meet together to talk about it, because some of the problems I see with that proposal and some of the criticism that I have shared with the faculty members over there they are saying the same thing. Their EC met Monday to talk about the same proposal and it didn't go over very well with them. I may have some degree of arrogance about the University of Toledo, but at the same time I am open and sensitive to concerns that they have over there. The two ECs need to sit down and work it out. I have suggested that it goes back to the original merger committee, which is the History, Cultural and Shared Governance Committee, but they are not agreeable to that idea, but they are agreeable to the two ECs meeting and talking about the issue.

Question from the floor: Is this document a draft document and does it actually represent their side?

Chair Wilson: This is just a draft document, and they don't have a consensus on it now. Maybe it's even unfair for me to talk about it now.

There are two principles here:

- Share information
- Certain principles knowing that certain ideas are in a developmental stage and maybe you need to step back, or you talk about ideas and wait until it's played out.

Senator Barrett: If they are going to come up with a proposal and we are going to come up with a proposal, we are not going to like each **other's proposals** because we are different, our ideas are different, our concerns are different. **The only** way we are going to **get agreement** is to get appropriate approval and haggle over **the details** until we come up with something that everyone will think **is** reasonably fair to everybody. Otherwise you are going to end up with two things that are totally different and don't **sync** at all. It's a real pain in the rear to sit here and work these details out, but that's the only way it's going to happen.

Senator Thompson-Casado: So is it my understanding that both faculty senates will be doing this?

Chair Wilson: Yes, it looks like that that's the way we are going to do it.

Other questions or comments?

Senator Cluse-Tolar: Based on the feedback that you got the resolution is tabled, but at the next Senate meeting we are going to take a vote on it as written, or will this be revised based on the feedback?

Chair Wilson: I made some revisions to it already based on some feedback. I am hoping to get additional feedback, and we need to involve them.

Senator Edwards: I have a concern that, based on our own FS Constitution, it is unconstitutional making decisions about nursing issues without their representation.

Chair Wilson: That's a very good point. Maybe we need to fix that before we vote on it and we need to involve them.

Senator Stoudt: I had a conversation with Peg Traband about this yesterday. The Department of Nursing was still a part of HHS when last year's FS elections were held; thus, that department was included in the voting process for this year's senate. Am I correct?

Senator Traband: Partially. There were a few members of the now College of Nursing which were in the College of HHS last year when voting took place. I think five faculty are now in the College of Nursing. There are probably about 30 + members of those who now constitute the College of Nursing. Those additional thirty were not involved in any of the processes.

Senator Stoudt: They never had been because they were never a part of our faculty, correct?

Senator Traband: That's correct.

Senator Stoudt: So we had made decisions in the past in the Faculty Senate and voted on Nursing issues without any input of those thirty individuals?

Senator Traband: That's because the courses that we were voting on were in the College of HHS and they are no longer in the College of HHS. They are now in the College of Nursing.

Chair Wilson: I thought of one way we can handle this is to invite all the representatives in the College of Nursing in the nursing program that sit on the Health Science Faculty Senate to our meeting here.

Andy Jorgensen: Remember it's going to be considered on that campus too if College of Nursing is represented on that campus. We will only get someplace when resolution is approved on both campuses. So every college is going to have their say.

Chair Wilson: If you take it over there and get approval from the HS,

Andy Jorgensen: We've got to. Passing a resolution is not going to do much good unless it passes there.

Chair Wilson: Ok, that would resolve it then. If they pass it on their side, they have representation there, then that would solve the representation issue.

IV. Reports: **Chair Wilson:** We now have a short report from Dr. Elliot Tramer.

Senator Tramer: For six years we had the Department of Earth, Ecological, Environmental Science and for six years we watched the university community stumble over that name, so we have shortened it to Environmental Sciences, and that is the new name of our department. Our alpha code EEES will remain the same, we will not change that.

Chair Wilson: Thank you. Next is Jennifer Rockwood.

(copy of Jennifer Rockwood's report)



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BUILDING A BETTER FOUNDATION FOR UNDERGRADUATE EDUCAT

OFFICE OF THE PRESID

August 21, 2006

AUG 24 2006

Lloyd A. Jacobs
President
University of Toledo
Toledo, OH 43606-3390

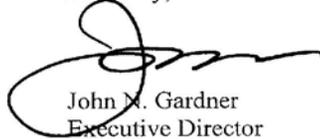
Dear Dr. Jacobs:

We wanted to write you personally and directly to thank you for your campus's participation in a national project, Foundations of Excellence® in the First College Year. This project, which will be conducted in 2006-2007, involves the Policy Center on the First Year of College and a University-wide task force comprised of many of your campus colleagues and led by Jennifer Rockwood, Bernie Bopp, Carol Bresnahan, James Norman, John Nutter, and Kaye Patten Wallace.

Prior to working this year with the University of Toledo and 34 other institutions, the Policy Center has conducted a similar process with 60 other colleges and universities around the U. S. The development of this work has been supported by The Atlantic Philanthropies, Lumina Foundation for Education, USA Funds, and the Winthrop Rockefeller Foundation. Based on the substantive positive changes taking place on many of the participating campuses, we are optimistic about the outcomes that will result from the work of the University of Toledo's task force (with assistance from the Policy Center).

One of us (Dr. Betsy Barefoot) will be directly assigned to work with your campus. However, if at any point you would like to discuss any aspect of this project with either of us, we would welcome that. Thank you again, and we are confident we will see exciting results from the University's participation in this project.

Sincerely,



John N. Gardner
Executive Director



Betsy O. Barefoot
Co-Director & Senior Scholar

Foundations of Excellence

The University of Toledo is undertaking the Foundations of Excellence process. During the coming months, we will engage in an intensive and comprehensive self study of the first college year. We will evaluate our campus using the Foundations of Excellence model, and, based upon our findings, develop an action plan for first-year improvement.

Although this guided self study is no panacea, it promises to be an invigorating experience that brings together multiple viewpoints about improving the first year. This collaborative effort will move us toward achieving our highest goals for student learning, success, and persistence.

Vision Statement

The Foundations of Excellence model is a blueprint for building the first year of college as the foundation for undergraduate education. Institutions that strive for excellence in the first year will conduct a candid analysis of their strengths and weaknesses. Based upon that analysis, they will then commit themselves to a course of action designed to improve first-year-student learning and success.

Nine (9) foundational dimensions (standards of excellence) will be examined. Each name here is the convener of a Dimension Committee:

Philosophy - Bernie Bopp
Organization – Penny Poplin Gosetti
Learning – Marcia King-Blandford
Faculty – Andy Jorgensen
Transitions – Jim Norman
All Students – Ardenia Jones Terry
Diversity – Martino Harmon
Roles and Purposes – Sudi Pasupuleti
Improvement – Ron Opp

The work of this task force begins with a campus audit of the first year (Current Practices Inventory) and continues with a process of evaluation using the FoE dimensions model, faculty and student surveys, and related performance indicators.

Your participation in this project is welcomed.

The Foundations of Excellence initiative expands the conversation on student retention and focuses on the quality of the first year.

If you have questions feel free to call me (x2330) or e-mail me at Jennifer.rockwood@utoledo.edu. You may also find information on the FoE website <http://www.fyfoundations.org/4yr/index.aspx>



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Jennifer Rockwood's PowerPoint presentation, click on this icon →

Senator Niamat: Do you have data on how many first year classes are being taught by graduate students?

Jennifer Rockwood: We are working on that in our current practices inventory as part of the Foundations of Excellence. We are looking at all the classes that are high enrollment for first year students. One of the things that we haven't really looked at yet, although I am sure we will, is who are the teachers. We do know that many of the first year classes are taught by part-time instructors, adjuncts, sort of the lowest on the totem pole within the departments. That is something I would like to see changed, so that students in their first year would get classes with the more experienced, published, faculty and researchers. We do have a program through the FYE where students can do first year undergraduate research.

Senator Niamat: Some years back we had a merit scholar program for first year students, and we had separate class sections for those merit scholars. Does that project fit into this?

Jennifer Rockwood: If that is currently happening that would be something we would want to look at. If not, then it wouldn't do us any good. One of the things we are doing is the current practices inventory of what Dr. Gardner calls footprints of every way in which first year students interact with people on campus. This would include operations and policies as well as academics and student affairs.

Senator Horan: This survey that you are giving the students is that a campus developed survey?

Jennifer Rockwood: It's a paper survey and it comes through EBI, Educational Benchmarking Institute and the questions on it will eventually, when it's put together, show us information about each of these foundational dimensions. It has been given to the students as a paper survey.

Senator Fink: It strikes me that there are two first year experiences because we have students who are transferring after two years and we are also socializing them into U.T. after they transfer from a two-year college..

Jennifer Rockwood: That is true and we do have some projects through my office and initiatives that deal with those students that are transitional students coming in after getting their associates degrees, or students that are coming here after having gone to another university and they are still first year at the University of Toledo. We want them to learn the way we do things and want them to adjust to the UT university community. So, you are right, there is a call for students that are first here but maybe not frosh, or first-year students.

Senator Fink: So you will have a multi-way approach?

Jennifer Rockwood: Yes.

Chair Wilson: Thank you. Next on the agenda is Jamie Barlow.

Senator Barlowe: This will be a brief report.

(copy of Dr. Jamie Barlowe's report)

Prioritization Update

Dr. Walt Olson has replaced Dr. Mike Dowd as one of the prioritization co-chairs because Dr. Dowd is on sabbatical this semester.

The following colleges have completed the second phase of the prioritization process (Brent Ruben's Excellence in Higher Education categories 1 through 7, which are adaptations of Baldrige for higher education), and their CPCs have already been submitted or are currently completing their prioritization reports:

- Engineering (April and May)
- Law (June)
- Education (July)
- Business Administration (August)
- Arts & Sciences (September)
- University College (September)

Dr. Ruben visited U.T. for workshops with Engineering in April, the UPC/CPCs and Law in June, and Arts & Sciences in September. I conducted the workshops for Education in July and for the chairs, directors, and dean's office of Arts & Sciences in August.

All of the college reports will be reviewed by the UPC, which will then write the final prioritization report, including its recommendations. An agreement was made with President Johnson to submit this final report by December 31, 2006, and President Jacobs is honoring that deadline. At the last Faculty Senate Meeting of the semester, December 5, you will be given an opportunity to see a draft of the UPC's final report and to vote to endorse it or withhold endorsement.

Jamie Barlowe

Senator Barlowe: Any questions?

Chair Wilson: Thank you Jamie.

V. *Calendar Questions:*

None.

VI. *Other Business*

Old Business: None

New Business: None

VII. *Adjournment:* Chair Wilson adjourned the meeting at 4:10 p.m.

Respectfully submitted,

Alice Skeens
FS Executive Secretary

Tape summary: Kathy Gabel
Faculty Senate Office Admin. Secretary