

THE UNIVERSITY OF TOLEDO
Minutes of the Faculty Senate Meeting of November 24, 2020
FACULTY SENATE

<http://www.utoledo.edu/facsenate>

Approved @ FS on 01/19/2021

Summary of Discussion

Note: The taped recording of this meeting is available in the Faculty Senate office or in the University Archives.

President Brakel: Okay, I have 4 o'clock, so I will call the November 24th Faculty Senate meeting to order and ask Secretary Nigem to call the roll.

Present: Anderson, Bailey, Barnes, Bigioni, Brakel, Chaffee, Chou, Coulter-Harris, Day, de le Serna, Duhon, Elgafy, El-Zawahry, Garcia-Mata, Gibbs, Giovannucci, Gregory, Guardiola, Hall, Harmych, Heberle, Insch, Kistner, Koch, Krantz, Kujawa, Lawrence, Lecka-Czernik, Lee, Lipscomb, Lundquist (substitute for A. Edgington), Metz, Milz, Modyanov, Molitor, J. Murphy, Niamat, Nigem, Oberlander, Wood (substitute for Pakulski), Perry, Ratnam, Reeves, Smith, Stepkowski, Steven, Taylor, Teclehaimanot, Templin, Thompson-Casado, Tiwari, Topp, Van Hoy, Wedding, Welsch, Zietlow

Excused Absence: Duggan

Unexcused Absence: Ali, Case, Chaudhuri, Jayatissa, Longsdorf, Murphy, L., Pattin.

Senator Nigem: We have a quorum, President Brakel.

President Brakel: Thank you, Senator Nigem.

As a reminder, please mute your mics unless you plan to speak. You have before you, today's agenda, which is rather short. I'll entertain a motion to adopt today's agenda.

Senator Kistner: Move to accept.

Senator Molitor: Second.

President Brakel: Thank you. All in favor say 'yes' in the chat box. I think everybody is logged in. Just for the record, I did change the spelling of President Postel's name. Spell Check changed it to 'al' instead of 'el,' so I apologize, Sir. You also received the Minutes of our November 10th Faculty Senate meeting. Are there any corrections or additions to the Minutes? Hearing none. I'll entertain a motion to approve those Minutes.

Senator Niamat: So moved.

Senator Kistner: Second.

President Brakel: All in favor put 'yes' in the chat box. That appears to have passed. ***Motion Passed.***

That brings us to ***the Executive Committee Report:*** The Executive Committee met with Provost Bjorkman on November 19th, at which time our primary conversation was focused on COVID related issues. Specifically, we discussed the start of the spring term and communications of COVID concerns. With regard to the spring semester, the current plan is to offer courses in the same mix that we offered them this fall. Faculty need to consult with their department chair regarding if the classes will be offered face-to-face in a hybrid format or totally online. That said, there is a strong possibility that all classes may begin the semester online based on the current COVID case trend and comments from Gov. Dewine. Because of the uncertainty surrounding the start of the spring semester, we discussed the possibility of

calling a special Faculty Senate meeting and/or the Provost calling a town hall meeting during the winter break to address the start of the spring semester. Faculty should check their email during the semester break for a possible special Faculty Senate meeting or town hall. This will most likely occur after January 1st. As a reminder, the first scheduled Faculty Senate meeting of the spring 2021 semester is on January 19th, the first day of the spring semester classes.

As we continue to get questions from faculty regarding COVID communication issues, such as lack of notification to faculty that students in their classes tested positive for COVID and/or what to do when you are notified that a student says they are reporting a positive case, we attempted to brainstorm how to improve these communications. These communication issues have been addressed in previous Faculty Senate meetings and other meetings across campus in order to try to improve faculty knowledge of these issues. The administration must abide by HIPPA regulations, which makes it prohibited to communicate positive cases. Further, the Lucas County Health Department conducts the contact tracing, which further removes the University from the process. These communication issues will be addressed in a future town hall, and faculty should also consult the University COVID website for answers to COVID questions. Senators can help to share information with colleagues, and their colleges, and departments regarding the previous COVID presentations that have been done in Senate.

Another issue we discussed with the Provost concerned a department chair who told a faculty member that a student can take a hardship withdrawal from a class. We are not aware of any type of hardship withdrawal beyond the typical withdraw from classes and the withdrawal from classes due to a medical issue, or call of duty orders. In the case of medical and call of duty orders withdrawals, a student withdraws from all classes from which they are registered for. The deadline for a withdrawal for an individual class has passed. The Provost was also going to look into if there is any other type of hardship withdraw, but we are not aware of any.

President-Elect Terry Bigioni and I met with the President's Chief of Staff, Diane Miller in which we discussed the key initiative committee membership. The next day I received the list of who was serving on the committees. Although, not all committee chairs had reported their current membership on that date, we have representation on many of these committees, and several of these committees have met at least twice already.

This concludes the Executive Committee report. Does any Executive Committee member have something they would like to add to this report? Hearing none. Are there any comments or questions from senators? We are moving along here. Alright. Provost Bjorkman.

Provost Bjorkman: Thank you, President Brakel. Good afternoon, everybody. I want to follow-up on one thing that you said about the administrative withdrawals. It is not a hardship withdrawal. It is called an Administrative Withdrawal. This is very extenuating circumstances that occur outside the normal policies and deadlines. There can be some adjustments granted in that case. The students have to petition the Office of the Registrar within a year of the term for which that adjustment is requested. They have to provide a written statement. There is a process about this, and it is spelled out. Student Affairs is also aware of this. So, I just wanted to let you know what that actually is. It is not called a hardship withdrawal; it is called an Administrative Withdrawal and there is a process in place for that - so just to clarify on that.

Okay, that said. Today is the final day of classes for the fall semester as you all know, I am sure. Our students will be heading home for the Thanksgiving and winter break. Next week we will be holding our final exams remotely. In two weeks, we will virtually celebrate the graduation of over two-thousand new Rockets who will receive their degrees from The University of Toledo. I just want to say, take a deep

breath everybody--we made it. It is due to your hard work and your continuing efforts over the last eight months during this time of COVID that has made it possible for these graduates to cross the finish line this semester and for us to successfully finish the semester in very trying times. I want to just take a moment to recognize each and every one of our faculty for your efforts to ensure the academic success of our students. I've said it many times over the past eight months and I will say it again, I am extremely proud of our faculty and our staff and the dedication to our students. So in spite of a large number of challenges, both personal and professional for all of us, you've continued to ensure that academic continuity for our students is continuing. Let me just check and see if you can hear me; I am getting messages about my network connection.

Senator Molitor: I can hear you. <silence> Now we've lost her.

President Brakel: Provost Bjorkman, are you there?

Provost Bjorkman: I am here. Can you hear me?

President Brakel: Yes, we can.

Provost Bjorkman: I apologize. My network has been jumping in and out all day. I don't know where I stopped. Did I say thank you for all the hard work, because I meant to for all the hard work?

President Brakel: Yes.

Provost Bjorkman: Okay. I just want to let you know for the December commencement ceremony we really have a special keynote speaker for our graduation. This is Dr. David Satcher. And I want to thank Dr. Postel for his assistance in managing it to get us Dr. Satcher. He served as the 16th Surgeon General of the United States. He also is the past Director of the Center of Disease Control and Prevention. He holds an MD and a PhD in cell biology, both from Case Western Reserve. He earned his undergraduate degree from Morehouse University. He served as the President for the Meharry Medical College at Nashville, Tennessee and the Interim President of the Morehouse School of Medicine. He is the founder of the Journal for Healthcare for the Poor and Underserved. He has really devoted his career to the elimination of health disparities for minorities, the poor, and other disadvantaged people. We're really excited about having Dr. Satcher as our distinguished guest, especially given the times we're in. I really couldn't think of anybody more fitting to be addressing our graduates. The online ceremony will go live at 9 a.m. on Sunday, December 6, 2020. There is a link at utoledo.edu/commencement. I hope you will be able to join us as we celebrate along with our graduates and their families and friends. It will remain available for later viewing for some time afterwards as well, just so you know that.

Last week, as you know, the University partnered with the Toledo Lucas County Health Department to offer pop-up COVID testing for our students, our faculty, and our staff, and members of the community as well. We actually were able to test nearly 2,600 people on Thursday and Friday, which is quite a large number. I want to thank all the many faculty, staff and students who volunteered to help with the event. It was very successful. And a special thanks to the National Guard and the Lucas County Health Department who helped to make this testing possible. The test results are now coming in and we are working with the Health Department to communicate with those who tested positive and to do the contact tracing. I want to say that I am also very proud of and grateful for the 200 UToledo students who are working with the county Health Department as volunteer contact tracers. Since the start of the pandemic in March, those students provided over five-thousand volunteer hours and conducted over five-thousand interviews with COVID positive individuals and their close contacts to help with contact tracing.

Before I close my remarks, I want to make a few quick announcements. First, nominations are due on Friday, January 29th for the Distinguished University Lecturer awards. That award is the highest permanent honor that the University bestows on a lecturer. The nomination guidelines are available on the 'Awards' page on the Provost Office website. I also want to let you know that Carlson Library will maintain regular hours during exam week. Then the library will be closed for in person services until one week before the spring semester classes begin. But curbside pickup and remote services will remain available during that time. Reference services will also be available by appointment if you need it. There is additional information about that available on the library's webpage. Finally, I want to mention the need for donations to the UToledo Student Food Pantry remains strong. Our food pantry has served nearly one-thousand students this semester, which is a significant increase. Last semester it was about three-hundred and thirty-three (333). So, a factor of three (3) increase in the number of students who are needing the services of the food pantry. We also have a number of students who will remain here during the winter break, including many of our international students who are unable to return home. So as a result of that demand, and to assist both our domestic and international students, the Student Food Pantry is seeking donations as we move into the holiday season. You can make those donations online. There is a link on the Student Food Pantry website or the Student Affairs website. And donations can also be designated for either the Main Campus or the Health Science Campus food pantry. There is a link on the website for online donations. And finally, as President Brakel mentioned, to stay connected over the winter break, I will be sending our email communications as needed to all faculty with updates on any new developments and any new information that becomes available. I do want to re-emphasize, right now we have no plans to be remote in the spring. I just want to emphasize that. It would only be in the case of some significant change or some government order that things would change. We hope to be in the same mode in the spring as we are currently. We will be monitoring the COVID situation closely and any updates and guidance from the CDC, the Governor's Office and the Toledo Lucas County Health Department. If you have questions at any time, don't hesitate to contact me, provost@utoledo.edu with any concerns or if you need additional information, either now or during finals week or any time during the winter break. I hope that you all continue to stay safe and well. It is a difficult and challenging time for all of us. I wish you all a very happy Thanksgiving holiday and a restful and peaceful winter break – and recharge because we are going to need you in the spring. Thank you. I would be happy to answer any questions you might have.

President Brakel: Any questions for the Provost?

Senator Molitor: Provost Bjorkman, this is Scott Molitor from the College of Engineering. We've been getting questions from instructors about access to our facilities during final exams. My interpretation is that we were supposed to be conducting all of our activities remotely. For example, I've had instructors ask, if they can have students work on their exams in our computing labs. My inclination is to answer 'no' because the whole point is to send students home for Thanksgiving and not have them come back to campus.

Provost Bjorkman: Well, Senator Molitor, we know that there are some students who are remaining local and we certainly want them to be able to use our facilities as they need to. We do know some students don't have wi-fi access from their apartment or their home, wherever they are going to be, and so computer labs are going to be open during finals week. So yes, students should have access. Even after final exams for those who may need to get into their research labs and so on, the buildings will still be available through swipe-card access. The students are still welcome to come to the buildings if they are still in town and doing work that needs that access. Again, I just want to emphasize that we are not shutting down over break.

Senator Molitor: I understand that, but I just want to follow-up. We should not have an expectation that students will be coming on campus. In other words, if we send a student home for Thanksgiving, they should be able to complete their work remotely at this point.

Provost Bjorkman: Yes, that is correct. There is no reason you should expect a student to come to campus; I'm just not saying they shouldn't if they want to. But no, there should not be an expectation for students to come to campus.

Senator Molitor: Thank you.

Provost Bjorkman: Thank you for the clarification. I have a question in the chat about the food bank taking cash donations. Yes, they are happy to do that. You probably would need to drop that off with Student Affairs in University Hall, and I am sure they would be 'happy' to take your cash.

Senator Steven: Provost Bjorkman, this is Rob Steven from the College of NSM – you know the college. I have a concern that last week the Blackboard system was not available for, I believe, an hour. I was wondering if it would be possible to set in place some kind of system or maybe have a policy where if there was a major issue accessing Blackboard that we would be sent information, the users of Blackboard would be sent information, so that we don't get caught short, where we are ready to give our lecture online using the Blackboard system and it is not available and we could have otherwise made alternative arrangements to use Zoom or WebEx or something like that? Just having some kind of notification when something is down, instead of kind of being surprised by it. Also, notification when it comes back up as well so we don't have to keep checking to see if Blackboard is back online or not. I don't know if there is already a policy in place or if we need one, but I think in my opinion, it would be helpful. Last week I was kind of surprised by the fact that it was down when I was about to give a lecture.

Provost Bjorkman: Senator Steven, I really apologize about that; that should not have happened. Could you send me the detail as to when, what day and time that was, and I will look into that? I believe there should be notification going out if we have problems with Blackboard. I have not heard about that and so I will happily follow up on that. I also want to let everybody know by the way, hopefully it won't impact anything because it is after the semester is over, but the 23rd of December we are going to begin the upgrade of our Blackboard system. So, there will be some downtimes for Blackboard over the winter break. It should not impact classes at all, however.

President Brakel: All right, thank you, Provost Bjorkman. We appreciate your report. Now I think we are ready for President Postel to give us any remarks he would like to make today.

UT President, Dr. Postel: Well, good afternoon, President Brakel. Thank you so much for your kind invitation to visit you here at this Faculty Senate meeting as we wrap up the fall semester today. Boy, it has been a semester to remember. Very tiring, very challenging for the faculty, for the staff, for the students. I want to join Provost Bjorkman in thanking all of the faculty for, not just extraordinary efforts, but willingness to be flexible, think about things in new ways and, approach problems that have never before been encountered. So, obviously there were bumps along the road as anyone would've expected. I think the teams did their level best to manage every problem that came their way, whether they were dean level or the department chair level, or in the administration. There were many, many issues encountered throughout the semester. You know, when we look back upon it though, I think what we will remember as has been mentioned, we will be graduating greater than 2,000 students, which is truly something to celebrate an amazing feat given the difficulties encountered. Also, our count of cases. If we add up all the positive cases that occurred throughout the semester – and were reported on the dashboard – it is somewhere between 2% and 3% of our entire university population of students, staff, and faculty

combined. So, while we would like to see that number smaller, of course, looking at the numbers that we see in the community around us, it is pretty good. I think what it means is that we took this very seriously. There was tremendous compliance. There was good preparation and good planning, and you know, we navigated the storm as well as anyone could. The governor has had frequent conversations as you might imagine with all the Ohio presidents as recently as last week. His conclusion was that it was actually pretty safe to be on campus this past semester because the on campus numbers of positive cases consistently were below the number of cases in the community surrounding universities. So, he was pleased. Like all of us, he is keeping a watchful eye on the situation that will now play out over December and the early part of January. There will be frequent calls. There will be frequent updates. This is number one on our radar in terms of understanding what the spring semester will look like. He has advised us at this point that he anticipates us having a spring semester very much like the one we had for the fall semester with de-densified campus populations, and a blend of face-to-face, and hybrid course work; as it turns out, distance learning predominating as the semester continued. So, we are anticipating that, but that said, it could change. Your suggestion about perhaps having either some type of Faculty Senate meeting or town hall early January, I think is a good idea. That is a smart idea. We should think about the logistics of that because I am certain that five or six weeks from now there will be many updates, both locally and on the national scene as we continue to battle the virus and look forward to eventually a vaccine. The work right now is shifting now that the semester is ending. Obviously, the faculty will continue their work related to final exams which is as I understand a massive amount of work. And again, we appreciate so much the efforts you'll be putting forth through the Thanksgiving holiday and after to complete that process. Our administrative team will be focusing its efforts during that same time and the following week getting ready for the next Board of Trustees meeting, which takes place on the 14th of December. It is a virtual meeting as they all have been lately. We would invite any of you who are interested to tune in and listen. We're putting the agenda together and it is very, very full: two pages, single space type written agenda. Usually these meetings start at 11 a.m., but we are moving it up. We are starting at 9 a.m. on the 14th of December. We're anticipating this could be another 7 (seven) or 8 (eight) hour meeting as we have become accustomed in June and September when the Board meeting each lasted about that long. There is a lot of information to cover. The Board will be approving the University's budget for the second half of the current academic year. So, [the] January through June timeframe. As you recall, we passed the first two quarters separately; they will now pass the final six months all as one to complete the annual budget for the current academic year. I am very excited to say that embedded within that budget will be a partially completed work product of the Provost team, which is helping understand ways to invest back into the academic enterprise. I am painfully aware of what happened in the spring and the cuts that took place and how the academic enterprise really took a beating as that budget was prepared back in the spring and early summer of 2020. This is an attempt to make the University, I don't want to use the word 'whole,' but it is certainly a real shot in the arm in terms of trying to reinvigorate and to reinvest in some areas that are in desperate need of it, if we were to grow our programs and sustain the high quality education that we've always been known for. So that will be a part of what is going to be embedded in the budget that we're asking the Trustees to consider and hopefully approve on the 14th of December. I am sure there will be a lot of conversation around that at the Board meeting. Another thing we are keeping a very close eye on is enrollment. I worry about enrollment all the time. My colleagues who are presidents at the other universities in Ohio are all biting their nails worrying about this as well. We are seeing a very unusual pattern of interest displayed by students, particularly high school students. Graduates student not so much a problem, but the undergraduate, particularly direct high school students, again many of them just sort of sitting on the fence waiting to see what the spring semester is going to look like. All the schools in Ohio have had a slow uptick in the data. It is improving, but we don't know how the final numbers are going to look. So, we are very, very busy focused on us pulling out all the stops seeing what

we can do to close the gap and get our enrollment where we would like it to be in the fall. It is a very, very heavy lift ahead in that department. I will mention that the teams are all meeting, and as President Brakel noted during the Executive Committee report, there's good participation by the Faculty Senate in this process. We are very appreciative for that. I will reiterate that these teams continue to change in composition and we welcome participation. People are continuing to join; some people are dropping out. I think some people get started and see that these teams are a huge commitment-so there's that to consider and how it dovetails with all of your other responsibilities. But for those individuals who have the time and inclination and something to add to these committees, we are welcoming participation. The team leads have been contacted on a number of occasions by individuals who either wish to join, or no longer wish to participate. Keep in mind, this is not a sprint. This is a marathon. These teams will be for the most part meeting over an 18 to 24-month period, and so I expect their composition to be somewhat fluid over that long period of time as the teams continue to focus on those areas that we are trying to strengthen to help our infrastructure be all that it can be and to help make the University a highly functioning place. I'll make a note that our hospital continues to do very, very well on multiple fronts: July, August, September, and October – four months into this academic calendar we have shown profitability, four out of four months. The hospital is doing very, very well. The losses from last year have been rectified. This is a tremendous advantage to the academic enterprise and that this organization is not at risk to the losses that had been incurred at the hospital, and so I am very, very pleased to report that. Beyond money, other things are going well. There's a tremendous amount of focus on marketing. A new marketing campaign was just launched. I hope some of you saw it. There are TV ads. There are print ads. We have an updated website for UTMC. It's a fresh new look with upbeat television commercials, making it clear that the hospital is open. That is the theme of the marketing campaign: open for you, open for research, open for families, open for learning. Everything begins with 'open for,' which is intended to send a very clear message that the University is supporting this hospital and is going to make a go of it. So, the focus there is still on growing the business, on improving the quality, on replacing old equipment, and all of those things are going very well. You will hear a lot of detail about that if you tune into the Trustees meeting on the 14th of December. So, with that, I'm certain there will be some questions and I'm very aware of what a long day and a long semester you've had, so I don't want to drone on. But again, I want to thank you wholeheartedly for your sincere efforts this past semester and for sticking through some really challenging times. I wish you all the very best Thanksgiving and winter break ahead. And again, President Brakel, and I appreciate the invitation and I'm happy to take questions.

Senator Anderson: This is Senator Anderson. I was wondering if you see a role for the Medical Center, taking a lead in distributing the vaccine for this area when a vaccine is coming out?

UT President, Dr. Postel: Thank you for the question. Indeed, that is the case. We have been contacted and we have individuals already focused on understanding how the logistics of this would work and trying to understand the proposed timelines. Of course, there is still gaps in our knowledge about exactly when the vaccines will be approved and how and when they will be distributed and in what order. But, we are clearly part of the supply chain for that process. We will volunteer our efforts extensively, given our large healthcare workforce to participate in this and try to help the community in any way we can.

President Brakel: Any other questions? In the chat we have a question from Professor Gilstrap, I believe. What changed to improve the profitability of the hospital?

UT President, Dr. Postel: So, that's a great question. I've been asked that many times, because the change has been so rapid. It's not just one thing. It's a whole host of things. I'll try to quickly check off the top five or six items on the list. First of all, we've been focused on trying to do as much work at the hospital as we can, as much surgical work, as much outpatient work. In last year's budget when it was

crafted for this year it was anticipated that much of our orthopaedic service would move out of the hospital. We decided to not do that. We kept that service there. It is a robust service led by Dr. Ebraheim. They are very highly regarded and they are busy. So there's been good business activity related to that surgical service that was not anticipated when the budget was created. Furthermore, we have been focused on unnecessary expense reduction. We were spending millions of dollars, literally on consultants and legal teams that were trying to understand that the best way to manage the hospital going forward. We are doing that now ourselves. So, it was no longer necessary to employ those outside consultants, and there was a massive amount of savings associated with that change. And then the government has been gracious in its recognition of hardships at universities and hospitals - teaching hospitals in terms of the provision of supplemental funding from the Coronavirus relief money. So there have been several tranches of that money made available to both the Main Campus and then specifically to the hospital as well. So, those dollars are excesses of what had been anticipated. There are a lot of other smaller items as well. One of the questions that I'm asked right after that one is okay, but when the Coronavirus relief money goes away, then what are you going to do? The good news is that we have a whole host of programs related to how we are paid for the work that we do, which will allow new revenue streams to kick in next year which actually turned out to be much more than the Coronavirus money that we are receiving. So we will be replacing the Coronavirus money with those funds, which are permanent. Those are not one-time monies. And so the picture will look even better next year. The Board has asked us to start doing some long-range financial planning for the hospital, which we've been doing and the picture actually looks quite nice going forward. We're also going to be benefitting from improvements in 340 B pricing. We've picked much better contracting rates for some of our pharmacy contracts. We're doing real well with our managed care contracts, which represent about 70% of the hospitals' business. This month the rural trauma center designation kicked in and so there was \$400,000 per month uptick from the revenue associated with that which begin in November. So, it is a whole host of things, both for the current year and looking to the years ahead.

President Brakel: How does the number of hospital beds in use fit into the scenario? This is from Senator Heberle.

President Postel: So, what we are doing, we are in the process of quickly understanding how to increase our nursing staff and other staffing at the hospital, at the same time recruiting physicians so that we can gradually increase the volume of work performed at UTMC. If you look back over the last several months, our census has hovered in the last low 120's, which is very, very low. It's half of what it should be, but a lot of that has to do with staffing challenges. Part of it is also related to business referral, but a lot if it is staffing challenges. Now, it has been interesting because the last couple of weeks, surgery volumes have been good. We've had a surge in Coronavirus patients. There have been numerous things that have caused the hospital to burst at the seams. Then we've touched up against 160 a couple of times, which is percentage wise, quite a substantial change from below 120. So the staff, I promise you at the hospital are tired and are anxious to see more staff hired. We're busy doing that. We're bringing in a dedicated nurse recruiter. We have sign-on bonuses for nurses. We are trying to get traveling nurses out of the facility and bring permanent nurses in. So, this is a very, very active process of hiring, building the business and ultimately, we'd love to see the census of that hospital reside more in the mid-250s.

President Brakel: There is another question from Dr. Ohlinger. Are the immersive interprofessional SIM Center and interprofessional education program being considered in the reinvestment key initiative?

UT President, Dr. Postel: My answer to that would be that all of our programs are being considered. The Provost and Dr. McCreary and their team have been collecting proposals from all of the deans, administrators of all areas, including the Jacobs Simulation Center. All of those areas have been

submitting proposals, and at the end of the day, they will have to sit down and sort through that and we will work out a plan for reinvestment. So no area is not being considered to my knowledge.

President Brakel: While we are kind of in this strategic reinvestment area, I think faculty have a perception that the bulk of that money is going to go back into either faculty positions that are either vacant, or labs, or research along that lines. But from your comments, it kind of sounds like it may be a broader topic than that. We know that there's been some reinvestments in [the] human resources area that we have talked about before and I think there's going to be some other requests for that money. Would you like to address that?

UT President, Dr. Postel: Sure. Certain things are really what I consider to be part of the university's infrastructure, such as human resources and enterprise risk management. Those needs are not coming out of the reinvestment pool. Those are separately budgeted part of where we are just having to make cuts in other places in the administration to allow for the new expenses in those areas. That is the infrastructure of running the University. Anything that the hospital team is coming up with is being funded obviously directly by the hospital. And so what we're trying to do is we're trying to keep the money available for the academic reinvestment as pure as possible and not diluted by things that really represent more infrastructure need. So, that is the charge that we've given that team. You know, they've got a real project on their hands trying to sort through this because there are a lot of needs around this place. I'm thrilled that we're investing money back in. I don't think that's happened in an awful long time, but I wish it was 20 times as much as it is, because it is needed. So this committee is really going to be faced with some very difficult decisions, and there are some bright people on the committee. They are going to be very thoughtful and I think we will benefit from it.

President Brakel: I think that's a little bit different from what I have heard other administrators say. Especially, on my committee I am right now, Risk Management, there is talk of hiring an outside consultant and that the money would come from the strategic reinvestment committee.

UT President, Dr. Postel: No, that is not going to come from the strategic reinvestment for that area.

President Brakel: Thank you for clearing that up. Are there additional questions for President Postel? Hearing none and seeing none, we thank you for coming by. We wish you happy holidays as well.

UT President, Dr. Postel: Thank you very much. I look forward to seeing you again next semester.

President Brakel: All right. We had originally planned to have some other items on the agenda that did not work out for this evening, and so that would have to be at our next meeting. Are there any items from the floor that we need to address?

Senator Anderson: I just have a question. The College of Natural Sciences and Mathematics' council has been asked to create a workload document. I was just wondering, and my math department that I'm in was wondering if other colleges are in the process of also creating some type of workload document.

President Brakel: Are you talking about a new document that is different than what's already been distributed in past years?

Senator Anderson: A new workload document for the college.

President Brakel: I don't know anything specifically about that. Is Provost Bjorkman still on?

Provost Bjorkman: Yes, President Brakel, I am. I know NSM pretty well. I know that when NSM did their document some years ago, it was essentially a kind of a bullet list. We were in the process of writing

up a more comprehensive document and then that sort of stopped. So, I imagine that is why they've been asked to go back to that. We do have to have some workload guideline documents available for the Huron consultants since that is one of the things they're looking at is how we arrive at workloads and things of that nature around the RCM model. So that is maybe what they are requesting.

President Brakel: Thank you. Any other comments or questions?

Senator Lawrence: President Brakel, this is Patrick Lawrence.

President Brakel: Yes?

Senator Lawrence: We had a number of inquiries, at least instructed to me. I was just added this year to the Academic Program Committee, and I know there's some folks that have works in progress. That committee, to my knowledge, has not met. I'm trying to find out who the chair is of that committee because it seems like we have business to attend to. But I haven't been able to get clarification as to the leadership on that particular committee. I just joined the committee this semester.

President Brakel: Right. Senator Bigioni has been working at it, and here in the last couple of weeks have been trying to get somebody else to take over for that as he begins to take more of the transition for the full load. So that is moving forward.

Senator Lawrence: I'll tell you what, President Brakel, I am willing to chair the committee. That can be discussed with you and other members of the Executive Committee to get things moving along. I'm more than happy to, but I just don't want to jump in if it's already a process of people involved. It is new to me, but we need to get things moving. If that helps any, I'll volunteer my services.

President Brakel: Thank you for volunteering. We have talked with somebody else presently, but I'll get back in touch with you.

Senator Lawrence: Thank you.

Senator Heberle: Can we get a report on how the Committee on Committees is doing and see what the population of our --- I'm sorry, this is Senator Heberle. Can you hear me?

President Brakel: Yes, I can hear you. All of the committees, I believe, are all full, if I am not mistaken. And certainly we have the chairs of all those going. I'm probably going to take the fall here and say I probably should have ridden Curriculum a little more than I did during the semester, but I was trying to push the Constitution stuff forward.

Senator Heberle: Oh, no, I just didn't know what the status of the committees were. Thanks. That is great. Is that up on the website? I don't know if there is a place where those committees are listed, [a place] where we can send people to if they have questions.

President Brakel: When we last checked with Quinetta, yes, those are up on the website.

Senator Heberle: Okay. Super.

President Brakel: Any other questions? Hearing none. I want to wish everyone a relaxing break, and thank you for all your work and efforts during this term. We will have a lot that remain for the spring semester. As I said before, please watch. There may be a special meeting that will be called; it depends on what the circumstances are as we get closer to the start of the spring semester. But we won't call it unless we actually need it. But again, Happy Thanksgiving to everyone, and however you celebrate the holidays whether that's Merry Christmas, Happy Hanukkah, Happy Kwanza, however, you celebrate that and the

new year, I wish you much success and enjoyment during this time. Thank you. May I entertain a motion to adjourn?

Senator Kistner: So moved.

Senator Molitor: Second.

President Brakel: All in favor, yes in the chat box. And so we stand adjourned. Meeting adjourned at 4:49 P.M.

Respectfully submitted: Kimberly Nigem

Faculty Senate Office Administrative Secretary

Tape summary: Quinetta Hubbard

Faculty Senate Executive Secretary