

THE UNIVERSITY OF TOLEDO
Minutes of the Faculty Senate Meeting of February 28, 2017
FACULTY SENATE

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

Approved @ FS on 4/11/2017

Summary of Senate Business

Confidentiality of Student Record (FERPA) Policy - Chair Celia Regimbal
Office of Diversity and Inclusion – Vice President Willie McKether
NCAA Athletics- NCAA Faculty Athletics Representative Mary Powers

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

President Humphrys: I call this meeting to order. Welcome to the twelfth Faculty Senate meeting of AY 2016-2017.

I. Roll Call: 2016-2017 Senators:

Present: Ariss, Atwood, Barnes, Bjorkman, Cappelletty, Compora, Crist, Dowd, Duhon, Edwards, Gilchrist, Gray, Gruden, Hall, Harmych, Haughton, Hoy, Humphrys, Jaime, Jorgensen, Keith, Kippenhan, Kovach, Krantz, Lecka-Czernik, Lundquist, McLoughlin, Monsos, Nathan, Niamat, Oberlander, Prior, Randolph, Relue, Rouillard, Said, Sheldon A. Thompson, Thompson-Casado, Tian, Tucker, Van Hoy, Weck-Schwarz, White, Wittmer

Excused absences: Bouillon, Brickman, Burnett, Devabhaktuni, Duggan, Emonds, Giovannucci, Nigem,
Unexcused absences: Lanham, Martin (substitute for G. Thompson), Malhotra, Modyanov, Mohamed, Schaefer, Srinivasan, Willey, Williams

II. Approval of Minutes: Minutes of January 17, 2017 and January 31, 2017 are ready for approval.

President Humphrys: We have Minutes to approve. They were forwarded to you earlier today. A piece of information: everyone who speaks at a meeting and they are quoted in the Minutes receives the draft in advance and you are asked to look at the accuracy of the quotes. So, when it gets as far as the Faculty Senate meeting they've already been edited by the people who are quoted in the Minutes, just for informational purposes. We have Minutes from January 17, 2017 and January 31, 2017. May I have a motion to approve the January 17th Minutes? Are there any corrections or comments? Hearing none. All in favor of approving the Faculty Senate Minutes from the meeting held on January 17th, please say "aye." Any opposed? Any abstentions? **Motion Passed.** And also we have the meeting Minutes from the January 31st meeting. May I have a motion to approve those Minutes? Are there any comments or corrections? Hearing none. All in favor of approving the Faculty Senate Minutes from the meeting held on January 31st please say "aye." Any opposed? Any abstentions? **Motion Passed.**

Executive Committee Report: Your Executive Committee and the Chairs and members of the Faculty Senate Committees have been working on many projects as we soon will be entering the second half of Spring semester. Among the activities that will be occurring before the end of the academic year are the elections for the 2017-18 Senate, evaluation of deans, review of policies, consideration of changes in General Education requirements, and the Senate approval of course and program curricular submissions. Related to this last item, according to the suggested approval schedule posted on the Faculty Senate website, today was the deadline for having course or program modifications or new proposals to the Senate committees for review. Realizing that sometimes things get delayed, please let your college

colleagues know that they should have curricular items through the college approval process—via the curriculum tracking system—by March 13, in order to be considered for approval by the Senate this year.

Since we last met, members of Senate who serve on the Finance and Strategy Committee were briefed by President Gaber on the governor's proposed budget and the impact it would have on the University. Although a final State budget will probably not occur until after the end of our academic year, we will plan on bringing updates to the remaining Senate meetings. The possible effect on the University operations could be significant and require more tough budgetary choices.

I have been asked to participate in a meeting regarding textbook affordability—a primary focus of the governor's budget. I would welcome any ideas that you may have regarding this topic. Please email those suggestions—the meeting is on March 8.

The Executive Committee also met with Provost Hsu. We discussed a variety of topics that will have an impact on faculty both this year and next. Provost Hsu and the Executive Committee will be sharing these issues and asking for your input during the remainder of the semester.

I am happy to report that the transition to the 15-week semester schedule appears to be going very well. Senior Vice Provost Peg Traband indicates that most departments have used the standard start/end times to schedule their classes. The Registrar's staff along with IT have worked with a team from the schedule building software company Ad Astra to run the room optimization feature. Currently, the Registrar's office is addressing errors in room placement, and an email will go out this Thursday to college schedulers for their review. The students will be able to view the schedule on March 1, the traditional date to do this. Registration will open, as scheduled, on the Wednesday after Spring Break. Of note, although we know that Fall Break will be on a Monday and Tuesday, the actual date has not been determined because the MAC football schedule has yet to be released. As has been done in the past, Fall Break will not occur after a home football game weekend.

UT's Blue Key Honor Society and Mortar Board National College Senior Honor Society will be sponsoring the annual Songfest on April 1, at 5 p.m., in Savage Arena. The groups are making a special invitation to faculty to attend the event so they can cheer on their students as they compete in the musical competition. Songfest benefits a philanthropy, which this year is Hut Outreach, a nonprofit community center in Haiti, which was founded by a UT alumnus. I will email a flyer about this student event, which you may distribute among your colleagues. That concludes today's Executive Committee Report.

Senator Relue: I just wanted to clarify; you said that Thursday you will receive information on room assignments to take a look at, but the schedules are going to be released tomorrow to students?

President Humphrys: Well, that's a good question. Do we know, Provost Hsu?

Provost Hsu: It's going to be online tomorrow for students to [be able to] look at what classes that are going to be offered. I think when that happens then the department will also be able to see the rooms and whether or not they are satisfied with the room assignment or if you'd like to trade your room with somebody else.

Senator Williams: Then, does the department or program have a period of time to make those requests?

Provost Hsu: Two weeks is the time frame. The registrar will try to accommodate your requests and if they cannot, you may have to talk to your peers in other departments that have already taken your room, to ask if they are willing to trade.

Senator Williams: That is what I was going to say, “before Spring.”

President Humphrys: Thank you. I think possibly my wording could’ve been a little better, but I believe the room assignments have been made, but it’s a matter of whether they’re going to end up being the final ones. Are there any other questions or comments or any other pieces of information that the Executive Committee wants to add? Hearing none, and so we will proceed on with the agenda. The first of our reports will be from Provost Hsu.

Provost Hsu: The first meeting I was here, the first thing I noticed was that our President would read from a script and then I was wondering why at the time, but after (I guess) six or seven meetings I finally figured out that the transcription is electronic and I found out that the minutes that I make here are transcribed and they’re not coherent. I read it and I couldn’t understand- I don’t even remember if I said that. So, I have a script today and there are three things that I would like to discuss with you. In fact, I want to thank President Humphrys for suggesting those topics; those are some of the topics that I shared with the Faculty Senate Executive Committee and she felt that I should bring that to the full Senate and keep the faculty informed. So, the first thing I wanted to talk a little bit about is Faculty 180. I think we talked about that software here a couple of times:

1. Faculty 180 is a faculty-centered data management software. It will allow you to report your activities, including your teaching, your service, and your research and so on.
2. It is being piloted in several colleges. COBI will be using it in its accreditation process and ARPA.
3. All new faculty coming in Fall 2017 will be trained and required to use it to report their activities (ARPA). President Humphrys can possibly verify the training.

President Humphrys: Right. It’s a mandatory training for all of the faculty in the College of Business. There was a training session last week and there’s another one the week after Spring Break.

Provost Hsu cont’d: Right; it’s being used “here” and “there” on campus.

What we’re planning on doing is two things starting this Summer, particularly starting this Fall. One is for all new faculty hires, we’re going to require them to get trained with Faculty 180, so their first year’s report and their second year’s evaluation and so forth, they will use Faculty 180. In their sixth year, by the time they would come up for their promotion and tenure, they will need to do no actual work [since] everything is collected and compiled already. But the other thing that we’re going to do is perhaps a little more difficult and will require a little more patience from our faculty, and that is:

4. We will use Faculty 180 for Promotion and Tenure this coming cycle. We are currently developing an electronic template (binder with dividers). We will spend 8 weeks this spring helping those faculty who are up for promotion and tenure to set up an electronic dossier template (Classroom with computers and sessions where everyone gets trained and gets their dossiers set up, even if they don’t have all the information yet, they can put in placeholders), and we will provide staff support all through summer to help faculty develop their dossier. If you have any questions, suggestions or concerns, please let me know and we will try our best to make sure it’s as “painless” as possible.

Senator Giovannucci: The College of Medicine has a different committee for tenure and promotion, so, is the College of Medicine also required to upload their documents?

Provost Hsu cont’d: The plan is that we will build a rather “generic” electronic folder that everybody can use, and you can pick and choose. For example, by the College of Medicine elaborations, you don’t need this material, you just need that divider empty. Our staff has talked to someone from your college

and someone from the Law School to get your input because both have different requirements and we're trying to build all those into this electronic folder so that everybody can use it.

The next one is somewhat of a different topic. President Humphrys mentioned the 15-week [semester] process is going very smoothly. In fact, I want to give a shout-out to everyone that is involved, including our Faculty Senate leaders- in that process - they really did help quite a bit. I think President Humphrys, Past-President Keith and President-Elect Thompson were in the discussion and they contributed quite a bit. The good news is that in the past we also had these blocks, right? Our compliance rate was around 50% - it's like, if you go to a parking lot and you see 50% of the people are parking in-between parking spaces and taking up two spaces, how irritated would you be? Probably my blood pressure would go up. But that is what's happened on this campus last year. It did not only take up the classroom space, but it took away students' ability to take other courses because we're not in a standard timeslot. We're very appreciative that all departments are very cooperative in terms of trying to put their classes in these standard blocks. We don't have the final statistics yet, but anecdotal data shows that we have a very high compliance rate. So again, thanks to everyone who has contributed to that. That's just a preamble to an additional topic I'd like to discuss; and that is Winter Intersession:

1. Now that the 15-week semester is firmly in place and the transition is fairly smooth as far as we can tell, it is time to think about a winter intersession and discuss whether that would make sense, and if so in what format.
2. You may want to entertain the thought of having some discussion in the Senate on the pros and cons of a winter intersession and reach some consensus before the end of the semester.
3. I have asked the deans to think about courses in their colleges that might lend themselves to an intersession format.
4. We are also exploring the various business models that a winter intersession would follow. I would appreciate any suggestions from the Senate and endorsements would be welcomed. An endorsement that we should explore -- that would always be good, but I would like for us to build some consensus to whether we should go in that direction or not.
5. So, the last item I want to talk a little about, again at President Humphrys' suggestion during our discussion with the Faculty Senate Executive Committee, is the TOEFL requirement for international students. So what I want to say here I'm going to read so my speech so it doesn't get misquoted in the Minutes.

Vice President for Enrollment Management Stephanie Sanders is working on data collection related to TOEFL, and will develop a proposal with the following considerations:

1. Competitors requirements
2. Student performance correlation with incoming TOEFL score
3. Potential impact on enrollment
4. Standards on other options and pathways: TOEFL, IELTS, PTE (Princeton), ACT/SAT in lieu of TOEFL, ALT or ESL.
5. Standards or exemptions on students who studied at other US universities or in other English speaking countries
6. Students in 2+2, 3+1, or 1+1 partnership programs who had taken classes from our faculty in English at their home institutions
7. How to deal with MOA's that included language requirements in the agreement

What I would suggest is that the Senate give us a little time. We understand that this is an academic decision and it's a Faculty Senate decision, but our hope is that you'll give us the time to do a careful study and before we present the details of the angles, you would not make a rash decision based on one suggestion. Am I allowed to take some questions?

President Humphrys: Absolutely.

Provost Hsu: I think there are some questions over here.

Senator Dowd: One of the aspects that you've mentioned is that the Vice President for Enrollment Management is collecting data and doing an analysis of this issue. Do you have a timeline for when that report will be delivered to your office and could the Executive Committee of Faculty Senate have access to her data and report?

Provost Hsu: The last timeline I heard was this Summer; she hoped to have a complete study of all these different angles.

Senator Dowd: So Vice President Sanders is collecting data on all seven language standards?

Provost Hsu: Yes, on all seven and then doing an analysis because her charge is enrollment, so she's concerned about the enrollment. She's [currently] collecting information about all seven pieces.

President Humphrys: Are there any other questions?

Senator Krantz: Going back to Faculty180, have there been considerations of security in the access to that information? The reason why I ask is that information that is necessary for promotion and tenure review may also be sensitive because there are many faculty that address issues that are controversial and in this hyper-politicized environment that we find ourselves in now, there are already lists of faculty who are, for example, outspoken liberals and they could be targeted. So the information that shows up in a CV or a portfolio taken out of context could be potentially damaging.

Provost Hsu: That has been considered. We can lock down whatever data that you feel needs to be locked down and we need to determine what that is. Our current thinking is that the dossier that we would build is going to be treated the same way as your physical binder- it's going to be locked down and the only access [is] at the level that's needed. When it's reviewed by a department, it's only going to be the department's personnel committee- the college committee will not be able to see it and the chair will not be able to see it. Then it goes to the chair, then to the college personnel committee and again, that's the only people who will be able to see it, UCAP will not be able to see it. It's the same type of block that we have now, that's our plan right now. It is an electronic routing process, so only the people who receive the routing will have access to the file. But on the other hand, we're also thinking about using that database for other purposes. We need to have, for example, research reports and we would like to be able to access those data of the publications that you have put in and maybe say, okay, the College of Business published 80 papers last year and got \$10 million dollars in grants, so, that kind of data is what we're hoping to be able to extract. Also, things like, "what's the expertise of our entire faculty?" and we're hoping to make that public, so we have data – if DANA wants a faculty member to help design a transmission and then they can search a database of where the data is provided by this Faculty 180. So, all of the details will be worked out, but for the tenure and promotion process, it's going to be locked.

Senator Jorgensen: Will that be subject to the open records request? For example, if a colleague gets involved with patents, there's information about the patents that shouldn't be publicly released until that patent is issued.

Provost Hsu: Senator Jorgensen, I think everything we produce is under that public records law and if somebody were to request that, we have no choice but to release that, and that is true for your physical binders as well. I don't think it creates additional risks in that sense, but on the other hand, that's something that is not going to be any improvement from what we have.

Senator Barnes: Provost Hsu, I apologize if you've answered this question and I missed it. Does the Faculty 180 application apply only to new faculty or anybody in the tenure track at this point should be plugging their stuff in?

Provost Hsu: I think for me, all faculty everywhere should be using it right now.

Senator Barnes: This is the first time that I've heard about it, so you've got to give us a "minute"---

Provost Hsu: I'll give you "five minutes" <laughter>.

Senator Barnes: Okay, thanks.

Provost Hsu: The trouble is our training staff is limited and so that's why we're sort of taking small steps at a time; we're trying to train the colleges which are the most enthusiastic and want to use it. Then we want to have the new faculty and the faculty who are going up this year to for sure have to use it. The other faculty members, they will have a choice, but I think the faculty members who are considering going up in the next five years, they probably should start looking into that.

Senator Rouillard: Now, when you say "faculty going up this year," you don't mean this current academic year because they've already handed in their materials?

Provost Hsu: No, that process is almost done.

Senator Rouillard: Okay.

Senator Rouillard: You're talking about the people---

Provost Hsu: I'm talking about the people who are going to be putting their materials in this Summer and submitting it in the Fall.

Senator Krantz: For AY17-18.

Provost Hsu: Correct.

Senator Thompson: Is your long term goal then to put the ARPA up as part of Faculty 180?

Provost Hsu: Exactly. In fact, that's what Business is doing now and we want to complete that eventually, hoping that all colleges will be using Faculty 180 for the ARPA.

Senator Relue: Will you also be using it for the five-year professional reviews?

Provost Hsu: We should be able to at some point, but this year we're just piloting everything and we don't want to have too many pilots going on. After this year we'll probably go after everyone who is going through one-year, two-year or five-year reviews. This time next year we'll probably have both the experience and the power to do that.

Senator Emonds: But evaluations, for example, for the CCAP and UCAP will also be based on Faculty 180 input, so we wouldn't have to do this online, right?

Provost Hsu: Right. So UCAP, CCAP and everybody will simply be receiving an email message with a link saying the dossier is ready and now it's your turn for review and then they'll have to get online and open up their Faculty 180 and then look through the dossier, and that's everybody, including me – when it reaches me, I will have to log in and look through all of them.

Senator Emonds: Does that require training too?

Provost Hsu: It does require training and that will happen next Fall when all of our faculty members have created their dossiers and then the next cohort will be the department committees and college committees etc.

President Humphrys: To give additional information to what you have asked, Senator Barnes; the reason the College of Business had this training is we agreed like a year ago to be a pilot program and I think the decision to use Faculty 180 was pretty recent.

Provost Hsu: The decision to purchase was made a long time ago, but the decision to use it was made last Fall in general; we said that we're going to implement it. The decision to use it for promotion and tenure was made right before I met with the Faculty Senate Executive Committee.

Senator Barnes: I wasn't even concerned about that. I have a person in my department who is in year three, and I want to know, do I need to tell her, get your stuff in the system or not, that's really my question.

Provost Hsu: I think telling her to get her stuff in the system starting now would be solid advice.

Senator Barnes: Thank you.

Senator White: Winter session, are we going to be able to begin the brainstorming on that? Can you clarify overload, what does that mean? And what's the length of time we're talking about for scheduling classes?

Provost Hsu: Winter session, we only have two weeks. You can choose to use Saturday and Sunday if you want, that would give you 14 days. If you don't want to use Saturdays and Sundays or if you don't want to use Sundays then you'll have 12 days, otherwise 10 days. Overtime pay, what does that mean? For different colleges it means different things, and for some faculty it means different things. I think the standard for your college is \$750 per credit hour.

Senator Weck-Schwarz: That is part-time pay.

Provost Hsu: Not full-time?

Senator Weck-Schwarz: No, you're right.

Provost Hsu: So for Engineering, it's \$1000 per credit hour.

President Humphrys: Are there any questions? Great! Thank you, Provost Hsu. I guess just a sense of Senate here, would it be beneficial for us to just bring someone to kind of give us a basic overview of Faculty 180? Would that be a good idea? We won't spend a considerable amount of time, just maybe 20 minutes to look and see what it's about. Thank you.

Okay, next on our agenda is chairman Fred Williams and he's the chair of the Academic Programs Committee. Which one would you want to take first?

Senator Williams: Business.

President Humphrys: Okay, you are all set.

Senator Williams: I know everybody was sent this; this is proposed changes to the E-Business or E-Commerce to the minors. This does require 12 credit hours, we went over this the last time and that's why our previous one is actually in Business rather than Natural Sciences and Math. All of these classes have been renamed already. The only thing that we were waiting for was accomplished the last time and that

was, we had one course that had to go through Curriculum and that was the internship course. So all these courses were already preexisting and they are required courses. There was one at the end and that was the internship course- this is a new class that had to be approved before we could even bring it and everything else had been renamed, already passed through a long time ago. So, the idea here is that there's a renaming or rebranding, so to speak. We looked at it as a committee and we unanimously approved it. I would put that out there for comments or consideration. Hearing none. All in favor of these changes, please say "aye." Any opposed? Any abstentions? *Motion Passed.* Thank you.

Let's go back to the other program version first. Okay, this one has been sitting around for a while, this is changes to the BA in Political Science and they were also waiting for a class to be approved. The issue here was that the department was no longer giving courses in the Public Administration portion or higher by the courses; they instead inserted this capstone in Political Science which also just went through. This was passed through in the last Curriculum meeting the last time, which is why I have it noted right there that it was passed through by Senator Cappelletty. Again, it is a change from 33 to 34 hrs./ 21 vs. 22 hrs.– the only difference being that one credit passes the course, am I correct? The insertion of 3410 for 3420 is simply because 3420 will no longer exist, it'll no longer be taught. This was also passed unanimously by the committee. Are there any comments? May I just call the question? All those in favor, please say "aye." Any opposed? Any abstentions? *Motion Passed.* Thank you.

President Humphrys: Everyone was sent this information about Chemistry, do you think---

Senator Williams: Does anyone have any problems with what they were sent on the Chemistry proposal or do I have to bring that back?

President Humphrys: Is anybody from Chemistry here?

Senator Williams: I have it right here, but, Senator Jorgensen, if you want to chime in as well?

Senator Jorgensen: Sure.

Senator Williams: This is Environmental Chemistry in an Engineering program.

Senator Jorgensen: Green Chemistry is doing chemistry as nature does. Our program in Green Chemistry and Engineering is in partnership with the College of Engineering. The minor is 21 hours because it's in the College of Natural Sciences and Mathematics. Four of the classes are required and two are selected from a list of options. If anybody has questions, I will be happy to answer. The move in this direction is very strong in chemistry - this is more natural chemistry.

Senator Williams: Are there any questions for Senator Jorgensen? Hearing none. All those in favor, please say "aye." All those opposed? Any abstentions? *Motion Passed.* Thank you very much.

President Humphrys: Thank you, Senator Williams. Next on the agenda is our Core Curriculum Committee and that's our Chair, Senator Monsos.

Senator Monsos: You've seen both of these before because they've already passed Faculty Senate and Undergraduate Curriculum Committee, but now we're looking at it from a core perspective. There is one new course, Art 1030 Multi-cultural Art Appreciation Contemporary Art- you may or may not remember it from when it was passed in the Fall. It was submitted as both Gen Ed. Humanities and U.S. Multicultural, but the committee is recommending it only for Humanities, which has been communicated to the department. Are there any questions? I'm going to put it forward as a motion. All those in favor, please say "aye." Any opposed? Any abstentions? *Motion Passed.* Thank you.

The other one is two course modifications from Physics. The explanation was provided and we looked at this for 2010 and 2020 and none of the changes had anything to do with the learning outcomes for it being a natural science, so there's no reason for us not to also approve it. Are there any questions? All those in favor please say "aye." Any opposed? Any abstentions? **Motion Passed.** Thank you.

President Humphrys: Great, thank you so much. Next on our agenda is the chair of the Academic Regulations Committee and that's Dr. Celia Regimbal.

Dr. Regimbal: First of all, I will have to say that I am a little "disappointed" that there is no King Cake here today <laughter>.

President Humphrys: We had cookies the last time and that was as good as we got.

Dr. Regimbal: The policy that is coming forward today is the policy on confidentiality on student records, FERPA. There are some minor technical revisions to this policy and it should have been reviewed some time ago and so we're just in the review process of the policy. [See: <https://www.utoledo.edu/policies/academic/undergraduate/pdfs/3364-71-15%20%20Confidentiality%20of%20student%20records.pdf>]

President Humphrys: I went to your committees' comments as well and so it's a combination of the two things, these are the parts that would change, per PowerPoint.

Dr. Regimbal: In Student Educational Records, the request was that we add some records to this area. It says, "*student educational records... the list will also indicate the basis upon which any disclosure is made.*" Then there's "*educational records do not include.*"-we were asked to include "Library" in that grouping. Then there's "records pertaining to student disability services and records pertaining to the offices of international students and scholar services"- we've been asked to add those.

Senator Jorgensen: Dr. Regimbal, are you saying, you asked to have those be excluded?

Senator Regimbal: Yes.

Senator Jorgensen: Thank you.

Dr. Regimbal: In the next section there was a request to make an adjustment and it says, "*Inspection and challenge in educational records.*" "*Students have the right to inspect and review most information contained in their educational records.*" A request was made that we change that language and to start it up, "with the exception of items, section 1. The section right below, it begins to list "(a), (b), (c), (d)," rather than say "1(a) through (d)," so the request was to change it to say that "exception" and then later in the statement it says that the "*students wishing to review their educational records must make a written request.*" Because of the changes in which we administer today, we recommend that it say, "students who wish to review their educational records must make the request either in writing or via email."

Senator Relue: Where you just were under "(E)," "*Inspection and challenge of educational records,*" the next slide at the end, the "s" with "students."

President Humphrys: Oh, yes; right in here?

Senator Relue: Well, I can't see it on the screen.

Dr. Regimbal: Are you making a correction in the spelling, the lowercase "s"?

Senator Relue: I have no "s" at all.

Dr. Regimbal: Right. The copy that I will give to Faculty Senate will have that.

President Humphrys: Yes.

Dr. Regimbal: So in fact, it will not read like this; “(a)” through “(d)” below is removed, it’ll just say, [Section] “(1)”.

Senator Jorgensen: Dr. Regimbal, what’s “(a)” through “(d)”, can we see that?

Dr. Regimbal: It says “*financial information submitted by their parents, confidential letters and recommendations placed in their files prior to January 1, 1975,*”... The last one, “(d),” “*educational records containing information about more than one student, in which case the university will permit access only to that part of the record which pertains to the inquiring student.*”

Senator Jorgensen: Thank you.

Senator Relue: So you’re talking about “student” here; is that current or is that also alumni?

Dr. Regimbal: I don’t know the answer to that question.

Senator Relue: My question is related to their request by email. How do we know they are who they say they are, if it’s not UT email?

Dr. Regimbal: It goes to the Registrar’s Office.

President Humphrys: Is there a form that you have to fill out? I think there is, but that’s a good question.

Senator Relue: So if they request it by email or writing, the registrar sends it back stating they requested the information, is there some type of back and forth before information is released?

President Humphrys: My experience is that’s the case. There’s a form they have to fill out and if it is like transcripts, depending on who you are and how many you are requesting or have requested, sometimes there’s a fee. I think it is pretty safe from that perspective; I think they do check to make sure; there is kind of a check that’s in place.

Dr. Regimbal: I do know that if it gets approved through Faculty Senate, it will then go on up the chain and it will be reviewed. If there are legal questions, it will be reviewed there to make sure that we’re in compliance.

Senator White: Can you go back to those three additional exclusions?

Senator Prior: I think that is what I was going to ask. I have a question about the exclusion of the document from the Office of Disabilities. What’s the change that’s going to happen there?

Dr. Regimbal: It says “*Educational records do not include: Records of instructional, administrative, and educational personnel which are in the sole possession of the maker and are not accessible or revealed to any individual except a temporary substitute; Records of the Department of Campus Security or law enforcement records; Records related to treatment provided by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional and disclosed only to individuals providing treatment; Employment records; Alumni records.*”

Senator Prior: Did you say records from the Disability Office too?

Dr. Regimbal: The request was to add “records pertaining to student disability services, records pertaining to the Office of International Students and Scholar Services and Library records.”

Senator Prior: So then they are protected?

Dr. Regimbal: Correct.

Unknown Speaker: I thought it was excluded from being released.

Dr. Regimbal: I’m not a lawyer.

President Humphrys: I think it means that these are things that can be released, isn’t that what it means?

Senator Relue: But the student educational records, those things are not part of educational records.

President Humphrys: Okay.

Senator Duhon: Library records are usually protected.

President Humphrys: I am not sure.

Senator Kovach: Is there language in there about health and safety emergencies? In 2008, the Department of Education sent a request to the university and there’s a real quick statement. But, there are times in which you are already permitted to share information if there’s an articulable health and safety risk, you can share it with the person at risk. So, basically the statement is, “an institution is permitted to release information from a student’s educational records when they determine that there’s an articulable and significant threat to the health or safety of a student or other individual, and that information can be disclosed to any person including parents who are knowledge of the information and it is considered necessary to protect someone’s health and safety.” Because not having that statement has caused a lot of loss for universities, like students have been killed or injured.

Dr. Regimbal: I guess my suggestion would be that you send that forward.

Senator Kovach: I apologize; I wasn’t here at the last meeting, so part of it is on me because I wasn’t here.

Dr. Regimbal: I don’t know where it could be inserted and not having a legal background, I think it has to go to, to ask if that needs to be included in the confidentiality of student records or if that’s a standalone issue.

Senator Kovach: It’s part of FERPA regulations; it’s from the Department of Education. So we are setting ourselves up for some issues should something occur and we’re not sharing with the right people. I mean, that is when tragic events happen, which will probably never happen here, but should they, we need to have it in there.

President Humphrys: Well, what we could do if it’s accepted, is have you look at this policy and then send an email to Dr. Regimbal and say I think “it does or doesn’t belong here” and then we’ll go ahead and put it in before we put it forward and we will have a 30-day comment period for the university.

Senator Kovach: Okay. When I do that, I’ll send them the documents, not just my version, but I’ll send the actual documents.

President Humphrys: Does that sound acceptable for a friendly amendment? We’ll make sure that we’re covering that and insert it and then it will go forward.

Senator Krantz: Can you scroll back up to [Section] (3), immediately above this? In the line it says “*Educational records do not include:*” but for the sake of clarity, could you include a phrase in there “and may not be accessed by” whoever is appropriate? In other words, you’re defining questions that all of us have just asked.

Dr. Regimbal: Well, I think it speaks to that issue. If you say that it may not be accessed and then there’s a federal guideline that says that that can be accessed, I think that we can possibly ask for a clarification with that.

Senator Krantz: What do those four or five items actually mean?

Senator Prior: I am still curious if a student is less protected or more protected, because that’s not clear to me.

President Humphrys: The situation that we’re in is we need a legal opinion from our university Legal Department. I guess one thing we can do if you feel like you need a little bit more time to look at this and give Dr. Regimbal more time to address these questions, we can certainly see what we can find out and bring it back at the next meeting if that’s your preference.

Senator Barnes: I find it rather surprising that the student disability services are not already protected.

President Humphrys: Apparently, we’re covering it in this document because that was one of the suggestions from Dr. Regimbal’s committee members.

Senator Barnes: Well, I am very glad they’re helping.

Senator Jorgensen: This is a really important point, so the Faculty Senate has to be advised by the university legal representative as to whether this situation is [covered]. It’s not clear and we shouldn’t be voting on it.

President Humphrys: I can have the Faculty Senate Executive Committee also take a look at it and bring it back, how is that? Then we will consult with you, Dr. Regimbal. Thank you, Dr. Regimbal.

Okay, the next person on our agenda is Dr. Willie McKether and he’s going to give us an update on the Office on Diversity and Inclusion.

Dr. McKether: Good afternoon. Thank you for allowing me to provide you with this update. I’m not sure how much time I have, but I promise it’ll be less than ten minutes, if that is okay.

President Humphrys: Perfect.

Dr. McKether: So I’ll begin by saying that in my office we’re doing two things still. I guess I’m probably eight months in at this point, starting back on July 1 in this position and as of tomorrow I’ll be starting my ninth month. I’ve been busy in some ways establishing an office because in many ways I started with nothing; so I’m starting an office and creating, while at the same time making sure that things are ongoing. As you may recall from the Diversity Plan that it is divided into different time periods based on when we hope to achieve things, beginning one to five months through twenty-five through thirty-six months. At this point we’re in the sixth through twelve month time period and I’ll just begin by listing a number of things that we’ve engaged in and then at the end, if you have questions, I’ll be happy to come back to discuss anything specifically.

Much what I’ve included in the plan was based on a number of things: one is institutional data based on the survey we did last Spring as well as the town hall sessions we conducted last year as well. So, with students one of the things that we started was called “Dialogues and Diversity” and that was one of the

things that students said they wanted last year- they wanted more opportunities to have conversations about difference. So this is a monthly series that we started and we've had five so far based on a number of various topics; we've also engaged student leaders to help us plan those topics and also in many ways help to lead those discussions. The most recent one was the "Seven Countries, Seven Stories" event that was held a couple of weeks ago. We've also initiated something called "Lunch with the VPs" and that's an opportunity for students to have lunch with myself as well as Vice President Kay Patten-Wallace on any topic of their choosing. So, at least two times a month we will come over to the Student Union and just sit and students come and have conversations about whatever it is on their minds. We're starting a new committee called Inclusion Officers and I wanted to have this new council because I wanted to have a way to have direct contact with the colleges on a regular basis. I wanted to ensure that there is somebody in the college who is responsible for diversity initiatives. So at this point each of the colleges has appointed inclusion officers and we've been working on, in particular, diversity plans for each of the colleges; in fact, the first draft of the diversity plans was due today and so we continue to update those as well. That committee is also working with me on doing some diversity-based research as well. With respect to existing college committees, I renamed and sort of refocused the former PCARS committee to UCODI, University Council on Diversity and Inclusion because I wanted it to be comprised of what I call, "content experts." I wanted to ensure that these are people who are hoping to launch and monitor the diversity plan; I wanted to ensure those are people who have knowledge of each of the various aspects of the university.

We're continuing to work with PCARS and the current one that we're currently working on still is PCARS, President's Committee on African-American Recruitment, Retention, and Scholarship Support on the Health Science Campus, and there we're also writing a strategic diversity plan to recruit Black students in particular in the College of Medicine, Physician-Assistant Program, Pharmacy and Nursing. I continue to work with the MBE/EDGE Program that's located on Scott Park Campus and we're working to increase both the number of minority business suppliers that do business with the university as well as contractors- so, increase not only the number, but also percentage of minority suppliers with the university. With respect to faculty directly, I continue to work with Kevin West along with the Provost Office to provide bias training for search committees. So again, that training hasn't launched yet and we do know there's an existing training committee training that certain new committees go through, but wanted to also add bias training and we're launching that in the Fall perhaps. Also consistent with the Diversity Plan, I'm working with the Provost Office to begin reviewing what happens in faculty searches to help ensure that not only the pool is diverse, but also to kind of keep an eye on the offers that are made to faculty as it comes to university. So, in recognizing that the final decision does not lie with me, but in some cases I see myself as a "watch dog," I need to make sure that I'm keeping an eye on people who are coming in as it relates to the number of existing faculty in particular departments and in particular colleges.

To help the faculty at the university, I'm in collaboration with Connie Shriner's office. On April 14th from 8:30 a.m. – 1:00 p.m. in the Student Union, we're sponsoring an event called, "Solo Success" - if you are the only "blank" in your department, how to get to tenure and how to survive. Also in April we're collaborating with the College of Medicine to produce a bias series; we're bringing a number of individuals in to talk about various aspects of bias. Also in April we'll be launching the second diversity survey. The first one as you know was done last Spring and so this will be the annual follow-up to that and it will be launching at some point in late April. We're also in the process of developing diversity training; we just completed our first diversity training for faculty and staff and those who will be assisting with training of the Greek Letter organizations for students- this was the one thing that students talked about specifically last year; they thought the Greek Letter organizations in particular needed to have additional diversity training and so that's in response to that. We're also planning our "Train the Trainer" for this Summer where we will train faculty or staff members who are interested in becoming diversity trainers. So they will become part of a group starting next Fall that will be able to dispatch to develop

diversity training. We're hoping to hold about two trainings per month starting in the Fall and also repeat that next Spring as well. We anticipate that during the Summer many faculty may not be around and so to ensure that faculty with an interest in [becoming a diversity] trainer will also be able to do that next Spring.

I'm also in conversations with the Provost Office about how to best incorporate diversity modules into existent orientation courses- that was one of the things that students said clearly last year on the Diversity Survey that new students in particular should receive some type of diversity training. We know that it's probably currently being taught in the orientation courses, but we're asking for at least an hour or two in those orientation courses so we can deliver a two-hour training and so that's an ongoing conversation that we're having. We're also developing a face-to-face diversity training for faculty and staff. I believe firmly that diversity trainings are best launched face-to-face; we will still have an online version, but I think it's important to have a face-to-face version. We're also in the process of working with Human Resources to have a two-hour slot for all new employees, part of their onboarding process and also the same for new faculty as well. In addition to that, just a number of collaborations across the university and different colleges and departments. Over the past eight months we sort of added substantially to get to some infrastructure and so in addition to myself, I just hired an associate director of Diversity and Inclusion, Jennifer Pizio. We also contracted with a faculty member, Selina Griswold, who has extensive background in diversity training to become our diversity education and training coordinator and so she is helping to lead the charge with our diversity initiatives. I've also brought on someone else on a very part-time basis, a local person who has a background in minority supply and development. So, we are trying to fulfill our commitment of being inclusive at the university as we pluck through the diversity plan; again, recognizing that that's a working document that we're already making modifications on and we will continue to make modifications as the need rises. So those are just a couple of things that I want to share. It's been eight months, but it seems a little longer than that. There's a lot happening and I can tell you one thing, what just happened after I left... members of the campus community are starting to recognize there's at least one place where they can come, to my office, 3rd floor U-Hall, when they have concerns about inclusion. I'm starting to get more faculty and students, in particular, saying "I feel as though I'm not being treated fairly, what should I do?" So at least that is just some indication that we are relevant and I anticipate that things will grow in that area as well. Those are the comments I have to make, an update, and I will be happy to answer any questions.

Senator Prior: Have we been able to hear figures about retention across athlete groups at the university?

Dr. McKether: We do. In fact, that was one of the important parts of the Diversity Plan and those numbers have increased over the past year or two, and perhaps; Provost Hsu wants to comment on that. Overall there's been an increase in the retention; I think we're up to 70-72% overall, but when you look at ethnic groups, we don't have the same level of success. I think perhaps the lowest number or the worst performing group will be African Americans and then followed by the Latino population. I do know that the Provost Office is establishing programs to address that.

Senator Prior: Do you have those figures available so we'll be able to look at them?

Dr. McKether: Yes. I am not sure that they are posted anywhere, but I'm happy to send them to you. The Diversity Plan I think it goes through the Fall of 2015 and I will send that to you as well.

President Humphrys: Can you send it to me and I will make sure to forward it to Faculty Senate?

Dr. McKether: Sure.

President Humphrys: Are there any more questions or comments? Thank you very much.

The next person on our agenda is Dr. Mary Powers, who along with having been a former president of Faculty Senate, is the current NCAA Faculty Athletics representative of the university. She is going to give us a little bit of an update right now.

Dr. Powers: Thank you, President Humphrys, for inviting me to be part of the program today, and thank you, Senators, for allowing me to provide this report at Senate today. I want to share some very good news resulting from the hard work of our student-athletes about their academic performance. This picture on the slide was taken a week ago today at the men's basketball game at halftime when President Gaber recognized all of our student-athletes who have a 3.0 GPA or above. You can see there are a lot of student-athletes that meet that qualification, and they are called Rocket Scholars. The presentation took up almost all of the halftime in order to recognize the students.

Moving along, I want to talk to you about the academic achievements of our student-athletes in the Fall semester. We had the fifth highest GPA in school history, 3.202 when you look at all of our student-athletes. It's the fifth time that UT athletes had a semester GPA above 3.2 and it's the sixteenth consecutive semester in which we had a combined GPA of 3.1 or higher, so applause to the students and the faculty as well. Just looking at the numbers from Fall 2016, individually there were 37 student-athletes with a 4.0 GPA, and that's really amazing. More than 41% (154 of 374) student-athletes had earned Dean's List honors, which means they had a 3.5 GPA or higher. More than 66% (249 of 374) earned a 3.0 GPA or higher in Fall semester, this is really awesome I think. This list just shows, by team, all the teams that had 3.0 GPA or higher in the Fall: Women's Soccer is on top, 3.679, Golf, Women's Volleyball, Women's Cross Country, Men's Golf, Men's Tennis, Baseball, Softball, Women's Tennis, Women's Swimming, Women's Basketball, Women's Indoor/Outdoor Track, and Men's Cross Country – all of those teams had 3.0 GPA or higher, excellent!

The next thing I want to talk about is academic recognition by our conference; the Mid-American Conference. The MAC provides recognition for those students that competed in their sport in the Fall semester and the conference gives a recognition that's called, "Distinguished Scholar Athletes," as voted by the Faculty Athletic Representatives. Faculty Athletics Representatives vote from all the conference schools. There are five different teams that competed in the Fall and so we have: Men's and Women's Cross Country, Women's Soccer, Women's Volleyball and then Football. This slide shows Men's Cross Country and you can see the different majors that they have; you can see students even in rigorous majors are achieving 4.0 GPA's. Next, Women's Cross Country: the two students that were recognized by the conference were Stephanie Barlow and Julia Mendiola. Women's Soccer, I just want to mention one student athlete, Isabella Echeverri, and you may have read about her in UT News and other places. Isabella graduated in December from the College of Business and Innovation. She competed in the Olympics last summer for the Colombian National Team. She is currently enrolled in the MBA program and she's on track to graduate in December this year with her MBA, really outstanding. I also want to recognize the other women soccer athletes that were recognized by the conference, Natalie Knauf and Chiara Paradiso. From Women's Volleyball, we had four of our student-athletes recognized by the conference, and I'll point out that one of the athletes, is in the Clinical Nurse Leadership Master's program which has a lot of clinical hours associated with it, which means there's a lot of class time, along with clinical experience commitment, and she still performed very strongly. Lastly, we had seven of our football players that were recognized by the conference for their academic achievement.

Moving along, and I know you've heard this before, in four of the last five years, The University of Toledo has been recognized with the Mid-American Conference Institutional Achievement Award, which means that the combined grade point average for all of our student athletes was tops for the conference in four of the last five years, very outstanding! And so outstanding that the Ohio Senate recognized this accomplishment, this resolution (shown on the slide) that recognized our athletes, our university and our student-athletes and their performance - this is something that is truly representative of our collective efforts to help our students be successful.

Moving along, another outstanding achievement this year, Michaela Rasmussen, who is a junior majoring in biology pre-med, minor in chemistry, minor in Spanish, and has a perfect 4.0 cumulative GPA. This year she was recognized as a member of the Good Works Team from Allstate. Out of all the Division I schools there are five women basketball players recognized with this honor in the whole country and she's one of the five. This award is reflective of her performance in the classroom obviously and also of community service. While I am mentioning Michaela, we have another women's basketball player that also has a perfect 4.0 majoring in Communications and who was nominated for another similarly prestigious award. That award hasn't been announced yet, but she has progressed to the district level, representing Ohio, Illinois, Indiana and Michigan. Any day now, we're hoping to hear that she receives a similar recognition from College Sports Information Directors of America Academic National Team. So, stay tuned for that, and hopefully we'll get some good news for her too. Before moving forward, I also want to mention that Michaela is in pre-med and she has aspirations to be a doctor.

Also, our student-athletes are very engaged in the community. As of yesterday, our student athletes provided 2,438 hours of community service and this includes work at the Sunshine Home, Ronald McDonald's House, engaging with different schools and other charitable organizations within the community, for example. They're contributing to the university and they're contributing also to the community around us.

I also want to point out that our women's golf team has been doing very well this year; they've already won one of the tournaments that they've been in; the weekend of February 11th, they won the Ball State Sunshine Invitational that was held in Florida, bringing recognition and accomplishment to our school.

Just closing out, a reminder: wear your blue and gold on Thursdays to show your Rocket pride. I think it does help to "pump" us all up and at the same time shows support for our student athletes and the work that they do, and it brings us all together too. That is all I have to say, so thank you for your time and thank you for having me here.

[Applause]

Student Government President, Amal Mohamed: I have a question. What's the combined GPA for the football team?

Dr. Powers: The GPA for the football team was 2.77 for the Fall semester overall, and 2.91 cumulative. So, it is not too far below 3.0; one reason that we've been able to win the conference recognition is because of the performance of our men's basketball and football when compared to other schools in the conference. Like I said, football had a 2.77 GPA for fall semester, and the men's basketball team had a 2.97 GPA in the fall, so just under 3.0. The academic performances were strong there too. Thank you.

President Humphrys: Are there any other questions or comments? Well, we were impressed at Faculty Senate, that's for sure. You've done a great job in that position – thank you.

[Applause]

Dr. Powers: Thank you very much.

President Humphrys: We have one last item on our agenda and that is Amal Mohamed who is the President of Student Government. She would like to make some comments, so if you want to come up to the podium and speak.

Student Government President, Amal Mohamed: I actually have a testimony and I am going to talk about it right now. I didn't want to waste paper so I printed out a few of these and so if you can pass them back by rows. The last time I was here we discussed the governor's new bill and how it would affect the

school negatively. I thought that maybe students wouldn't like the bill and so I spoke to several other student government members— combined we have a program that's called OSGO, which is Ohio Student Government Association, it just consists of the student government leaders around Ohio. Two of the members came together and put together a testimony, which I passed out. Essentially, with the testimony it is says that we extend full support in keeping our tuition [rates low]. We believe the bill that he proposed has [a negative] impact on students as well as institutions. We noticed that a survey by Student Monitor reports that more than 50% of their respondents did not purchase the course materials for reasons such as the shared course material option, which the governor's bill seems to ignore. Maybe students are sharing books amongst themselves so the cost is lower. The number of credit hours in the field of study is greater in determining students' spending on college course material. It did not clarify [whether] the university rents books to students, we're renting them because that would make a major difference as well. Essentially, we requested the Finance Committee on Higher Education remove the section where it talks about having the university pay for the textbooks as well as outing the \$300 to students and that they increase State Share of Instruction, considering the national and state inflation raise. That's going to the Finance Committee on Higher Education and that's our first step as OSGO and how we're going to pressure state legislation and not allow this to go through. I think our second step would be to literally go there and give individual students' testimonies. Today I talked to a representative from Ohio University and he's working on his testimony. After I talk to Senate to see where The University of Toledo actually stands, I will work on my personal testimony to the Governor's Office. So, that's what we've done collectively as a group. Individually, collectively together, we have not come together to see what each has done, but I can tell you what UT's doing. There is currently a survey going around The University of Toledo asking students how much they pay for textbooks on a yearly basis. Then there's a second question that was asked, which is, what year are you? My hypothesis is that students who are in their freshman and sophomore years are spending a lot more money than students in their junior and senior years. I also think that they are spending way more than \$300 or way less, depending on their major. The second thing that I was working on is referendums, where we will have a poll on MyUT and have students enter that poll and vote on whether or not they support this bill. If we get two-thirds majority saying that they don't, then the referendum passes. Also I am writing a resolution to go in front of Student Government. So if both the referendum and the resolution pass on this campus, it is essentially saying the student body doesn't support the bill. I just wanted to let you know that I thank you for letting us sit in because it really inspired me to go out and talk to other students to see how we can stop this from a student's standpoint. Hopefully, all of this goes through and you guys don't have to pay \$13 million on textbooks. Are there any questions?

Senator Rouillard: Well, it is not a question, but, thank you!

[Applause]

Senator Jorgensen : First of all, I want to thank you very much for coming here; it is pretty unusual for a Student Government President, very rarely do we see that. Secondly, I know that Student Government is working on getting the university to fill the director of sustainability that the university has left open. I understand that it has been decided that we can't fill a position on a sustainability director; we don't have one right now, we just have student workers doing recycling. Are we making any progress with this important matter? Other universities are making progress on sustainability.

Student Government President, Amal Mohamed: As an update as to other things Student Government is doing, I briefed the sustainability ad hoc [committee] at the beginning of the year. It was supposed to be with Student Green Fund, but that part kind of fell through because the student's Green Fund was just about giving money to students' sustainability projects, plus I thought our campus affairs chairman was meeting with the science students every Tuesday and met multiple times. The last update that I got from them is since they're not going to get a sustainability director to be an official faculty member, we're working on proposing a couple part-time jobs for students and having student leaders participate. So,

instead of going straight to a sustainability director that the university has to fund, we're trying to create a student-led group that would create the office and from there, hopefully it will build on to.

President Humphrys: You are doing a wonderful job.

[Applause]

President Humphrys: One last thing I want to mention and maybe President-Elect Thompson has a better memory about the dates. Earlier Provost Hsu mentioned that we're having workshops in conjunction with Faculty Senate and in conjunction with the provost's office; we're having tenure and promotion workshops and the notices have gone out to all faculty and I am happy to report within 24 hours of the notice going out there were 27 faculty that already RSVP'd. What are the dates?

President-Elect Thompson: I believe the 22nd and the 23rd.

President Humphrys: We will send out reminders for the tenure and promotion; one is on this campus and one is on the other campus.

President-Elect Thompson: Health Science Campus is Wednesday, March 22nd and that is from 1-3:00 p.m. and then the other one is on Thursday, March 23rd, that's on the Main Campus and that's from 1-3:00 p.m.

President Humphrys: Great. We are happy to say there's a lot of interest in that. Okay. Are there any items from the floor?

Senator White: One small thing, on March 14th is Pi Day and that includes pizza and desserts. The second floor in the southeast corner of U-Hall will be the place to be from 11:30 a.m. to 4:00 p.m. and even after 4:00 p.m. if you want to stay, I promise it will be a generally interesting lecture.

President Humphrys: Well, thanks. Are there any other comments from the floor? May I have a motion to adjourn? Meeting adjourned at 6:02 p.m.

V. Meeting adjourned at 6:02 p.m.

