

THE UNIVERSITY OF TOLEDO
Minutes of the Faculty Senate Meeting of August 31, 2021
FACULTY SENATE

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

Approved @ FS on 9/14/2021

Summary of Discussion

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

President Bigioni: I have 4 o'clock, so I will call the August 31st Faculty Senate meeting to order and ask Past-President Brakel to call the roll.

Present: Anderson, Baki, Bamber, Barnes, Bigioni, Brakel, Chou, Compora, Coulter-Harris, Day, De le Serna, Duggan, Duhon, Edgington, Elgafy, El-Zawahry, Gilstrap, Green, Gregory, Guardiola, Hall, Harmych, Hefzy, Huntley, Insch, Jayatissa, Kistner, Koch, Krantz, Kujawa, Lammon, Lawrence, Lecka-Czernik, Beata Lee, Metz, Milz, Modyanov, Murphy, Niamat, Pattin, Pakulski, Perry, Reeves, Reynolds, Rouillard, Shan, Smith, Steven, Teclehaimanot, Van Hoy, Wedding

Excused Absences: Nigem, Stepkowski, Vesely

Unexcused Absences: Ali, Bornak, Case, Chaffee, Chaudhuri, Garcia-Mata, Hanrahan, Lipscomb, Ratnam, Topp, Welsch

President Bigioni: Thank you. Do we have a quorum?

Past-President Brakel: We do have a quorum.

President Bigioni: Welcome to the 2021-2022 Faculty Senate meeting. I would like to begin today's meeting by presenting the agenda to you for adoption. This agenda was distributed to you on Sunday. May I have a motion to adopt?

Senator Kistner: So moved.

Senator Niamat: Second.

President Bigioni: So the agenda has been adopted. *Agenda Adopted.* Thank you.

Next, we have the Minutes from the April 27th Faculty Senate meeting before us. Upon finalizing this draft, a small oversight was discovered. We made the correction. Are there any corrections to the Minutes? Hearing none. I'll entertain a motion to approve the April 27th Faculty Senate meeting Minutes.

Past-President Brakel: Point of Order. Which meeting are we approving? There were two meetings.

President Bigioni: I'm sorry?

Past-President Brakel: We had the final meeting of Faculty Senate AY2020-2021, and then an organizational meeting.

President Bigioni: Okay. Let's start with the final meeting of AY2020-2021. May I have a motion to approve?

Past-President Brakel: So moved.

Senator Lawrence: Second.

President Bigioni: Thank you. Are there any corrections or additions to the Minutes? Okay, hearing none. All those in favor of approving the final meeting of AY2020-2021 Faculty Senate meeting Minutes, please put 'yes' in the chat, or 'no', or 'a' abstain. The April 27, 2021 Faculty Senate Minutes are approved. *Minutes Approved.* Next is the organizational meeting Minutes. May I entertain a motion?

Senator Kistner: So moved.

Senator Huntley: Second.

President Bigioni: Thank you. Any questions or comments to the Minutes? Hearing none. All those in favor of approving the second meeting of that day, the organization meeting, put yes in the chat. It looks like that has been approved. *Minutes Approved.*

Next is the Executive Committee report. **Executive Committee report:** As usual, your Faculty Senate Executive Committee has been working hard over the summer. Part of this work has been populating seats on various committees across the institution, such as athletics, Research Council, and our own standing committees. All of those Faculty Senate standing committees now have chairs. Through the hard work of President-Elect Gary Inch as well as the members of the Committee on Committees, and the committee chairs themselves, those committees are almost fully populated and ready to begin their work for the year.

We have also been involved in various COVID related discussions and some of that will be covered by our agenda today, so it won't get into any particular detail now. The Executive Committee has also been involved in numerous discussions on assessments and the core curriculum over the summer, to which I alluded to a moment ago. The Higher Learning Commission is scheduled to come to UT this fall, and that's motivated a hard look at our core curriculum and our assessment practices. Last year the Core Curriculum Committee chaired by Dr. Melissa Gregory began this process with an external review of our core curriculum and that review revealed a number of weaknesses in our core curriculum, including things like ineffective assessment process – that [we] need to close that loop to really drive improvement; the need to modernize SLO's; the need to update the core curriculum, in particular as it relates to things like diversity, equity and inclusion.

It was also noted that the core administration is difficult for Faculty Senate to do alone. So, we need help doing that. Discussions between the Faculty Senate Executive Committee and the Provost Office have begun in order to try to address those issues in advance of the HLC visit this fall, but of course, those discussions will continue, and that work will continue beyond that HLC visit.

The Faculty Senate Executive Committee also met with her [Provost Bjorkman] on consulting to discuss financial opportunity assessment. While part of this meeting was aimed at identifying cost savings and revenue growth opportunities, we spent some time emphasizing that faculty engagement and student educational opportunities were really the core strengths of UT. We also made the point that emphasizing just a few high profile programs is not enough to stabilize and grow our enrollment. That growth has to come from success across the entire institution in order to be sustainable. The need to recruit internationally was also discussed since there are numerous population centers around the world with

well-educated students who are quite motivated to come to America. So there's an opportunity there that hopefully will get tapped.

The Executive Committee also noted and discussed the departure of a number of high profile people of color from various positions at UT over the past year or so. Most of them left to move on to bigger and better things and we wish them the best of luck. But we also hope that diversity continues to be prioritized as a reflection of the diversity of the greater UT community. To that end, we're pleased to extend a very warm welcome to Dr. La Fleur Small. She joins us as the new Vice Provost for Academic Administration and Faculty Affairs. In the context of ongoing cultural hostility and violence toward people of color, which was a subject in the Senate discussions last year, but now with cases of anti-Asian hate crimes, the Executive Committee also wanted to take this opportunity to make a very clear statement that the leadership of the faculty is in enthusiastic support of the diversity of our community, students, faculty and staff and that we re-commit ourselves to the aim of creating a welcoming, inclusive and open university environment where all people can find a home and thrive.

We acknowledge President Postel and his administration's declared desire to achieve that important shared goal and we're ready to work closely with them to that end.

Finally, a topic that many of you are very familiar with, the Faculty Senate Constitution. I want to thank both President Postel and Diane Miller for their efforts to move the process of passing our Constitution forward. To that end, I also spent a great deal of time producing much more transparent set of documents that I hope will remove some of the barriers to move it towards successful passage. We'll see more of that in time over the course of this semester.

This concludes my Executive Committee report. Are there any Executive Committee members who would like to add something that I've missed, or another item? Okay, hearing none. Well, that concludes the Executive Committee report. I see President Postel is with us. So, the floor is yours, sir.

President Postel: Thank you very much, President Bigioni. Good afternoon, everyone. I'm very, very happy to have been invited today and to be able to attend your meeting to launch the fall semester. Friday of last week, and today to me, provided very nice opportunities of why we are all here. And of course, it's because of the students. On Friday, we had our new students' convocation over at the Savage Arena followed by a barbecue and then today, we had a ribbon cutting for the opening of the newly renovated Centennial Mall. We had barbecues on both the Main Campus and on the Health Science Campus. Just large numbers of students, faculty and staff outside, enjoying the beautiful weather and the collegiality that you would only see on a college campus. These students are really happy to be back and to be getting started in large numbers. While we still have remnants of the Coronavirus to deal with as we will discuss, things are a lot different than they were a year ago and you can see the students are really enthusiastic about it. I can't tell you how happy I was to see that. It was the first time I've seen that at the University of Toledo, ironically. This last year has not been typical for any of us in any way.

President Bigioni, I did want to say that I enjoyed listening to your remarks about the Faculty Senate Executive Committee, and then also see your priorities for the semester at hand. Our priorities align nicely. We will be very happy with you and your Executive Committee and the entire Faculty Senate to be successful and to achieve these goals together. I was very happy to see the way that you presented them.

I want to take advantage of this opportunity today to say a few things about three or four topics. You have other speakers on the agenda, so I don't want to monopolize your entire time. But first of all, I want to say a couple things about the coronavirus pandemic and where we stand, because we're about to make some big announcements this week. For starters, you all realize, I'm sure, we have a large and very dedicated team of people here at the University of Toledo who have worked for over a year now on this terrible problem, and devote endless number of hours to finding ways to keep the campus {?safe}, but at the same time, functional. This has been going on since the beginning of the pandemic and these individuals do this a lot besides their regular jobs. So, as I thank them regularly, I want to let all of you know how appreciative we are for the work of these individuals. And there are many of them.

So over the course of last week and early this week, conversations have accelerated about mandatory vaccines in light of the FDA's full approval of the Pfizer vaccine. There have been meetings of the IUC presidents. We've been working closely at the CDC advice. We have been watching what our colleagues do in the State. We've been having lots and lots of conversations internally about the logistics of this. We are prepared to go forward with a policy of mandating vaccines at the University of Toledo. I know that you're on schedule to discuss the possible passage of a resolution [on this] later in your agenda today. I am assuming if you do that, I think you'll be pleased to see that we are in agreement and feel that this is the right thing to do. Most, but probably not all of the State universities in Ohio are going to do something similar. I say "similar" because no two universities are going to have the exact same policy for one variety of reasons. Some universities in Ohio have unions. Some don't. There are all kinds of differences between the State universities, which affect the language of these policies, but then again, there are some similarities between them. So, we feel that this is the right thing to do. You'll see some detail in the policy that comes out, but we have deliberately tried not to be overly detailed about the policy, which is a reflection of the fact that it is a changing situation. We have, as I mentioned, a large group of people that meet very, very regularly to follow the progress of this. The dashboard is up and running, just like it was last year. We track the numbers closely. We recognize that our tactics could have to pivot if there's a change - that is why we track the numbers. We pay very close attention to changing advice from the CDC and from State and local health authorities. We are prepared to change course if need be, but I think, in essence, we're going to require the vaccine for students and also require it for those faculty and staff for which that decision does not violate collective bargaining agreements. We have to be careful that those are taken into consideration in this process. There will be opt-out options, which will be explained in the policy. Individuals who do not take the vaccine and choose to opt-out will be subjected to frequent testing on campus for COVID. We're going to make the vaccines, of course, they are free; we're going to make the administration of them as simple as possible, making the logistics as easy as we can for those who receive them. We're going to be offering incentives to people who receive them and who upload their data into our new UToledo COVID registry, which I think has been up now for about three weeks. We're starting to accumulate a lot of data about our campus community, those who are already vaccinated.

About our campus community, and those who are already vaccinated, I don't need to tell all of you that this is a topic that is extremely polarizing. And there are very, very vocal groups of individuals who feel the exact opposite about this topic. There are some who feel we shouldn't do anything at all. There's another group who feel that we can't possibly do enough, anything we do will be insufficient. And then everything in between, right? So, there is no way we're going to make everybody happy with any kind of decision about a coronavirus policy. It's just a fact because it is too polarizing of a topic. What we're trying to achieve here is not 100% vaccination. I think that's an unrealistic goal. What we are trying to

achieve is as high of a vaccination rate as we possibly can so that we can make our campus as safe as possible. And then track the numbers and follow the CDC advice. This combination of policies worked well for us last year. We were able to keep our numbers on campus below the percentages that we're seeing in the community around us. There was good compliance on campus already with students, faculty and staff wearing masks. So, people are following the masks requirements indoors, which is great to see. This kind of good behavior will get us a long way. And so that is what we're trying to do. If you think back this time last year, we didn't even have a vaccine. So, think how much better off we are given that a substantial percentage of our population is already vaccinated and now we're taking efforts to provide vaccinations for even more. So that's the object to make our campus as safe as possible. Understanding that no decision around this is ever going to be perfect or universally well received.

I want to say a few words. You'll be hearing a lot this fall about strategic enrollment management. This is going to be a focus session for our Board at the meeting in late September. What I can tell you is that in essence, almost every aspect in the way we advertise to perspectives and have them hopefully essentially enroll in our undergraduate programs, almost every aspect is being revised. This institution has had a longstanding problem. We have numbers that we have tracked back over a decade. Going back into the 2009, 2010 era, we've lost a 3rd of our students. A 3rd over an eleven or twelve-year period. It is astonishing. Some years were worse than others, but there were a lot of bad years. There were a couple of flat years. There were no good years. There have not been major changes in the way the University has gone about its recruitment of students during that period of time, as I can tell. So that has caused our student population to decline. People ask me sometimes how much effect has COVID had on your enrollment. It has had an impact. But my analogy is, you know, I am a physician, of course. In medicine, if you have a patient who has a weakened condition, or if they have underlying diseases and then something comes along, it hits them harder than a patient who is young and healthy. Our institution was not healthy in the way it was conducting its enrollment. So, when COVID came along, and then had a particularly devastating effect on our international population, we really took it hard. And there has been a substantial decline, even more so I think would've occurred if we would have been in better shape pre-pandemic. So, you will be seeing major changes and we're going to need all the faculty and the deans and everyone on our campus to help us with this. I think it is perhaps our most significant issue going forward to try to make this University stronger and to have all the resources that we know we need to bolster our ranks and make much needed investments.

You'll be seeing changes in the students that we market to. We will be marketing to high school juniors and sophomores for the first time. We've only been marketing the seniors. We'll be marketing to students in a much broader region. We will be using modern techniques to reach out to students and modern technology to track the progress of prospective students that are in our queue. We will be developing our adult and transfer center. We'll be working with your membership to develop new online courses so that we have a more robust offering of online courses. We'll be trying to build back our international population, which, of course, will be aided when the travel restrictions start to ease from the Coronavirus. We will be searching in a broader range, putting recruiters in other cities and start to see satellite recruitment centers. It's already started. We have people in several cities and there'll be more to follow. We have increased our marketing budget. We were spending a tiny amount of money marketing to students for an institution of this size. We were spending far less money than some small liberal arts schools in Ohio. So, the good news is, if you look back at the way things were being done, it's no surprise that we were having difficulties. And so I view that as a positive because the problems are all identified

and there is a fix, either in place or in the process of being put in place, for everything that I just listed. We'll be going through that progress with the Board in September to help them understand the steps that have been taken in the last few months, and what we're going to be doing in the year ahead. This is not a quick fix. This problem was a long time in the making, and it will take some time to turn around. I'm not the least bit concerned about it turning around. But I wish I had a crystal ball to tell you exactly how long it is going to take. But it is going to take a little bit of patience.

Just a word about the Higher Learning Commission. President Bigioni already mentioned this. I want to thank the Faculty Senate for everything that you are doing to help the University prepare for this incredibly important event. I went through a number of regional reaccreditation processes during my time of service at the University of Louisville, including getting the institution off of probation and then later going through a reaffirmation visit successfully. So, I am no stranger to regional accreditation issues. Your membership, your faculty of the institution, the deans, their teams, have been extremely helpful, extremely corporative in developing the materials that are necessary for the submissions prior to the visit. My hands off to Heather Huntley in the Provost Office, who, from a central perspective helps coordinate all this information, and make sure that we stay on track with deadlines and submissions and the preparation of materials. So, this is something that's very high on our radar, and your help is most appreciated.

I want to mention that we are going to be launching an effort to create a new strategic plan for the University. Our current strategic plan, of course, is a five-year plan and we're about 80% of the way through that time period. The time has come to spend a year for a very inclusive campus-wide initiative, set about creating a new strategic plan, basically to be the successor plan to the current one. You'll recall that when we put the teams in place back in the fall of last year, we made it clear that we were not intending for that to serve as a replacement. Rather, those teams were meant to help us rebuild some much needed infrastructure so that any strategic plan would have a greater chance of success. The current one that's playing out or the new one that will devise. Those teams continue to meet. Every one of them has accomplished goals. Your Faculty Senate is involved in these teams. Again, we're appreciative for that just as we will seek your involvement formally in the creation of the new strategic plan. So, probably [we will] be launching an audio meeting of a yet to be announced committee to form that strategic plan sometime during the month of September. We'd like to have that to take place prior to the HLC visit. They like to see that the process is in place for the creation of the next strategic plan so there is not a gap between the plans. So that is going to be a big project.

Then finally, I'll say that we are involved in many, many leadership searches. I've been reaching out to President Bigioni. He has been kind enough to be feeding me names of faculty senators to participate on these search committees. Thanks to all of you who have agreed to do this. It's hard work. It takes a lot of time, but it's incredibly important. We have completed successful searches just recently for a person to head our institutional research division. Then I think it was mentioned that we will be thrilled to welcome Dr. La Fleur Small to the Provost Office this fall. She's going to really impress people. If you haven't met her already, she is a really, really talented woman. One I think [that] is going to add a lot of important dimension and a new approach to some of the work being done in that area.

Additionally, searches are underway. We are about to announce that we will be working with a search firm and we will be creating a search committee for a new athletic director and vice president for athletics. Michael O' Brien is retiring in April, so we need to have a replacement here in time for his

retirement. Our search for a vice president for advancement is well underway. Faculty Senate is involved in that search as well. I think we have narrowed the field down to about six candidates who will be interviewed here in the weeks to follow. We have not had a permanent person in that vice president for advancement position for about three years. So, it is time to do that. We will be looking for a leader for further development of online programming. We are going to have a dedicated person to work with us to help the deans and the faculty and others in the development of programming and the marketing of programming to build out a more robust online presence for UToledo.

We will be embarking on a search very soon for a vice president for diversity, equity and inclusion to replace Dr. McKether. We're very sad to note that Willy decided to move on, can't blame him. He was hired as the Chancellor of East Falls Campus, Thomas Jefferson University outside of Center City, Philadelphia. Two months into my stay here at Toledo, Dr. McKether confided in me that he wanted to be a university president someday, and I had no doubt that he would. An opportunity came along and he chose to take that opportunity, and we are very happy for him. That does create an opening though. Of course, you know, Dean Gilbert from the CAL has been kind enough to agree to step in as the Interim VP for the Office of Diversity and Inclusion. We will be working with Malaika and others in the office to keep the ship pointed in the right direction until a permanent person is chosen. Also, important to note is that we have a couple of interim deans. In COGS and in Pharmacy we have interims in place and we will need to think through the process and the timing for the selection of permanent deans for both of those important schools. So, I did not attempt here to mention all what is going on. If I did, I would clearly monopolize your whole meeting and I don't want to do that. It is going to be a very, very busy fall. But just let me reiterate that your agenda is one that I find easy to support. You are focused on the right kinds of things. I want to be your partner and work with you in these things. You know, we want to be sure that we provide information. There should not be anyone questioning what's going on in the President's Office, what's going on in the central administration. You know, if you have a question, ask. We'll talk through it and work on it together.

So please invite me back. Thank you again for the invitation today. If you have a couple of questions, I'll {be} happy to answer them, but I see that you've got important people like the Provost and the Vice Provost and your Ohio Faculty Council rep, all who are scheduled to give reports, and I don't want to take away from their time.

President Bigioni: I appreciate it. Thank you very much, President Postel. Are there any questions for President Postel?

Senator Coulter-Harris: Yes, I have a question. I was wondering whether or not also President Postel, whether you have plans to increase faculty, tenure track and lecturers? I'm sorry, I was muted, wasn't I?

President Postel: I heard the first part of your question up to the point where you said do you have plans to increase tenure track faculty and then your microphone turned off.

Senator Coulter-Harris: Yes. So for example, in the English Department, where I work and have worked since 2003. In the last couple of years, we've lost eight lecturers, which really has put a strain on administration finding part time people to take over. So, I was wondering if there's going to be any leeway in the budget for hiring both tenure track and lecturers, etc. - and not just in CAL, let's say across the colleges?

President Postel: So, I share your concern that the University does not have enough faculty or staff in many categories. That would include tenured faculty, faculty who are not tenured, staff and all different positions on both campuses. We are thin everywhere. There is just no question about why. It is a byproduct as I mentioned earlier [of] the fact that we have lost a 3rd of our student body. That loss of a 3rd of our student body combined with the decreases in the State's supplemental share of instruction, at least a portion of which is calculated on the basis of graduates, is a loss to the institution of between \$80 and \$100M a year.

Senator Coulter-Harris: Wow.

President Postel: And as those dollars have dwindled away and we'll have some graphics this year that we can show you in terms of the year over year, over year deterioration of these sources of income. As those dollars have disappeared our ranks have thinned out and the University has elected to not deal with deferred maintenance. So, we've let our ranks dwindle and we've let our buildings fall apart. We have about \$450million dollars worth of deferred maintenance just on this campus. That doesn't count the hospital. And very little of that has been addressed, other than through the capital budget that the state provides, which is distinct from the SSI budget. So, by not taking care of our buildings and by allowing people to leave without replacing them, the University has been able to balance its budgets. Everything is great. Right? Well, not so much. Right? And as you point out, we have areas where we are dramatically under-staffed. So, the answer to your question, Professor, is absolutely, yes, we want to increase the numbers of both faculty and staff. But to do so, we all have to work together and get students back here so that we can then hire quality people to teach, and do research, and provide community service and all the things that we do. And so I'm happy to say that we're not cutting budgets. We're not trying to cut money out of budgets. We're not going to do anything. We're holding steady. But before we can go out and announce that we're going to hire all kinds of people, we've got to get some more revenue. Now, the good news is, I mentioned earlier, I think we're going to be able to do that through proper enrollment management techniques. But until those individuals start to arrive, it's going to be kind of tight. It hasn't just impacted the faculty. You know, you should see the ranks, and some of the staff categories. You know, ask Mr. Toth how many painters do we have? How many grounds people do we have? How many plumbers do we have? Everything here is a bare minimum. And that is no way to run a great university.

Senator Coulter-Harris: Well, thank you very much, President Postel for your answer.

President Bigioni: That was a great question. Thanks to you both. Any other questions for President Postel?

Senator Duggan: I was going in and out on the internet and wanted to make sure I didn't miss this. Did you say we lose have lost \$80 to \$100M?

President Postel: Joan, that is correct. That is an amount that has gradually gotten bigger year over year over year. So we didn't just lose that in one year. That's if you compare what things look like ten years ago, to what things look like today. If we hadn't lost all those we'd be that many dollars per year ahead. We wouldn't be having conversations about not having enough faculty in CAL. Right? We would be out interviewing people.

Senator Duggan: Thank you.

President Bigioni: Thank you. Any other questions for Dr. Postel?

Senator Day: There's a question from Sharon Barnes in the chat about air quality study.

Senator Barnes: Yes. I was just wondering, given that we know a lot more about how the virus is spread, is the University doing any work in terms of monitoring air quality and air flow in possibly thinking about how that would affect spread of the virus?

President Postel: I'm going to ask if either Dr. Thompson wants to maybe take a shot at answering that or someone from Jason Toth's area. The answer is definitely yes, but I'm not the best qualified person to go into the details of that.

Vice Provost Thompson: Yes. And I know there's been other senators that have asked that question of Jason Toth's group. That is obviously something we've been talking about with facilities over time. You know, they've done things like changing the filters on a regular basis, the pre-filters. I'm actually looking at an email that was sent to the Provost and myself, looking at air exchange levels in offices. They actually studied how often that's done. Even more frequently, in clinical spaces and lab spaces. So they have studied that across campus. Everything I think that we can possibly do and looking at how to beef-up our systems has been done. Obviously looking across campus too from even a surface perspective, you probably all noticed that the micro-care stickers, as you walk across campus to treat. Long term services has also been done, so that's something Jason and his team has certainly looked at in our ongoing looking at how we can do better on a regular basis, Sharon.

President Postel: What I would add to what Dr. Thompson just said is, you know, we are trying to use some of the scarce capital dollars that are available from the State to address some of these critical deferred maintenance issues I mentioned earlier. So, of this \$450M of deferred maintenance, not all of it is cosmetic by a long shot. There are roofs that leak. There are windows that leak. There are heating and air conditioning units that don't work adequately. We just approved last week about \$1.5million dollars of this year's capital allotment just for replacement of heaters, air conditioners and air handlers. So, one of the problems with the buildings that we have, the age that they are in and the lack of investment over time is that some of the real sophisticated things that we might like to be able to do are challenging. So I think that Mr. Toth and his team are amazing people and they can do a lot with challenging situations. I would be happy to ask him; I think he could supplement even further [still] Dr. Thompson's response about the things that they have been able to do.

Senator Barnes: Thank you.

President Bigioni: Thank you. I see another question in the chat. Okay, I guess someone is having a microphone problem, so I'll just read the question. "With all due respect, I can't help, but notice that as the number of students has decreased, the number of administrators has increased quite significantly. Just taking a quick look at the organization charts over the 20 plus years I've been here, reveals how many more positions. Is this being considered moving forward?" That is Senator Pakulski's question. Thank you for that.

President Postel: So when I arrived, I was shown some data sort of the academic side of the house and the non-academic side of the house. We have that data. It's no secret. I mean, there have been decreases in both the number of administrative and staff positions as well as the number of faculty. I've only been here for 14 months. I could really only account personally, for what has happened during that period of time. You know, we're not seeking to grow the administration in my estimation at all. So, if you think about

some of these hires and some of these searches, the vice president for advancement position, there are currently three people being paid to do that. They are getting a partial stipend each. We're simply putting one person in that role, so that's not an incremental hire. The Athletic Director, Mr. O' Brien is retiring and so that's a replacement. La Fleur Small is replacing Cindy Gruden who was in that role and who left last academic year. Our interim deans, obviously searches there would be for replacements. Those are new positions, so we're not, in my estimation really seeking to add positions to the administration at all. We look at this all the time. I have no interest in adding administrative positions, unless there's a really good reason. You know, if there are positions that are [in] question, then I'm all ears. I'd love to hear about it. But the team, they work hard. There's a lot of specialty expertise, and you know, this is a big place to run efficiently. So it's not easy to do with a very small group.

President Bigioni: Okay, thank you. These are great questions, but I think we're going to have to limit it to one more. Wait. There's a follow up. We'll count that as the one more question. "As a previous Senator mentioned, many lecturers and faculty positions have remained unfilled for a very long time, even in programs who've experience little to no changes in enrollment. And so, I guess there is a disjoint there, a decrease in faculty positions despite no changes in enrollment in certain programs." Any comments on that point?

Provost Bjorkman: Dr. Postel, I think you are muted.

President Postel: Sorry about that. So, what you're describing is true and it's a byproduct of the fact that the University is still working in an incremental budget model. This was one of the first things I had identified when I got here, is that, that is an old model that universities have used in the past and it tends to produce kinds of results that you're describing. So, you know, a program can grow and maybe not get any new resources, which isn't right. A program can stay the same size and lose resources, which isn't right. The way that is addressed is through the pivot to an RCM budget model where each school has the ability to look at its needs, to look at the volume of its students, to look at the volume of its research, to understand where its needs are greatest. You know, what's growing; what needs incremental investment. And, as income comes in, it can be applied to those areas. That's the decision of each of the schools and colleges. Those should not be decisions that are made in the central administration. We shouldn't be deciding how many people need to work in any given department in the College of Arts and Letters. We don't have that view of it. We don't have that granular of knowledge about that. Those are decisions that need to be made on a local level based on year, over year changes, and needs, and projections about what the future holds. So, the whole concept of pivoting to an RCM budget model, it allows the colleges and schools to take direct responsibility and also have the autonomy to make good decisions about changing and fixing some of the things that you described. I think that, you know, over time people will progressively see the benefit of that.

President Bigioni: Dr. Postel, where do we stand with the dry run of the RCM?

President Postel: So, the Huron consultants are heavily engaged. They have now made a pass through and have met with all of the deans. My understanding is that they had a meeting with the Faculty Senate recently as well with the Executive Committee. Did they not?

President Bigioni: They did.

President Postel: There will be a dean's retreat coming up in September, and then there will be a very wide engagement of faculty and leadership across the campus this fall as we start to look at how operationalizing our RCM will look. We're still in the incremental budget model at this point, but we're getting ready to start running the RCM budget along in parallel with the incremental budget, sort of a dry run, if you will so that we can iron out some of the wrinkles.

President Bigioni: So, the intention is to be fully RCM, beginning next fall?

President Postel: That's right, 2023.

President Bigioni: Oh, 2023?

President Postel: Well, the 2022-2023 year.

President Bigioni: Okay. So a year from now, we will be RCM?

President Postel: Right.

President Bigioni: Okay. Well, thank you very much for entertaining all of those questions. It was very helpful. Very informative. And thanks for spending the time with us, all your remarks. We really look forward to working with you, and really looking forward to this next year. So, thank you very much.

President Postel: Thank you very, very much for the invitation to attend.

President Bigioni: Thank you. All right. Appreciate it. So we'll move on now to the Provost report. Provost Bjorkman, are you ready to give your report?

Provost Bjorkman: As ready as I can be, I think. That is hard to follow, but I will do my best.

I want to say, obviously welcome back to our new academic year. It's great to see our faculty and students back on campus. I've been enjoying walking around and seeing students being students. That is kind of good to see. We're all looking forward to a somewhat more 'normal' semester obviously, with in-person classes and activities, but at the same time, we know that it will be challenging. And we will work together to try to ensure as safe and successful semester as we can.

Following my remarks, I asked Amy Thompson, who has been leading our COVID Taskforce to provide some comments about the protocols and answer some questions you may have.

We have posted guidance for Fall 2021 on the Office of the Provost website, and the University COVID website and dashboard are updated regularly.

We have also posted a recording of the virtual Town Hall that we held a week or so ago. That recording is posted along with a Q&A that includes questions that came in through the chat that we didn't have time to get to during the Town Hall meeting. So, I encourage you to take a look there.

Last Friday we held our New Student Convocation at Savage Arena, and welcomed our newest "Rockets" to the University. It was great fun. We were also joined by 2nd year students who were not able to attend the convocation last year because of COVID. So it was great to see the excitement and enthusiasm among our new students.

We held our New Faculty Orientation last week, and we welcomed 30 new faculty to the University, including tenure-track faculty, visiting faculty, and lecturers from eight different colleges and the University libraries. So, I would ask that you reach out to your new colleagues and welcome them as they make the transition to their new appointments at the University.

We are also happy to welcome Dean Marc Seigar, the new Dean of the College of Natural Sciences and Mathematics, who just joined us several weeks ago. He joined us from the National Science Foundation, and the University of Minnesota where he served as professor of Physics and Astronomy. We certainly look forward to his leadership of the college.

As President Bigioni already mentioned, Dr. La Fleur Small arrives on the 20th of September. I've already planned to invite her to the first Faculty Senate meeting after she arrives, to introduce her to you all. I am very excited that she is joining us. I think she is going to be a terrific addition. I am really excited to have her here to help us with a lot of our issues and things we'd like to do for faculty and how we work with faculty. So, I hope you'll give her a very warm welcome when she does arrive.

As has already been mentioned, so I won't say too much, but we will have our site visit by the Higher Learning Commission this Fall. It will be November 8th and the 9th.

The site visit – we aren't sure whether it will be in person or virtual – we're waiting to hear from HLC on that. It will be a comprehensive evaluation. Over the past two years a team of about 54 faculty and staff from across the University, have been working on the documentation, or the so called “assurance arguments” that demonstrate how we are meeting the reaccreditation criteria. Those draft documents are now being reviewed and refined prior to submission. In October, we submit our documentation to the HLC. The executive summary will be shared with the campus in advance of the site visit. You will be hearing a lot more about plans for the site visit as that time draws closer. And as I've mentioned, since we don't know yet, whether it will be in person or virtual, we're waiting to get that information before we can lay out the details of that. So, I just want to say, I'm really grateful to the many faculty and staff who are contributing to the reaccreditation process. Obviously, right now, that is job number one for all of us.

As part of the HLC review, we're asking our undergraduate and graduate students to participate in a brief survey as part of that process. HLC will be sending out an email to all the students that will come from the Office of Institutional Research. It will be sent to all students who are enrolled this semester, and will ask them to complete this voluntary, and by the way, anonymous survey. We do encourage our students to participate as we value their feedback. That survey will close on September 16th. So, anything you can do to encourage our students to respond to the survey, it will be greatly appreciated.

I'm also pleased to announce that this year we're going to resume the University of Toledo Leadership Institute after we put it on pause last year. All UToledo faculty are eligible to apply to this faculty leadership development program. The deadline for applications is Friday, September 10th. And there was information that was sent out last week to faculty, with information about that process. It's also available on the Office of the Provost website. We look forward to beginning the 5th year of this program.

I did want to let you know that it is my hope that we will also be able to roll out some faculty development funds. I wish we had more, but we will have some, and we're working on a process for that now. So, stay tuned for an announcement about that. There will also be staff development funds, by the way so I just want to let you know that. I also want to remind you, I know you're tired of hearing about it, but it's really, really important, and that is the mandatory attendance and participation tracking reports that are due for all students, both undergraduate and graduate. For the full-term courses this fall, the due date for that is Monday September 13th. For part-of-term courses, you can review the list of deadlines we sent to all the faculty in an email last Thursday. We've also posted that information on our website along with a FAQ sheet for how to complete that reporting. We really need 100% compliance on that; it's a federal requirement. Not complying with that could jeopardize our ability to offer federal financial aid to our students. We certainly do not want to do that. So please, I really would appreciate your assistance with this.

I also want to remind you - Dr. Postel did not- but his Investiture Ceremony, the formal installation of Dr. Postel, as our 18th President of The University of Toledo will be held on October 8th at 10:00 a.m. in Nitschke Auditorium. If you plan to participate in the academic procession, RSVP to the President's Office by Friday, September 3rd. So that is this week, this Friday. If you want to participate, you can RSVP by sending an email to specialevents@utoledo.edu. I certainly hope that you will plan to attend.

I also want to give a shout-out to the International Human Trafficking and Social Justice Conference. That is going to be held virtually from Wednesday, September 22nd through Friday, September 24th. Dr. Celia Williamson, again, is encouraging faculty to support student engagement in the conference. It is an excellent opportunity for students to learn from scholars and experts from all over the world on this topic. Registration is free for all UToledo faculty, staff, and students – and the deadline for registration is September 14th. If you would like information on how students can get credit for that participation, you can contact Anna Schramm in the Human Trafficking and Social Justice Institute at anna.schramm@utoledo.edu or go to the conference website for additional information.

I also want to offer my congratulations to Dr. Joseph Slater, in the College of Law, for his recent appointment to the Federal Labor Relations Authority panel by, President Joe Biden. This panel resolves impasses between federal agencies and unions representing federal employees. So, congratulations to Dr. Slater for this prestigious national appointment.

And finally, let me say in closing, first of all, you've heard that it is going to be a very, very busy year. There are a lot of things going on right now and at time it can be daunting. But I really do, as President Postel said, I also look forward to working collaboratively with the Faculty Senate, leadership of President Bigioni, and the Faculty Senate Executive Committee. Always my door is open. Questions are welcome. I'm peddling as fast as I can and I know we have a lot to do. So, thank you very much and I'd be happy to answer any questions.

President Bigioni: Thank you, Provost Bjorkman. We very much look forward to continuing to work closely with you too. Are there any questions for Provost Bjorkman?

Senator Anderson: Provost Bjorkman, I know this is a little bit ahead of time but we have the submitting midterm grades, will we get another Sunday deadline like we did in the spring semester?

Provost Bjorkman: We'll try to avoid that this time. My apologies.

President Bigioni: Other questions? Well, I guess the Provost gets off 'easy.'

Provost Bjorkman: Thank you.

President Bigioni: All right, next time. Thank you very much, Dr. Bjorkman. I guess we can move on to Vice Provost Amy Thompson's COVID updates for us. Please go ahead, Vice Provost Thompson.

Vice Provost Thompson: Thank you, President Bigioni. First of all, I would like to thank President Bigioni for serving on our task force. It's wonderful to have a representation on that group and certainly have a faculty voice. It's wonderful to see all of you and it's always great to be at Faculty Senate. So, thank you for having me.

As I've served in this role, kind of leading the task force now, it seems like a really long time. I want to assure you that our priority continues to be to keep our campus safe and make sure that we're doing everything we can to reduce our risk of COVID exposure on campus. So, I want to just provide kind of a list of reminders. I know some of you might have attended our town halls that I hope you found helpful. But these might be some tips just to kind of remind you about some of our COVID protocols on campus. First of all, I'm sure all of you know, that we have an indoor mask requirement. We also are updating guidance for outdoor venues that when you have a situation where there's a crowd, and you can't social distance that individuals should consider wearing a mask. That will be some updated guidance that will be putting out per the CDC as well. Also, I just want to update you on our testing procedures this year. I'm proud to say that at move-in, we tested all of our residential students. We had a very, very low positivity rate at move-in and I think that's very, very encouraging. As we switch from moving into our regular testing procedure, we will be testing all of our students on a regular basis, which will result basically in about every four weeks. Every student will be tested who has not voluntarily uploaded proof of vaccination. And so one of the things that I think is encouraging about this, is it will result in a larger swath of testing for our students. I think that that will be very important in helping to identify students that are asymptomatic. Again, we estimate that there will be larger numbers of students that are tested. I also want to remind faculty and staff that they will be part of the symptomatic or, excuse me, the surveillance testing. So once they upload their proof of vaccination, they will also be removed out of our regular kind of notices to be in the surveillance testing. They also can always access our surveillance testing by contacting Vicki Riddick on campus. So that's something that even if you upload your proof of vaccination, you can still be included in our regular surveillance testing. We also continue to offer symptomatic testing. That's the number that we really put out there everywhere across campus, our (419) 383-4545. So if you know someone that is symptomatic, they can call that number and we can make sure that they can be tested if they are symptomatic. We continued to ask anybody that does develop COVID to self-report. And again, this helps us with our contact tracing. So, on the website, Keeping Campus Safe, there's contact individuals, whether it be for faculty, staff or students. And this really helps us expedite being able to reach out to anybody who may be exposed. So just please make sure that you look at that if you have any questions. And, of course, we continue to do our contact tracing.

A couple of changes that I want to make sure that you're aware of, and you're going to see some guidance come out very shortly on our return to work. So it used to be when you were vaccinated with the COVID vaccine, and you were exposed to someone with that you would say, don't worry about it; just monitor it to see if you develop symptoms. Well, the new recommendation from the CDC is that you actually get tested between days three, four and five. So, I want to make sure that individuals are aware of the fact that if you have been exposed, even if you are vaccinated that you do get tested for that. Also, we will be changing our recommendations on isolation for individuals who are unvaccinated, not vaccinated and are exposed. So before we would ask individuals to isolate for 14 days. We will be changing our guidance around this to actually be 10 days and recommending that testing occur on day eight. So these will be some guidelines that we will be putting out there in the near future. And I just want to make everybody aware that these will be available and if you have questions, you can feel free to reach out to me regarding those. Dr. Postel mentioned that we will be having a vaccine requirement. We do have a number of places that the vaccine is available, of course, in the Pharmacy, on our University Health Center, being able to access that very readily. We're encouraging everyone to go to the registry, our vaccine registry to upload their proof of vaccination. We have recently launched our VIP program, our vaccine incentive program where you can win some fantastic prizes. You know, everything from an Apple Watch to Aruba. Everybody needs Aruba, I just want to say. So some fantastic prizes there. So, make sure that you have uploaded voluntarily your proof of vaccination there as well.

Just a couple of other things. In talking with President Bigioni and really getting kind of the check of the faculty on this, and talking with the Provost, we've decided to issue some guidance restricting food and drink in the classrooms. We think that that's probably the best decision right now. Many of the classrooms or labs already have that, but we want to make sure that we're clear about that guidance. And also, we're asking everyone to maintain seating charts. And again, that's something that we've been doing for several semesters. That's just helping us in case there is an exposure in the classroom where somebody would remove their mask or something would happen that we would be able to contact the student or anybody that would come in contact with an individual. So, those are some of the main things I wanted to make sure that I reminded everybody, or went over. I'll stop there and see if there's any questions or things that I can answer for you.

President Bigioni: Thank you, Dr. Thompson. Before I open it up for questions, just a question of clarification for you. You mentioned symptomatic people can always get tested, but asymptomatic people that have been exposed and need to be tested days three, four and five or eight depending. Is testing available to them at UT as well?

Vice Provost Thompson: Yes, absolutely. So again, I would still call the 419-383-4545 number. We can make sure that they get scheduled for testing.

President Bigioni: Fantastic. Thank you. Are there other questions for Dr. Thompson?

Senator Lawrence: Dr. Thompson, I had a question from a faculty member who is teaching in the classroom, but also does some babysitting for a young grandchild and she was wondering, does the University provide a testing for her? Can she go weekly to be tested if she feels she wants that level of assurance?

Vice Provost Thompson: Yeah, that is a great question. We've been really good with working with trying to accommodate faculty's needs with testing. So, Patrick, please just have that individual reach out to Vicki Riddick or myself and we'll see what we can do to try to work with that faculty member.

Senator Lawrence: Thank you.

President Bigioni: Thank you. Other questions?

Vice Provost Thompson: Okay, thank you very much.

President Bigioni: Okay. Thank you very much and that was very helpful. I'm sure we'll be hearing more from you over the course of the semester so I appreciate it. Thank you, Dr. Thompson. Next on our agenda is an Ohio Faculty Council report from Senator Linda Rouillard.

Senator Rouillard: Thank you, President Bigioni. I was just trying to enter probably something that was too long. Well, maybe it entered into the chat box.

Start chat box*****

from Linda Rouillard (internal) to Everyone: 5:19 PM

Recently the OFC submitted opponent testimony to HB248 which would interdict employers from mandating vaccinations for their employees, forbid employers from forcing unvaccinated individuals to wear masks, and even repeal mandatory vaccines of college students against hepatitis B and meningitis prior to moving into college residence halls.

That opponent testimony reads as follows:

"To: The Honorable P. Scott Lipps

Chairman, Ohio House Health Committee From: Ohio Faculty Council

Re: House Bill 248

Date: August 20, 2021

We, the elected faculty leaders at Ohio's 14 state-supported universities, uphold the value of science and basic public health principles. As such, we strongly oppose Ohio House Bill 248, also known as the "Vaccine Choice and Anti-Discrimination Act."

We believe that educational, community and business leaders need to continue to have the right to require vaccinations, which have been shown demonstrably safe and effective, to maintain the safety of their communities. We express deep concern at the prohibition in House Bill 248 that would apply to all vaccines, and believe this puts the lives of all Ohioans at undue risk. To pass this bill is to invite a return of the polio, smallpox, and measles viruses to our communities, along with further outbreaks of COVID-19, and would undermine significant public health gains that our citizens have enjoyed for decades.

from Linda Rouillard (internal) to Everyone: 5:22 PM

I also wish to call to your attention a remote meeting sponsored by the Save Ohio Higher Ed group:
Honesty in Education:

"The Truth about Ohio's "Divisive Concepts" Bill

September 2nd @7-8:30pm

Ohio Bills HB 322 and HB 327 would ban accurate accounts of culture & history as "divisive."

Come join us to:

LEARN about how these bills would undermine learning, school accreditation, & the Ohio economy.

TAKE ACTION to protect education at the state & local levels.

Register at: tinyurl.com/4e6cdvt8"

HB 327 Prohibit teaching, advocating, or promoting divisive concepts

*****end chat box

My report of OFC is as follows: We recently submitted opponent testimony in response to the proposed HB 248 Bill, which would enter interdict employers from mandating vaccines for their employees. It would forbid employers from forcing unvaccinated individuals to wear a mask. It would even repeal mandatory vaccines for college students against hepatitis B and meningitis prior to moving in. Obviously, this is proposed legislation. It's still in committee. I believe the Governor has indicated that he would probably veto such a bill. I think that given some of his other responses, he probably would. But I think it's important for you to know that the Ohio Faculty Council has stood up against this proposed bill and submitted testimony. I put in a chat box that message that was sent as opponent testimony. The other thing that I wanted to point out to people, and that should also be in the chat box, Save Ohio Higher Ed. is having an online meeting on September 2nd. I'm going to give you the registration link here in a minute. This particular meeting is to discuss these bills about teaching divisive concepts. So, HB 322 and HB 327 address what are perceived to be accounts of culture and history that are considered to be divisive. So I think that this would be an important conversation for some of our faculty at UT to participate in, September 2nd, 7:00 to 8:30, and you should be able to see the link where you can register. HB 327 is also in committee, but as we know, things can happen fast. Thank you. That concludes my report.

President Bigioni: Thank you, Senator Rouillard. Are there any questions for Senator Rouillard?

Senator Barnes: Senator Rouillard, are the "teaching divisive concepts" bills the ones that we are seeing around the country that are hostile to critical race theory?

Senator Rouillard: Yes, it is directed at those at what is perceived to be critical race theory. It's very demoralizing to say the least, that there is proposed legislation to eradicate teaching accurate history of this country. I'll put the link in again. Here is the link once again.

Start chat box*****

from Linda Rouillard (internal) to Everyone: 5:24 PM

Register at: tinyurl.com/4e6cdvt8

*****end chat box

Senator Barnes: Thank you.

President Bigioni: Thank you. Any other questions? Okay, then, thank you for your report Senator Rouillard.

Our next agenda item is a little bit of an odd one, but according to the Faculty Senate Constitution, the meeting schedule has to be agreed upon by a vote on the floor of the Faculty Senate. I want to pay particular attention to constitutional details this year and so I would be remiss if I didn't bring this to you for a vote. Now, we've essentially set the Faculty Senate meeting schedule and so hopefully this will be a perfunctory vote. But let me display it for you, and then we will just have to go through the formal process of voting. This ought to be done in the first meeting of April of next year. So, expect to see that next year in April. So this is the meeting schedule that we've already said that is on the Faculty Senate website. You can see that we'll be meeting by Webex. You've already got all the invitations populating your calendars for the Fall. And then we'll see what happens for the Spring. Perhaps we have the ability to do either, book rooms or stay on Webex. We'll see how that goes. As a matter of constitutional need, we should put this to a vote. Is there any discussion first of all? Or can we proceed straight to a vote? Is there a motion to approve?

Senator Huntley: Motion to approve.

President Bigioni: Thank you, Senator Huntley.

Senator Hefzy: I second.

President Bigioni: Thank you. Okay, let's go ahead and vote in the chat box to formalize this and be done with it. Okay, great. Looks like voting has slowed down and it looks like we have approved our schedule for the year. *AY 2021-2022 Schedule Approved.* So, thank you for that. I appreciate it.

The next order of business is another Constitutional requirement. The chairs of our standing committees are typically faculty senators, but they don't have to be. There is a constitutional possibility of having a non-senator be a chair. So, two of our committees are currently, pending your vote, chaired by non-senators. The first being Constitution and Rules. So, Dr. Mark Templin has been chairing that for some time, and the idea is that he's put a lot into getting this Constitution done and passed. So we'd like to just keep him as chair so he can shepherd the Constitution across the finish line. If there's any discussion on that, we can talk about it. Otherwise, I'll entertain a motion to approve that assignment.

Senator Coulter-Harris: So moved.

President Bigioni: Thank you. Is there a second?

Senator Huntley: Second.

President Bigioni: Thank you. Okay. Let's go ahead and vote then, in favor or against Dr. Mark Templin as chair of the Constitution and Rules committee. It looks like we have an affirmative vote. ***Motion Passed.*** Thank you for that.

The second committee is the Committee on Academic Regulations, and Dr. Bill Ayres is currently the chair of that committee pending your affirmative vote. Is there any discussion to be had or would somebody like to make a motion to vote to approve?

Senator Murphy: Move to approve.

Senator Kistner: Second.

President Bigioni: Great. Thank you very much. Okay, let's go ahead and vote on that in the chat box. Looks like the votes are slowing down. It looks like that is affirmative. ***Motion Passed.*** So that concludes that item of business.

Great. So now we have something important to consider. The Faculty Senate Executive Committee has been working on a resolution on a COVID-19 campus wide vaccination mandate, with the help of Dr. Shelley Cavalieri as well. I need to point out she wrote the first draft that we've been working from. So we greatly appreciate that. And of course, with input from other law faculty and other faculty along the way. So, what I'm going to do now is share the version of the resolution that we're at right now. That is the same version that was sent out to you in the meeting materials. Okay, so discussions among the Executive Committee have been unanimously in favor of backing the Administration's efforts to establish a university wide policy on COVID vaccination. So, of course, we need to bring it to the floor and put it to all of you for discussion and vote to see whether or not we all support this resolution to back the Administrations' efforts to implement this policy. Hopefully, you can all see the language now shared. I'll read through it line by line and then open it up for discussion and a vote:

Whereas, the University of Toledo's mission is to be "leaders committed to improving the human condition;"

Whereas, the global COVID-19 pandemic has disrupted our society, including operations of the University of Toledo and the education of our students;

Whereas, the U.S. Food and Drug Administration has fully approved at least one COVID-19 vaccine;

Whereas, the University of Toledo should be a leader in science-based prevention of the spread of COVID-19;

Whereas, a safe and successful academic year will depend on minimizing the spread of COVID-19 on our campus;

Be it resolved that, as a matter of delivering a high-quality education safely and effectively, the Faculty Senate hereby expresses its strong support for mandatory COVID-19 vaccination for all students, staff, and faculty at the University of Toledo for as long as this is considered the best practice by relevant health authorities. To the extent that narrow medical and religious exemptions might be established, we urge the University of Toledo administration to adopt mandatory masking and testing regimens for any who receive such exemptions, consistent with recent federal court rulings on public university vaccine mandates and recommendations of medical advisory committees. We urge the University of Toledo administration to adopt such a policy

immediately.

President Bigioni cont'd: Any discussion on this resolution?

Senator Smith: I have one question. The language, “relevant health authorities,” do you think that could be challenged? I don't know who you had in mind for that. Are you referring to the CDC?

President Bigioni: I think the simple answer to that question is that there are all sorts of health authorities. Not all of them relevant to this particular health issue, so, for example, I don't know, there could be someone who's an expert on foot funguses, or something like that. Right? Not necessarily a medical doctor. Not necessarily a relevant health authority. A health authority, but with regard to something else. I mean, that's a simple example of how that language could be desirable. Any other questions? Does that satisfy your question, Senator Smith?

Senator Smith: Well, I think it does. These days, I always read these statements with an eye that they will be challenged.

President Bigioni: Right.

Senator Smith: And so that language just stuck out at me immediately, because these days everybody thinks they are relevant health authority.

Senator Coulter-Harris: Maybe change “relevant” to ‘professional health authorities.’

President Bigioni: Okay, or perhaps ‘relevant professional health authorities.’

Senator Smith: I mean, if the Faculty Senate has no issue with it, I would let it go. It was just a phrase that stuck out at me right away.

President Bigioni: It was something that was discussed. Your point is well taken. Does anyone else want to comment on that phrasing?

Senator Day: I just put in the chat a ‘potential relevant and board certified health authorities’ as an option.

President Bigioni: Okay.

Shelley Cavalieri: Let me say a word about this. So with regard to relevant health authorities, one of the real concerns is these would both include medical as in MD health authorities and public health authorities. So, one of the things that I spent a lot of time pushing on in the spring, and early summer was trying to get the University to simply adhere to the American College Health Association guidelines, which our policy had somewhat deviated from those when we had said we were abandoning masking and the ACHA had said very clearly that campuses should be adopting full masking. So I'm not sure that

qualifies. So, if so, the goal was to try and capture some of these public health regulatory agencies as well.

President Bigioni: Thank you for those comments. One other thing to consider with this language, is that we're not making policy. The point of this resolution is to express the feelings of the faculty with regard to their support, or perhaps not, of a universal COVID-19 vaccination mandate across the campus. So, with regard to that goal of messaging and making a statement of where we stand on the issue, we may be 'splitting hairs' there.

Senator Smith: I'm sorry to interject just one more idea, and I will be quiet after this. With what you've just said, President Bigioni, as a matter of delivering high quality education safely and effectively, and I just wondered if we could just have a phrase about maybe ensuring the health and safety of the university community. I mean, it is about delivering a high quality education but it's also about the health of all of us. I'll just put that in the chat and let people think about that. Again, I'm not trying to 'split hairs' here, but I can't type very fast. Something like that.

President Bigioni: Something like that, "...while maintaining the health and safety of the UT community?"

Senator Smith: Yes, that would do. Something like that. I put slightly other words in the chat, but I think that yours is just fine.

President Bigioni: I didn't, I am sorry, it's a little difficult with an old cranky computer to see the chat while I'm sharing a document. Could you just read it to me? Please?

Senator Smith: Oh, okay. 'Be it resolved that as a matter of delivering a high quality education safely and effectively and ensuring the health and safety of the university community.'

President Bigioni: 'Health and safety of the University community?'

Senator Smith: Yes, or 'the UT community.'

President Bigioni: Okay, lower case university?

Senator Smith: I would capitalize it.

President Bigioni: I think that is a nice addition. Anyone else want to make any comments, or statements about the language, or even the position? Would anyone like to make a motion to approve this resolution as written?

Senator Huntley: So moved.

Senator Kistner: Second.

President Bigioni: I won't read through it again. Everyone can read it for themselves. So as written. Please vote in the chat box, whether or not you support this resolution. And since I can't see the chat box, can somebody please tell me when it looks like voting is done, and the result?

Past-President Brakel: President Bigioni, that has been approved.

President Bigioni: Fantastic. Thank you very much everyone. ***Resolution Approved.***

Whereas, the University of Toledo's mission is to be "leaders committed to improving the human condition;"

Whereas, the global COVID-19 pandemic has disrupted our society, including operations of the University of Toledo and the education of our students;

Whereas, the U.S. Food and Drug Administration has fully approved at least one COVID-19 vaccine;

Whereas, the University of Toledo should be a leader in science-based prevention of the spread of COVID-19;

Whereas, a safe and successful academic year will depend on minimizing the spread of COVID-19 on our campus;

Be it resolved that, as a matter of delivering a high-quality education safely and effectively [and ensuring the health and safety of the University community](#), the Faculty Senate hereby expresses its strong support for mandatory COVID-19 vaccination for all students, staff, and faculty at the University of Toledo for as long as this is considered the best practice by relevant health authorities. To the extent that narrow medical and religious exemptions might be established, we urge the University of Toledo administration to adopt mandatory masking and testing regimens for any who receive such exemptions, consistent with recent federal court rulings on public university vaccine mandates and recommendations of medical advisory committees. We urge the University of Toledo administration to adopt such a policy immediately.

President Bigioni cont'd: So one last item of business is the reaffirmation of our prior resolution on racism, with a small modification. Let's see. Hopefully, everyone can see this now. The text in black was passed by the Faculty Senate on September 1st of last year, 2020. In light of recent hate crimes directed at Asians and people of Asian descent, we decided that we would add an additional 'whereas' if we are going to reaffirm this resolution. Since many of you were not here last year, I will read through the resolution. This was in the wake of a lot of social protests around the Black Lives Matter movement last year. So, that is what it was motivated by last year and we'd like to reaffirm it.

Whereas, recent excessive use of force by some members of law enforcement and other individuals, particularly in communities of color across the United States has led to critical discussions on racism and protests across the globe, and

Whereas, disparities in access to health care for minority communities have been manifested in the current COVID-19 crisis, and

Whereas, the lack of access to technology for the pursuit of a student's education has further revealed structural inequities in rural America and among those in precarious economic conditions, and

Whereas, the current COVID-19 crisis has led to a rise in Asian hate crimes, and

Whereas, the University of Toledo leadership has made public statements and held public forums that support diversity, equity and the elimination of racism, and

Whereas, the University of Toledo values diversity and has strategic plans to enhance diversity,

Be it resolved that the University of Toledo Faculty Senate supports the university's efforts in promoting diversity, equity and the elimination of racism and,

Be it further resolved that the University of Toledo Faculty Senate commits to the work of racial justice and equity in our roles of teaching, research and service. We will examine whether and how our personal privilege and position perpetuate systemic inequities and will endeavor to address issues of racism and equity that are impacting our colleagues, students, community, and society at large.

President Bigioni cont'd: Are there any questions or comments about the text that is written?

Senator Barnes: President Bigioni, thanks very much for bringing this to the Senate. I wonder if it would be more clear if the new language said, 'rise in anti-Asians hate crimes?' That would be my only concern; otherwise I'm not only in full support, but grateful that you're willing to bring that to us on this first meeting of the year.

President Bigioni: I appreciate that. That is certainly clearer. Thank you. Are there any other questions or comments?

Senator Anderson: President Bigioni, the violence toward Asians is not just the COVID crisis, but it is also the incendiary language. And, I'm not sure how you would put something like that into this, but it is not just totally the COVID-19 crisis. It is also language related.

President Bigioni: I agree. It is difficult to figure out how to write that, which is why I had written it as simply as possible. But I welcome edits, of course.

Senator El-Zawahry: Thank you for this. I would just have a comment and a question. How do we carry this message to the society outside the University? Do we have any effort to present this nice vision of our University to the community around us?

President Bigioni: This is a very good question, and one that I intended to address once we voted on both of these resolutions. The short story though, is that they need visibility and so we should discuss exactly how we want to make these visible and make our positions on these issues well known. So, we'll essentially come back to that question after a vote. Good?

Senator El-Zawahry: Perfect. Thank you.

President Bigioni: Great. I see that someone put something in the chat box, but I can't read it.

Senator Coulter-Harris: President Bigioni, this was in response to Senator Anderson's suggestion. I just wrote, 'whereas the current COVID-19 crisis and political rhetoric has led to a rise in anti-Asian hate crimes.' And I think, if you agree with me, Senator Anderson, that might take care of that.

Senator Anderson: Yes. My only problem was, I just didn't know how to phrase it and I think that is a nice phrasing.

President Bigioni: I agree. Do you think the word "related" is useful there?

Senator Coulter-Harris: No, I do not.

President Bigioni: Okay.

Senator Coulter-Harris: Well, I mean, I don't want to be wordy. I'm sorry, as a writer, but everyone knows what we are talking about. I'm sure.

President Bigioni: Okay, fair enough. I see Senator Jayatissa had a comment there too with regard to hate crimes beyond Asian targeted hate crimes. I don't know what to say about that. I don't know how to broaden that in a sensible way. But I welcome suggestions of course.

Senator Jayatissa: Why do we have only Asians? It can happen to anybody, so why do we emphasize Asians?

President Bigioni: Well, that is where this was motivated, because there has been a significant rise in

hate crimes directed at Asians because of this belief that somehow the COVID-19 pandemic is their fault. And, of course, you know, hate crimes are usually not carried out with a great deal of thought and care. I have no doubt that the problem is broader than specifically Asian, but that is at least the motivation for including this language.

Senator Jayatissa: Thank you.

Senator El-Zawahry: I think it is directed against issues against minorities as well in the language. So, I think it is kind of generalized, which is acceptable to me.

President Bigioni: I appreciate that. Any other comments? Okay, if everyone is satisfied with the current language, is there a motion to approve?

Senator Hefzy: I move to approve.

Senator El-Zawahry: I second.

President Bigioni: Thank you. Everyone can now go ahead and vote in the chat box. It looks like the votes are slowing down, but nonetheless, it looks unanimous, in favor. **Resolution Approved.** I appreciate that everyone.

Whereas, recent excessive use of force by some members of law enforcement and other individuals, particularly in communities of color across the United States has led to critical discussions on racism and protests across the globe, and

Whereas, disparities in access to health care for minority communities have been manifested in the current COVID-19 crisis, and

Whereas, the lack of access to technology for the pursuit of a student's education has further revealed structural inequities in rural America and among those in precarious economic conditions, and

Whereas, the current COVID-19 crisis and political rhetoric have led to a rise in anti-Asian hate crimes, and

Whereas, the University of Toledo leadership has made public statements and held public forums that support diversity, equity and the elimination of racism, and

Whereas, the University of Toledo values diversity and has strategic plans to enhance diversity,

Be it resolved that the University of Toledo Faculty Senate supports the university's efforts in promoting diversity, equity and the elimination of racism and,

Be it further resolved that the University of Toledo Faculty Senate commits to the work of racial justice and equity in our roles of teaching, research and service. We will examine whether and how our personal privilege and position perpetuate systemic inequities and will endeavor to address issues of racism and equity that are impacting our colleagues, students, community, and society at large.

President Bigioni cont'd: Now, we can address the question of how to make our positions visible to the broader community. One very simple way to do this is by publishing these resolutions; not as a file on our website, but as text on our website, very visibly. The other is sending these resolutions to people. Perhaps the provost, president, board of trustees, governor, whomever. That decision is up to you and we're open to suggestions about where you feel that these resolutions would make the most impact. Certainly, we want it known what our positions are. Of course, another option could be just emailing these resolutions to the faculty too. We have the ability to do that. So there are a number of different options and I'm happy to entertain suggestions now. Any thoughts on that?

Senator Coulter-Harris: President Bigioni, could we send this to the Student Government leaders, please for dissemination? I believe, I may be wrong, isn't there a black student government also? I'm going to have to look into that, because I also thought there was. I mean, I know that there is a student

government, but I thought that was a black student government. So I'll look into that. I think that both of these resolutions should be sent to the leadership of the students for distribution and discussion with our committee also.

President Bigioni: I appreciate that.

Senator El-Zawahry: I think these are excellent ideas. I'm going to add, if we have a Facebook site for the University or if we have the UT newspaper, and we don't need to publish the whole thing, but at least our recommendations for everybody that works at UT. It doesn't need to be [only] the faculty, but we also have the people who are working at UT, they have emails with us. So I don't know why we don't share this with all of them. This is our resolution on that situation. I think whenever we have the word outside to everybody in the community is very good and not only for our community. We were talking about the student applications and having more students. I think this is one of the strengths of our University being diverse, and accept people from everywhere. This will be a good thing for us to show that we are as a faculty council, the University Faculty Senate. We are in an encouragement for diversity, and we are discouraging anything against minorities. All of this I think is going to be a good credit for us as a university.

Senator Bigioni: Okay. I appreciate that. There are also some comments in the chat, some of which are to everyone. The note about the text on the website being picked up by search engines is an important point. So I appreciate that. The Toledo Blade. Independent Collegian, UT News and so on. So, lots of opportunities to do that. Perhaps the goal of these two resolutions are somewhat different, right? The first resolution on COVID is somewhat of an urgent matter to show the administration that we fully support a COVID mandate across the University. The goal there, of course, is to give them our support and cover, because they are not trying to force something down everyone's 'throat.' There's some backing behind all of this. The goal there is somewhat different than perhaps the direction of where we disseminate it, but I think there's a lot of overlap in both of these. There's a different urgency, but a lot of overlap.

Senator Coulter-Harris: President Bigioni, may I ask you a question?

President Bigioni: Yes.

Senator Coulter-Harris: When will the formal COVID policy be made public? Because I wouldn't want to send that to any student organizations until it is made public.

Senator Bigioni: Well, I don't know the answer to that question, because, I don't know that anyone does. I think it's as soon as possible.

Senator Coulter-Harris: Yes, he said this week when they would be announcing it, right?

President Bigioni: Right. But I don't know if that should stop us from making our position on the issue known.

Senator Coulter-Harris: Okay. All right. I just wanted to double check.

President Bigioni: Okay. So we got an awful lot of ideas and we'll push a number of these different directions, and I appreciate all that input; I especially appreciate everyone's support of the COVID resolution. I think that is very important to the UT community, and across the board, student, staff, and faculty. So I very much appreciate everyone's support that resolution. So, let's see. I think that brings us to items from the floor in the remaining minute and-a-half that we have before 6 o'clock. Are there any items from the floor?

Senator Anderson: I am a little bit disturbed by the fact that, I'm not sure necessarily, [but] they probably had faculty rank. They were arrested because they were using a University computer and communicated with the University about making arrangements to return it. And when they returned it, they were arrested. I don't know if that's in our purview to look into that. It is disturbing.

President Bigioni: That is not directly in our purview because it is an HR matter involving a staff member. It is not entirely outside of our purview, because it has something to do with the, I'm not sure what word to use, the UT community and how people feel, whether they feel secure, whether they feel oppressed and so on. One could even relate it to the last resolution that we just passed. So there is some relationship with what we do, but not a particularly direct one in that case. I don't know how well I said that, but that is sort of where we are. Certainly something concerning that we hear about. It's not clear what all the facts are, so I'm not about to make any statements about it. But it is something to be paid attention to.

Senator Anderson: Thank you.

Senator Barnes: Could we possibly invite HR to come and talk about not about that case specifically, but about what kinds of activities they're engaging in to make sure that, I mean, what was said in The Blade was that he was being retaliated against. And as you point out, that story is as good as the reporting. But, what they're doing to make sure that that's not happening and what we're doing to, to live up to our claims about valuing diversity in terms of our hiring practices, our national searches, and how we're doing those kinds of things. Maybe just to check in with HR.

President Bigioni: Right, and it would certainly be useful to hear the other side of the story. It's just a question of purview. It's something that we can continue to discuss and figure out what we can do and what level of involvement is appropriate. Okay. Any other questions or items from the floor?

Past-President Brakel: President Bigioni, there is one issue that's circulating amongst alumni that was brought to my attention. Some people may recall, and this was before my time, but I've learned about it. Back in 1992, there was a police officer that shot a student by the name of Melissa Herstrum. Anyway, this gentleman is up for parole, and they are trying to get a letter campaign to prevent that parole from happening. If you want more information, the website is www.Melissaforever.com. You can learn the details there.

President Bigioni: Thank you. I appreciate that.

Senator Hefzy: Should this be supported by the Faculty Senate?

President Bigioni: I don't know the answer to that question, simply because I just learned about it now. So, I don't know any of the details. But perhaps, Past-President Brakel, do you want to make a comment about that?

Past-President Brakel: Like I said, I just learned about this a couple of days ago. I knew about the incident, but, it was brought to my attention by alumni and he shared this particular website which gives the details.

Senator Hefzy: I know about the incident myself. But my question still, is it something that Faculty Senate can support?

President Bigioni: I don't know the answer to the question, but it's something we can discuss in our EC meeting to figure out where we want to go with that. Good?

Senator Hefzy: Thank you.

Senator Anderson: Just a little bit of information. She was a nursing student, and the murder took place on the Scott Park Campus.

Senator Smith: I remember the officer's name, Hodges. I remember that very well.

President Bigioni: Was this before or after the merger?

Past-President Brakel: This was well before, it was 1992.

Senator Anderson: Yes, well before.

Senator Hefzy: I remember this incident very well.

President Bigioni: Okay.

Senator Chou: *[Indecipherable]*

President Bigioni: We can ask the Provost and follow-up with her about that.

Provost Bjorkman: President Bigioni, I am sorry, I couldn't hear any of that.

President Bigioni: I struggled to hear it too. But the comment is that there was a request for proposals for reinvestment that has a deadline for today.

Provost Bjorkman: Yes, the deadline is today.

President Bigioni: His concern is that many faculty will not be on campus over the summer and perhaps got caught unaware of that and may still want another opportunity, or may still want an opportunity to submit a proposal on that. And, is there any opportunity to do that?

Provost Bjorkman: The information about the things was sent out to all the deans and all the relevant vice presidents for areas related to academic affairs. That was to be distributed to all chairs and program directors and all that stuff. The deadline is today and no – now, I am not saying we wouldn't open it up yet, but I will tell you that everybody should know we don't have any funds yet approved by the Board for a second round of reinvestment. So, while we went ahead with the request for proposals, we did so in the hopes that we would have an opportunity to do more reinvestment. But right now we have to wait and see what happens at the Board meeting on the 20th. So the committee, the investment committee stands ready to start reviewing. We will get started on the preliminary process of that, but we had to set the deadline now because we got to be ready to move as soon as we hear from the Board.

President Bigioni: Thank you. Senator Chou, does that satisfy your question?

Senator Chou: My question was, yes, the dean and chair received the request, but faculty do a proposal, for example the Research Office. The Research Office still uses a system that relies on email for submitting proposal, budget, grants, award notification and review etc. That is rather an antiquated system that can often cause delays. A system... The email system is no different than we used 30 years ago. So we have been using the same system, but this kind of proposal will probably not be coming out from any department or college.

Provost Bjorkman: Dr. Chou, I want to clarify that the Research Office Vice President was included on this. So, they could have submitted such a proposal. I will tell you, I believe, I may be mistaken, but I believe there is a new electronic system for tracking proposals and submissions and all of that stuff, which

is currently in development. They're trying to get it installed, but it's not there yet, but that is something that's being worked on I believe. I can check with Frank on that, or you might want to check with Frank Calzonetti, but I am pretty sure that there is something in the works on that. I agree with you, we shouldn't be doing it by emails anymore.

Senator Barnes: I think part of the issue too, though, is that if faculty want to participate and if they are nine-month faculty and they are being asked to participate in the summertime, then they're working when they're not really under contract, which kind of reinforces this expectation that we do extra uncompensated labor. I think we should really generally try to avoid that when we can.

Provost Bjorkman: I completely agree with you and I do understand your concern.

President Bigioni: Well, it is late. I would like to see if somebody would like to move to adjourn.

Senator Niamat: So moved.

Senator Jayatissa: Second.

President Bigioni: Please enter into the chat box if you would like to adjourn. Thank you everyone.
Meeting adjourned at 6:10 p.m.

IV. Meeting adjourned at 6:10 P.M.

Respectfully submitted,
Kimberly Nigem
Faculty Senate Office Administrative Secretary

Tape summary: Quinetta Hubbard
Faculty Senate Executive Secretary