

THE UNIVERSITY OF TOLEDO
Minutes of the Faculty Senate Meeting of October 27, 2020
FACULTY SENATE
<http://www.utoledo.edu/facsenate>

Approved @ FS on 11/10/2020

Summary of Discussion

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

President Brakel: I have 4 o'clock, so I will call the October 27th Faculty Senate meeting to order and ask Secretary Nigem to call the roll.

Present: Anderson, Bailey, Barnes, Bigioni, Brakel, Case, Chaffee, 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, L. Murphy, Niamat, Nigem, Oberlander, Wood (substitute for Pakulski), Pattin, Perry, Reeves, Smith, Stepkowski, Steven, Taylor, Teclehaimanot, Templin, Thompson-Casado, Tiwari, Topp, Van Hoy, Wedding, Welsch, Zietlow

Excused Absence:

Unexcused Absence: Ali, Chaudhuri, Chou, Duggan, Jayatissa, Longsdorf, Ratnam,

Senator Nigem: Thank you, President Brakel.

President Brakel: I believe that is quorum.

Senator Nigem: We do have a quorum.

President Brakel: Thank you. As a reminder, please mute your mic when you are not recognized to speak. You have before you, today's agenda. I have just one slight correction there and that is related to Amy Thompson's title. It is now Vice Provost for Academic Affairs. So I apologize to Amy for that and we will get the right title in connection with the agenda, otherwise, I'll entertain a motion to adopt today's agenda with the correction.

Senator Barnes: So moved.

Senator Niamat: Second.

President Brakel: All in favor, put 'yes' in the chat and 'no' for no. That looks like that has been adopted.

We have two sets of Minutes before us today. The first set is from the September 29, 2020 Faculty Senate meeting. Are there any corrections to the Minutes? Hearing none, I'll entertain a motion to approve those Minutes.

Senator Smith: So moved.

Senator Day: Second.

President Brakel: Thank you, Senator Day. All in favor, put 'yes' in the chat box please. The September 29, 2020 Faculty Senate Minutes are approved. *Minutes Approved.*

We also have the Minutes from our October 13, 2020 Faculty Senate meeting, which is our last meeting that we had. Are there any corrections to those Minutes? Hearing none. I'll entertain a motion to approved those Minutes.

Senator Kistner: Move to accept.

Senator Coulter-Harris: Second.

President Brakel: Thank you. Again, put yes in the chat box for 'yes' and no for 'no,' and 'abstain' for 'abstain.' The October 13, 2020 Faculty Senate Minutes are approved. *Minutes Approved.* Thank you.

Next on the agenda is the Faculty Senate Executive Committee report:

The Faculty Senate Executive Committee met on October 15th, 2020 with Provost Bjorkman. A significant portion of this meeting was spent discussing the strategic implementation committees. As you recall, President Postel stated at the September 21st, 2020 Board of Trustees meeting that he announced that he was developing a new strategic plan for the next two years. We reported in our September 29th, 2020 FEC report that it was not clear at that time Faculty Senate's role will be in this. On October 14th, 2020, I received a forwarded email originally sent by the College of Arts & Letters Dean from my Department Chair soliciting nominations for various strategic committees. To my knowledge I had not received any other email regarding these committees prior to this. I will add that it also does not appear that Graduate Council was contacted either regarding committee nominations based on their email of October 19th, 2020. When the FEC met with the Provost on October 15th, 2020, we learned a little more about these various committees which deal with elimination of racism, enterprise risk management, strategic enrollment management, academic affiliation with ProMedica, UTMC, budget modernization, modernization of human resource, grow and enhance our reputation, and finally, ultimately, the vision for UToledo. During this meeting with the Provost it was stated that the committees had already been largely formed with committee members and will begin meeting soon and that if we wanted to submit nominations that we should do so quickly. This lack of transparency on how the committees were formed raises issues pertaining to shared governance with Faculty Senate. Given the conversation with the Provost about submitting these quickly, the Executive Committee spent a considerable amount of time at our Friday, October 16th, 2020 meeting to discuss how to proceed. We discussed potential faculty both from within and outside Faculty Senate membership who might be best for the various committees with the goal of having candidate nominations to submit as early as possible on the following Monday. It was the apparent time constraints along with the weekend timing that we proceeded with directly contacting candidates as opposed to a wider email blast. On Monday, the solicited candidates had agreed to their nomination and the names were sent to the Provost. The strategic implementation committees were also discussed when President-elect Terry Bigioni and I met with President Postel last Friday. President Postel verbally committed to us that he believes in shared governance and that Faculty Senate should or would have our representatives on these committees. At this time, we are awaiting further confirmation that our nominations have been actually placed on these various committees. At the Faculty Senate Executive Committee meeting with the Provost and the meeting with the President Postel, we also discussed responsibility center management, hereafter referred to as RCM. In our previous report we stated that Huron Consulting was to present a session on October 12, 2020 to administrators on campus. The Executive Committee voiced concerns about our RCM with the Provost. One of those concerns is a perceived threat that RCM has towards program elimination. There are reported to be several variations in RCM and UToledo has not committed to a specific RCM model. President Postel stated that any transition to RCM would be at least an 18-month process and that a robust university would continue to have programs that would not be what I would describe as money-makers. He committed to Faculty

Senate being involved in the RCM process and that we would be able to have presentations to Faculty Senate by Huron Consulting. In the conclusion of this report, I would like to recognize that the university administration and Faculty Senate have been active participants in shared governance at the University of Toledo especially in recent years. Your Faculty Senate Executive Committee remains vigilant in ensuring that shared governance continues for years to come.

One last thing I will say there is one more item I will be reporting on when we get to the bylaws. I think it would be appropriate to mention it at that time rather than at this moment. That concludes the Faculty Senate Executive Committee report. Does any Faculty Senate Executive Committee member have anything to add?

Senator Smith: I do not.

President Brakel: Does any Senator have questions or comment about this report?

Senator Barnes: I have a comment, President Brakel. I just want to observe that a verbal commitment to shared governance is wonderful. It is great to have that on record. But, it is also important to have it in practice. It would seem to me that a commitment to shared governance would have brought Faculty Senate into the process prior to determining the values. First of all, forget about the committees. I think that I am curious to hear the Executive Committee's take on President Postel's response to your concerns, like, all well and good to say that, but how can we ensure that the values that, I don't know who selected them, really reflect the best way forward for us as a community?

President Brakel: The Provost can probably say some of this. But as my understanding again, is that really these different committees that were formed are already within the strategic plan. It is just seems it is highlighted in the current strategic plan. That was a five-year plan that was set forth under President Gaber. They are just trying to come up with the points within the plan to really emphasize.

Senator Heberle: President Brakel, can I just add a little bit to that?

President Brakel: Yes.

Senator Heberle: I sent around an email the other day about the Save Ohio Higher Ed. forum last week that President Brakel and I attended. It was really informative and [I shared] a lot of materials in that email. I just want to say that, thinking in the long term and thinking about ourselves as people who are committed to and interested in faculty governance, I think we have been reacting moment by moment for good reasons since I've been around and certainly under the Jacobs' administration. This is kind of another one of those examples. I would really like to be [really] thinking about the larger picture of why it is that a new administration would come in and set all of this up without even consulting with the Faculty Senate. And really sort of think about that. Not to blame anybody. Just sort of think about what the conditions are here to make that possible in the first place. So that is sort of my larger contribution to the conversation. In the conversation with the Provost, you know, it became clear that nothing is written in stone etc. But I think to Senator Barnes' point about the process and the makeup of those committees is something that we need to continue to be really concerned about. I agree with President Brakel that the Executive Committee will be vigilant, but I think we all need to be vigilant somehow, and that means we need to communicate a little bit more perhaps. I am not sure how to solve that conundrum of why someone would come in and do that and what the conditions are here at UT that makes that possible. That is just all. Thanks.

President Brakel: Part of the issue, of course is the kind of the remote environments that we are in. If we were on campus, I think we would have had a little better communication back and forth. I just think it is

the environment that largely we are in now. Once we got people on the same page, I think we are moving forward. So, I am trying to be positive moving forward and yet guardedly optimistic. Any other questions or comments? We are going to move on to the Provost report.

Provost Bjorkman: Thank you, President Brakel and good afternoon everybody. So, since this subject came up, I will just briefly say that I am 100% committed to faculty governance. I still consider myself a faculty member, even if you guys don't. So, I just want to say that I think there are good reasons for why this is happening and it is really not a new strategic plan; it is a question of what do we want to focus on and what are the most important priorities to focus on within the existing strategic plan for the next two years while Dr. Postel is here. It is to try and right size and fix some of the problems that we have chronically faced around budget and around enrollment. This is a chance for us to try and turn some of those things around and be able to support the things that we need to support. There will be much more discussion about this, but I will just start with that.

I also want to begin by thanking all of our faculty who took the time to support midterm grade reports for our 1000 and 2000 level courses. I am really pleased to report that grades were submitted for 85.5% of those courses. Those grade reports were immediately disseminated out to the students, their advisors, and their success coaches. So, this is an important retention initiative and I am glad to see how well it is working. Providing those midterm grade reports really helps our success coaches and academic advisors to identify students who are at risk and to intervene early enough in the semester to try and help them get back on track. I also wanted to comment that midterm grade reports were also submitted for over 50% of all 3000 and 4000 level courses. And again, this helps us to identify students who may need some additional help in order to help them stay on track through to graduation. So, I just really want to thank you all for the work that you did to get those submitted for the students earlier this month. It really does make a difference.

Another important retention initiative that is currently underway is our early registration campaign for the spring semester. As you'll recall, we have been doing this for a couple of years now. I mentioned this at the last Faculty Senate meeting and we just sent an email announcement out to all faculty and staff about a week ago. Our goal is to try to register 90% of our current students before they leave for the winter break. Priority registration actually began last week and it continues to November 18th. So, I hope you will join me in trying to get the word out to our students to register early before they leave campus for the winter break. It allows them to get the courses they need. They are more likely to be retained if they register early and continue to make positive progress toward graduation. So, if you could please share that info with your colleagues so our students are registered and they have solid plans to return and continue their studies in the spring semester.

I also want to provide you with a brief update on our ten-year accreditation review with the Higher Learning Commission next year. As part of that accreditation review, we have assembled five teams of faculty and staff who've been working hard on various areas of our self-study. In the preliminary stages of that, the HLC site visit will be next fall in November 2021 - so it is one-year away. At this time, we anticipate that the visit will be in person, at least we all hope by then it will be. We expect to have a draft of the self-study to share with the university-wide committee by the beginning of the spring semester. The draft report will be available for public reading and comment, and as we have done in the past, we will definitely ask for input from Faculty Senate and Graduate Council. We anticipate the final draft of the self-study document will be complete by the end of the spring semester. That is the goal. And then over the summer we will enter all the material and information online with the HLC. We do have an HLC website at www.utoledo.edu/hlc that has information on each of the five criteria teams and their

membership, previous accreditation submissions, some FAQs, and lots of other information if you want to find out more about this.

I also want to let you know that we are planning to host another virtual town hall meeting with faculty, staff, and Office of the Provost Staff. We are in the process of getting that scheduled. The date hasn't been set yet, but when it is, we will certainly be sending out an email to all of the faculty and staff with an invitation to participate. As we are approaching the final weeks of the fall semester, this will be an opportunity to share information, ask questions, hear from faculty and staff on what is most important to them as we continue to plan for spring semester and beyond. We will also be joined by several members of the Provost Office and the University's mental health response team. They will be sharing with us some of the issues that our students, faculty and staff, and all of us really are facing as we deal with both professional and personal issues during this pandemic. We are obviously concerned about the health and wellbeing of all members of our University community as it continues to be our highest priority, both of course physical health, but also mental health which is an important part of our lives. So I hope you'll plan to participate in that. I also want to let you know that the Lucas County Board of Elections will be using Rocket Hall as a polling site on November 3rd. The Ohio Revised Code requires that the University, because we are a state owned facility, provide a polling location on our campus if this is requested by the Board of Elections. You may know that we used to have a polling place over at Scott Park and it was deemed that, that is no longer a suitable site since it is pretty much closed down. So, they have asked that we establish a polling location on campus and it was determined it should be at Rocket Hall. So, on November 3rd there will be voters that will have access to parking lot 25, which is outside Rocket Hall. The Board of Elections has assured us they will be following all the COVID-19 protocols for their staff and with voters. There will be a barricade setup and signage to separate the polling area from the other areas in Rocket Hall. We sent out a notification to all instructors and faculty who are teaching in there and others who are located in Rocket Hall to let them know this as well. And then on the topic of election, we will be sending that out broadly later. I think MarCom is actually planning to do an announcement about that as well. So, on that topic there will be a steady stream of voters coming through, but they set it up nicely. They come in through one door. They move over to the polling place. They vote and leave through a different door. It is a steady one-way traffic pattern and it will be blocked off from classrooms, etc. I want to note, by the way, that polling place is for a specific precinct. So, those who are living in that precinct will be able to vote there. That doesn't mean everyone on campus can vote there if it is not your precinct. I just don't want any confusion. You would vote in your normal precinct polling place. Also, on the topic of election day, which is coming up a week from now, I want to encourage faculty to provide whatever flexibility and support you can to our students. They will be voting at polling sites across the city and the state. Many of our students might need to travel in order to vote. Some may need to miss classes in order to vote. They may be caught-up in long lines. Others may be volunteering at as poll workers. So, I just encourage faculty to be understanding of that situation. We definitely want to encourage civic engagement among our students. I will be sending out a message with a little more detail on that tomorrow.

Before closing my remarks, I want to make a few brief announcements. Just a reminder that nominations for next year's class of Distinguished University Professors are due by Friday, November 13th, so still almost two weeks left to nominate someone. Nomination guidelines are available on the Provost Office website. Just a reminder that open enrollment for health benefits at UToledo ends on Saturday this week. Please make sure you get your open enrollment done, make any needed changes before the deadline. Any of those changes in your healthcare plan selections will be effective on January 1st. I also want to encourage everybody to get a flu shot to protect yourself and others as we enter flu season on top of everything else here in Ohio. Thank you. I'll be happy to answer any questions.

Senator Anderson: On the midterm grading, I was just wondering is it possible, like, instead of having a Friday deadline, can that go through till Sunday?

Provost Bjorkman: Yes. I don't see any reason we couldn't do that. I will make a note of that and we will consider that for next time. Thanks.

Senator Anderson: Thank you.

Senator Krantz: If I may comment, I actually gotten locked out even though I had my grades done over the weekend.

Provost Bjorkman: Okay, thanks. I'm sorry to hear that. We will talk to the registrar about changing that over.

Senator Bigioni: Just to chime in. Same happened to me and I ended up posting my grades on Blackboard for my students. So, they got them, but, you know, you didn't get the statistics.

Provost Bjorkman: Got it. Thank you.

Senator Heberle: Just very briefly about the midterm grading. Also, there are some courses, even at the 2000 level like mine, that have mostly a lot of drafts and working up towards the grades. So, I wasn't able to provide my midterm grades officially, but I did written evaluations for all the students. So, I just wanted to say that we can also do [I think] other things as individual faculty members if we don't have an actual midterm grade by the deadline.

Provost Bjorkman: Thanks, Senator Heberle. I do understand different classes and different subjects have different ways that they do things. We are just asking that those who do have midterm grades available, please provide them. That's helpful. Thanks.

President Brakel: Anything else for the Provost? Thank you, Provost Bjorkman, and we appreciate it. We started, I know last year for sure, having Vice President Schroeder come in to talk to us about budget. He is here again today to present some budget information and to answer some questions. So, Vice President Schroeder, you are on.

Vice President Schroeder: Thanks, President Brakel. I put together a few slides, so let me see if I can get that going for the group. President Brakel, can I get a nod if you can see the screen okay?

President Brakel: Yes.

Vice President Schroeder: Do you want my video on, President Brakel or does it not matter?

President Brakel: It doesn't matter, but if you can enlarge your PowerPoint, that would be helpful.

Vice President Schroeder: Let me see here. Is that better?

President Brakel: That's better.

Vice President Schroeder: Hold on one second. I was trying to work multiple screens here, so forgive me Senate, I will just go to -- How is that?

President Brakel: That is much better. Thank you.

Vice President Schroeder: All right, I was going to do the camera thing, but now I won't because my talking points disappeared. So, President Brakel, first of all, special thanks to you and Senate for the

invitation to come back and to present an update as it relates to where we currently stand with Fiscal-21. The temporary operating budget, which I believe everyone knows by now is in place. I think the last presentation to Senate was in April of this year when the pandemic was really ramping up, not only for the University of Toledo, but also the state of Ohio. So, I appreciate the invite back.

What I wanted to do today is really take an opportunity and update Senate as it relates to where we currently are at the end of October. I think many of you in your involvement, not only inside the classroom but outside, working with the Provost Office and particularly Amy Thompson and her leadership that she has shown in the University's battle and response to COVID, which has been second to none, but we are still not out of the 'woods' yet. Whether there is a rebound, which it appears based on some data is starting to happen around the country, but also the unknown as it relates to Thanksgiving and then ultimately the holidays and New Year's and the return to instruction on January 19th. There are still a lot of unknowns that are to be determined. That is one of the main reasons why administration along with the Board of Trustees have decided to take a very thoughtful approach to this year's budget development. In June the Board approved a three-month temporary operating budget and then at the September Board meeting approved the continuation of that temporary operating budget, with the intent Dr. Postel, myself, and others bring back a permanent budget in December, at the December 14th Board meeting, which for Faculty Senate to know, that has been moved up by one week. I think it was on the 21st [of December]. It is now on the 14th [of December]. We are working through those uncertainties. With students top of mind, mission, critical spend, and operations top of mind, there are still a number of items that are hanging out there that require further efforts, specifically the auxiliaries and what is going on right now with not only housing and dining. We built a budget, a conservative budget based on 90% occupancy taking into account of COVID, and that 10%, which was quite common across the state when we compared ourselves to other four year publics, right now we are around 69% to 70% occupancy on campus. We anticipate given the seven weeks off between the end of fall and the start of spring that we are going to see another round of waivers, or requests, or petitions for waivers to release students from housing. And so that will have a significant impact, which I will show you here in the next slide which I've just advanced to. We've also though, in addition to working through the auxiliary piece, we have had some favorable news. Just to make sure that everyone on Senate has heard this news, which I think you have – and I think the AAUP has been very helpful in terms of sending out communications - that SSI, thus far this year, SSI has been favorable to budget. Now the Chancellor and the Ohio Department of Higher Ed. continues to warn us that this is subject to change based on the general revenue receipts that the state of Ohio collects. But as of the first quarter of this fiscal year at the State level, they continue to do well and outpace in most categories of their forecast. So, hopefully the economy at the State level will continue to turn around so that there is not additional erosion in SSI and those resources. These dollar amounts are on a six-month basis. Resources like SSI can be redeployed back into the institution over the second half of the fiscal year. And then we continue to see, and there was just an announcement from the Chancellor and the Governor yesterday, stimulus dollars flow into the University of Toledo. You know, I'll call out here the University of Toledo Medical Center and the stimulus they have received that was not budgeted for over the first six months of this year. Then there is stimulus that is coming in through the University on the academic side. If you see the footnote on this slide, roughly \$13.1M to date. Now, I want to caution anyone that would listen to me or will listen to me that the stimulus is loaded with restrictions. This stimulus is a combination of the higher education emergency relief fund, which was the first distribution of stimulus we received back in the spring, but also the coronavirus relief fund. With both, we are being placed into a pretty tight box so far at the federal level. The Treasury Department is administering the CRF and then Education is administering the HERF for the Higher Education Emergency Relief Fund. The other frustration that we have with the stimulus is, not only is it restricted, not only are there clear

guidelines on what it can and cannot be used for, they continue to move the goal post on us. It seems like every other week there is a new set of FAQs that are coming out that may include some things that we haven't been thinking about, but also exclude some things that we have. So, we are working very diligently to try and get those resources deployed to cover expenses that are directly associated with the COVID and/or cover expenses that are permissible under the Treasury guidelines. Currently tied to the CRF dollars, those sunset on December 30th and so it is becoming a full-time job and then some to make sure along with grants accounting that we maximize those resources.

President Brakel: So, Vice President Schroeder.

Vice President Schroeder: Yes.

President Brakel: In the stimulus funding, is this including the funds that were just released about a week ago from Gov. DeWine?

Vice President Schroeder: Yes. So, President Brakel, what you are referencing was actually announced yesterday. I think there was some foreshadowing last week on it, but that was \$4.3M, and some change, that the Governor along with the Chancellor released. Those are CRF dollars, which again, we have a deadline of 12/30 currently. There is some chatter, both at the state and federal level that after the election, that deadline may be extended which would be absolutely fabulous because frankly, as Amy, the Provost, and others can tell all of us, we are going to continue to have pandemic expenses well into the second half of this year.

President Brakel: Right. There will be another question about unrestricted funds, but for now, go on.

Vice President Schroeder: Okay. The next slide. This is what was presented to the Board back in September. It gives you a snapshot of the six-month temporary operating budget. Looking at the University, which would be the general fund/unrestricted auxiliaries, UTMC and then combined. The cells that are highlighted in yellow, these are the changes of the variations between the three-month budget and the six-month budget that was approved. I'll just call out a few of these. Obviously on the previous slide we talked about the favorable variance in SSI of \$10.2M over the first six months. That \$10.2M then flows into the contingency where it is currently parked. But those dollars in the permanent budget will be allocated out. I have a slide coming up as it relates to, President Brakel, some of those strategic priorities that you had outlined in your opening remarks. But I know that the provost along with her team and the president are putting together a list of opportunities for strategic reinvestment. It will be highly unlikely that we will take any type of across-the-board action. I think we are going to be very strategic and disciplined in terms of how these dollars are redeployed over the second half of the fiscal year. The sales and services line, this is what I was referencing tied to dining and housing and the unfavorable variance we are seeing as it relates to frankly, students being in either a remote or a DL modality. And then finally, the COVID-19 stimulus line. This is reflective of the additional stimulus that has flowed into the hospital, which was not currently budgeted for. And again, the stimulus that has come into the University to support academic and auxiliary operations, those dollars are restricted so they don't show up on here. But again, we are working around the clock literally to make sure that we can redeploy those dollars to either cover expenses that are currently hitting in unrestricted budgets or covering future expenses that are related to the pandemic. Then the goal when we go back to the Board is currently the second from the bottom line, other "funds and reserve" – that is a plug where we would have to, under this current model, potentially call upon reserves to get the budget to breakeven. When we come back to the Board in December it is our goal that, that plug will be removed because we will have clarity as it relates to this budget and we will be able to allocate appropriately to bring a balanced budget to the Board. President Brakel, this is just a summary format of those themes that you had outlined in your

opening remarks to Faculty Senate. I think there is not only a UT news story out there, but also I believe there is now a dedicated website. I concur with the provost. My understanding of how these were developed was really looking at the five-year strategic plan, which those of us that were here - think back four years ago, three years ago, however long it was, maybe 2017 – that was very much a ground up initiative vs. top down. I also concur with the provost that I think a lot of what is driving this two-year period that we have Dr. Postel to really look at various items and to help position the University so that when we go out and we do a national search for a permanent president that we address some of the issues that are currently on the table before us. As I've said to Dr. Postel along with the provost over the last few months, if you really think about it - you go back to the Jacobs' administration to current - pretty much all the low hanging fruit that was out there to effect change is gone, and at the end of the day we are left with the tough things that we under a shared governance model and collectively have to come together and try and solve. One of these themes is budget modernization, which President Brakel, I appreciate the nudge to speak to that a little bit. I don't have much to say, other than pretty much what is summarized on this slide. Really, I think the most important cue would be number one, business as usual as it relates to incremental budgeting which is what we have done for well over a decade. I can't think of the last time that we actually did a zero-based budget to start over. I think in recent history it's been incremental budgeting. That is a very tough model to continue when we've had eleven years of declining enrollment, other than the little blip in 2016. So, we are very much like many institutions in higher ed. in a revenue constrained environment. How we go about budgeting and how we go about developing resources for activities and priorities needs to change. President Brakel, your comments – and I am going to put words in your mouth, but some type of hybrid model – I think is spot on. I can assure Faculty Senate as we sit here today that there has not been a model that has been developed and that what we know from talking to Huron, talking to others in the state of Ohio that if a university like Toledo is going to be successful with implementing and rolling out eventually, eventually, will be Fiscal year-23, and so Dr. Postel is spot on. This is 18-24 months out. But if we are going to roll out a new model in Fiscal Year-23, we have to dive deep into the organization and engage stakeholders at all levels. We have to not only make the rounds to Faculty Senate, but engage with Faculty Senate, but also engage with Grad Council. So, I know that those are all the objectives that are being laid out for this work group. Also, it will be a work group that is diverse in representation. I can assure this group as well, it is not heavily driven by finance, actually, to the contrary. Significant representation from the colleges, a department chair, and others are making up this committee. It will evolve in the early stages and then also once a couple strongmen are developed, tied to models, [they will be] coming to Faculty Senate and presenting to Faculty Senate and getting Faculty Senate's thoughts and going back and tweaking that model as well. So, let me pause right there, President Brakel for any questions if that is okay.

President Brakel: Okay. Any questions? I want to back up. Do you just want the questions only on budget redesign right now, or should I go back to---

Vice President Schroeder: No, you can go. I just have a couple more comments, but feel free, you can touch on anything, sir.

President Brakel: All right. There was a question here about the restricted funds and that was in the chat. It is, when we have these restricted funds, can't we allocate to areas we use other funds and reallocate the funds in these areas?

Vice President Schroeder: Absolutely. And that is what is taking a lot of the time because they are restricted. The Treasury and others are putting us in a tight box, but the budget that we know is current. The expenses, we can go back to March of 2020, and so it can bridge two fiscal years here. We are absolutely looking at expenses that have already been incurred under either last year's budget or this

year's budget, future expenses, and then also any other opportunities as it relates to mitigating COVID. So, [I] could not agree more with that question.

President Brakel: Okay. This from Senator Day. It sounded like we haven't spent all of our stimulus money yet from the spring allocation and she is asking why not?

Vice President Schroeder: We have not. Frankly, compared to others around the state, many are taking their time and being very diligent because again, they first and foremost, the feds, and I think this was driven by politics. They wanted to push the dollars out. So, they push out the resources and then as they go, or as we embark upon this journey with the feds, they continue to refine through FAQs and other vehicles. So, as we are working through this process, and again, there is no reward for spending the money immediately. We have until the end of December to spend the money. Right now, what we are seeing with how these guidelines continue to change, and there was just another set of guidelines that came out last week from Treasury, the University is best served as long as we continue to be thoughtful and deliver it. I can assure Faculty Senate just like I assured Dr. Postel, we will spend all of these monies. There is just not any incentive to do so immediately on the front end, especially when the goal post continues to be moved.

President Brakel: Thank you.

Senator Barnes: Hi, Vice President Schroeder. A quick comment. Thank you to you and to Provost Bjorkman for explaining the relationship between the new list of priorities and the five-year strategic plan. I am delighted to see eliminating racism on that list. My question is about the stabilizing of the hospital. I appreciate the chart that you showed with the sea of swimming numbers on it, but I am wondering if you could explain what happened to stabilize the hospital in more human terms, if you could?

Vice President Schroeder: Yes. Essentially what we anticipate to get back from the hospital - so not only have they had stimulus flow in that was not budgeted for and like the academic side of the house, the Governor announced yesterday that there will be additional dollars flowing into UTMC in the form of stimulus. We are trying to quantify that right now, but they will have another tranche or distribution of stimulus as well. What is playing out in the hospital are a couple of things. Number one, a stimulus will absolutely help them to get to breakeven. However, those are one-time monies, as this group knows better than anyone. So, when the hospital looks at their first quarter, which they will report out to the Board in December, they had a very solid first quarter. Some of that was pent up demand as it relates to folks returning for elective procedures. Some of it is the efforts that they are making to not only to try and stabilize their market share, but also grow their market share. The challenge that the hospital has right now, and they are working through it in advance of the December Board meeting is just like the academic side. Nobody has a crystal ball to really understand what will the second wave of COVID look like. It is our expectation though, from a central finance standpoint that when everything is said and done and we go back to the Board in December, the hospital will bring to the Board a breakeven or a balanced budget for this fiscal year. Which is great because as we've talked about before and you see it on this sheet, we look at the enterprise of the University in three distinct buckets, but at the end of the day they all roll up together. So, the hospital bringing forward that breakeven budget alleviates one concern. Then the remaining item that we have to work through now is auxiliaries and making sure that we can get as many of those operations to breakeven so that, that deficit-if you take that \$4M and multiply that by two for the year is not \$8M and we drive that down as close to breakeven as possible.

President Brakel: So, Vice President Schroeder, to be clear with regard to UTMC, I know some people have the question, is there or is there not a firewall in between UTMC and the rest of the budget?

Vice President Schroeder: President Brakel, I appreciate that question. This might be the third or fourth Faculty Senate meeting where I am asked and I thought I was trying to answer it in my response to Senator Barnes.

President Brakel: You did. I want to make sure everybody caught that.

Vice President Schroeder: Okay. So, when you look at this chart and you look at university, auxiliary's, hospital, we view them separate. But back to the firewall question. At the end of the day, at the end of the fiscal year, everything rolls up together. So, if the hospital has a great year, the University overall wins. If the academic side has a great year, the University wins. But, if any one of these three buckets has a 'bad' year, because on a consolidated basis we have to get to breakeven, if auxiliaries is going to have a deficit of \$4M, Sabrina Taylor, myself and the rest of the team, we have to, in collaboration with the provost and other senior leaders figure out where are we going to get that \$4M from, because really it is a zero or sum gain at the end of the day. Was that clear enough?

President Brakel: It is clear, yes.

Vice President Schroeder: Okay.

President Brakel: There is also a question in the chat here from Dr. Gilstrap. What is the difference between an incremental budget and zero-based budget for future budget models?

Vice President Schroeder: So, with future budget models, number one, the incremental based budgeting and that is simply making minor tweaks year over year. So, for example, I had a based budget of a dollar through budget development for Fiscal-21 – my dollar then becomes \$.80 cents. That is incremental budgeting. It is just minor modifications year over year, but nothing really of significant change. I get that is all relevant because so many of us did go through significant change in the development of the temporary budget that we are currently in. Zero-based budgeting, which is something that isn't on the radar when we talk about a new budget model, but many schools every so often will do zero-based budgeting where essentially they reset everyone to zero and you go through a budgeting process where you have to make justification to a budget committee, if you will, made up of your peers to say, yeah, I had \$1M just last year for 'x, y, and z,' I tore that down to zero, I rebuilt it, and now I need either \$1M or \$2M. You have to go through a justification process where you are critiqued by your peers. That is something that we will not be doing. And again, I think, President Brakel to your comments what you've heard, where we end up is probably going to be some type of hybrid. But again, what is really going to drive whatever model is going to be this continued stakeholder engagement. This is not a top down approach whatsoever. If we did a top down approach, it would fail miserably.

President Brakel: Right. I had a question that was emailed to me and this concerns RCM. If RCM is implemented, will college deans be required to show budgets and balance sheets?

Vice President Schroeder: You know, that is a great question. I will answer it this way because again, I don't know really the model that we are going to end up with. But college deans are going to be an active participant, not only in the development of the model, but at the end day, one of the key components of any type of hybrid model or performance-based model. You know, colleges can be rewarded for growing enrollment. So, whether you are a 'Charlene Gilbert' or any one of our other deans, the role that they play in, not only budgeting, but really managing those resources is going to be very different than what it is today.

President Brakel: We have a couple of questions related to athletics. Senator Lawrence wants to ask a question and I think it is Senator Anderson who is asking about without fans in the stands, will sports lose

money? Senator Lawrence, go ahead and ask your question and then Vice President Schroeder, you can answer both of those at the same time. Thank you.

Senator Lawrence: Thanks, President Brakel. Vice President Schroeder, I just have a question regarding where we stand in terms of athletic budget. The reason why I ask, I mean, on Main Campus most of us here on faculty and in the colleges, we have a good sense of what we are dealing with both what happened at the end of Fiscal-20 and what we are dealing with for Fiscal-21 in terms of the cuts to the colleges and the impact it had, particularly on staffing for PSA and CWA. But I think we have less insight I suppose or experience with what is happening on the athletics side. Athletics, as we are all aware of draws a significant amount of funds from the operating budget, and it also receives money directly from student fees, which of course, is going to be a function of enrollment. So, I am wondering if you want to comment. We heard very little publicly both, end of Fiscal Year- 20 and then into Fiscal-21 about specific cuts to athletics and I think it is a worthwhile discussion to have because if you look at the mission of the University, look at the priorities that have been identified, athletics isn't there. So, I think we are at a point of having a serious discussion about how we manage the athletic budget in the context of the University operating budget. I am just wondering if you had any insights on where we stand from the athletics budget and its implications, particularly to the operating budget.

Vice President Schroeder: Absolutely great question, Senator Lawrence. Good to see you. And then I think the other question, President Brakel is Senator Anderson, you said?

President Brakel: I think it is Senator Anderson. It is an abbreviated name so I can't---

Senator Anderson: Yes, it is me, President Brakel.

Vice President Schroeder: Okay. Excellent. Gentlemen, thank you for those questions. So, Senator Lawrence to start with yours, or actually, I will start with Senator Anderson's. Yes, not having fans in the stadium, the Glass Bowl, and to be determined as it relates to men's and women's basketball. Those are typically the three sports that generate the bulk of the revenue that comes in from ticket sales, and then you also have to keep in mind the suite revenue as well, and then concession revenue on top of that. You know, with athletics, and I am not just saying this, the relationship with them this year frankly has started out a little rocky because they like all of us has had to make some very difficult decisions and to make some difficult cuts. I can assure Faculty Senate, and I have Sabrina Taylor sitting behind me, but from an athletic standpoint, they have cut north of 20% out of their budget. They like everyone else on Main Campus and Health Science Campus have gone through that initial round of furloughs. They are going through another round of furloughs. The highest paid coaches have taken 10% reductions along with the athletic director. And then from a central finance standpoint, because we need to have some assurances and to really define and quantify what it is going to look like, early on with athletics we modeled no fans, we modeled 25% fans, and reached the conclusion that in order for athletics to get to where they needed to be, they ultimately, and this was just approved by the Foundation Board of Trustees, took out a line of credit with the Foundation to cover some of those losses that they could not make up for in terms of cuts. So, when I sit back and I look at all the actions that athletics has taken, the academic side, the hospital etc., they have been a very, very active participant in this. They have not been given any type of 'hall passes' on anything. And thus far, they continue to manage their budget just like all of us to hit those assumptions that they have pledged to hit to finance, and those assumptions that also make up the temporary operating budget. President Brakel, I think that answered both questions.

President Brakel: Yes, it did.

Vice President Schroeder: Okay.

President Brakel: While we are still in the area of athletics, Senator Gregory, I see you have a comment here. Is that just a comment there or did you want to say anything more?

Senator Gregory: It is just a comment, President Brakel. I mean, I was thinking that on the one hand, I know that athletics has worked very, very hard to make cuts and that they have staff that have been furloughed and that they really felt that pain in a way that a lot of us have felt the pain. At the same time, we do have a football coach who is literally the highest paid coach in the entire MAC. And 10% out of \$1.2M salary is a lot, but that is still a \$1.2M salary. They also did in fact replace some key positions, for example their academic director and I believe the assistant academics director is in the process of being replaced. They didn't have to get visiting assistant professors for those positions the way some of us did and in fact, they were allowed to replace them, which is not the case with all of us. So, I just think it is worth maybe contextualizing that answer a little bit, although I agree with Vice President Schroeder, I know they've been working really hard as well.

President Brakel: Thank you.

Senator Wedding: I wanted to emphasize what Vice President Schroeder said. I'm not sure it is still coming through. I met with the interim president for about an hour a week or so ago. He made it clear that there is no firewall between UTMC and the rest of the University. His exact words were, he will never say that; he will never tell people that there is a firewall because there is no firewall. He does not understand how that story got started, but of course, Senator Barnes and I both remember that it goes back some years. Secondly, he said that we have one Board of Trustees, one budget, and we are only dealing with one university. So, there is no firewall. I think that is important that people understand that.

President Brakel: Thank you.

Vice President Schroeder: All set. Thank you, Senator Wedding.

President Brakel: Vice President Schroeder, another question that I had emailed you and it dealt with cash on hand. I think in April we were dealing with about eight days of cash on hand. Where do we presently stand on that?

Vice President Schroeder: Great question, President Brakel. So in April, when I presented that to Senate that eight days was forecasting out as of December 31st. And again, at that time that was based on what we knew through the month of March. Even though I was presenting to the Faculty Senate in April, it was based on March's numbers and a lot of unknowns as it relates to COVID at that time. Our cash position has improved significantly since that time. I'll give you specific examples here, but before I quantify, I just want to tee up the reason why. Number one, the stimulus that we've talked about and the future stimulus that is coming in has been significant. You know, some of those dollars were an advance Medicare payment that came into the hospital. But still, it was an advanced payment. It helped to shore up the cash position, again because we look at everything, not only enterprise wide as it relates to budget vs. actuals, but also on a cash position. In addition, we have to remember as well that essentially from March 25th on, and we still see a very disciplined and thoughtful approach to spending, but for that final quarter for Fiscal-20, we pretty much stopped spending. When we stopped spending we also on the accounts receivable side have continued to do a great job on the collections front, not only as it relates to the academic side of the house, but also UTMC and improvements that they are making to the rev-cycle. Right now as we sit here today, and I am talking just working capital. I am not talking about what we have at the Foundation. I think that confuses things. I just want to get this group back to working capital. Sitting here today, meaning, the end of September, just over 90 days of cash on hand and the reason for that is tied to those four items that I've outlined. Now, we also have to keep in mind given the current

deadline for the CRF dollars and also the Higher Education Emergency Relief Fund, which is a little bit later into the spring, these dollars will be in some cases burned down and in other cases will offset current expenses. But in a very, I guess, weird way the COVID has helped the University from a cash position standpoint, currently as we know it. I also want to put a big asterisk on that, is that we still have the very important decisions to make as it relates to not only the permanent budget for Fiscal-21, but also Fiscal-22. I don't want Faculty Senate or anyone to think, 'oh, great, we've gotten a lot of stimulus; oh, great, our days of cash on hand has approved' because there is still a lot of work that needs to be done. And if we just focus on the cash position compared to what I presented in April, it really misses the work that as an institution we still need to put in as it relates to right-sizing the budget and building a solid foundation for the future.

President Brakel: Under GASB rules, what is the recommended number of days that we should have cash on hand?

Vice President Schroeder: So our benchmark, President Brakel as it relates to our working capital, we go in to NACUBO, and the recommendation from NACUBO is 90 days. So we are right at that 90 day mark. Looking back historically, it has been- and I am looking back at least the last five years- I'm looking down at the sheet of paper here -we haven't been close to 90 days in a long time. So this is a very unique position that we are in currently.

President Brakel: And so another way to also look at that in our financial health are the financial ratios per Senate Bill 6. It sounds like we would really rate a low risk at the present moment. Is that correct? Would you address that?

Vice President Schroeder: Yes, happy to address that. So, if you go out to the Ohio Department of Higher Education website, one of the metrics, and I think this was put in place maybe back in 1997 or 1998, are the Senate Bill 6 ratios that look at viability, primary reserve and net income. We score quite well on viability and primary reserve. Our net income continues to be a going concern for me. However, President Brakel the composite score, which is the question you are asking, in Fiscal-19 was 3.1; Fiscal-20, which Fiscal-20 won't be published until probably March, but Fiscal-20 will come in right at 3.1 as well. This is on a five-point scale, five being the best. It is not until you get to the score of 1.75, and that is 1.75 for two years in a row will the State start having conversations with you in terms of what is going on. And so at a 3.1, we are right in the middle. But again, from a central finance standpoint when I look at the three components that make up that composite score, the net income is one where we continue to struggle and we do need to do a better job as an institution looking at that. That comes into play with our margins, our discounting, and other things of that sort.

President Brakel: Senator Lipscomb is asking about bond rating, and I know that our bond rating was lowered not too long ago. So, what is the bond rating outlook for the University of Toledo?

Vice President Schroeder: I appreciate that question. That is if the senators were looking at some of the items I jotted down before this Webex. So, for the University of Toledo and most of higher ed., especially in the state of Ohio, it really comes down to Moody's and S&P. They are the ones that really focus on and care about higher ed. President Brakel, you are correct. When Moody's [reviewed], and this is back in the summer, our annual credit rating with them, we were downgraded, one rung. That was the fact of constant struggles with enrollment and also struggles on the healthcare side. We also a few months later, we sat down with S&P and S&P affirmed our rating of 'A' as it relates to our long term debt and now with S&P our outlook is negative. Now S&P on the outlook front, they took an across-the-board action, and I think it was 25 plus schools, UT included, where the outlook was downgraded back in the Spring to negative just based on everything that was going on with COVID. The affirmation of an 'A' as it relates to our

long term debt, we view that as a win. Given that, 11 years of declining enrollment, our operating revenue as we talked about a little bit earlier briefly, they recognized that from a revenue standpoint, we are in a constrained environment. Constrained, because, with everything going on in higher education and that overall outlook on that sector, and then also everything going on with health care and the overall negative outlook on healthcare as well. So, from a business standpoint, we are in two sectors or two industries that S&P is watching very, very closely. Both of those sectors obviously impact our revenue profile. We do need to, over the next 18 months or so, and that will be the time between now and when we sit back down with S&P, we do have to address the revenues and how we stabilize enrollment and ultimately grow revenue or margins. Those would be the two going concerns that not only Moody's has expressed, but we've concurred with.

President Brakel: Right.

Vice President Schroeder: So great question. I appreciate that.

President Brakel: Another question related to bonds is, were we able to refund any of the bonds at better rates, given the low interest rate environment. That is from Dr. Gilstrap.

Vice President Schroeder: Another excellent question. This is a great example of all the low hanging fruit is off the tree. So back in 2018, rates were still favorable; probably not as good as they are today. But Larry Kelly, my predecessor went through and they refinanced as much as they could in 2018. We have been talking to our financial advisor, Blue Rose about some of the remaining issuances that are out there. I think right now the challenge that we have is there is really not any big 'bang' for our buck to go through that process. We're looking at one, but I think frankly, it is a long shot right now. So for us, we are really focused on being disciplined and making sure that whether it is state..., which goes to offset, much of our deferred maintenance, not completely, but a portion of it. Working within the resources that we have vs. going back out to the capital markets at this point. If we were to go to the capital markets, that would trigger some enhanced scrutiny from S&P and Moody's. Not that it would prohibit us from doing it, but at this point in time, it is my recommendation to the president, the Board, or anyone that would listen to me is we need to get our house in order first before we go back out to the capital markets. To close out the question, from a refinancing standpoint, we did what we could do in 2018. Not much left.

President Brakel: Thank you. We will need to kind of move on here in a moment, so I'll try to make this the last question. What is the rate of return on our endowment fund? Has it increased substantially with the increase in the stock market? That is from Senator Niamat.

Vice President Schroeder: I'll give you a real time answer, because I believe a quarterly slash report just came out the other day. So, give me one second and I will pull that up here real quick for Senate. This is through September. So this is related to the University resources that are part of the joint investment portfolio that the Foundation investment committee manages for us. Since inception, the University dollars have done 4.8% in terms of return. A year to date, we are down 2%. And then for the quarter we were up 4.6%.

President Brakel: I think that was all the questions that I saw in the chat. If I missed [any], I apologize there. Vice President Schroeder, do you have anything else that you would like to share with us?

Vice President Schroeder: No, I'm good. Again, I truly appreciate the opportunity to come back to Senate. Happy to do this, President Brakel, as much as you would like. But anyone that has any additional follow-up questions, feel free to email me directly if you'd like or through President Brakel if that is okay, sir.

President Brakel: That is fine. If you could copy me on any message that you send so we would be able to share that information, I'll greatly appreciate that.

Vice President Schroeder: Well, thank you all. I appreciate it very much.

President Brakel: Thank you, Vice President Schroeder.

Vice President Schroeder: All right, take care.

President Brakel: Next we are moving to an update on COVID and things related. Dr. Thompson.

Vice Provost Thompson: Hi everyone. Great to see you. Again, I want to thank Faculty Senate's participation on our COVID-19 operations call. Senator Bigioni sits on that committee and it's been very helpful to have representation and a voice in those meetings. I just want to provide an overall update and make sure you don't have any further questions as we are moving forward together. I do want to thank all of you again for the fantastic efforts you are doing across campus on keeping our COVID numbers very low. I walk around campus very frequently and check things out and our faculty are doing a great job with following our Rocket Prevention principals, really helping social distancing occur in the classrooms, making sure that our students are wiping down their desks, and everything that we need to do to keep our campus safe. So, I can't thank you enough for the hard work you all have done this semester. Thank you to all of you. I'm sure I don't have to tell you, however, as you watch the news, that we are facing some national and statewide challenges as related to COVID-19. Within the last week we have reached some very high milestones with our COVID-19 cases, hitting upwards of 85,000 new cases on a daily basis. Also, when you look at our data in Ohio, we are one of the 44 states that are experiencing increases in our COVID-19 cases. In fact, today, Gov. DeWine came out with our newest data saying that we had 2500 new cases just today. We've reached a recent high in our state of just slightly north of 2800 new cases in a day. We are doing better than our sister state in Michigan who just yesterday hit over 4000 cases in a particular day. I am happy to report however, that on our campus our COVID cases have been very low when you compare those to our peers. The new dashboard data was updated today for last week and we had 25 new COVID cases that were reported. And again, that comes in from several different sources, whether it be our systematic testing, our asymptomatic testing, or through reports from our local health department from community based testing sites. So again, if you've not seen our dashboard, I invite you to look at it. I think it is very, very informative. I am very excited to also report to you that we are going to be doing National Guard pop-up testing sight on November 19th and 20th on the Main Campus. We are working on locking down the exact location and you will get information on this, probably, Rocket Hall parking lot. The purpose of this is to get faculty, staff and students to get tested for COVID-19, prior to leaving campus for the holidays. And so again, we see lots of folks leaving to go remote as we are going to have our exams remote. Some people will be traveling. We really want to mitigate the risk of spreading COVID-19 and so we're encouraging everyone to again, this is optional, but to engage in testing on those dates, and I will have the exact hours. But it will be an all-day event on both days. So, this will also be a community test that will be available. So again, you can invite other people to come to campus and get tested on those days. It is free. You do not have to make an appointment. You can just show up and it will be a drive through environment and we will also take walk-ups for students that do not have cars. Also, we have changed over now officially our testing site to Savage. So you won't have to be outside in the cold anymore over in the Glass Bowl. UTM is now doing our asymptomatic random testing, so we continue to send out emails inviting people to get tested for the random testing. Again, I always extend to you that there is a link on our COVID-19 website for faculty and staff for whatever reason you would like to be tested as part of our asymptomatic testing. You can always fill that out and be part of that with no

questions asked. We also continue to do our symptomatic testing at Rupert and at the University Health Center.

Moving forward, as you know, we are beginning with our registration and our class schedule for the spring. Many of our classes are following a similar schedule, for example classes larger than 50, as we know will be online. We will be following the same safety procedures in terms of social distancing, asking students to disinfect, to clean and sanitize their desks prior to use. One thing that we were working on is a procedure for when students will return to campus in January in terms of testing. So I know that we've had some questions about if there is going to be lots of travel, and the holidays, and coming back in January. We have been the recipient of several thousand, and you might have seen this on the news, Abbott Binax antigen tests and they are a 15 minute rapid test that we will be using and making available to students as they return and move into the dorms, the residence halls in January when they come back. So we are working on a procedure for that to make sure that anybody that would be positive, that we would be able to place into isolation as they would return back into Carter Hall. We also have put a work team together to begin to prepare for a release of a vaccination. There's lots of different discussion on when it will be released, how it will be released. We want to be very prepared at UToledo that whenever that is made available, we can respond very quickly with our vaccination procedures. We have also had conversations with the Toledo Lucas County Health Department that we will likely also be a community vaccination site as well. So those discussions are underway and we will be ready to go once we receive the vaccinations. So that is an update for now on COVID-19. I want to pause and see if there's any questions that you have regarding what is happening and kind of where we're going here in the next few weeks.

One thing I did want to add is, I ask for your continued encouraging of our students to get tested. That is one of the things that we really need to have happen for us to really monitor where we are at in terms of our numbers. One of the things that we are going to be working on here in the remainder of our weeks that we're on campus is to try to offer some residential testing. So actually taking the test to them in some of the dorms. So, those are some things that will hopefully be happening in the next week or two. As we see some of the national and state numbers climb again, overall, we have been in very good shape compared to many of our other peers.

President Brakel: Questions for Vice Provost Thompson?

Senator Rafael-Mata: I have a question on follow-up. We had a very low number of cases, but we saw some cases in our students. It seems that it is not very clear to them and maybe [they do] not ask, what to do when they test positive? What are the guidelines that they need to follow through? Like, some of the students came back and said, well, yeah, I am clear. I asked some of them did you go to the doctor and they said, no, I didn't go to the doctor; I stayed at home and that should be enough. I don't know if they know, and also I don't know if we as faculty have very clear sort of guidelines of what to do when we see our students test positive. So, what is the procedure to follow-up to allow them to come back safely to campus?

Vice Provost Thompson: Thank you for that question. I think we have a couple of ways to offer some resources. First of all, we have the Rocket Restart manual, which basically is a resource that kind of goes through every FAQ, everything that you would need to respond to a student who tells you that they are positive such as where you would call, where you could direct students. What typically happens, and just to kind of walk you through the process, when a student receives the notification that they are positive, and again, these are through messaging, obviously, immediately we are asking them to notify Student Affairs, because that is the route for them, and it happens to be Valarie Walston who is the contact person.

Then immediately, as a quicker way to initiate our contact tracing is through the Health Department, and so right away someone contacts them and kind of walks them through the process. Also, there is immediate alignment with the Office of Advocacy and Student Involvement. So that way, if there is notification that needs to happen, and also with Enjie Hall's office if they have to miss classes, that happens right away through that procedure. If someone is positive, then they have to basically self-isolate for 10 days. That is assuming that they are asymptomatic. If they are having symptoms, then obviously it is monitoring your symptoms and at least being, after the 10 days, 24 hours that they are symptom free, not having a fever. And so again, those recommendations are on our website and we refer directly to them in terms of the CDC guidelines. So, immediately, the optimal thing is that the student is reaching out to us immediately or if the faculty member talks with them and says, can I help notify, that is the best way to have that happen. If that doesn't happen, what also happens is, when once the results are positive, they go through the Health Department anyway. It just might take an extra day or so, and it goes to the contact tracers anyway. So we just try and do it in a more quick way so that we can work with the student. Does that make sense?

Senator Rafael-Mata: Thank you. I think that maybe I don't know what would be the best way. Maybe if I push a little bit harder. My impression is that not everybody is following these guidelines. That is what I would say. I don't if we need to talk to the chairs so that we can essentially push this message a little bit harder. That would be my comment on that.

Vice Provost Thompson: Sure. Thank you. You know, we can continue to push that message out. I mean, the hard part about this is we can make those recommendations if they are a residential student. You know, we obviously give them a choice that they can either relocate back at home, or they are moving to Carter Hall. So there is a little bit more of a touch point and some supervision there. Obviously, if they are not living in a residence hall, it is a little bit different in terms of monitoring that. We make the recommendation. We tell them what they need to do, but it is difficult to monitor.

Senator Rafael-Mata: Yes, I understand. Thank you very much.

Senator Barnes: Thanks, Vice Provost Thompson and your team for the amazing work of keeping us safe. So appreciated. Two questions. One is just sort of out of curiosity. I am curious about the response rate on the randomized testing. How are we doing there? The second one is about spring and the classes that are currently designated as face-to-face. I have two classes that are designated face-to-face, and I've already received a couple of emails from students asking if I am going to be flexible if they are uncomfortable attending class face-to-face. I'm inclined to say, "Yes, of course, let's continue remotely" as many of us have been doing this term. But I am wondering if we should be shifting the designation of the course to 'hybrid' so that students are aware that there's flexibility. They don't seem to be shy about asking, but I don't know how many are just saying to themselves, "Hey, I am not even going to register because that is a face-to-face course." Do you have any thoughts about that?

Vice Provost Thompson: Yeah, and I am glad that Provost Bjorkman is on this as well. You know, in the guidance that we provided back in August about scheduling, and those of you who might not have gotten that email because it was targeted to the chairs, the associate deans and the deans looking at the schedule. The guidance that we provided was somewhat similar to what we did for fall in that, you know, classes 50 and above in terms of class size was pushed online. We tried to encourage classes that were 1000 and 2000, especially because of students being freshmen, sophomore that perhaps at a higher risk for enrollment or retention issues. We tried to encourage those classes to be face-to-face when possible. Obviously, the hybrid courses are often related to classroom size and having to be able to stagger them in a way that you could fit half your class one day, and half the class the other day. I know the provost, and

she can jump in here, has been very clear that we are in a unique time that provides a need to be somewhat flexible with our students and some of the issues that they are facing. I don't need to tell you, you all know this is as faculty that we're getting all kinds of barriers and issues for students attending classes. So, Provost Bjorkman, I am not sure if you have anything you want to add with this.

Provost Bjorkman: No. I would just say Dr. Thompson is correct that we tried to follow the same kinds of guidelines that we did for fall. But, of course, we are going to have to watch very carefully to see what happens over the break, and with the holidays, and the current increases in cases around the country and here in Ohio - we are going to have to continue to monitor that. I guess the advantage that we have in teaching almost in multiple modes right now, it will certainly be a great deal, more straight forward if we have to say, go online for two weeks as a precautionary kind of thing. But right now, we are hoping we will be able to continue with the kind of mode we have now. But I will tell you, we will definitely be watching very closely and we will make changes as we have to.

Vice Provost Thompson: And I do want to say, I mean, from the Provost Office perspective, we get lots of different notes from parents and students. I think the biggest thing that we have asked from the Provost Office is from a scheduling perspective that we will send around mid-December that we make sure that the modality of the class that has been offered and the schedule does not change. That is one of the things that we really heard from parents and students was that, you know, I registered for three classes and I was counting on them being face-to-face, and now they have been adapted to remote or online. Students were very unhappy about those changes in modality. We have tried to make sure that there was at least four weeks where the modality was locked in. For some students they've wanted out of the housing agreements. They were saying, well, now all of my classes are online, so why do I have to come back to campus and pay money to live on campus? So I think collectively, those are some things just to be aware of that are issues we hear about all the time in the Provost Office.

Provost Barnes: Can I just follow-up on that then? So, when the student says this is supposed to be a face-to-face class, will you allow me to attend remotely? Do I say, no, because other students are expecting this to be a face-to-face class with other students in it, and so I shouldn't extend the flexibility because it actually disrupts other student's experience?

Vice Provost Thompson: I mean, I think those are kind of a case by case basis where the course is being offered as it is intended to, in the modality that was said. You are going to have lots of different reasons, right? For a student that might have an accommodation, or they might become COVID positive, or something changes with their home and the home environment. I mean, we are seeing so many different reasons of why they might ask for a change.

Senator Heberle: Can I jump in really quick?

President Brakel: Go ahead.

Senator Heberle: Thank you. I have two in-person designated classes and I agree with Senator Barnes that it is kind of a dilemma. But I think that in-person, hybrid, remote, all of those have taken on meanings and I am not sure I could ever really clearly identify. But when I say I am teaching an in-person class [*Indecipherable*]...the priorities will be focused on constructing a class for school... [*Indecipherable*]... about eight or nine any different week and it changes a lot attending remotely. But they all understand the in-person part of it. It is prioritized that that's sort of what the class is constructed around so they don't expect it to be like other online classes or like hybrid classes. So, they are participating as if they are in-person, but they just happen to be on Blackboard Collaborate. I'm not sure if

I would want to call them hybrid. I think I would want to remain, personally, with the flexibility that I am giving students to call in if they have to.

Vice Provost Thompson: Right. And the hybrid designation is really more when we are talking about the classroom rotation because of the classroom size. Right? This is not an easy situation and you know, we are also factoring issues related to mental health. I mean, I guess what the thing to think about is if there is ever a time that maybe we had to be flexible, obviously, it is now. Everything I think has to be kind of on a case by case basis with this.

Provost Bjorkman: If I can just jump in for a second? I think if a student truly has reasons why they would prefer to be online -- you know, they may be caring for an elderly parent or they may be exposed to lots of people and so they just want to be safe -- I have no concerns with telling that student that is fine. That is part of why we are trying to be as flexible as we can be, even though I realize that, that makes it incredible difficult to figure out how to teach your class.

Vice Provost Thompson: And again, I recognize. I know we have asked an incredible lift from all of you and to be able to do all this, we're so grateful and appreciative for the work that you all have done.

President Brakel: Senator Duhon asks, is it normal for someone to be selected more than once for random testing? Someone she works with has already been selected three times this fall. Is it just the nature of random testing or is there some other algorithm at play? I believe she told me she knew someone else who was selected more than once. I (President Brakel) know I was selected twice. Go ahead.

Vice Provost Thompson: Senator Duhon, you should tell them to play the lottery. No, I am just kidding. In all reality, what happens is, you would go through the list and it is randomized and we kind of go back through the list once we get there. So, it is quite feasible that as faculty or staff that you'll get pulled multiple times throughout the semester. For our students, there is a great chance you are going to be pulled, especially if you are a residential student. One of the things, Senator Barnes that you were asking about is participation. I would love to tell you that we have super high levels of participation. We could be better. We could be higher. One of the things that has recently come out is that the governor has said that we need to at least test 3% of our residential students each week. So that is partly why now we are going out and going to start testing in the residence halls. What we will probably be moving forward to when we return, and we are doing this to give everybody kind of a fresh start in the spring, and Dr. Cockrell and I have been working on this, is that when a residential student gets pulled, then it would be required of them. And that is just again, to meet the requirements of now this new mandate by the governor, and also just to be honest, for safety purposes. So those are some changes that we will likely be seeing in the spring in term of residential students. We would love to have higher participation rates. What we've seen is at the beginning of the year we see a higher rate, and it is kind of leveled off a little bit. What we are seeing is not different than a lot of other schools have seen. If you get ideas of ways we can increase it, I would love to know that. Other schools are requiring it, like Ohio State. They are routinely getting tested every single week as an employee and as a student. Miami is doing that. We have elected not to go in that direction thus far. So, we've been going with just trying to randomly select people and try to engage them in different ways.

Senator Barnes: One more thing really quick. I've been randomly selected twice, and I have to say that there is a boatload of plastic in that testing package and some paper, and both times I've been tested, I've said, "Hey, can we recycle this plastic?" They have said, "We don't know." The container says water bottles only and so we're just throwing them away. I think we are missing a nice opportunity to really recycle a lot of plastic.

Vice Provost Thompson: So, good point. By the way, I don't know if you've been tested since we've converted over, but we're using a new type of testing. So before, it was saliva base testing, and now it is like getting a throat swab like if you are getting swabbed for strep. So you don't have water bottles and all that other stuff anymore.

President Brakel: A comment in the chat from Kathleen. I am not sure exactly what that says. I bet if you decrease the amount of time it takes to fill out the paperwork, you'll get more employee participation.

Vice Provost Thompson: I love your suggestion. I will tell you that we had to go through so many legal forms and HIPPA forms and everything else. I agree with you, but unfortunately Legal has us filling out a lot of forms. I understand.

President Brakel: Okay. I think that is everything in the chat. I will take one last question and we will move on. Does anybody have a quick question?

Senator Ainsworth: President Brakel, I have a quick question for Dr. Thompson. If you are selected for random testing, do you have to show up?

Vice Provost Thompson: It is not required at this point. We're not requiring it of anyone. No.

President Brakel: Thank you, Dr. Thompson. We appreciate everything you are doing in this area. We only have 15 minutes left so we are not going to jump into the revised bylaws. I will put that on to the next meeting. I will state that in connection with the bylaws – this is the one item from the Executive Committee report that I deferred to here that we had discussed at last meeting regarding the number of meetings per month. We were talking about having a vote on different options. The Exec. Committee postponed that vote because we felt like we needed to have more information about what other places are doing. Senator Insch has been working on that and he and I had a conversation earlier today about things. So we will report more on that at the next meeting. That brings us then to items from the floor. That brings us to a motion to adjourn.

Motion to adjourn: Senator Niamat

Second: Senator Tiwari

IV. Meeting adjourned at 5:46 PM.

Respectfully submitted,
Kimberly Nigem
Faculty Senate Office Administrative Secretary

Tape summary: Quinetta Hubbard
Faculty Senate Executive Secretary