

UNIVERSITY OF TOLEDO
Minutes of the Faculty Senate Meeting of April 25, 2023
FACULTY SENATE

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

Approved @ Faculty Senate on 8/29/2023

Summary of Discussion

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

President Insch: Good afternoon. Everyone, welcome to the Faculty Senate meeting for April 25, 2023. While they are working on the technology, we are going to go ahead and start with roll call for the 2022-23 Faculty Senate.

Senator Coulter-Harris: Good afternoon, everyone. Can you all hear me? Can you hear me on WebEx?

Group of Senators: Yes.

Senator Coulter-Harris: Wonderful.

Roll Call 2022-2023

Present: Allred, Andreana, Avidor-Reiss, Martin Ohlinger (proxy for G. Baki), Benton, Bigioni, Bornak, Chaffee, Cioc, Compura, Coulter-Harris, Dagostino-Kalinz, Duhon, Edgington, El-Zawahry, Gilstrap, Green, Harmych, Herrera, Howard, Huntley, Insch, Jayatissa, Johnson, Kistner, Koch, Krantz, Lawrence, Lipscomb, McBride, Metz, Moussa, Murphy, Murray, Nigem, Norte, Pattin, Reeves, Rouillard, Scheuermann, Schafer, Sindhvani, Smith, Stepkowski, Steven, Strang, Sucheck, Sun, Taylor, Teclehaimanot, Topp, Van Hook, Van Hoy, Vesely, Wedding

Excused: Hefzy

Unexcused: Andari, Chaudhuri, Elgafy, Kujawa, Osman, Perry, Reynolds, Shan

Senator Coulter-Harris cont'd: President Insch, we have a quorum.

President Insch: Thank you, Secretary Coulter-Harris. I will now entertain a motion to adopt the agenda.

Senator Johnson: So moved.

President Insch: Anybody with the second?

Senator Lawrence: Second.

President Insch: Thank you. *Agenda Adoption Passed.*

First, a quick thing about the Minutes. Unfortunately, for some reason, that session did not record, and we built it by memories which was challenging. Quinetta and everyone who contributed, I think did quite well. So anyway, are there any questions about the Minutes? Any changes? All right, hearing none. We will go ahead and take a vote. All in favor say, 'aye.' Put 'yes' or 'nay' in the Chat. Any nays? Put 'no' in the Chat. Any abstentions? Put 'a' in the Chat. I will go out on a 'limb' and say that probably passed.

Motion Passed. All right, so a lot of [just kind of] thought into this semester working with the current Senate.

Good afternoon my friends. During the past two weeks, the Faculty Senate Executive Committee continued its work on the numerous issues facing our faculty. We also planned the transition to our newly elected Senate that will begin its service this afternoon.

Just a couple of quick updates: As you are aware, the Faculty Senate, University Committee on Academic Personnel, and University Committee on Sabbaticals elections are complete. Deep appreciation to all who so willingly agreed to run, and congratulations to those who will be starting their service this afternoon and in the Fall.

The technology survey which was sent out last week has received over 170 responses so far. Thank you all for participating. The survey is still open, so if you have not completed it yet, please do so. Your comments will be essential in preparing the Senate's recommendations to the administration regarding technology in hybrid classrooms.

As you are probably aware also, President Postel recently mentioned that the Provost Search committee membership will be finalized shortly and a preliminary meeting of the committee will meet prior to the summer break to get their things in the row, and then they will start their work in the fall.

As this is my last Faculty Senate presentation to you in my current role as President. I hope you will indulge me in a few brief comments reviewing this year's accomplishments.

My primary goal this year as President was to strengthen the Faculty Senate as the voice of our faculty. I began my first remarks to the Senate and to the Board of Trustees with the image of what the University of Toledo would be without its faculty. Clearly, then as now, the answer remains – it would not exist.

As we continue to confront the enrollment, budget and legislative challenges facing us, I will repeat my call to all of you and our faculty colleagues to come together and use our power as the faculty to find and implement solutions. I think you'll find that our committees have done a lot, and you will hear more about that in a few minutes.

I must start final my remarks – I'm getting emotional. [I'm] sorry; I don't know why. – with my deep and heartfelt thanks to the Faculty Senate team.

First, to Quinetta who keeps things going despite the yearly turnover and numerous last-minute requests from a "clueless to the process" Senate President. Thank you, Quinetta!

[Applause]

And I didn't know this, she is pursuing her MBA degree while she is doing all this. That is quite impressive.

Next, a ginormous thank you to Past-President Terry Bigioni who is a fantastic mentor and has become a close friend. Thank you, Terry.

[Applause]

It has been wonderful to have the guidance and wise counsel of an experienced President-Elect in Linda Rouillard. Thank you, Linda.

[Applause]

I must say that any organization cannot function without the expertise and perseverance of an outstanding Secretary, and I was blessed with just such a person in Deborah Coulter-Harris. Thank you, Deborah!

[Applause]

Moreover, it has been a distinct pleasure to work with so many truly dedicated and passionate colleagues on the Faculty Senate Executive Committee. It is an exceptionally time-consuming commitment, and I cannot express in words how much I appreciate the sacrifice and support of Kimberly McBride, Mohamed Osman, Robert Steven, Robert Topp, and Jerry Van Hoy. Thank you, my friends!!

[Applause]

This has been a difficult year. And all of Senate committees have been working very hard. Much of this committee work is done behind the scenes and without much recognition. So, please allow me to take a moment and identify the all-stars of the 2022-23 Faculty Senate.

Many thanks to Chair Rob Stevens and the members of the **Committee on Constitution and Rules** for their successful review of and insightful, clarifying amendments and corrections to The Faculty Senate Constitution, Rules and By-Laws. President Rouillard will be presenting these changes to the Board of Trustees for their final approval tomorrow. Thank you, Rob and to your committee!

[Applause]

Thank you to Chair Carmen Cioc and the members of the **Academic Regulations Committee** who reviewed several policies and issues on behalf of the Senate and provided important feedback to the administration. Thank you, Carmen and to your wonderful committee!

[Applause]

Thank you to Chair Linda Rouillard and the members of the **Committee on Committees** who filled our Senate committees with dedicated and purposeful members. Thank you.

[Applause]

Thank you to Chair Catherine Johnson and the committee members of the **Core Curriculum Committee** for their service and great work on this essential committee!

[Applause]

Thank you to Chair Peter Andreana and the **Committee on Faculty Affairs** and their work in reviewing a number of policies and issues and providing critical feedback to the administration. Moreover, this committee initiated the work to bring equity to the Family and Maternity Leave policies of COMLS and Main Campus faculty. Unfortunately, resolution of this issue will fall to next year's Senate. Meanwhile, Peter and I will continue to try to meet with UT's HR leadership to review solutions and a timeline for their implementation. We look forward to meeting with the new Faculty Affairs committee chair and passing the baton to them. Thank you, Peter and to your committee members!

[Applause]

Huge kudos go to Chair Cyrus Hagigat and the overworked members of the **Committee on Elections**. This has been a year of significant transition, and the learning curve on running the Senate elections is quite steep. So, thank you Cyrus and your committee members for all of your hard work!!

[Applause]

This year the Senate ad-hoc Budget Oversight committee worked really hard under the leadership of Collin Gilstrap to lay the groundwork for more communication and transparency in the budget process. While the process has proceeded much slower than we hoped, great strides were achieved, and we are looking forward to the continuation of this progress next academic year. Thank you, Collin and to your committee members.

[Applause]

President Insch cont'd: Now I'm really going to indulge my 'weirdness,' so, sorry. We have a couple of other special recognitions this year. Three committee chairs are completing their exemplary service, and I wanted to extend a special thank you to them. Deborah, come up here for a second.

Senator Coulter-Harris: Me?

President Insch: Yes, you.

Senator Coulter Harris: Okay.

President Insch: You are an actress so I think we can pull this off.

Senator Coulter-Harris: Former - long ago.

President Insch: Once an actor is always an actor, right?

Senator Coulter-Harris: No.

President Insch: So, the Student Affairs Committee truly went above and beyond the past two years in gathering significant information regarding our student's well-being. Tremendous work was done by many. And we would particularly like to recognize the exemplary leadership and service of its chair Deborah Coulter-Harris with this imaginary plaque.

[Applause]

Many thanks to the member of the Faculty Senate Committee on Academic programs. In particular, thank you to Patrick Lawrence who has served as the chair of this committee for the past three years. Patrick is the upcoming Chair of the Graduate Council and will be leaving the Senate to focus on that important role. We wanted to thank him for his exemplary leadership and service with this small token of our appreciation. Here is your 'imaginary plaque' <laughter>.

[Applause]

Similarly, the Faculty Senate Committee on Undergraduate Curriculum did truly astonishing work as well. So, thank you!! Anthony Edgington has served as the chair of this committee for the last five years.

Group of Senators: Wow!

President Insch cont'd: We also thank him for his exemplary leadership and service and recognize that with this 'imaginary plaque.'

[Applause]

Finally, almost done. So Tomer and Yakov, come on up. The Faculty Senate committee on Recruitment and Retention Committee was absolutely amazing. Over 30 faculty members were active participants on this committee and its various sub-committees. Through their efforts both the administration and faculty are much more informed on the challenges and potential solutions to UT's recruitment and retention challenges. I know the Board of Trustees are aware of this committee's efforts and are eagerly awaiting their final report which will be forward to them this week. The leadership team on this committee has also been phenomenal, and we would like to recognize Co-chairs Tomer Avidor-Reiss and Yakov Lapitsky for their exemplary leadership and service and with this 'imaginary plaque.'

[Applause]

That is our [Executive] report. To close, thank you so much for the privilege and honor of serving as your Faculty Senate President this year. I have truly enjoyed the opportunity of meeting so many of you. I have had many "jaw-dropping" moments as I learned more about the innumerable incredible things that our colleagues are doing to make the world a better place. From the bottom of my heart – thank you all! Are there any questions?

Senator Coulter-Harris: Thank you, President Insch.

[Standing Ovation]

President-Elect Rouillard: This is an ‘imaginary plaque.’ We would like to thank you with this plaque that reads, “With special thanks to Dr. Gary Inch for his outstanding service and leadership as the President of the University of Toledo Faculty Senate, AY2022-2023.”

[Applause]

President Inch: All right, so we will get to what’s next on the agenda. I believe our Provost report is next. There she is. Provost Dickson, you have the floor.

Provost Dickson: Congratulations to all of you and thank you to all of you who have served the Faculty Senate so well. Good afternoon former President Inch, incoming President Rouillard, Executive Committee and Faculty Senate members. I've seen many of your students in the halls or walking around campus this week. Many of them are carrying that familiar ‘it’s finals week’ look, with which we’re so familiar. But, to the best of luck to all of you this week on that. As the year winds down, I again express my deepest appreciation for the work you do day to day and year to year. It's been a tough year and it’s bound to be another tough year work ahead. So, my best advice to all of you is to rest-up over the summer. Catch-up on what you neglected this year from your personal lives and do your professional work, which is what we do as faculty over the summers – you know, we all know that summers are not ‘off’— but also take a break and enjoy some time for yourself.

So, in terms of faculty highlights: Rocket kudos to Dr. Rebecca Monteleon, Assistant Professor of Disability Studies. The Lucas County Board of Developmental Disabilities awarded their community partnership to her. This award recognizes the significant role Dr. Monteleon has played in helping to create a community where people with developmental disabilities can live, learn, work and play as equal citizens. So, big congratulations to Rebecca. We are thankful for her commitment and dedication to our university and our community.

[Applause]

Provost Dickson cont’d: So last Wednesday, Dr. Postel gave a State of The Union Address in which he highlighted many of the amazing accomplishments of the last year. Please take time to watch the recording if you haven’t already. In the address he speaks candidly about the challenges ahead for higher education. If you're unaware of the larger landscape, I employ you to begin reading Inside High Ed., The Chronical of Higher Ed., and other similar publication. Dr. Postel noted that strategic decisions must be made in the months and years ahead to address these challenges. He underscored that a period with shrinking resources we must prioritize opportunities for growth and innovation while rethinking those parts of our organization that no longer align with those priorities. So many of these priorities are outlined in the newly created strategic plan, UToledo Reimagined. It's important to know and to continue to remind ourselves that this difficult shift in higher. ed is not our problem alone, but all but the most selective institutions in the country are facing the same difficulties. It is going to be essential that we all work together to the best of our ability to move UToledo to the next stages of its history.

So, as many of you are painfully aware, we're scrambling to meet this year's budget reduction. I understand many of you are shocked by what appears to be a sudden need to cut so deeply. I say this to urge you to be kind to your deans and to understand that we have all been working virtually seven-days a week for the last several months to make this work. In all my years managing difficult budgets, I've never had a situation quite like this one; one that happened so quickly and has been so deep. From the perspective of Academic Affairs, our top priorities have been to work with the deans to strategically align college resources to growth opportunities while working to identify where we can make appropriate resource allocation and cuts. When I came on board last July, the task I was given was to work with the deans to create and implement the Huron opportunities and the IBB model. The deans worked hard and we prepared for performance and plans that we planned to implement when we learned in December, just five months later, that there's going to be a hard pivot. Since then, we've been working to balance the opportunities we model while we waited to learn what the reduction would be. We only received that budget reduction number last week, which made planning for the cuts very stressful and difficult. So, I appreciate your patience with us.

As the Faculty Senate Executive Committee has heard, it has been my top priority to preserve the high quality of our academic offerings and to protect Academic Affairs to the extent possible as we begin to make some very difficult decisions. Ideally, much of this work would occur over several academic cycles. However, last week when we received our final budget numbers from the Finance Office, it became clear that the time is now. We don't have the time. So, please know that many of your deans are struggling with how to manage your colleges with and through these cuts. I'm hopeful we will get there, but it is going to be much easier if we can do it together. You need to know that the Office of Academic Affairs will [also] be doing some heavy lifting over the summer. While we've been working tirelessly with your deans, we're also thinking through and working on structural changes in this office and the offices that report up through us. For example, as some of you have heard and are aware of, we suspended the search for the AVP for student success and we'll restructure this area to best serve our students without a person in this position in the near term. I think we can do this without the resources that we currently have now that the student success dashboard has been built out. We are also planning additional restructuring with more changes in the Office of the Provost as we all make cuts needed to meet our overall reduction. Again, this is a difficult time for all of us, but as the President has said in his Town Hall, "We are reimagining UT to move us best as possible into the future."

So, with that, I want to say that the reason we do what we do is coming up next week. On May 5th and May 6th, UToledo will hold morning and afternoon graduation ceremonies. More than 2500 students will become proud alumni as they walk across the stage at their respective ceremonies. Once again, I appreciate your dedication to our students and the hard work getting them to this milestone. As we enter the summer, I want to thank you for all you do for the University, your students, our respective communities, your disciplines. That is what...as we wind-down this current academic year, and I wish for each of you an enjoyable and restful summer. We've got some difficult work ahead of us, but I'm confident that together we can 'reimagine the University of Toledo.' So, with that, I'm happy to take any questions from the floor.

President Insch: Are there any questions for the Provost? Why don't you come up here to the mic?

Senator Johnson: Yes, I just have a question. Thank you for talking about the budget cuts. One of my questions is how we got to the number for each college? So, I am in the College of Business. You know, we paid \$13 Million dollars in taxes to cost centers. We also subsidize other colleges. So, I'm just kind of curious why we got a bigger budget cut of percentages than colleges we subsidize? I'm just kind of curious how you got there, right? I don't know if that seems logical. Maybe because the College of Business feels like we kind of been already doing our share in making our cuts. You know, if we have to fire people to get to our number, we probably won't have to—we already have 40 overloads in our college next year. So, I'm just kind of curious, you know, in terms of investing in strategic areas or areas that might have growth. I mean, every college, I think have a lot of places for growth; I may be biased, but I think our college does too. But there is just no way to do that if we have, you know if we have to fire people and then we are up to 50 overloads or something like that (of course, faculty are fewer than 50). I'm just not sure how that works. So, I'm just curious how those numbers were arrived at, and what about the colleges that are losing money? Thank you.

Provost Dickson: So, every single college is asking the same question. There's not a college who is understanding how they can comfortably make these cuts. What happens is, is we got a budget number and what one college isn't going to be able to cut, another college is going to have to cut. So, the numbers were based on a formula that we created that had to do with various things from enrollment, enrollment drops. You know, we can go through it more clearly. I think it is something that Brenda Grant and the budget managers go through, but we absolutely are happy to explain that to you. I think it is a little more complicated than I would prefer to do over Zoom. But just know that every college is having your same question. I just had the same conversation over the last few days with the Medical School, the Law School, the Pharmacy School, and the Nursing School. They all want to know how we are going to engage in these growth opportunities if we're not either able to hire the people we need to hire to grow them, or we're not able to know we're going to keep our accreditation, or we may have to layoff people. So, I get it. We need to continue with the conversation is probably, I think, the best thing to say at this moment.

Senator Coulter-Harris: There's a question in the Chat from Ahmed El-Zawahry. He asks, "I have questions about the budget. Why do we cut on faculty mostly, and are you going to cut into administrative forces?"

Provost Dickson: I can only talk about administration when it comes to Academic Affairs. We are making some cuts in administration in Academic Affairs. However, those are not cuts that you all are necessarily going to be 'happy' with. Across the University, I am not clear yet what that looks like. I just also saw a question in the Chat about athletics. I can't answer those questions. I know that the staff side of the house or the non-academic side of the house started getting their budget numbers this week and I know they are not happy. So, as we get information, we are happy to share it. It occurred to me today as I was meeting, well, not just me -- it occurred to all of us today when our team was meeting that it is probably time for another meeting with the Faculty Senate Budget Committee if we can find time before the end of the term. I'm going to openly offer to meet with a group of faculty as needed over the summer to the extent that you all feel like you want to be included or need to be included. That said, at the same time, you should be working with your deans. I know some of the deans have been better at keeping the faculty informed and involving the faculty than others. Just know that I think they all are working very,

very hard. To the extent possible, I will answer the questions at the college level, although that is better done at the college.

President Insch: Provost Dickson, I have one question. What instructions are the deans... [Indecipherable]...?

Provost Dickson: You know, President Insch, I'm sorry, I'm having a horrible time hearing you.

President Insch: What are the instructions given to the deans regarding how much they should be communicating back to the faculty?

Provost Dickson: I'm not giving the deans any instruction about how much they should; I am expecting that they are. I had a meeting with the deans the other day and I've seen some emails from deans to their faculty. I know some deans are communicating very clearly to their faculty. I'm not sure what the other deans are or are not doing. I can tell you that from the conversations we had with the deans individually and a group, I'm getting the impression that they're communicating with their faculty. So, I don't know how to answer that question more generally or specifically than that.

President Insch: Okay. Are there any questions for the Provost? Come on down so we can hear you. We have more questions.

Provost Dickson: For some reason, I'm having a hard time hearing from where you're standing.

Unknown Speaker: Can you hear me?

Provost Dickson: I can.

Unknown Speaker: Hi. I am clinical and so I'm not academic. I think that all those questions are really interesting because [I think] from clinical or academic, I think the people who generate the product that we're selling are the academicians and the clinicians. So, if we're cutting there, we have fewer people to create the product. So, I think those questions about athletics and administrative are very valid. We were just talking about the communication with the deans towards the academicians and clinicians and you know, there's no clear instructions on what to be communicated and how to be communicated. My experience here for the past two years has been, there is very poor communication overall. So, maybe it might be a good thing to clearly define what needs to be communicated to faculty and the clinicians by the dean. That way, there's not loopholes for them to say, 'we don't have any gray areas.' I really appreciate your honest answer about not being able to address the questions in regard to the cuts to administration. So, then my question is, who can answer that question?

Provost Dickson: You are speaking to the 'choir' on this. You're right. I mean, I'm the first person who will tell you, the reason we exist as an entity is academic affairs. And if it weren't for the academic enterprise, President Insch is absolutely right, there would be no need for anything. I mean, no one else would exist - we're an unfunded thinktank and without students and without faculty, we don't exist. It would have to be administration and finances as far as I know in terms of who can answer it. That said, I

want to say that I'm very, very nervous about giving direction to the deans about what to communicate and let me just explain why. First of all, deans are considered to be executives and it is their management style in terms of what they communicate. We all know that the best administration and the best governance in an institution - if you don't want to get eaten alive on some level - is shared governance. That said, also, the deans are doing very different things. So, for me to say that you need to communicate 'x,' may miss 'y' in another college. So, my suggestion to you as faculty on that note - and I am, I am as transparent as I absolutely can be—is to ask your college offices, and if you don't get clear answers then contact someone in my office to see if you can get an answer that is more clear. There may not actually be a clear answer. But some of the deans are cutting sessions and raising caps; other deans are rolling out programs; other deans are not making hires to replace faculty. It is really a vast array of choices that may or may not be represented in one college or another. So, that is why I kind of waffle on giving the deans direction. I really want them to do what they believe is in the best interest of their colleges. So, I hope I've answered those two questions. I think administration and finance needs to answer the question about budget cuts for the non-academic side and the deans really need to manage the messaging. That said, I'm trying to be as proactive as I can be given the time we have to get the messaging out about the budget, which is why I took this opportunity to do that.

Unknown Speaker: Can I just ask another question?

Provost Dickson: Yes.

Unknown Speaker: So you said, Administration in Finance?

Provost Dickson: The Vice President of Administration in Finance is Matt Schroeder. He will know who will be able to answer those questions.

Unknown Speaker: Thank you.

President Insch: Thank you. All right, thank you, Provost Dickson; thank you so much for your time and all that you do for us.

Dr. Heben: President Insch, I have a question.

President Insch: We are kind of running behind, but okay, come on up. Nice and loud.

Dr. Heben: My name is Mike Heben. I am not officially a senator, but I participated in the Retention and Recruitment Committee. We heard so much about Tomer's and Yakov's efforts. You know, one of the things I am concerned about is that the Faculty Senate seems to do a tremendous amount of work, but only a few percent of it makes it up to the upper administration's plans regarding the institution. In fact, many people didn't want to serve in the Senate this time around because they feel like they toil without any avenue for their input to influence the institution. I think the example of the recommendations made by the Retention and Recruitment Committee, which relates to the financial situation that we're in right now is really disheartening. There were some very clear recommendations that were made, and they were not adopted. They were not even really considered as far as I know. Maybe they were considered by your

office, but in a similar trend we are hearing, well, that is another office, or the responsibilities are dispersed over several different offices, and they don't really communicate with one another in a strategic fashion. So now we're hearing about financial decisions made in the Finance Office by Matt Schroeder and they get handed to us and we have to figure it out. In the meanwhile, all the time being spent by – How many faculty members were in the Retention and Recruitment Committee? 30 or so, and thousands-of-hours spent, professional recommendations were made, and these seem to have fallen on deaf ears. This was the revenue side of the equation, and we don't seem to be addressing it right now, but just the 'cutting' side of the equation.

Provost Dickson: I understand your frustration. I understand your frustration. I don't know that they're falling on deaf ears. Part of what I am encountering here at the University of Toledo is we are remarkably loosely coupled in a way that doesn't serve us well. So, before I leave, what I am hoping to do is to hardline some structures that help ensure that things don't get disconnected or fall through the cracks. So, I intend to continue to use the Retention and Recruitment Committee. It is going to be very important within the structure that I am going to create for student success. Student Success is actually an area where I am often considered an 'expert.' I've done a lot of national presentations. I've done a lot of the work. So, I want you to know that it is not falling on deaf ears. What part of the problem is, is that Admissions reports up to the President, and then the retention piece reports up to the Provost Office. I meet with Dave in Admissions for in what we call 'enrollment management,' which I think is kind of a weird title because it is really just admissions, and we have conversations. But I have no agency over what he does. If I don't agree with something he does, I can express that I don't like or I think you should be doing something differently, which I am. But I don't have any ability to change it. So, that is not to say that I am 'batting' it off.

What I did with the academic side vs. the administrative side of the budget is actually how it works everywhere. I would not be expected to implement that, and I would pray that they would stay out of our business. In fact, I am pushing them out quite aggressively from time-to-time -- sorry, Matt if you are on the call -- because I keep saying it is up to me to manage the academic side of the house. That said, it is Finance's job to determine what it would take to balance the budget, and then they give us our cuts. So, I understand the frustration and what I am hearing are a couple of things: One, we need to make more clearly how things work. And two, we need to make much more efficient what is working or is not working well. The second part, I am doing what I can. The second part, we just need to get out and do it.

Dr. Heben: Well, I disagree because it doesn't need to be explained to us about how things work because they work at the top. They should be reorganized. In a world where we have shared governance, presumably the faculty, provost and the deans have shared governance and responsibility to speak out and make changes to their obvious shortcomings. Instead, each year we are on a steady decline. Since the recommendations were made in January, there were no changes made. We are going to have another year of declining enrollment and this Senate is going to go away for the Summer and a new Senate is going to come in and they will pick-up the problems. There will be no continuous on these problems at all and everyone will relax with their local entertainment, and [we] will start this conversation again next year.

[Applause]

Provost Dickson: So, let's work together to fix it; that's all I want to say.

Dr. Heben: There's nothing to do. It is in the suggestions from Tomer's and Yakov's committee.

President Insch: All right, thank you, Mike. Thank you so much, Provost Dickson and to your Office's time. Thanks for being here today.

Senator Wedding: Could I ask Provost Dickson a question?

President Insch: If it is short.

Senator Wedding: Actually, it will be short.

President Insch: Okay.

Senator Wedding: Have there been any considerations for having Faculty Affairs return to the Provost Office instead of reporting to HR? That was done, by-the-way, without anybody's permission. It was in the 'dark of night' when it happened.

Provost Dickson: Don, I don't know if you see my face or not, but I have done --- I'm just out of 'breath' on that one. Just the vulnerabilities inherent in having the disorganized --- in fact, I took it out my comments to you guys. I am working on that. I don't know how successful I am going to be. I just have to say, I'm working on it to the best of my ability to make a difference there.

Senator Wedding: If you want to get out of breath, start working directly with HR and then you will really be out of breath. Thank you.

President Insch: Thank you, Provost. Enjoy the rest of your evening.

Provost Dickson: Thank you.

President Insch: All right. Moving on, we have the Undergraduate Curriculum Committee report by Senator Anthony Edgington.

Senator Edgington: Okay. I'm going to start with our six modifications, then we are going to take some time to talk about the new course proposal. All of these are from the Communication Department. The first modification is **COMM 3180, Mass Communication Law**. "New Course Name (Media Communication Law). Change to long and short titles. Change to credit distribution (from 3 other to 3 Lecture). Change from Seminar to Lecture. Updated syllabus. NOTE: Requesting name change only to be consistent with industry and academic standards. If change is approved, syllabus would reflect updated name."

The second modification is **COMM 4090, Mass Communication Ethics**. "New course name (Media Communication Ethics). Change to long and short titles. Change to credit distribution (from 3 other to 3 Lecture). Change from Seminar to Lecture. Updated syllabus. NOTE: Requesting name change only to

be consistent with industry and academic standards. If change is approved, syllabus would reflect updated name.”

The third modification is **COMM 4250, Mass Communication History**. “New course name (Media Communication History). Change to long and short titles. Change to credit distribution (from 3 other to 3 Lecture). Change from Seminar to Lecture. Updated syllabus. NOTE: Requesting name change only to be consistent with industry and academic standards. If change is approved, syllabus would reflect updated name.”

The next modification is **COMM 4340, Visual Communication II**. “Name change (Advanced Visual Communication). Change to long and short titles. Change to credit distribution (from 3 other to 3 Lecture). Change from Seminar to Lecture. Updated Course description. Modified prereqs (eliminating COMM 2630). Updated syllabus. Updated learning outcomes. Change to CIP code. NOTE: With the recent curricular change to concentrations a pre-requisite was added to this course and updates were made to ensure highest student’s satisfaction and industry best practices.”

The next modification is **COMM 3340, Visual Communication I**. “Name change (Visual Communication). Change to long and short titles. Change to credit distribution (from 3 other to 3 Lecture). Change from Seminar to Lecture. Updated Course description. Modified prereqs (adding COMM 2150). Updated syllabus. Updated learning outcomes. Change to CIP code. NOTE: With the recent curricular change to concentrations a pre-requisite was added to this course and updates were made to ensure highest students satisfaction and industry best practices.

Then finally, **COMM 2150, Digital Publishing**. “Name change (Digital Design for Media Communication). Change to long and short titles. Updated Course description. Updated syllabus. Updated learning outcomes. Change to CIP code. NOTE: This is a course that hasn’t been offered for many years and needed to be updated to be in line with current digital communication trends. The recent curricular change to concentrations also added this course as a requirement so we are updating to ensure highest students satisfaction and industry best practices.”

Senator Edgington Cont’d: Those are our six course modifications for this time. Are there any questions or concerns about the course modification?

President Insch: There aren’t any.

Senator Edgington: Okay. So we can go ahead and vote. Those online, please put ‘yes’ if you approve the course modification, ‘no’ if you don’t, and ‘a’ if you abstain. In the room, all in favor of the course modifications say, ‘aye.’ Any oppose, say ‘nay.’ Any abstentions?

President Insch: All yesses.

Senator Edgington: At this point, the course modifications have been approved. *Motion Approved.* Okay, so there is one new course proposal. This is HEAL 2100, Living Well. This is one we’ve been struggling with; over the last month-and-a-half we’ve been talking about this course. At the time, the course was applying for application in the core curriculum under the...At our last meeting (at the very end) we voted to table this course and then come back to it at a later date. There’s been some changes made to the application that I can talk about it. But just to follow proper procedure here, I need a motion to bring this course back in front of Senate. So, do I have a motion to bring HEAL 2100 back?

Senator Lawrence: Point of order. It was tabled as core curriculum before.

Senator Edgington: It was---

Senator Lawrence: It never been presented to Faculty Senate as a new course, so does it need to be brought back up as core?

Senator Edgington: That, I don't know. It wasn't my committee that tabled it, but since it was tabled by the Senate President then I should [probably] bring that up.

Senator Lawrence: I think we need clarification.

President Insch: I believe because it's not coming from the Core Curriculum Committee anymore, it's coming from a different format from a different committee, so it doesn't need a motion. That would be my thought.

Senator Lawrence: I agree.

Senator Edgington: Any discussion before we move on? Hearing none. Okay, we are right now facing this: After the last meeting the proposer's department spoke about the course they got removed. The application for core curriculum status for social sciences, that will no longer be part of this course moving forward. The cause of that is it now bypasses core curriculum ...directly now to Undergraduate Curriculum Committee. So that is where we are now and that is what I am presenting to you today, a course at the undergraduate curriculum level. So just to go through. This is HEAL 2100, Living Well. There's a strong correlation between personal well-being, potential for success in personal/career goals, and a successful college experience. An understanding of this interconnectedness based on social and behavioral health theories and science helps students to develop personalize strategies for individual success in all areas of life. This practical application course builds a core knowledge foundation in the well-being literature and helps to apply that knowledge to positive changes in their lives." That is part of the course description. So, at this time, our committees voted and move forward to bring HEAL 2100 to Faculty Senate. Are there any questions or concerns about the HEAL 2100 course before we vote?

President Insch: There's nothing in the Chat.

Senator Edgington: Okay. There are none here. Again, those of you online, if you are going to approve the course, please put in the Chat, 'yes,' 'no' if you do not want to approve, and 'a' if you abstain. In the room, those of you who approve say, 'aye.' Those of you voting no, say 'no.' Any abstentions?

President Insch: All yesses in the Chat [too].

Senator Edgington: Easier than I thought.

Senator Coulter-Harris: Yes.

Senator Edgington: All right, thank you all. *Motion Approved.*

President Insch: Thank you, Senator Edgington and thank you, Committee. Next, we have Senator Lawrence, Chair of Academic Programs.

Senator Lawrence: I don't think my report needs to be pulled up; it is simply a short report and I think Faculty Senate has seen it. So, from the committee today we have three recommendations of program modifications from the College of HHS. These are their four existing programs: Two degrees and two certificates that have Paralegal Studies. The modification is to add 'Legal' into their title. So all four of them would read, Legal and Paralegal Studies. That is the change. It comes from our committee; we passed it before Faculty Senate. Any questions before we move to a vote?

Past-President Bigioni: Has Law been consulted?

Senator Lawrence: Yes, Law was consulted, as was the Law Social Thought program in the College of Arts and Letters. They have met with the groups, and it was discussed.

Dr. Heberle: Can someone from Law address whether Law was informed about this? I'm not sure they were. Can Senator Lee or someone [else] from the College of Law speak to this? This is Renee Heberle from Arts and Letters. Was Law consulted before?

Senator Strang: As far as I know, they have not. Basically, Paralegal Studies runs separately from us.

Dr. Heberle: [Indecipherable]... and we actually talked with them, Graduate Studies...being taught...We thought they said that they would. So, I wanted to confirm whether they have or not.

Unknown Speaker: So as someone from HHS who is in that actual department, I would say that actually John Slother believes that that conversation has been had. They have open communication with John. I don't want to over-speak, and I can't say 100%, but I am pretty confident they did.

Senator Lawrence: Any other comments or questions before we move forward to a vote? All in favor say, 'aye' Any opposed? Abstain?

Senator Wedding: Abstain.

Senator Lawrence: So, we have one abstention. *Motion Passed.* Thank you for that. I want to express my appreciation to my committee really quickly. As President Insch said before, we were very, very busy. We actually approved 89 total proposals. In my three years, that is by far the most our committee brought forward to Faculty Senate. I want to thank Sharon Barnes, Kimberly Nigem, Samir Hefzy, Ashley Pryor, David Giovannucci, Sharon Barnes, Vicki Dagostina, Alexia Metz, Gerald Natal, Julie Bornak, Heidi Shank and Youssef Sari. Thank you to my committee and all their work. And yes, this is the end of the three-years of the 'Tony and Patrick show.' We are closed.

[Applause]

Senator Lawrence: Thank you.

Senator Coulter-Harris: Quinetta, can you pull up my PowerPoint? Thank you. So, while Quinetta is doing that, I really want to say, I am so grateful to the committee that has been with me over the last two years on the Student Affairs. That is Karen Green, Paulette Kilmer, Samir Hefzy, Sally Harmych, Berhane Teclehaimanot, Dr. Karen Hoblet, Paul Schaefer, Eric Chaffee, Paul Schaefer, Sarah Aldrich and Lucy Duhon and also my connections with the students... I'm extremely thankful. Thank you so much for your work with me. We have had a fun time, but we accomplished a lot.

All right, so let's start with this: On April 11, 2023, from 11 a.m. to 12:20 p.m., Senator Lucy Duhon, Dr. Karen Hoblet, and Senator Deborah Coulter-Harris met with Victor Finch, Director of International Admissions, and members of his team, Xinren Yu, and Angela Roach. We had forwarded our last Memorandum and Executive summary to them regarding ISA issues, and our meeting on April 11, focused on three main issues, although there were 12 issues that we identified: scholarships, orientation, and safety for international students.

Information on scholarships, Victor said there has been active recruitment around the world. His office has excellent data on student admission, retention, transfers and has utilized this data to increase retaining international students. International student enrollment for fall of 2023 has doubled. IS admission scholarships, at the time of admissions is based on their GPA. Now, this is very interesting. If they have a GPA of 3.0-3.49, they receive \$7,500 a year. If they have a GPA of 3.5-4.0, they receive \$9,160 a year. There's also an additional \$50,000 available to reward students who do not meet this GPA requirement. They are awarded \$5,000. So, they have awarded \$5,000 to 11 students with a GPA of 2.92-2.97. Fifty percent of these scholarships do not require a FAFSA. There's a large number of IS admitted to UT that transfer to schools and universities that offer more scholarship money after their first semester. So, retention in this group is very, very small. Very few international students stay at UT without a scholarship.

Scholarships, recruitment and retention: Victor stated that during fall 2022, his team tracked 11 students, 100% retention. So, this makes for good revenue stream. He is toying with the idea that he might to \$5,000 for 2.5-2.99 GPA. Then he might ask colleges to tip in an extra \$1,000 or \$2,000. However, our finances are so bad, I'm not sure about that. But anyway, he said 100% of IS students transfer out after one semester if they don't get a scholarship. And we might lose them to BG where they get a transfer scholarship. Many Nepalese students transfer out. We have recently lost about 70 Nepalese students, I think 66, to Dallas Texas Community College. He says they really only want underage, 19, students. He said the older ones tend to go.

All right, so the students from Nepal have very high SAT scores, but they are economically poor. Higher scores would get them extra money. There is only 10% VISA approval rates for the Nepalese. So, what they want to do is send Nepalese students to India first, to Thapar Institute, and then transfer to UTledo. If they do that, they will get 100% approval rate. By law, also, these students need two semesters before they can do a co-op. Also he said UT only accepts pre-med international students; only 50 universities in the United States accept IS.

Recruiting abroad: We are actively recruiting in England for biology and chemistry. He is making a trip, I think, next week to Dublin Ireland to look at engineering degrees. He is going to be meeting with the provost of Trinity College. The Omani government provides its students with \$20,000 per year for 15 students. He is hoping to go back to China in the fall of 2023. He is expecting 300 new international students in the fall, and President Postel wants 700. Most of our ME students are actually Indian because they go to the international schools. When we lost Saudi Arabia students, we lost \$10 million dollars in revenue. So, Xinren and Victor are visiting DC to recruit more Saudi Arabia students, hoping to get back up to 400 from 110. Several of them are going into Nursing. They are going to try to recruit more from Oman also. They stated that they all are competing with other institutions that offer great deals to international students.

So, the next topic was orientation. As my committee stated to Victor, international students want ‘nuts and bolts’ packet for orientation when they come here. For example, banking, direct deposit, transportation, groceries, pharmacy, area maps, walking distance to UT etc. We want them to have information available for parents also. We want them to reinforce this information during orientation in multiple ways. Then students could use their folder with brochures, medical/dental, banks and transportation. So, that is what we suggested. Now, Xinren, who is pretty much in charge of the orientation, stated that he has a two-hour resource fair; meet reps to support IS on their academic journey. Orientation sessions begin in May through June, and 30 to 40 students in each session. He’s created videos and posted them so students who are unable to go to the sessions can access. He holds international Student Welcome Week, which includes all the services that support academic success and navigation in a new country/culture, e.g. financial services, Rocket Central, Career Services, etc. More information on orientation: Xinren stated that he is creating a new website with information with banking, phone services, housing, rental costs etc. His group is working on a new international student guidebook. They can only do pdf. because our lack of financial resources. I thought this was great— Victor stated we go to key areas for pre-departure orientation in their home country. So, this is meant for both students and parents. If parents have questions, they can ask then.

The last topic we talked about is about safety issues for international students. Xinren said that they had arranged time when international students can meet with the campus police department.

Also, members of my committee suggest to our next Faculty Senate President, Linda Rouillard, to invite Victor Finch, Xinren Yu, and Angela Roach to present at next year’s Faculty Senate.

Thank you so much. Any questions? If you do, you might want to ask Victor Finch and Xinren <laughter>. I only presented their ideas. Thank you. Thank you, everyone.

[Applause]

President Insch: Thank you, Deb. Obviously, a couple of things went a little longer than I initially planned. At this time, I would like to ask for a motion to extend this meeting till 5:30 pm; we have one more very important report to get to?

President-Elect Rouillard: So moved.

Senators Van Hoy and Coulter-Harris: Second.

President Insch: All in favor of extending the meeting to 5:30, say, 'aye.' In the Chat. Any opposed say, 'no.' Any abstentions say or put 'nay.' *Motion Passed.* Thank you. The Budget Committee has offered to withdraw their presentation, so we'll move now to our last presentation of this Senate. Thank you.

Dr. Lapitsky: Thank you very much, President Insch. I think I'll get us started with our slide-deck. So once again, I am Yakov Lapitsky, Professor from Mechanical Engineering and the Co-chair of the Retention and Recruitment Committee. As the committee's Chair, I would like to present the final findings and recommendations from the committee. So, first, I want to remind everybody about why this committee was formed. In recent years we've heard a lot about how the total factors, such as declines in the number of graduating high school students as well as...has been hurting enrollment in both our region and nationwide. But if we look at some of this fall enrollment data of Ohio state institutions that have been normalized since fall 2015, several of the schools in our state, including our neighbors at Bowling Green, are doing the right things and [are] able to sustain their enrollment, and even in some cases, able to grow their enrollments. Unfortunately, as we heard today, we have not been one of these institutions and our enrollments has been continuing to decline despite the fact, that nationally the rate at which [the] enrollments have been declining is steady. This continued enrollment decline, and the budget cuts that's been coming with them have been threatening all aspects of our university's mission, including research and service to our community and professions. Given the urgency of this enrollment crisis, which we view as an expedient threat to what we do, we have established a committee of faculty and staff who are supposed to study different aspects of this problem, and then provide recommendations for how faculty and staff can work together in partnership with the administration to reverse this troubling enrollment trends.

So, as far as the responsibilities are concerned, the committee is reviewing our past and present recruitment and retention practices. We'll also benchmark our performance of these areas to our peer institutions. Another role of this committee was to identify opportunities to enhance both UToledo faculty and staff involvement in the student recruitment and retention process, as well as to develop metrics and recognition for this student enrollment on behalf of our university's personnel. And finally, to use what we've learned to provide advice to administration to enhance their partnership with faculty and staff of our institution to improve our recruitment and retention outcomes.

The work that we're going to be presenting today is really the work of six hard-working committees. They are really the true heroes of all the work that's been done by this committee. <See PowerPoint for the members>. I think they deserve a round-of-applause.

[Applause]

Dr. Lapitsky cont'd: These groups are the people who studied various aspects of the University of Toledo and our peer institutions' recruitment practices as well as retention practices of UToledo and our peers. We also have a committee that investigated the way the faculty are engaged in these activities. And

finally, we have a committee whose goal was to identify ways to define a value proposition for both our university as a whole and individual colleges that could distinguish us from our competition and improve our ability to recruit. Lastly, I would also like to acknowledge Professor Mike Heben who is here, who during the full semester served as an unofficial advisor on recruitment events.

As far as what the timeline of activities looks like, the committee received its charge on September 23rd, and had its first meeting on September 30th, where the subcommittees (you've just heard about) went forth and took off running. We presented the preliminary findings from their work on November 29th, and since then, we've had [maybe] 10 meetings as an entire committee, which included conversations with key administrators such as Provost Dickson, Vice President for Enrollment Management Dave Meredith, and Vice President of Marketing and Communication Adrienne King. Besides that, there were countless meetings held by the subcommittees you've just heard about as well as the materials we are sharing today.

Today, I will summarize the final findings and recommendations from the subcommittees in more detail. I really don't expect to cover everything in the time that we have, but I will be referring to the 34-page final RRC report, which should be disseminated soon. Our overall recommendations remain consistent with what we've shared in the fall. We are working to increase yield. That is the percentage of admitted students who joined the University of Toledo by significantly improving the way that we engage prospective students, including a variety of modalities such as by mail, face-to-face outreach, and during their visits to the University of Toledo. The second area that we advise that needs attention is the dramatic improvement in how we work together to enhance our recruitment operation by improving the communication that exist between administration, faculty and staff on the ground. And the last area that needs attention is our reallocation of financial resources toward critical recruitment efforts, including items like college-based recruiters, more competitive campus student experiences, as well as improvements to our university's website and the advertising that we do for our school. Each of these roles should be pursued while continuing to carefully support policies that enhance the retention of the students who do come to the University of Toledo.

To do these things, what needs to be done: We need to declare solving the enrollment crisis as our institution's top priority, and to break the 'silence' between the various offices and departments across our institution while enhancing the alignment between the responsibility for addressing this crisis with authority. To this end, the RRC recommends that a high-level University of Toledo administrator should be given the authority to govern all aspects related to these areas. The administrator will direct offices related to student enrollment and experiences, including enrollment management, marketing and communication, parking and transportation services, dining services, and others, which often work in silos and to the detriment of both our recruitment efforts. And the experience of our current students, a lot of the time are not well synchronized and both...well aligned priorities. This administrator will coordinate with academics and athletics at a high level.

In the fall, we recommend hiring and/or appointing a new administrator to do all of this. But the feedback we've received since then from Provost Dickson and also from the budget cuts, hiring a new administrator might not be in the cards. So, instead, what we're recommending is to provide this authority to an existing administrator, maybe someone like a provost or an executive vice president for enrollment.

We also recommend to support this administrator in their efforts by providing a broader prospective in the continuous improvement of UToledo's recruitment and retention, like having an advisory board etc.

With that, I'm going to jump into what our subcommittees have found, which supports the items I just shared. The first subcommittee was the University of Toledo Recruitment Practices. They reviewed the trends in the numbers of undergraduate applicants, admitted students, newly enrolled students and all students enrolled in UToledo. Secondly, have discussions on recruitment efforts and recent recruitment events with faculty and staff members from diverse UToledo academic units. Lastly, review of statewide high school graduation and public university enrollment trends.

The overall finding of this work was showed. We are completely underperforming relatively to our more successful peers. It is showed in this block which is illustrating the numbers admitted of the new students since 2011. The numbers of these students dropped by 45% between 2011 and 2022. Despite the fact that the number of admitted students is fairly similar between these two years. This decline reflects a sharp downturn in the yield of admitted students which has dropped from 37% to 22%. This had really constructive feedback that reduced our overall total student headcount from around 22,500 students to just around 15,500 in fall 2022, and what I understand, it has fallen since then. Despite the retention rates, which Tomer is going to tell you about more, has risen during this time period from 62 to 75%. Another crucial and very telling finding that this subcommittee has uncovered is that this drop in the total undergraduate enrollment, which is the 2011 numbers, ... And even more so, the drop in the new first-time recent high school graduates that joined the University of Toledo has far exceeded this subtle drop in the number of high school graduates within Ohio. So, the declining rates of students graduating from high school are not the reason for the situation that we are in.

The apparent causes that may have contributed to this decline—that has been identified by the subcommittee—is poor communication between the recruitment office and academic units contributing to uncompetitive sales pitches and on-campus recruitment events. I know that we've been working on that. Dave Meredith has been pretty cooperative and have helped us a lot in this effort. The second cause that was identified was inadequate with MarComm support, the whole staffing and funding. Despite the excellent work they do once they get to it, is often the result of inconsistent/ slow response to faculty and departmental requests for assistance with marketing their programs. The third item was there is also insufficient engagement/communication with students in our enrollment funnel. The final note is that "The sharper declines in enrollment correlate with a recruitment strategy change from college-dedicated recruiters to centralized recruiters." So, those were the findings from the subcommittee. The main conclusion from this is UToledo must abandon the narrative of the declines in enrollment being caused by shifts in the demographic changes and focus on really making its recruitment strategies more competitive.

Group of Senators: Yes.

[Applause]

Dr. Lapitsky cont'd: Here are additional recommendations from our next subcommittee. I'm just going to touch on a few to show you the spirit of what they proposed. So, the first category is strengthening communication between Enrollment Services and academic units. Then to increase faculty/academic unit

communication with recruiters so when recruiters go out to market our programs, they have accurate, up-to-date information about our programs. The second category was to increase the staffing of UToledo's recruiting efforts at events. Here, the subcommittee recommended to provide colleges with dedicated recruiters and to also strengthen engagement of high school students by these recruiters and also by recruitment-minded faculty and members of student organization(s) as well. The third category of recommendations were to also tailor on-campus visits to demonstrate our student centeredness. One of the items here is to schedule tours at the times that meshes well with UToledo's student and faculty availability. The fourth category is to enhance our academic program marketing to transfer students and adult learners. It is recommended to leverage remote/hybrid course formats to increase program appeal to adult learners. Then to broaden opportunities for professional license renewal-focused continued education and professions such as nursing and engineering.

The next subcommittee was Peer University Recruitment Practices subcommittee. They recommended to analyze peer university/competitor websites in terms of their overall appearance and the number of clicks required to schedule visits. The second one was to reach out to personal connections at other universities. The third was to be a secret shopper and request information from peer universities we're competing with and then monitor them for their responsiveness. Then lastly, to also survey the UToledo faculty with household members who are/were looking at different colleges over the past several years. This is to learn their experiences at UToledo and other places.

The key findings: While we are using many of the same recruiting tactics as our peer institutions, we are not using many of them competitively. Some areas of specific concern were the quality of our campus tours. Also, impersonal and slow communication with students within the enrollment funnel has been identified as an issue. And similarly, we have relatively few campus-visit opportunities compared to Bowling Green, our competitor next door, as well as a website which is identified to be 'lackluster' relative to nearby institutions such as Bowling Green and EMU. Then lastly, we propose strengthening the [banking] at UToledo or academic programs which have been identified also as a weakness.

The recommendations by this subcommittee have fallen into three categories. The first one is to increase our competitiveness of our advertising efforts. To do that, one example was to strengthen our branding of individual UT programs. Another one was to strengthen our advertisement of student activities and the overall college experience in both our City and university. Then regularly update marketing materials and stop handing out outdated handouts. And then help our students envision coming to the University of Toledo, plus strengthen our outreach to high school students in our region, including prospective college credit plus (CCP) students. The second category of recommendation was about how to increase competitiveness of UToledo's campus visits. This is exemplified by ensuring the campus visits be staffed with excited personnel who are knowledgeable about dorms, financial aid, etc. Lastly, the third category was to improve communication with students in our enrollment funnel. One other recommendation was to increase quantity consistency of communication with prospective and admitted applicants.

What all these recommendations suggest, is that the University of Toledo should increase engagement and communication consistency with high school students and improve its campus visit quality and website. With that, I'll pass it over to the committee's Co-Chair, Tomer Avidor-Reiss. He will discuss the other subcommittees and their final recommendations.

Senator Avidor-Reiss: Thank you, Yakov. So, I am going to highlight a few things. I am going to start with UToledo's Retention and Practices Committee. Data collection: Ohio Department of Higher Education data on first to second-year retention of first-time, full-time, and degree seeking freshmen.

President Insch: Tomer, can you stand by the mic, because they are having a hard time hearing you?

Senator Avidor-Reiss: Okay. So, the first thing to see is during the time [that] we are having this big crisis in the last five years, the retention rates for 2016-2021 ranges between 73-78%. So retention is not really contributing to our growth in enrollment. The other thing that this committee did is [they had] a discussion with the dean's offices and other stakeholders and identified more than 40 issues. I am going to organize them here in several groups. Some of the key findings are issues like, students are improperly prepared for STEM, lack of college-level writing skills, unable to continue because of issues of paying for tuition, fees and board, and some students lack a sense of belonging. The second issue that came up was the parking issue, dorm conditions and dining options. I'm just going to show you very quickly, the parking issue... *[Audio Complication]* ... Here are the recommendations for remediation: 1. Provide programs more control on classes out of the major. 2. Review and update remediation classes and programs. 3. Policies and procedures need to be student-centered. 4. Inform faculty and staff about retention issues. 5. Modify placement exams to reflect the student's skills. 6. Place students in the proper level-based performance in introductory courses. 7. Provide more help and tutoring for select STEM classes. 8. Retention issues should be the responsibility of all university stakeholders, not only faculty. They recommend that we increase student's sense of belonging by expanding student mentor programs beyond the first year. Create more student programming, including activities during the weekend to combat isolation. We need more success coaches and advisors to handle high number of at-risk students. They also recommend additional support for student groups to help create much-needed student communities. Then there's financial needs such as the cost of dorms and dining. The committee recommended that we have better assessments for identifying students with financial needs, more oversight on the dorms, and more dining options. And lastly, parking. The committee recommend, to provide more information about parking issues etc. So, the main conclusion here is "UToledo student retention can be improved by providing students with (1) better preparation for STEM gateway classes and college-level writing, (2) an increased sense of belonging and (3) more help with overcoming financial barriers."

Here is the second committee, the Peer University Retention Committee data collection: The Department of Higher Education data on first to second-year retention of first-time, full-time, and degree seeking freshmen. The key findings, the University of Toledo is below average compared to all 4-year Ohio institutions. We've made improvement over the last 10 years as you can see here. But we plateaued in the last 5 years around 75%. Moreover, we surveyed 23 peer institutions and inquired about best practices for improving retention and ways to increase the faculty role and interest in this area. So, we received six responses from faculty across the five institutions. Here are some of the comments that they mentioned. They said to raise the debt threshold that prevent students from enrolling, UToledo should apply retention efforts across all colleges with college-specific adaptations, college administration should work with faculty to design faculty-specific, intentional activities to promote retention, and provide each college with retention specialists to work with departments and faculty. The main conclusion is "UToledo's

administration, faculty, and staff significantly can improve student retention by having more open cross-campus dialogue and a collective sense of urgency.” So, this is something we can do about it if we work together

The Faculty Engagement Committee performed a survey, and in this case, it was faculty and staff. They tried to get information about their willingness and how much they get involved in recruitment and retention activities. We got 159 faculty members and five staff members to respond to the survey. Sixty-three individuals indicated their willingness to participate in focus groups, and seven faculty participated in them. In the short time, we did receive key information from the survey. Here are some interesting numbers. Over 80% of faculty indicate that they are willing to participate in recruitment activities, and over 90% of faculty indicate that they are willing to participate in retention activities. Only 52% of faculty agree that they are informed about recruitment activities, and only 54% of faculty agree that they are informed about retention activities. Only 65% [of faculty] agree that they have been invited or encouraged to participate in recruitment and retention activities. So, there’s a lot of space here for recruitment. So you can see that more than 100 faculty are willing to help. Some of the key findings here: Many faculty are interested in participation in both recruitment and retention and they understand they play a role in these endeavors. Some of the issues that came with this focus group is limited communication from event organizers and faculty don’t know whom to ask or where to obtain information about these opportunities. Also, many faculty indicated that they have never been asked to participate. So, there is a lot of space here for improvement. Key recommendations: Each college should have two positions to coordinate recruitment and retention-related efforts. There should be a college recruiter, someone to help. There should be a recruitment and retention coordinator, such as a designated faculty member. These individuals will work together to coordinate recruitment events and communicate with administrators and faculty about enrollment opportunities. Also, we need some resources available for faculty on retention improvements. So, the main conclusion is, “Many faculty/staff members are willing to and interested in participating in recruitment and retention activities, but many feel uninformed and do not feel invited to partake in these efforts; interested faculty members may be redeployed toward recruitment and retention initiatives.” We could use the energy from [the] many faculty to move this forward.

The last subcommittee, UToledo’s Value Proposition, had many discussions with several deans and faculty. They came up with a proposal which includes implementing a hybrid recruitment effort, both University-level and College-specific with a unified value proposition message. We should have one message that we are all sharing. They propose using a university-wide and college-specific value proposition called the PPP Plan, which is based on three values: practical, partnership and place. This plan should be distributed to everybody, faculty and even recruiters for use and continued improvement. So, what is this PPP proposal? Practical: We are a university that emphasizes the practical side of education, with a strong emphasis on hands-on learning in every major, but also emphasizing the need for creativity. Partnership: We believe education is a partnership between faculty and students, with strong mentorship and high expectations. Place: We are an urban institution that is strongly engaged with the community, the Greater Toledo area and Northwest Ohio & Southeast Michigan. We’re also open to interacting with the rest of Ohio, the country, the world. This is reflected in the majors we offer, our emphasis on internships, and our commitment to diversity. Four colleges developed college-specific value propositions. This is basically of the same concept, but these four are on each college: The College of Engineering, Neff College of Business and Innovation, College of Arts and Letters, and the College of

Pharmacy. So the main conclusion here is that “UToledo should adopt university and college-wide PPP value proposition plans and implement a hybrid recruitment strategy (blending centralized/university-level and college-level approaches). So just to summarize the findings. UToledo’s losses in undergraduate student enrollment are primarily caused by a sharp reduction in yield of enrolling students. And UToledo’s recruitment is underperforming relative to peers, reduction correlated with UToledo’s currently uncompetitive recruitment practices. So, to reverse this trend, the RRC’s final recommendations are to: Strengthen the communication between Enrollment Services and the academic units. Second, improve staffing of UToledo’s recruiting efforts. Third, tailor on-campus visits to demonstrate UToledo’s student-centeredness. We think it is very important to have one appointed higher administrator that would oversee these efforts because there is a crisis, and recruitment and retention should be treated as high priority. We hope that if faculty, staff and key administrators all work together we will be able to grow from this devastating state that we are in. The final recommendation is that we hope next year the Senate will reconstitute the RRC during AY2023-24 to follow-up with and assist the administration with adapting this year’s RRC recommendations. So, these are very easy recommendations that are in this report. Any questions? I don’t know how much time we have.

[Applause]

Senator Coulter-Harris: That was great.

President-Elect Rouillard: If you send it to me, then I will ask Quinetta to post it on the Faculty Senate website because you’ve given us very, very important information.

Senator Coulter-Harris: Thank you, Tomer.

President Insch: Thank you. So, that is it for our Senate. Good luck with finals. May I have a motion to adjourn?

Senator Wedding: So moved.

Senator Coulter-Harris: Second.

President Insch: All in favor say, ‘aye.’ Any opposed say, ‘no.’ Any abstentions? Meeting adjourned at 6:00 pm. If you are part of the new Senate, please stay where you are, and we are moving into the 2023-24 Senate. Thank you.

IV. Meeting adjourned at 6:00 pm.

[Change in Leadership]

President Rouillard: I’d like to call the first Faculty Senate meeting of the new academic year, 2024, to order. I will ask the Secretary to call the roll of the new Senate.

Senator Coulter-Harris: Thank you, President Rouillard.

Roll call:

Ammon Allred (present), Elissar Andari (absent), Tomer Avidor-Reiss (present), Marten Ohlinger proxy for G. Baki (present), Bruce Bamber (present), Sharon Barnes (present), John Bellizzi (present), Sheri Benton (present), Terry Bigioni (present), Jillian Bornak (absent), Timothy Brakel (present), Ritu Charavarti (present), Chunhua Sheng (present) Carmen Cioc (present), Daniel Compora (present), Deborah Coulter-Harris (present), Vicki Dagostino-Kalniz (present), Maria Diakonova (present), Hossein Elgafy (absent), Collin Gilstrap (present), Karen Green (present), Sally Harmych (present), Rene Heberle (present), Samir Hefzy (excused absence), Cindy Herrera (present), Mitchell Howard (absent), Jason Huntley (present), Gary Insch (present), Ahalapitiya Jayatissa (present), Katherine Johnson (present), Dinkar Kaw (absent), Lauren Koch (present), Revathy Kumar (present), Linda Lewin (absent), Kimberly McBride (present), Daniel McInnis (present), Thomas McLoughlin (present), Mohamed Moussa (absent), Kim Nielsen (present), Kimberly Nigem (present), Grant Norte (absent), Mohamed Osman (absent), Elaine Reeves (present), Jennifer Reynolds (absent), Linda Rouillard (present), Eric Sahloff (present), Paul Schaefer (present), Barry Scheurmann (present), Kathy Shan (present), Puneet Sindhvani (absent), Gaby Semaan (present), Stan Stepkowski (absent), Lee Strang (absent), Steven Sucheck (absent), Weiqing Sun (absent), Jami Taylor (absent), William Taylor (present), Kasey Tucker-Gail (present), Aela Vely (absent), Randall Vesely (present), James Van Hook (absent), Jerry Van Hoy (present), Don Wedding (present)

Senator Coulter-Harris cont'd: President Rouillard, we have a quorum.

President Rouillard: Thank you very much.

Senator Coulter-Harris: You're welcome.

President Rouillard: All right, I'm going to continue talking to the 'wall.' We have a pretty tight schedule, so before we even start, I'm going to ask for a motion to extend our meeting to 6:15, so I don't have to interrupt the voting? Well, actually, why don't I ask for an extension to 6:30, so that we don't interrupt the voting once we get this on a roll? Is there a motion to extend to 6:30 pm?

Senator Avidor-Reiss: So moved.

Past-President Insch: Second.

President Rouillard: Thank you. So, we need to vote-in a new Faculty Senate Executive Committee. Those positions are secretary, president-elect, an OFC representative, two at-large representatives from the Main Campus, and two at-large representatives from the Health Science Campus. During some of the voting which will happen online, obviously the people who are online can vote from their computers and emails. If you are here in this room, you got some messages from Quinetta to bring some sort of device that will allow you to connect to your email. Dan Compora is online, and he has very generously helped us to prepare for this by setting up email lists to the appropriate groups of senators to vote on some of these different positions. Just so that everyone knows what is going on, and nobody thinks anything nefarious is going on, Professor Wedding doesn't have access to his campus email and so he is going to vote on paper which will be conveyed to Senator Van Hoy, who is going to send a separate email to Dan Compora for each of these votes.

So, the first position that we will nominate and vote on is for the position of secretary. According to the Constitution, that nomination comes from the Faculty Senate Exec. At this point in time, there are only

two members of the continuing Faculty Senate Exec, and that is myself and Past-President Gary Insch. So, Gary, is there a nomination that you would like to make?

Past-President Insch: Yes. I would like to recommend Deborah Coulter-Harris to serve as the Faculty Senate secretary.

President Rouillard: Are we seconding the nominations? No, right? We just make nominations?

Past-President Insch: Yes.

President Rouillard: Are there any other nominations for the position of secretary? Are there any in the Chat box?

Past-President Insch: No.

President Rouillard: Is there a motion to close the nominations?

Senator Avidor-Reiss: So moved.

President Rouillard: Okay, if you are favor of closing the nominations, please signify by saying, 'aye,' and if you decline 'no,' and 'a' for abstain. In the room?

Group of Senators: 'Aye.'

President Rouillard: Okay. Against? Abstain?

President Rouillard: All right, so it looks like we are going to close the nominations. That means you are elected by acclaim.
[Applause]

Senator Coulter-Harris: I am honored.

President Rouillard: All right. So, the next position that we will vote on is the representative to the Ohio Faculty Council.

Senator Gilstrap: Senator Cioc has her hands up.

President Rouillard: Oh. Who is that?

Senator Gilstrap: Carmen Cioc.

Senator Cioc: I wanted to clap and say congratulations.

President Rouillard: Okay, good. So the next nomination is for the Ohio Faculty Council representative.

Sharon Barnes nominated and accepted the nomination.

President Rouillard: Thank you. Other nominations for this position?

Unknown Senator: I think Senator McBride has a nomination.

President Rouillard: Senator McBride, do you have a nomination?

Senator McBride: I would like to nominate Sharon Barnes as well.

President Rouillard: All right, double nomination. Are there any other nominations?

Senator McBride nominated and declined the nomination.

President Rouillard: Are there any more nominations? Hearing none. Is there a motion to close the nominations?

Senator Avidor-Reiss: So moved.

Senator Coulter-Harris: Second.

President Rouillard: All those in favor of closing the nominations, please signify by saying, 'aye,' 'nay,' or 'abstain.' In the Chat box. All right, Senator Barnes, it looks like you're elected by acclaim. Thank you very much.

[Applause]

President Rouillard cont'd: All right, so, our next position to vote for is president-elect. Are there any nominations for president-elect?

Kim McBride nominated and accepted the nomination.

President Rouillard cont'd: Other nominations?

Jerry Van Hoy nominated and declined the nomination.

President Rouillard cont'd: Any other nominations for president-elect? Any in the Chat?

Senator Van Hoy: I move to close the nominations.

President Rouillard: Is there a second?

Senator Coulter-Harris: I second that.

President Rouillard: Okay. All those in favor of closing the nominations for president-elect, please signify by 'aye,' 'nay' or 'abstain' in the room. In the Chat.

Senator Coulter-Harris: Congratulations, Kim.

[Applause]

Senator McBride: Thank you.

President Rouillard: So now that brings us to the at-large reps, two from Main Campus and two from Health Science Campus. Dan Compora has suggested that we do one from each campus simultaneously because only the people from Main Campus vote for the Main Campus rep, and only the people from Health Science vote for their rep. So, if you do these at the same, simultaneously, we might be able to save a little bit of time. Now, votes are going through Qualtrics. You'll receive an email for each vote, and you'll respond to the email. That is going to take a little bit of time. As Dan is collating those votes, we could perhaps also discuss the format of the [future] meeting as we're waiting for vote results. So, how will we meet next year? Will we meet hybrid again or will we be back to face-to-face? We can discuss this as we're waiting for votes. So, first, nominations for an at-large Main Campus rep.

Jerry Van Hoy nominated and accepted the nomination.

President Rouillard cont'd: Are there other nominations for a Main Campus rep? We vote for one at-a-time for each campus. Are there any other nominations?

Kim Nielsen nominated and accepted the nomination.

Kasey Tucker-Gail nominated and accepted the nomination.

Tim Brakel nominated and accepted the nomination.

Steven Sucheck nominated and did not respond to the nomination.

Senator Coulter-Harris: I move to close the nominations.

President Rouillard: Is there a second?

Past-President Insch: Second.

President Rouillard: Okay, so we have four nominations: Jerry Van Hoy, Kim Nielsen, Kasey Tucker-Gail and Tim Brakel. All those in favor of closing the nominations, please signify by saying, 'aye,' 'nay' or 'abstain' in the room.

Group of Senators: 'Aye.'

President Rouillard: In the Chat?

Past-President Insch: They are all yeses.

President Rouillard: Dan, if you can get a ballot ready for the Main Campus for the following people who have been nominated: Jerry Van Hoy, Kim Nielsen, Kasey Tucker-Gail, and Tim Brakel. Okay, so while that is going, we will also take nominations for at-large representatives from the Health Science Campus. These nominations can only be made by the Health Science Campus - they can only be voted on by senators from the Health Science Campus. Nominations?

Senator Huntley: Can we see a list of available senators?

President Rouillard: I believe Quinetta sent out an email today to all new and returning senators and so you can probably see the list on your email from her.

[Silence]

President Rouillard cont'd: Any nominations, Health Science Campus? The 'rush' to nominate is overwhelming<laughter>.

Senator Coulter-Harris: Well, Dr. Schaefer, nominate someone.

President Rouillard: You can also self-nominate if you'd like.

[Silence]

President Rouillard cont'd: Surely there is someone who would like extra meetings.

Mahasin Osman nominated and accepted the nomination.

President Rouillard cont'd: Anyone else to be nominated for Health Science?

Senator Compura: The Health Science Campus has been set, President Rouillard.

President Rouillard: All right, look in your email please, and vote as promptly as you can. I believe we need a majority vote.

Unknown Speaker: Only select one?

President Rouillard: Yes, only select one, but we need a majority vote.

Senator Heberle: And then we will vote again?

President Rouillard: Yes.

Unknown Senator: I'm sorry, but I got the wrong ballot; I got Main Campus.

Senator Compora: I had asked President Rouillard to tell you that this is my first time doing this, and there will be mistakes. So, give me a moment; I will resend that ballot. Please refresh that email.

President Rouillard: Any other nominations?

Stan Stepkowski nominated and did not respond to the nomination.

President Rouillard: All right, so we have two nominations for the Health Science Campus: Mohasin Osman and Stan Stepkowski. Are there any more nominations for the Health Science Campus at-large rep? Wait, Stan are you on the call?

Senator Coulter-Harris: He just left.

President Rouillard: What about Mohasin?

Senator Coulter-Harris: She's gone.

Senator Huntley: Stan is on the call.

President Rouillard: Does he agree to be nominated?

Senator Wedding: When we had this problem last year, we put it off to the next meeting hoping that we would have them---

Past-President Bigioni: Stan Stepkowski is on the call.

President Rouillard: Okay. Stan, do you agree to be nominated as at-large Health Science Campus rep?

Unknown Senator: Can we nominate clinicians or is this just for people who are in Senate?

President Rouillard: We want to nominate [current] senators from the Health Science Campus. You are nominating someone to be on the Faculty Senate Executive Committee as an at-large Health Science Campus rep. But, it has to be a sitting senator.

Unknown Senator: So, they can be MEs?

President Rouillard: Well, the MEs who are sitting senators.

Unknown Senator: Can I nominate Elissar Andari? Is he here?

Elissar Andari nominated and accepted the nomination.

President Rouillard: Okay, so we have one acceptance, but there has not been an acceptance from the other two. Is there a motion to close the nominations? From Health Science, it has to be from the Health Science.

Senator Huntley: Motion to close.

Senator Herrera: So moved.

President Rouillard: All those in favor of closing the nominations, please signify by ‘aye,’ ‘nay,’ or abstain in the room?

Group of Senators: ‘Aye.’

President Rouillard cont’d: And online Health Science Campus senator, please, to close the nominations?

Past-President Insch: It is pretty much all yeses.

President Rouillard: Okay. So that means that Senator Andari has been voted-in by acclaim. So, congratulations! Thank you very much.

[Applause]

President Rouillard cont’d: Dan, how are we doing with the Main Campus vote?

Senator Compora: It should’ve sent because I got my copy.

President Rouillard: So people are still voting? Has everybody voted then?

Senator Heberle: Dan, I received an email that it is only for one person. Are we going to vote for a second rep?

Senator Compora: Yes.

President Rouillard: So, while we are waiting, we have this issue of which format to use for our meetings next year. I think you have seen from today, whether you been in this room, or you’ve been over in the Collier building that technology does make it very difficult. I mean, it’s a lot better than it used to be, but it is very difficult to run a hybrid meeting. It can be very difficult to run a completely online meeting. I have had several senators talk to me about resuming face-to-face meetings, but I cannot make that decision myself until I get a sense of Senate. I would prefer to do a vote of how you would like to meet next year. So, I would like to open the floor to discussion on this issue as we’re waiting for results?

Senator Heberle: I was sitting in my office this afternoon between class and this meeting and I was just getting hyped up to get in my car and go home to get online for the 4 o’clock meeting for Senate. I was

thinking when I got online that I was going to propose that we meet in-person because it's become such a habit for me to meet online with my colleagues in general spaces and because I live in Michigan, it's been incredible, convenient and helpful. This whole year, I've been extremely grateful to those who have fixed the type of work ... [Indecipherable] ... So, I get it. I get why meeting online could be an option. I think hybrid is easy only if you are using the hybrid option. If we do the meeting online and the hybrid option – I'm responding to someone in the Chat here— for me, the importance of this Senate can't be overstated for this coming year. I think we need to be face-to-face. I think that asking people to come to campus for a meeting twice a month is not unreasonable. So, I think the norm should be that we meet face-to-face, and the exception should be accommodations for people who need online access. But this hybrid model, and I can say from my experience communicating from my office or from my home in a hybrid fashion, is not the same as being here. So, I really strongly recommend that my colleagues agree to meet in-person with the exception for accommodations for those who need to be online rather than the bulk of people being online and a few of us being in-person. This is awkward and we're too important of an institution on this campus to keep muddling through this way. We can't do our business effectively or efficiently.

Unknown Speaker: Kimberly McBride raised her hand.

President Rouillard: I'm sorry, who?

Unknown Speaker: Kimberly McBride.

President Rouillard: Senator McBride, go ahead.

President-Elect McBride: So, I just wanted to share, that for me this semester has been difficult, as I teach until 3:50, and so to make a 4 o'clock meeting is almost impossible--certainly when it's on the Health Science Campus. And so, I would really hate for people not to be able to participate. I'm also thinking about accessibility and for folks who might need screen reading, who might need Closed Captioning. You know, the web does provide that which is an accessibility issue. So, while I understand it, and I think that maybe the culture is that we encourage people to be in-person, we also recognize that in order to have full participation, we may not be able to accomplish that.

Senator Unknown: Right before this and in the fall, I had a class immediately following. I just can't do it unless it is hybrid or fully online. It's just not going to happen.

President Rouillard: Okay.

Unknown Senator: I would like to echo one of the comments that was made in the Chat. I think I am requesting to stay hybrid, because as a clinician, it is really easy. Sometimes you have clinics during the day and you're on a completely different place. Even for me, it is like a 10-15 walk from my office to get here. So, if you want to encourage attendance, it should be offered as hybrid. I am on-call at UTMC, but I came here in-person because I think it is important. But, if there was no hybrid option, I would never been able to be present and participate. I think we need to encourage faculty participation.

Senator Compora: President Rouillard, I just wanted to say that I had to resend the battle again. Scott Molitor called me and told me what the problem was. It was a pretty simple fix.

Senator Johnson: I would like to advocate for in-person as well. I think when we have discussions, I think we can get a better sense of the percentage of people that agree with something or disagree with something vs. being online, which online is pretty hard. You don't get to see people if you are talking, so I do like the in-person. I think the timing is -- we all do have conflicts. So, I think the idea for a hybrid option for exceptions for like, what she had mentioned is a good idea. I would mention, I think if you look at the makeup of the Senate, it is not a lot of young faculty on it. It could be because the time is after hours. So if you have a child at home, it is hard to come in from 4 to 6 pm. And maybe this is outside the scope of this discussion today, but maybe it needs to be during business hours and that might help. I know we have our classes during business hours, but it may help. If you have a child at home and your child needs to be picked-up at 5 o'clock, it is hard to be here every two weeks when you have to do that. Later on we can possibly think about something like 9 am, on a Friday when everybody can come than at night when it is harder.

President Rouillard: Right. We can't change the time, but I think your point about childcare is also a point well taken. Kim Nielsen?

Senator Nielsen: I was going to raise the children issue.

President Rouillard: Okay.

Senator Heberle: Well, I spoke very assertively and loudly for face-to-face, but I also understand that people need to sometimes be hybrid. I would just encourage us that if we vote for hybrid, that people will make the kind of effort that the senator who spoke about being a clinician made, "it is made to be in the room." Or we can just decide to go fully online. I just feel like this hybrid thing is really awkward for those of us who are in the room. And for me, somebody who also did the online version from my office or at home, that felt really awkward too. So, if we go hybrid, I just want to ask people to come if they can. I get all the issues. I have all the same issues, but I think we should be here.

President Rouillard: But I would also like to point out that given what is going to be a very hard year, I think we also need to signal our dedication to shared governance and sometimes that happens best in-person.

Senator Tucker-Gail: I want to reiterate that too. I think hybrid is acceptable for exceptions. I think this year in particular, I'm from a college that is trying to set standards for the rest of this institution. This is why I am advocating so strongly to be a part of this process, the Executive Council. Because I feel that what's going to happen this year is really important, and I am seeing that in my college right now. There's good and there's bad. I am not saying that it is all terrible. But I really, really feel like being here and sending that message is important. I feel like having access online is also important. But those conversations and sitting in front of those people and telling them how we feel, and having those arguments, and asking those questions is important. It is asking those pointed questions and forcing them

to answer them is what's important, and that is really hard to do in this environment. And not only should we be here, but they should be here.

President Rouillard: That is a good point.

Senator Coulter-Harris: This is really short. I would be against fully online. I think that we should encourage those who can attend face-to-face to come face-to-face. But we need to have the hybrid option for accommodations so that we can accommodate everyone.

Senator Avidor-Reiss: [Indecipherable]

President Rouillard: I think Quinetta has a message on the bottom of each agenda, if I'm not mistaken; but it not, we will make sure there is one.

Unknown Senator: Again, I want to echo what's being said about online. I agree that in-person present has power and I think we should summon the leadership of the University to come here. But, I think the people who are here are extremely motivated and we should have that ability for everyone to be here, if they can. We want every support that we can [receive], but we want to make it easier for everyone to attend.

Senator Vesely: I teach Foreign..., and usually I have to carry two independent studies every semester. I don't have any problems with the technology. I don't know why we have a room full of really brilliant people and technology continues to be a mystery. It is not that difficult. Secondly, I hear a lot of people talking about their feelings. Go home and interpret your feelings. There is no really good reason why we can't continue doing it the way we're doing it. We've been doing it effectively. And until somebody shows me data that we haven't been effective under this format, leave out your emotions. Thanks.

President Rouillard: Senator Vesely, I think the issue with technology is not that we don't know how to use it. I think the issue is the quality of the equipment and the set-up. I think, 'that' has typically been causing the problem.

Senator Ammon: [Indecipherable]...

President Rouillard: That is a good point. Would an acceptable compromise be that we ask as many senators that can commit to coming face-to-face, do that; and people who need to be hybrid, we have that accommodation? Would that be an acceptable way around the dilemma?

President-Elect McBride: I like that.

Senator Coulter-Harris: I think making it hybrid, I am also in favor of that.

Senator Gilstrap: Are we also compelled to go to Health Sciences? It seems like those who are from Health Science are online. When we go to the Health Sciences---

Senator Johnson: There is nobody is there.

Senator Gilstrap: It is just a few of us. I don't want to exclude them.

Past-President Insch: The Constitution states that we have to have every-other meeting on each campus.

Unknown Senator: I just want to ask, who is going to determine whose accommodation request is valid? And by what criteria?

President Rouillard: What I'm looking for is how many people can commit to come face-to-face so that we have a number of bodies in the room when we also insist that the administrators come in, because I think that, that may be where we can insert a certain amount of influence and pressure. So maybe put it that way. If we can get a number of people to commit to coming face-to-face and then we don't have to address the issue of whether we are hybrid or not, just have an alternative. But I think your point is very well taken. These administrators need to come in and stand in front of us and say what they have to say.

Unknown Senator: A counter point of that, the way the Faculty Senate meetings are structured, if you have to travel across campuses, you are going across three instructional periods.

President Rouillard: And if you can't, then you would avail yourself of the hybrid option. We just want to encourage more people face-to-face.

Unknown Senator: I was just going to say, another option for being hybrid is once every couple of months having a mandatory face-to-face.

President Rouillard: That may be the solution. All right, Dan, you have a winner for the Main Campus at-large rep?

Senator Compora: Yes. The winner of the first representative is Jerry Van Hoy.

[Applause]

President Rouillard: Who is the second at-large rep?

Tim Brakel nominated and accepted the nomination.

Kim Nielsen nominated and accepted the nomination.

Kathy Shan nominated and declined the nomination.

Kasey Tucker-Gail nominated and accepted the nomination.

Sally Harmych nominated and accepted the nomination.

President Rouillard cont'd: So we have four nominations. Do I have a motion to close?

Past-President Insch: So moved.

Senator Avidor-Reiss: Second.

President Rouillard: All those in favor of closing the nominations, please signify by ‘aye,’ ‘no,’ or ‘abstain.’ And in the Chat?

Senator Bigioni: It is all yeses.

President Rouillard: All right, so Dan, we are now going to vote on the Main Campus at-Large. The nominees again are Tim Brakel, Kim Nielsen, Kasey Tucker-Gail and Sally Harmych. Are you okay?

Senator Compora: Give me a couple of minutes, and I [hope I] will do it right the first time.

President Rouillard: I appreciate your efforts, Dan. Now we will take nominations, while we wait, for the second at-large rep for the Health Science Campus. Are there any nominations? I’ve been asked to ask Dr. Shaefer if he would like to nominate anyone.

Senator Shaefer: I have not spoken with any of the other senators to know their workload to toss them under the ‘bus.’

Cindy Herrera self-nominated and accepted the nomination.

President Rouillard: Are there any other nominations for the at-large Health Science Campus rep? Nominations from Health Science Campus faculty only. Is there a move to close the nominations?

Senator Coulter-Harris: So moved.

President Rouillard: That has to be from the Health Sciences.

Senator Coulter-Harris: Oh, yeah, that is right.

Senator Schaefer: So moved.

Unknown Senator: I second.

President Rouillard: All those in favor of closing the nominations for the Health Science Campus, say, ‘aye,’ ‘no’ or ‘abstain’ in the Chat. Health Science folks only in this room. So that is unanimous.

Past-President Insch: Nobody voted.

President Rouillard: Nobody voted?

Past-President Insch: No.

President Rouillard: Well, Cindy Herrera, by acclamation, it is.

[Applause]

Past-President Insch: Oh, no, the nominations are coming up now.

Senator Compura: The second ballot has been sent.

President Rouillard: We are voting for the second Main Campus rep. Just to quickly wrap up the discussion. Shall we leave the meeting format at face-to-face with a hybrid option, and we can revisit this in the fall? I think there was one option that Terry got, which is have a mandatory face-to-face meeting for everybody once a month or every two months or something like that. But I really would urge you, when you can, to please be face-to-face and I will issue face-to-face invitations to any speakers. I just want to let you know that I worked with Dan Compura yesterday, and mostly Dan did the heavy lifting and I just tried to help by leaving out some names. But he really did an enormous amount of work to get the roster together and to get the emails for voting. I greatly appreciate what he did, and I hope you all can show your appreciation too with a round-of-applause.

[Applause]

President Rouillard: Are you done?

Senator Compura: Yes. The winner is Tim Brakel.

[Applause]

President Rouillard: We now have our Faculty Senate Executive Committee. I thank you all for your willingness to spend your time here. Is there a motion to adjourn?

Senator Wedding: Yes.

President Rouillard: Thank you all everyone. We will stay in touch with you over the summer because there are clearly things that are active. Meeting adjourned.

Meeting adjourned at 6:55 pm.

