

**THE UNIVERSITY OF TOLEDO**  
**Minutes of the Faculty Senate Meeting of September 12, 2017**  
**FACULTY SENATE**

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

Approved @ FS on 09/26/2017

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**Summary of Discussion**

Sharon Gaber, University of Toledo's President: University Update  
Andrew Hsu, University of Toledo's Provost: Academic Update  
James Russell, Student Government President: SGA Update  
Charlene Gilbert, Dean of the College of Arts and Letters: Introduction and Update on the College  
Linda Rouillard, Faculty Senate President-Elect: Committee Assignments

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

**President: Amy Thompson** called the meeting to order; Executive Secretary, Fredrick Williams called the roll.

***I. Roll Call: 2017-2018 Senators:***

**Present:** Atwood, Barnes, Bjorkman, Bonnell, Bouillon, Bruce, Compura, Denyer (substitute for N. Haughton), Dinnebeil, Duggan, Edgington, Emonds, Ferris, Giovannucci, Gray, Gruden, Hefzy, Humphrys, Jaume, Keith, Kennedy (substitute for G. Gilchrist), Kippenhan, Kistner, Kovach, Krantz, Lundquist, Maloney, Menezes, Monsos, Niamat, Nigem, Oberlander, Ohlinger, Randolph, Relue, Rouillard, Sabharwal (substitute for W. Lee), Said, Schlageter, Schneider, Sheldon, Steven, A. Thompson, Tucker-Gail (substitute for J. Hoy), Van Hoy, Weck-Schwarz, Wedding (substitute for S. Ariss), Weldy, Williams, Woolford

**Excused absences:** Lecka-Czernik, McLoughlin, Wittmer

**Unexcused absences:** Ariss, Brakel, Crist, Hall, Hammersley, Modyanov, Ortiz, Puri, G. Thompson, Schroder, Willey

***II. Approval of Minutes:*** Minutes of the August 28, 2017 Faculty Senate meeting are ready for approval.

**President Thompson: Executive Committee Report:** Welcome to our second meeting of the Faculty Senate for the 2017-2018 Academic Year. Since our last meeting, members of the Faculty Senate Executive Committee met with UT President Sharon Gaber. In our meeting, President Gaber provided us an update on enrollment and stressed the importance of making sure our students are registered for their classes. President Gaber will be present at today's meeting to share more enrollment and university updates.

Faculty Senate has been busy assimilating the Faculty Senate Committee Appointees and Chairs. These important committees are essential to accomplishing the work of the Faculty Senate. President-Elect Dr. Linda Rouillard will be sharing her work today on the Committee on Committees. Committee chairs have also been appointed by President Thompson and will be announced.

Past Presidents Kristin Keith and Mary Humphrys have finished seating their Ad-Hoc work group to assess our administrative evaluation process. One faculty member from each college has been selected for this important committee. The committee has been charged by President Thompson to provide an

assessment of our current administrative review process and recommendations for future implementation by November 15.

One of the four goals set by the Faculty Senate Executive Committee for the year is to work with the campus bookstore to complete a needs assessment with faculty. Senator Tom Atwood has been appointed to lead this initiative. Senators who are interested in helping with this project should contact Senator Atwood to volunteer to serve.

At the last Faculty Senate meeting, two concerns were voiced on the senate floor. One concern involved the lengthy processing of IRB applications by the Office of Research and Sponsored Programs. This office was contacted by Faculty Senate President Thompson and our concerns were relayed to Vice-President of Research Dr. Frank Calzonetti. Dr. Calzonetti is aware of this issue and attributes some of the delay in IRB approval to staff turn-over. The Office of Research and Sponsored Programs is also in the process of researching a new IRB system that can possibly improve review and approval time.

A second concern that was brought to the attention of Faculty Senate was that reportedly some CBA employees were still being charged for use of the UT Recreation Center. President Thompson went personally to the Office of Recreation's Office and was assured by staff that employees who are covered under the Collective Bargaining Unit will not be charged for the 2017-2018 Academic Year.

At the end of the August 29<sup>th</sup> Faculty Senate Meeting, President Thompson presented a proposed amendment to the Faculty Senate Appendices that would permit the College of Medicine and Life Sciences to have representation on UCAP and the University Sabbatical Committee. There was also discussion in terms of whether the Jesup Honors College and University College should have representation. President Thompson contacted Dean Barb Kopp-Miller regarding this issue and she declined representation based on low faculty numbers in the College. President Thompson and President-Elect Rouillard attended a Jesup Scott Honors College meeting last week where their representation was discussed with their Dean Heidi Apple and other honors faculty. In summary, they were supportive of adding their college to have representation on both proposed committees during the time when one of their faculty members would be reviewed for tenure and promotion or sabbatical. The amendment is currently being evaluated by the Faculty Senate Executive Committee to be presented at the next Faculty Senate Meeting.

One issue that is of particular interest for the UT Faculty Senate is inclusion and diversity on campus. President Thompson and Past President Mary Humphrys have been working with Dr. Willie McKether, Vice-President for Diversity and Inclusion on several campus issues to ensure our campus is welcoming to all. Last week on September 7<sup>th</sup>, a UT delegation including President Thompson, Past President Humphrys, Executive Committee Member Tom Atwood, Senator Glen Sheldon, UT lecturer Sherry Tripeppi (who is also a member of the LGBTQA+ advisory board) and Dr. Willie McKether, visited the campus of Kent State University to view one of the model programs in our state regarding LGBTQA+ policies, practices and programs.

This visit was a learning experience for all participants and through this visit our group has been able to identify several ideas and concepts we would like to possibly implement on our campus. Some of the exciting initiatives we observed were having an LGBTQA+ living and learning community for students, awareness posters featuring KSU students, faculty and staff, and the creation of a Provost Fellow Position who works solely on LGBTQA+ issues on their campus. Members of our delegation were encouraged that UT can begin to fully implement our own UT Strategic Plan for Diversity and Inclusion with the goal of everyone feeling welcomed, included, and safe on our campus.

From an advocacy and policy perspective there are several legislative items that may interest members of the faculty senate:

#### Deferred Action for Childhood Arrivals (DACA) program

Last week, the White House announced that the Deferred Action for Childhood Arrivals (DACA) program will be scheduled to end. Dr. Gaber, issued a campus wide statement on this issue and she also joined the other presidents of public universities in Ohio in a united request to Congress to approve legislation that incorporates a permanent solution to this issue that permits these students to maintain their current status in this country and at our institutions.

#### Free Speech on Campus

Representative Goodman and Brenner recently unveiled “Ohio’s Campus Free Speech Act.” This piece of legislation would prohibit universities and administrators from taking any action that would limit the expression of any member of the campus community or their invited guests based on the content of that expression. It would also eliminate “free speech zones” and prevent universities from disinviting speakers. The proposed legislation would also govern student activity fees, by making them optional and requiring universities to distribute student activity fees in a manner that is neutral to each organization’s viewpoint and expression.

#### HB 66

The goal of this legislation is to “establish a committee to study and evaluate each state university’s efforts to secure participation in the undergraduate mission by the university’s tenured faculty member. So in other words, this committee will be examining the value and or perceived problems with the tenure system in our state. Testimony will be held this week Wednesday and next week at the Ohio State House.

On a social note, your Faculty Senate Executive Committee is excited to announce that members of Faculty Senate will have the opportunity to walk as a group in the UT Homecoming parade. This will be a great opportunity to showcase our senators and UT Faculty Senate. Plans are also in the works to have a tailgate immediately following the parade. Stay tuned for further details but make sure to put Saturday October 7<sup>th</sup> on your calendar.

**University of Toledo President, Dr. Gaber:** I want to thank you all for having me. Certainly, it is interesting to hear the “rundown,” and there is a lot going on around campus, in the state, and in the nation. Every day it is sort of a changing landscape. As President Thompson talked about some of the legislation - we all have to think about how do we respond and what is the action. One of the things she mentioned would be the Free Speech Act. In fact, when you think about it, and we have a couple of students here, if you do not agree with the speaker’s point of view then you can say, I do not want my money going towards that perspective. Well, it is a “rabbit hole” that is really kind of dangerous if you want to think about free speech, right? As we sit, and talk, and suggest, maybe that is not the right way to promote free speech, right? Each person get to identify where his or her money is going and who is supporting it, and so effectively and politically, it becomes a question mark. We are following all of these and we are really trying to make sure we continue to effectively have free speech on this campus. When free speech becomes violent then we need to be able to take action as we said all along. Unfortunately, as the legislation came out, they cited the Karl Rove example from 2014 here on our campus and said that is the reason we need this sort of legislation. Now, I was not here then, but of course, I had to figure out what was going on. We changed our Free-Speech policy since that time and so FIRE (Foundation for Individual Rights in Education), which is a group that looks at universities and others free-speech policies, moved us from being red to yellow on their indicator because we are at least now supportive of free speech and inclusive. In fact, you all probably know shortly after the Charlottesville attack, I think a

week later we had a demonstration on that Sunday on campus, which went very well. In fact, people worked with that group because they were talking about marching off campus which then would have triggered city involvement. By keeping them on campus we were able to work with them and keep them safe. What we found is a lot of times, whatever political perspective you are, demonstrators want to be safe while doing this. No matter which perspective they often want to make sure that we have enough police present that are supportive. I was at a conference this summer and the Chancellor of UC Berkeley, who has since stepped down and was replaced by Dr. Carol Christ, mentioned that they had to add more than \$1 million in security for the speeches that they had with people. I think I probably said something like, "I wish I had \$1 million." But that is something they have to do to contend with the speakers that are coming to their campus.

I want to highlight a few things and then I am going to be open for questions. You all probably know it is Census Day. Today is the day our numbers are locked and we turn those numbers to the State, and then of course, our state share instruction comes back to us dependent upon today's numbers. Today we are down from last year -0.3%, which is effectively 69 students less. We are referring to that as effectively flat because it is less than the standard deviation, plus or minus from where we are. It is not where we want to be, I will sit here and say that. I was certainly hoping that if we all worked hard - faculty, success coaches, advisers, and everybody else, we would be up--and we were sort of collectively led to feel that way, so I am disappointed. I looked back at our history and pulled some numbers: This year we were down 0.3%; last year we were up 1.3%; the year prior to that, we were down 1.2%; the year prior to that, down .8%; the year prior to that, down 3.3%; the year prior to that, down 5%; the year prior to that, down 2.2%. Being down is going to affect our budget, which is what you all have to think about and that is what I have to think about. Every conversation I have becomes, do we have the resources to do it? We know, and I have said it at a lot of places, "with money, we can do great things," and so we need the money. I will tell you now, we are starting to work on next year and we need everybody's help. For enrollment, I want to tell every student they need to go back to their high school and "drag" five students from that high school here because we need help. It is important to be able to do all of the things that we want to do. We have made great strides, such as research funding which was trending down for years and years, but for the first time, we ended up at the end of FY 2017. Fundraising, we had a record year. Here we thought we were going to continue this positive trajectory of enrollment-- no. I ask you to talk about it. Talk about it within your units and talk about it in your colleges because there are some real positive stories. I know Ben Barros has said, okay, well, the College of Law – Is there anyone here from the College of Law? Okay, the College of Law is up 10% and that is fantastic. In some ways, we need to be thinking about how we are actually doing this across the board. It matters. It matters in scholarship dollars for students. It matters in what we are doing for staff. It matters to faculty. It matters in travel. It matters for everything because we have been lean and that is why I am telling you [this] with data. We have been lean for so many years, but I would really like us to get to a point where we are not so lean. The beauty is, you all are helping with these other factors and we are going to have to keep doing that. What we are going to see-- I was on the phone today with the Blade and they are going to report enrollment numbers. They are going to report for us and they are going to report for BG. Bowling Green is down something like 200 students, so in our region, did we fare better than they did? Absolutely. I continue to say we are not Bowling Green because we are a comprehensive research university with a law school and medical school and a strong set of graduate programs. I say if you all have not heard the pitch—at our last graduation, 40% of our graduates were graduating professional students. If you think about that mix, BG has 18% of graduate professionals. We are very strong in graduate professional education. We have to continue to talk about that and think about what we are doing.

Retention was up this year and that is a positive. First year retention is up almost half of a percentage point and we want to keep making progress. Retention leads to an improved graduation rate, and we all know that, so we have to continue to work on how to retain students. I will say for all these things, historically, you may have said, “it is not my problem,” but it is everybody’s problem because we are all a part of this. Who are our students talking to and who they see? That is something we all can work on. I mentioned a little bit about the budget and that is something that is a work in progress. I would tell you I am certainly not hoping to go around and do budget cuts. We have a little bit of a cushion from the Voluntary Separation Incentive Program that everybody loves so much, right? That is giving us a little bit, but on top of that, what do [you think] we will have to use to plug the hole? I am hoping that we can get through it. For our students, it is a fantastic thing there was no increase in tuition for the third year in a row and it will be the fourth year in the row for a business that has to continue to do good things for its people and continue to provide a quality education. It is a really tough model to say we’re not going to give you any more state support and you cannot increase your tuition rate at all. Oh, by the way, you are the second lowest in the State—good job. The fact that people are not flocking to us in some ways is sort of amazing because we are affordable and we have great quality education. You have this mix where you come here and you can do your undergrad and go into whatever graduate professional program you might desire because we have all of that here. We have to be selling it. What this means is we’re going to have another tight year, and that pains me because I am looking for a year that is not so “tight.” I’m looking for us to have one of those so I think we are just going to have to keep working on it. So this is the area of, maybe this not bad news, it is sort of good news.

The other thing that is coming out at the same time will be in the paper tomorrow, which is US News and World Report Rankings. We talked about that and we all know which I have said publicly, because of our six-year graduation rate not being where it should be, that is the largest variable in the US News and World Report Rankings. I spoke at the Chamber and I’ve tried to say this all over the place that we could even go down before we go up because remember, this year’s graduation rate and last year’s graduation rate, we actually got worse based on a cohort that came in six years ago. The positive if you take it and say, what is the good news in this message, Dr. Gaber? Well, I am getting to it <laughter>. We actually stayed close to flat. Last year we were number 245 of all universities and we are 246 this year; and of publics, we were 133 last year and we are 133 this year. Again, not an equal comparison, but look at Bowling Green-- last year they were 196 and they slipped to 202. In some ways, we gained ground on them. When you look at the variables, think of U.S. News and World Report-- what they do is they give you an overall score. Last year we scored at a 20, which does not really mean anything, except this year we scored at a 22 which actually means we got a better score. We are making positive progress. Our alumni giving rates went up and our retention rates went up. I mean, all of these factors goes into it. Graduation rate is the biggest variable and the other one is peer assessment. Hopefully, you seen that last year when we did email blasts on sort of topical areas such as did you know about the Lake Erie Center? We had the video of faculty and a student group that worked with an amputee and did mechanical engineering. We have been trying to send stories that list this out. Peer assessment score is done by the provosts, presidents and directors of admissions at all of the universities. We were not doing anything previously. We were not sharing any of our good news with that group. Last year we really started to send out information about things that we are doing so that they are getting that. I guess the good news is our score improved and we essentially stayed a constant, but what is happening is around us, several people made some moves negatively. Everybody is trying to do this so we have to continue to do what we are doing and work on our graduation rates and that is going to be a big factor.

I am going to mention a couple of things and then I will mention parking because I was told not to show up [today] unless I mention parking<laughter>. I am going to mention that we have four new trustees on

our Board of Trustees. Two were appointed by the governor, Patrick Kenney and Patrick D' Eramo. They are all attending their first Board meeting next Monday. Patrick Kenney is a registered investment advisor with Wilcox Financial. Patrick D' Eramo is the President and CEO of Martinrea International Inc. which is an automotive parts supplier. Then there is a national trustee, Christine Brennan, a columnist with USA Today and she will be at the meeting Monday also. We have a new student trustee, Hedyeh Elahinia who is a pre-med senior biology major/chemistry minor. So, that would be a big shift in some ways for the Board to have four new members participating. I guess we will see what that looks like, right? I do not know because I have not really seen them in action, but I think it will be okay.

**Parking:** I have been told there are still parking concerns. I of course do not run parking, but I understand that I am responsible for "everything." I did try to gather some data-- There were issues with Game Day parking and I think there were some clarifications: Any of the A-Lots-- there is no policy change to faculty parking in A-permit lots during games. There was some concern because there was a faculty member who was not able to access, and I think we might have had an overzealous parking attendant who did not want someone to drive around campus to get into an A-lot. I am hoping with better training, do you think I should be out there training? <laughter> I'm told there were fewer thousand [plus] employee permits sold. There were 497 AAUP permits. There were 364 AAUP members who chose to upgrade to an A-permit. There are 3200 permits total. There are U-Parking Lots, which our AAUP team members park- so lots 18, 25 and 28, but of course if you ask me where they are, I cannot tell you. So please somebody point out which direction they are.

**Senator Kippenhan:** 25 is on the south side of Rocket Hall; 18 is next to the Rec Center, but I do not know where the U parking lots are on the Health Science Campus.

**President Gaber:** Well, I think there is one over by Engineering. So now that I lightened your life with parking information, perhaps I can take questions.

**Senator Rouillard:** Thank you for those updates. I do not think we need to beat ourselves up too much for a 0.3% decline in enrollment. I think that is perfectly respectable given the climate and the times. I do not see them as being a "huge" hit on the budget. What I really would like to ask a question about is regarding House Bill 66 that President Thompson mentioned in her Executive Committee report. Since there is going to be testimony before the legislature on tenure and its effectiveness, what [it] is and why it is important, are there any university presidents that will be testifying? Will you be testifying either tomorrow or next week?

**President Gaber:** I am going to wait and see for next week. What happens is this comes up every year as you know, but I do not think we are going to be the state that is going to eliminate tenure. I do not think it is in our interests. If it looks like we are heading in that direction then of course, the governor has not been supportive of higher ed., which suggests we have more concern. I really do not think this is the topic that the legislature wants to dial-in on. I don't know if this is the one that they are really going to push because they have a few others to push.

**Senator Rouillard:** But wouldn't it be wise to continue the educating process of our legislators and explain to them and educate them as to the importance of tenure to higher ed.?

**President Gaber:** Well, we do all the time. I hope you know that I spent a lot of time down in Columbus and I do talk about that. What happens is individually every legislator will say, oh I understand, I understand and then what happens is, a group gets together and they will say, well, a specific example that I heard about from a constituent. What I think we have to do is monitor it and see what it looks like. I am surprised that we got to where we were and where we are now with the zero tuition and the zero SSI. I

learned not to take things lightly at all and we certainly will not let that go because it is really important. I find it hard to imagine that the state does not want strong universities and if that is something they are going to say and talk about then we are not going to have strong universities then.

**Senator Rouillard:** But if need be, will you testify?

**President Gaber:** Absolutely, yes.

**President Thompson:** I know the Ohio Faculty Council is taking a very strong stance on this. They are actually having several faculty as well as their president testify tomorrow and so they will have a lot of admission statements--at least know that that is in the works.

**President Gaber:** Absolutely, we are not going to---

**Senator Rouillard:** Has Bruce Johnson weighed in on this issue?

**President Gaber:** I don't know. He has not shared that, therefore, I wouldn't know.

**Senator Kippenhan:** So the last I had heard about enrollment numbers you were speaking at the College of Natural Sciences and Mathematics and they were---

**President Gaber:** Yes, they were up.

**Senator Kippenhan:** Is the difference due to students who were registered and then deregistered at the last minute?

**President Gaber:** We lost 400 who were registered within the last two weeks.

**Group of Senators:** Wow!

**Senator Kippenhan:** Is this due to financial issues? Did they register and then decide they did not have the money for it? Do we have a way to find that out?

**President Gaber:** The "crunch" within the last two weeks was get every last student registered [possible], but now we are going to have a debrief to figure out what aren't we doing. You are right, there are some financial issues, but it is just another question mark. That was one of those "what happened and how did we lose those 400?" In more time, we will get the academic margin data and we will get to see if they did go to another school or was there something in common with it etc. We went through the process of doing a strategic enrollment plan two years ago. When we went through it, we said, well, we did do this; what's happened; and what's working. Any plan you look at it you have to figure out what you have to tweak, and we need to do that.

**Senator Ohlinger:** So it seems like retention numbers are up and I would believe over the last two years it has been up for a couple of reasons. It seems like retention has significantly improved. I think we are bringing in more highly qualified and better-prepared students from the get-go, and we are putting more resources into student success and retention. Does that necessarily mean we need to look more now at first time enrollees and our mission, which is to get our message out there for students to come to the University of Toledo?

**President Gaber:** This year our ACT is up by 0.2%, so we went from 22.7 to 22.9 average ACT. Our GPA is up; I think it went from 3.362 to 3.42, so we are bringing in an entire higher-quality student in terms of academic preparation. So yes, we have to be thinking about what is the message because we are doing the steps. Could our retention rate be better? Sure, we are at 74.5% and we should probably be 80%

and so we are not where we need to be. I wouldn't suggest that we let go of that and focus on the other, but we have to do it all. And that is part of the dilemma that we have, but we have many opportunities to continue to flourish, right?

**Senator Oberlander:** I promised my colleagues that I would bring this up. Since parking was breached, I will go back to it<laughter>. One of the questions was the possibility for an upgrade; if they purchased a lower permit then are they able to upgrade?

**President Gaber:** We were told they could.

**Senator Oberlander:** Well, they called this week and they were told “no” by Parking Services.

**President Gaber:** I will find out about that in my new “parking role” <laughter>. We will work on that. It is kind of “silly” to suggest that that is not a good idea.

**Senator Oberlander:** That is what I was thinking.

**President Gaber:** Thank you. Just one second because I was going to say, I do think sometimes we figure out what's the easy answer as opposed to having to do the steps to figure out what's the right answer. I will like to figure that one out.

**Senator Barnes:** Listening to the bad news about money makes it hard to ask, but listening to the great report about diversity with Kent and some of the initiatives that they are having makes me want to. Just generally, do you feel if we can find good low cost initiatives, do we have your support if we need to pursue our diversity agenda as long as we are being financial realistic?

**President Gaber:** Absolutely.

**Senator Barnes:** Like the provost fellow position, for example; I don't know exactly how much that will cost, but may be a course release or something would do it, and that might be something we can do relatively inexpensively. At least we know, those who work with LGBTQ students—some of them leave because they're not making connections or because they are not getting those kinds of initiatives. So a couple thousand dollars towards a class release might be really great, but I am not asking you to endorse that specifically---

**President Gaber:** Okay.

**Senator Barnes:** Just the idea if we can continue to find ways---

**President Gaber:** Absolutely. You know, I got here and I wanted a diversity plan and I created a VP for diversity and inclusion. We have to be doing more and we have to be doing more for many groups. We talked a little bit and clearly LGBTQ—yes; Latino group—yes; Native American group—yes; the African American group-- we are not doing enough, but—yes. I know that we have many areas we have to continue to work on, and yes.

**Senator Sheldon:** Can I just follow-up on that?

**President Gaber:** Yes.

**Senator Sheldon:** As somebody who went to Kent State University, I am a little uncomfortable with comparing “apples and oranges,” comparing us to Bowling Green and saying, “yes, we are in great shape” and “no, we're not in a great shape.” I do not think that is what I am hearing you say.

**President Gaber:** No. In the Blade that is the way it came out.

**Senator Sheldon:** It was really clear to me in the Kent State University site visit, if you take away all of their satellite campuses, we are not that very different. What they are doing is so bloody amazing. Part of it I know is historic with administrations that we had to deal with in the past, but there is a lot of low hanging fruit clearly that we could do. I think one of the biggest issues is our UT LGBTQA+ Advisory Board is not being advised on these types of issues. I would like to see that role a little more strengthened.

**President Gaber:** We can talk about it and I am happy to meet with the Advisory Board. I do not know if you are saying that the Advisory Board should be advised or the Advisory Board should advise.

**Senator Sheldon:** Well, it is probably reciprocal. I am Glenn Sheldon; I am the current Chair and Sharon Barnes is the outgoing Chair. There is so much more that we need to look at clearly and we [so] want to work together.

**President Gaber:** I am appreciative of Amy who helped organize the trip and I think we absolutely can. I am happy to support, nudge, push and meet every group—do whatever I can.

**Senator Sheldon:** And some of the students that are leaving are LGBTQ students as Senator Barnes pointed out. They are a little bit afraid, not only at UT, but also perhaps nationally.

**Senator Bonnell:** I do not mean to be controversial disruptive, but I want to address the issue of enrollment. A prospective, I have only been here for about six years, but I do also have somebody who enrolled at the University of Toledo and been retained and so that is good. I grew up in Ohio and when I was applying to a university, the University of Toledo was nowhere on my radar. Having been here for six years and in the interim, been in multiple reasonably well regarded academic institutions around the country, I find myself wrestling with “who are we; what makes this place great?” I heard you talk about the number of graduate programs that we have and the strength of those programs, but I keep finding things out like that very incidentally. I do not pretend to know how to market or brand a university, but after being here [for] six years, I cannot make a concise statement about what is the identity of the University of Toledo. I think kids want to be part of something great or cool or relevant. What distinguishes us and what message can I then go out and give prospective students in various meetings in which I see them or interact with them online-- what makes this place outstanding that puts us on the radar?

**President Gaber:** That is a great comment. In fact, I sort of share the same opinion because I will go around and say what I want to say (which I get to do sometimes), but then I find [that] not everyone is saying the same thing. If we went around this room, we will all sort of bring up different things that are really the outstanding fronts of UT and we will all sign. I have indicated to Advancement that I want a branding study done this year so that we are actually able to say, here’s who we are and we are saying it consistently and our external message is saying it consistently. We are going to go through that exercise and of course, I always want everything done “last week” and so I am kind of now saying let’s get it going, let’s get it going. Now, if you look at and I will take Kent, they have a tagline, but, we do not have a tagline and I would not know what it would be if we were to get a tagline. As you think about it, we can all make up something again, but it would probably be relative to our areas and not consistent across the board. I want to go through the exercise and talk to you about who we are. What I know for a lot of our students and graduates because it is something that I’ve been thinking quite a bit about, we are a great place where students have these fantastic opportunities and go on and do amazing things. And sometimes we’re the place where they did get into Ohio State, but they can’t afford it and they come here and they do these great amazing things. Many of our alums say this is the only place that I could afford to go and yet I graduated and now I’m a CEO of a multimillion dollar corporation. So in some ways it is this land of opportunity or the fact that we were talking about our social mobility that students come here and then

have these opportunities later on. We are number two in the state for social mobility—what does that mean? A student comes in at whatever income level and then has this value added because they get a job because we have a large number of professional programs. So if you think about that kind of social mobility index, it is kind of amazing. We have to have input into “what does it look like, what’s the tagline and what the message is.”

**Senator Barnes:** I just want to ask, do we know for sure that what gets students here is something great, cool and special, or is it really money?

**President Gaber:** I will have to say that we have to stop discounting at the rate that we do. We give out more financial aid than any other institution in the state of Ohio. We give out a high amount of that and quite honestly, we are not getting the students in because of that. We are getting students and we’re saying “we are very affordable and we will give you assistance; we are pretty darn generous with our financial aid,” but it is still not enough for us. Jimmy will correct me when I’m gone, but students want it to be affordable, but they also want to know, what is the value for what I am getting? We can’t effectively articulate our value proposition; we don’t say it very well and that’s what we will have to be able to tell people.

**Jimmy Russell (Student Government President):** I was just going to make a comment. It is not really a “nice” thing to hear about the University, something that we all care so much about. Back when I first decided to attend the University of Toledo, I transferred here. When I told my friends back home that I was going to the University of Toledo, they were like oh, isn’t that a community college? This was literally what people thought because the marketing around the Columbus area, which is where I’m from, has always been hitting very hard on the affordability, which is great for students. But we are getting mailings from Ohio State and all these other places talking about tradition and all these cool things we can do on campus and stuff. We didn’t even see a lot from UT at my high school and we didn’t even have a rep. stop by and visit our school. The things that we did hear were it is an affordable place to go and if you have no other option, go to UT.

**President Gaber:** Yes, that is not the best---

**Jimmy Russell (Student Government President):** I mean, that is like a very bad image for a place to have because it not going to attract people looking for adventure in the next step in their life.

**President Gaber:** What is interesting is, I had a couple of students come talk to me and they said I did not want to come to UT because the reputation wasn’t so great, but when I came here, I said, oh my-gosh, I love this place; this place is beautiful and there’s great faculty, etc. It is kind of like you get to be a part of it and it feels really good, it feels like home. But, we are not translating that in how we tell our story. Again, along the way, you mentioned Columbus-- we know where the population base is in the state and we know it is really Cleveland, Columbus and Cincinnati, so we need to be going into those three cities where the population base is and bring them to Toledo. Unfortunately, some of this is how we talk about Toledo--you have to think about those cities and Toledo is not viewed as a city in the best way and our name is the name of the city. So, we have to be able to convey the message in a different way and in a positive way and then we really would get more students. You have to think about [this] in your department, sending your students back to their communities and saying, do you know what’s going on at the University of Toledo, it is a pretty good story. How do you change your reputation that you had for 10 or 15 years? That is what we are trying to do. We really made some strides in that direction, but we collectively have to be doing that, and thinking about it and telling it in a better way.

**President Thompson:** Dr. Gaber, you have been a real champion with sexual assault prevention on our campus and I was fortunate enough to co-chair that committee. I'm wondering with the news coming out of Betsy Devos and looking at some of the changes she wants to make to President Obama's policies on sexual assault responses on campus, I'm wondering what you are thinking and what you're hearing in terms of other campuses, because this could be a significant...

**President Gaber:** I have not heard of other campuses that are changing. It is in the *Chronicle of Higher Education* every day. They are talking about what she said and coming back with what she "meant was"—she said this, but what she meant was "this." I think it is a wait and see sort of thing. I mean, some of it we all know and those of you who aren't following it, part of what she indicated is a greater concern for the respondent. Well, that becomes a big question mark and certainly we have a process and we have to be careful with both sides. But clearly, the victims in those cases we have to be most concerned with and [to] make sure that we are being fair to both sides. We are going to wait and see what the guidance looks like. I think she did say that she was going to do something with posting a public vetting process which I think could be positive if there's this overwhelming response to what the public vetting looks like—and that is what I think we have to pay attention to.

**Senator Wedding (substitute for J. Wittmer):** We must have due process on all these policies that are put in place whether it be research misconduct, Title IX or the "so-call" code of conduct. I know there have been over two dozen of these investigations and I've been involved in a lot of them on behalf of the union. Frankly, we been successful in overturning some of these because they were poorly investigated and in fact, the charges were poor. As I pointed out to the Executive Committee, often we present charges on this campus which are not in writing, but are oral. I end up shoveling "smoke" for nine months until I find out what the real story is and come up with a defense. This is not acceptable due process. In all of these areas we must have due process. I'm a member of FIRE and I agree with them. I think we need to have fairness.

**President Gaber:** I agree with you. I think the comment you just made particularly in light of the research misconduct draft policy that I asked to be taken down and I think several others did too—it's going to be worked through I hope. I believe there will be revisions to that and I think the concept will be to get some feedback before it is posted again so that Faculty Senate Exec. sees it, you see it, and others [too], so that we have input before it is just sort of "put together" and put up.

**Senator Wedding (substitute for J. Wittmer):** We looked at the policies at other universities, MIT, Michigan State, Bowling Green etc. and they do require written charges. We are one of the few institutions that allow oral charges to go forward. This is just not in research misconduct, but it is other areas as well. We cannot have that. One cannot possibly have a hearing to defend something when it is not in writing.

**President Gaber:** I talked with our council and I think we are in agreement that there has to be something and we all are working towards that.

**Senator Wedding (substitute for J. Wittmer):** Sure.

**President Gaber:** I agree with you.

**Senator Wedding (substitute for J. Wittmer):** I will not give up on this.

**President Gaber:** I do not think you should; I mean, I am okay with that.

**Senator Wedding (substitute for J. Wittmer):** It is not your fault, it is the people below you who are doing this stupidity.

**Senator Tucker-Gail (substitute for J. Hoy):** I just have a quick question. I do not want to get away from sexual assault because we all know that is important to me. One of the main concerns that I have had and voiced several times is the lack of faculty input with IT policy and development. We seem to have all these policies that are going to be developed, public health and communications, by people who are not faculty or staff that do the job every single day. I do want to comment once as one person on those policies and anybody else can. I would really like to see a committee that reviews those of faculty and staff—people who actually do the work with IT. I think there is a disconnect between what's happening and what's---

**President Gaber:** I thought Bill McCreary had various committees. Senator Tucker-Gail, let me look into it and figure it out.

**Tucker-Gail (substitute for J. Hoy):** Okay, because I would love to see that kind of feedback because it impacts how we do our job every day.

**President Gaber:** I agree.

**Senator Rouillard:** Related to policies, one issue that has surfaced on this campus and it may have been resolved somewhat, but I think it needs to be an inserted effort to have one set of policies for everyone and not one set of policy for administrators versus faculty.

**President Gaber:** Now, wait---

**Senator Rouillard:** The way policies are sometimes enforced or used is slightly different for administrators sometimes as it is for faculty. It has been done. Sometimes there are different policies used to evaluate an administrator versus a faculty member, for instance, research.

**President Gaber:** I think you are absolutely correct. I think the case that you are referring to started down that path and then some people suggested that it was not research misconduct and then it came back and then Dr. Hsu filed an academic misconduct and then we worked through it and it has been resolved.

**Senator Rouillard:** Okay.

**President Gaber:** The implication that it was not followed consistently, I think that is a little misplaced because it was and the individuals that were reviewing that particular case didn't feel it was that situation, but did follow another route. I do not want to make a generality out of what you were referring to as a specific case because in general, I agree with you. When I got here, I think administrators did not do some of the same things. I think I talked about this before, administrators did not pay for parking when I got here. I have probably the best parking spot on campus, and if you haven't seen it, please don't throw anything<laughter>. Well, my predecessor did not pay for parking, but now I pay \$400 a year because it was inappropriate for me to have a parking spot and not pay.

**Senator Rouillard:** Thank you for paying.

**President Gaber:** Well, I think some of what we have to do is lead by example, which is appropriate. There may be specific cases where there is a question mark and yet from our perspective, Dr. Hsu and I try to say, okay if this turns out this way and there is still an issue, how do we follow through on that; and at the same time not have double jeopardy for an individual who might have been the question mark. So I hear you and I guess I want to say that we are going to hold people to a higher standard. Every one of us

at times I think have made a mistake and I hope not a terrible one, but I certainly hope that we are not flagrantly ignoring policies or anyone being treated different.

**President Thompson:** One last question for President Gaber.

**Senator Wedding (substitute for J. Wittmer):** I am not going to “beat” this to death with a stick, but what Senator Rouillard just said involves two cases. I worked one case for almost 10 months for which a faculty member was accused. On the other hand, an administrator came up with the same situation, and it was identical, except the administrator’s trespass was given a pass in short order. I would probably speak in favor of both, but what I’m speaking against---

**President Gaber:** I do want to point out I do not think the second part of that is correct, that they were given a pass in short order.

**Senator Wedding (substitute for J. Wittmer):** Oh, not by the administration at your level; I am talking about lower administrative levels—they did get a pass. I read the record, it is clear. I am not criticizing that, but I am criticizing the lack of consistency.

**President Gaber:** One thing I am looking at and working on and it is not in my report because it is not finalized yet, is to have actually a separate research integrity officer and separate that position. So that is something that I am hoping in the next few weeks that we will have that resolved.

**Senator Rouillard:** That is good.

**Senator Wedding (substitute for J. Wittmer):** That is what other universities do.

**President Gaber:** We are a “lean” organization <laughter>. I will have to say that I look all the time and we don’t have much more to cut. When we talk about having research integrity officers or having someone in charge of “this” or having someone in charge of “this,” we don’t have that. There are a lot of places where they have multiple people in offices and if we have somebody that is part-time spends a half-a-day or a week on that item then that will be helpful. You are absolutely right though, this is one where there have been enough issues where I would like to get this one resolved.

**Senator Wedding (substitute for J. Wittmer):** Competent; they have to be competent.

**President Thompson:** Thank you, President Gaber. I got a note in between that says, can you please turn your name plaques around, just because Senator Williams is trying to take notes as you talk.

**Senator Williams:** I know some of you, but not all of you, so that will help.

**President Thompson:** Okay, next up we have our academic report from our Provost, Dr. Andrew Hsu.

**Provost Hsu:** Normally, I would have to answer the question about parking<laughter>. There are a few items that I want to provide you with an update on. Dr. Gaber has already reported our retention has improved. I want to thank everyone who worked very hard and I know all of our advisors, department chairs and associate deans were trying to call students directly or send them text messages. You all did a tremendous job with trying to recruit our new students and, in fact, you did a tremendous job with your efforts to retain our continuing students. As Dr. Gaber reported, our first-year student retention rate is slightly up, but our overall retention is up by 1.5%. I know that the chairs and the associate deans were getting tired of seeing me send out messages, but it did work. Again, I thank you for your efforts.

As we move forward this year, student success and faculty success are our highest priorities. They are the most important priorities in our strategic plan and the highest priority of the Division of Academic

Affairs. With regard to student success, we will be working with you regularly this year to discuss the importance of our faculty's role in relation to student success. To begin our discussion, we are hosting a student success workshop for department chairs, associate deans and deans on November 3<sup>rd</sup>. There are things that every faculty member in every department can do to help our students succeed and I look forward to working with you on this important issue.

I would also like to mention today that some of our students are serving in the National Guard and may be deployed to Florida and other areas for duty and/or training. I want to remind you that the University has a policy in place to address their absences from class. Our "Missed Class Policy" has special provisions for military service and identifies ways students can make up work that they missed and other issues. I would encourage you to let your colleagues in your departments know of this policy so that we are supportive of the students who provide these services to our nation.

I also want to report on our transition to the online classroom scheduling software, Ad Astra, which we implemented this past summer to prioritize classroom scheduling based on needs. In the past, the person who did the scheduling would just reserve the classroom that you used for the last 20 years or so. The software system, however, processes the room scheduling based on the information that you enter or input in relation to the needs of the class – such as class size and other needs. With the implementation of this online scheduling system, there have been tremendous improvements in efficiency. But the downside of using the software is that it doesn't really think for you – it thinks only on the information you provide. I used to be a computer programmer and I used to write programs for a living and we had a saying that says: "garbage in/ garbage out." If you don't tell the computer program what you need then it will not know. If you have heard complaints from faculty that they needed a whiteboard, for example, and it is not in the classroom; then whoever is scheduling and helping you enter the room requirements didn't say that this class needs a whiteboard. What I would encourage you to do is pass that message back to your departments since it is at the department-level where this process usually takes place. With every new technology initiative like this, there are always issues and we will continue to work on them to improve the process.

One last issue that I would like to mention relation to student success is that many of our students are experiencing food insecurity and are actually experience hunger on a regular basis. I want to remind you that the University has a food pantry that is located in the Student Union. We would like to make sure that we get the word out to our students that this resource is available to them. I will be working with the Vice President of Student Affairs, Dr. Flapp Cockrell to send out an email message to students, however we know that many of our students don't read the email messages we send out, so if our faculty could pass the message along in their classrooms that might be the best place to reach our students.

I don't know if you are aware that there is a template for syllabi that the Provost Office developed and we provide it for any faculty who would like to use it. We are going to work with Dr. Amy Thompson and the Faculty Senate Executive Committee to draft a statement about the food pantry to include on the syllabus template for faculty who would like to include this statement. A number of other universities across the country are including this information on their course syllabi, voluntarily by faculty who would like to include it.

With regard to faculty success, we have initiated a University Leadership Institute and we have developed an Associate to Full Professor (ATP) program that Dr. Thompson is helping to lead. I am pleased to report that we have started our second cohort of the leadership institute and that we have 15 outstanding faculty members in that program and they started their first session of the Institute earlier this week. I am confident that this is going to be a successful program. With regard to the Associate to Full Professor

(ATP) program, we had a very good number of faculty who applied by the September 1<sup>st</sup> deadline. The candidates are now being reviewed and we are going to select 15 faculty members to participate in the ATP program.

**President Thompson:** Are there any questions?

**Senator Kippenhan:** I had a situation during the first week of classes. I teach labs and with the many freshmen straight out of high school we meet in a classroom rather than the labs, which are very noisy. I walked over to Snyder Memorial to find all of my students in the hallway because someone else had my classroom even though I had put my reservation in first. The room was double booked. Classroom Reservations is aware of it and Classroom Services is aware of it because I did pass it on to them. I wanted to give tremendous kudos to the people who are in Student Union, when I called and asked, “do you have a room to which I can bring 75 students immediately, because I lost my classroom?” They got us a room right away, in ten minutes class was in session. I want to pass along those “kudos” and say thank you very much.

**Provost Hsu:** Let me write this down because I do want to look into this.

**Senator Gray:** It is happening at the College of Nursing too.

**Provost Hsu:** And this was in the Memorial?

**Senator Kippenhan:** Yes, it was Snyder Memorial.

**Provost Hsu:** And yours was in the College of Nursing?

**Senator Gray:** Yes, over in Collier.

**Provost Hsu:** Okay.

**Senator Kippenhan:** The other issue is when the room schedule goes out, we faculty have been told that all of our classrooms are mediated, which means that I have a computer, a mouse, a keyboard, and a television or a projector and a screen. If that room is lacking some of the equipment, it would be nice to see it identified in some fashion in our schedules so we know there is something different about the room before we walk in; I walked into a room in U-Hall that had no computer. I cannot do a technology-mediated session without a computer.

**Senator Wedding (substitute for J. Wittmer):** Like I told the president, it always comes down to administration competence one way or another, and that is what she just described.

**President Thompson:** All right---

**Senator Kippenhan:** I am sorry, but I have one more question. Student Union reservations, can we get that to an automated system? We can look online to see if the room was scheduled or not, but we still have to wait for a three to four-day turnaround to actually get a reservation. It would be nice if we could just fill out the form, hit submit it and we get it.

**Provost Hsu:** So right now, do you submit an application online?

**Senator Kippenhan:** We do and then we have to wait some days for somebody to get back with us to say “yes” or “no.”

**Provost Hsu:** I have to look into that because I don’t know if that is under Student Services.

**President Thompson:** Thank you, Provost Hsu. Next, our Student Government President, Jimmy Russell (Student Government President) is going to give us an update and an introduction.

**Jimmy Russell (Student Government President):** I am sorry guys, Drew just had to step out because he got another meeting that he had to run off to. He wanted me to say that he was happy to be here and happy to meet all you guys. My name is Jimmy Russell and I am the Student Government President this year. I am excited to be working with you guys and working with the students here on campus. I'm just going to give you guys a quick run through on some of our priorities here on campus so you guys are aware of and maybe you guys can help us out and we can help you guys out too this year.

The first thing that I want to talk about is really just a prioritize service on campus. We had service organizations on campus because we have groups that like to do service, but there is not really anything that I think is a unifying service that is beyond... So we have that and it is really a great thing to have on campus, but we need to have more opportunities throughout the year to give back service to the University and service to the community because that is how we help make Toledo a better place so more people would want to come. We will by giving back to the City and help clean it up and make it a better city. I talked to an officer in Government Relations and County Code Enforcement, they have a trade-off pool here in Toledo that anybody can basically call and have dropped off and use. We are going to try to do some local neighborhood cleanups this year. If any of you will be interested in helping out, we will be more than happy to have you as well. One of the other things that Drew and I've been working on implementing is a service award here at the University of Toledo. So what does that look like? We want to basically have a way through Org sync which I am sure that many of you guys are familiar with, for students to continue to track their hours. We have the software purchase, but it is not widely known about. We are talking with the office of Student Affairs and we have a rough draft of this service award already created. I think that would be a really great way to motivate students throughout their time here at the University to give back to UT and give back to the community and hopefully have a special distinction when they graduate.

On the topic of the food pantry as the provost just mentioned, we are also looking at ways to help promote that and advertise that. We are also looking to partner with Case Closet and to offer a place where men can go to get professional clothing here on campus. I talked with Dr. Gore a few times and I got a tour of the facility. There is a location over there that will be perfect that everybody will have an address to on-campus so that everybody can get those professional clothing, and so we're looking at getting some donations.

Another big thing that we are pushing this year through Student Government is representation. One of the complaints that's been kind of thrown at Student Government for many years—it's that we don't represent the student body, we only represent a select group of people who decided to be senators. I personally would love to see that change and so one of the things that I have done is [I] brought back the cabinet system to Student Government. It is not the traditional cabinet such as interior and exterior and all that stuff, we have actually made it more of representing the many groups on campus. We are going to have a student from every major group be a member. I think we have seven that we have—I know that includes: multicultural, international, commuter residential, athletics, and Adam. There might be another one, I'll try to remember it. Another thing that we are looking to do to increase representation is where trying to take Student Government and be the first to go through many of the things that you as faculty go through. We are looking to pursue Green Zone training this semester so we will have a better understanding on how to work with our military students and the National Guard students here on campus because we do have a ROTC program and things like that and they have a different experience than many of us have had. We are trying to go through diversity training here at the University as well so we would

be better equipped to senators on these issues that may be necessarily within our... This will allow us to better represent many other people who may not have had a voice here on campus in the past. We are very excited about this and if you guys have any other ideas on how to increase representation here on campus, feel free to talk to me about it. I will also like to ask you as faculty to encourage your students, if they come to you with an issue you don't necessarily know how to handle it or who to talk to about it, come to Student Government, our office is in Student Union 3512. We really been trying to increase communication by having the office, so anyone can come. The doors are unlocked and anyone can walk in. We are going to be getting an administrative assistant, a student worker to be sitting at the front desk to be able to help direct those kinds of things. We are taking applications right now so if you have any students with work-study hours looking for a job, we will also love to have that as well. We would love to have anybody here that feel they need to say anything at Student Government. If faculty want to come and do what I'm doing right now at our meeting, you guys are more than welcome to come. I guess that is kind of the fast version of everything I got for you guys. If you guys have any questions, please feel free to ask me.

**Senator Maloney:** I do not have a question necessarily, but I was not aware until this week of the new office called Community Engagement. It is a woman named Maggie---

**President Thompson:** Traband.

**Senator Maloney:** It is not Peg Traband, it is somebody who has a very similar name.

**President Thompson:** It is her daughter.

**Senator Maloney:** Well, one of the focuses is to try to engage more with the community.

**Jimmy Russell (Student Government President):** Is that through the Office of Government Relations?

**President Thompson:** She is in that office.

**Jimmy Russell (Student Government President):** Okay.

**Senator Maloney:** It is called Community Engagement---

**Jimmy Russell (Student Government President):** I think I met with her and so we will continue to work with them. Are there any other questions?

**Senator Kippenhan:** We have large athletic events on this campus whereas if everybody brought in something for the Food Pantry, we would get a lot of items.

**Jimmy Russell (Student Government President):** We have been looking into doing things like that. We've been working with Athletics and another group this year. For those of you who went to the last home game, you might have seen me and some other Student Government representatives trying to collect some money for the hurricane. We are doing that again this weekend and so that is a really great platform. That is a great idea, Dr. Kippenhan. Thank you.

**Senator Kippenhan:** It will be really easy when they are coming in and they can do the drop off, not necessarily bring it to the football stadium. You can have a drop off spot at each parking lot or something like that.

**Jimmy Russell (Student Government President):** Again, that is a great idea. Is there anyone else who have a question for me?

**Senator Bonnell:** Nice job and nice presentation. As a young leader as yourself, in the spirit of diversity to help your career, “us guys” I think it’s outnumbered here; that is potentially a gender specific pronoun that you might want to refrain from using.

**Jimmy Russell (Student Government President):** I apologize if anyone was offended.

**Senator Bonnell:** It didn’t offend me. I’m just putting that out there for you because in the narrow...sensitive world and since we are at this job, we can’t say “you’ll.”

**Jimmy Russell (Student Government President):** Well, I apologize if I offended anyone. I normally use that as a gender neutral term.

**President Thompson:** Are there any other questions? Let’s give him a hand.

[Applause]

**President Thompson cont’d:** Okay. Next, we have the Committee on Committee and an update with Dr. Linda Rouillard.

**Senator Rouillard:** First, I would like to thank the Committee on Committees itself for its hard work in making nominations. I would like to specifically thank Mary Powers, Bruce Kennedy, Wade Lee, Temeaka Gray, Thomas McLoughlin, Sara Lundquist, Vijay Devabhaktuni, Kim Nigem, David Krantz, Mark Templin, Joan Duggan and Glenn Sheldon. I would also like to thank James Russell even though he is gone because I would like to acknowledge the fact that the Student Government is submitting some names to us after their meeting this evening.

We peopled these committees. President Thompson, do you want to start with committee names and then we can do a quick overview of the charge? Here is your list of Committee on Committees and of course, I will send this to Quinetta later on today so she can put it in the Minutes. You can also find on the Faculty Senate webpage the page that President Thompson had up a few minutes ago with the description of charges of the different committees. President Thompson is charged with naming the committee chairs and she would do so in a just little while. Let’s begin:

The first standing committee is the committee on *Core Curriculum*: The Core Curriculum is specifically concerned with UT core courses, approving new courses and course modifications, plus it is also charged with overseeing the courses that we submit to the Ohio Transfer Module.

*Undergraduate Curriculum*: This is the committee that is charged with reviewing new courses and course modifications. The courses will start here and those that are in the gen ed. will then go to Core Curriculum.

*Faculty Affairs*: Anything to do with policies and so forth.

*Committee on Academic Programs*: This is the committee that review programs as a whole such as our majors and our minors and so forth.

*Committee on Academic Regulations*: Anything that affect the rules and regulations in the course of an academic setting. You also noticed that these committees have a representative from each of the colleges that is particularly concern. So you see the College of Medicine doesn’t have anybody on the Core Curriculum or on Undergraduate Curriculum, but they will certainly have a representative for Faculty Affairs, Student Affairs and Academic Regulations.

*Student Affairs:* This is a committee that sort of functions as a liaison between students and administration and anything related to that.

*Constitution and Rules:* This is the committee that will look at our constitutional revisions and the revisions of the appendices or the bylaws.

*Committee on Elections:* This committee oversees the rules regarding our elections as well as conducting the elections by verifying the lists and the ballots. So with that, I will leave it to President Thompson. Again, I will like to thank the Committee on Committees—you all were very, very helpful.

I will also like to respond to the question about “what is it that is so distinguishable about UT?” When you work on Committee on Committees, this is what you find out-- you find out that you have some of the most generous colleagues who will volunteer to do huge jobs on these committees. Personally, that is what I appreciate most about UT, working with all of you, and your generosity, and your time and your attention to these matters. Thank you very much to all of you who volunteered.

**President Thompson:** I just want to personally say thank you to Senator Rouillard; this is a ton of work to get this organized and especially to the Committee on Committees. As somebody who has populated this in the past, I know the amount of time that is spent. And to have this ready to roll out at our second meeting is very exciting, so thank you.

**Senator Rouillard:** And I will also thank Quinetta for putting together the spreadsheet of all the people who volunteered. Thank you, Quinetta.

**President Thompson:** Yes. Thank you, Quinetta; we appreciate that. So one of the charges that I have as president is to appoint the committee chairs. With working very closely with Faculty Senate Executive Committee, I have compiled a list of the chairs for the committees. All of these individuals have been asked already and hopefully, nod a “yes” that they will serve. I don’t know how I convinced them, but Dan and Sibylle has agreed to do elections again, which I am super excited about because it is a big undertaking. Holly Monsos has agreed to chair the Committee of Core Curriculum. Diane Cappelletty has agreed to chair the Committee of Undergraduate Curriculum. Sharon Barnes has agreed to chair the Committee on Faculty Affairs. This is the one committee that I do not have a chair person for which is the Committee on Academic Programs--if you are on the committee then you received an email earlier for me today asking if somebody would step forward and actually chair that committee. I ask that you consider taking that on. Please notify me if you’re interested otherwise, I will have to find somebody else outside the committee to head the committee, but I would prefer not to. The Committee on Academic Regulations, Kristen Keith is going to be leading that. The Committee on Student Affairs, Caroline Menezes is the chair. The Committee on Constitution and Rules, Mark Templin pending your approval. The last committee in specific is one of our goals for the year in regard to updating our Constitution and creating bylaws for our appendixes. I am really excited to get the committee launched in going. I am sure is going to be a year-long process to get that going. In order to actually approve Mark Templin and to chair the committee, I know he got vast experience with working on this topic before, I will need a motion to approve him as the chair for the Committee of Constitution and Rules. Do I have a motion? Do I have a *second*?

**Senator Keith:** *Second.*

**President Thompson cont’d:** Is there any discussion at all? Hearing none. All those in favor, please signify by saying, “aye.” Any opposed? Any abstentions? *Motion Carries.*

All right, our next guest---

**Past-President Humphrys:** I am not sure if Diane Cappelletty is a senator this year. Is she, Senator Ohlinger?

**Senator Ohlinger:** No, she is not.

**President Thompson:** She is not? I thought she was on the list.

**Senator Williams:** No, she is not a current senator.

**President Thompson:** Okay, thank you for catching it. That means we also have to appoint her.

**Senator Williams:** I think Senator Ohlinger took her seat.

**Senator Ohlinger:** Correct.

**President Thompson:** Is that right?

**Senator Ohlinger:** Yes, she rotated off this semester.

**President Thompson:** Thank you for catching that, Past-President Humphrys. We need a motion for appointing Diane Cappelletty to chair the Committee on Undergraduate Curriculum. May I have a motion?

**Senator Ohlinger:** *So moved.*

**President Thompson:** May I have a *second*?

**Senator Williams:** *Second.*

**President Thompson:** All those in favor of appointing Diane Cappelletty to chair the Committee on Undergrad Curriculum, please say, "aye." Any opposed? Any abstentions? *Motion Carries.* Thank you for that approval, I appreciate that. Thank you to the chairs for all the work that I know you are going to do this year. Hopefully, you can kind of get your committee meetings scheduled and ready to roll in the near future.

Next, on our agenda, I am happy to call up Dean Charlene Gilbert for an introduction and an update on the College of Arts and Letters. One of the things that we will be doing this year is welcoming the four new deans on campus. I think I saw the Engineering dean and he is back there; hopefully, he will be speaking to us soon as well. Dean Gilbert, if you could just kind of give us a brief introduction and tell us about some of the exciting things going in the College of Arts and Letters.

**College of Arts and Letters Dean, Charlene Gilbert:** Well, I am glad to be here. I think, fortunately, a lot of you know me and I know a lot of you, however, I thought I will still pretend. I want to say a little bit about my background. I spent the last three years at Ohio University as a dean of one of their regional campuses in Lima, Ohio, and before that, I was here. It is a pleasure and an honor to be back amongst all of you. I have been fortunate because I feel like I came back to UT in a time where things are very different. We have a new president and a new provost who are clearly moving things forward. They are making the entire place feel new and I am just glad to be part of this new chapter.

The college that I returned to is new in a lot of ways too. Just to remind you, the College of Arts and Letters now comprises all the humanities, social sciences and arts at the University of Toledo. We have over 30 different majors, over 40 different minors, and over 23 different graduate programs. It is a college of great breath and again, it is exciting to be here at this particular moment in time. I have the pleasure to be asked to lead a college that is poised to do great things and we have some of, in my opinion, the finest

staff in the institution. We are working on a new strategic plan for the college and building a vision together. Initially, I think Amy had mentioned that she wanted me to talk about my vision for the college and I was worried about that, so what I am going to say is, I hope to come back and talk with you maybe in the spring after I've had a semester to work with my colleagues in the college because I truly think visioning is a process that you do with a community of people. My community is going to be talking about visions and working with that for that kind of goal and direction. There are a few things that I wanted to just highlight about where we are, where we're going, and potentially where we can go as a college. I think what we have put together and building a college that has a lot of potential to be the finest college of its type in the region, if not the country. Those are high aspirations, but I can say that with a sort of confidence because we have exceptional faculty in our college who are doing incredible research and we are going to be thinking about how we engage with our students. We want to know how do our research come alive in the classroom and how do we engage graduate students in that research. We want to know how we then create these really compelled graduate education experiences for our students so that they can leave here with the highest quality of education possible. What we have an opportunity to do is not necessarily done in other places because we have this high education, top faculty and really high quality experience in the classroom and with all of that, [we] provide opportunities for students in various different backgrounds with students who might not have had an opportunity to go to college. One of the initiatives in the college that I was just excited about is there is going to be a first in the family institute to focus on graduating those college students and particularly focus on working with those students and partner with mentors etc. That is the kind of thing that we can do here that isn't happening at other places and that is the kind of thing that I believe is going to allow us really make a mark as we move forward.

I think that the long-term goal which is what does this all mean at the end of the day-- we will be producing students who are leaders in the field, leaders who have critical thinking skills and problem solving skills to allow them to really shake up places as they land. We are going to be pulling students through our institution and being creative pipelines to graduate programs. I think that the kind of training that our students get here... anywhere. We have students who are doing amazing things and are landing in amazing places. They are taken at things that they are able to learn in our college and that translates to top leaders and students going to top graduate programs and law schools and medical schools. I feel we are going to be doing even more of that because we are going to have more focus on that kind of experience and making sure our faculty has resources in the classrooms for research to create those kinds of experiences. So that is the preliminary. As I sit there thinking about where we are going, that is the map-- that is the country that we are heading towards. As to where we are, some of the priorities this semester we are going to be working on the college... planned and is going to be doing the rest of the work. I think that one of the members involved in the process of merging the two colleges, I am sure it was not easy and I can tell you I'm glad I missed that part. We are working on the strategic plan with the college so we all know where we're going and go in the same direction. We are a little thin, right? So how do we find people who will invest in our dreams and our visions in this college? I believe that there are people out there who will and that is going to be one of my highest priorities. We are going to be focused on retention because it is the right thing to do. Our retention is up and so we are going to keep doing that because we believe that students we ask to come here and have the ability, we are going to make sure that there are no barriers. I talk with students all the time and I tell them that I welcome them. I tell them they are future graduates here at the University of Toledo and they are not just here to "visit." We have a college retention committee that is going to be meeting monthly and what we are going to be doing, my colleague from the College of Engineering sitting in the back, we are going to be looking at the 89 students that we lost last year and why they are not here this fall-- I want to know where everyone went. I feel like if I have to get in my car and go find them I will go find them. I want to talk to them. I want to

find out because you can't solve a problem until you know what the problem is. We are going to be putting some energy into really making sure what the problem was/is. I am particularly interested in making sure that students in my college are going to graduate school and I feel like our college is an amazing college to take advantage of it. We did a preview day this Saturday to just talk and they made me want to go back to college. We have one student, Greyson-- if there is an opportunity at this university, she found it. There was another student who double majored and one of the family members said I thought he was a professor here and I said, I thought so too <laughter>. I want all of our students to have success. I want to make sure that no student in my college misses out on undergraduate research, study abroad and a fantastic internship because they didn't have the money to do that. With at least 30% or more of our students are the first to go to college, a lot of them cannot miss out on 12 weeks of work for a two-week or six-week experience. I want to find those kinds of resources so all of our students get to take advantage of digging on a site in Missouri or go to Japan. We had students in Japan and so I want all of my students to have those rich opportunities and an opportunity to engage. We can't get "blood out of a turnip" and so I am going to be asking donors to donate and Provost Hsu for as much as I can; and I know Provost Hsu would do his very best, but he has all the other deans asking for as much as they can too so we are going to do our best to find other dollars for the vision of the college because I feel like the potential is great.

A few updates on the things coming up: we have our.... Coming up on October 11<sup>th</sup>. It is from 3-5:00 p.m.in the Law School. The speaker is Neal Tall, he is an attorney. He is going to be arguing at the Supreme Court the day before-- he is going to be arguing the Muslim band. After he is finished with that, he is going to get on a plane and be here and we would have him here speaking with the law students and hopefully, students from across the campus will take avenge of that. And then on November 5<sup>th</sup> at 12:30 pm, we are going to have a Shapiro lecture and this year it is going to be Audrey McDonald, who is a Broadway actress, television star and singer. Those two days you will be hearing more about and I will send them to the Minutes as well. We have a lot going on in there is a lot more and I hope to see you all at our events. It is a pleasure again, to be in your company.

**President Thompson:** Are there any questions for Dean Gilbert? How exciting. So we are winding down in one of the things that I added to the agenda on a regular basis because I think we do not toot our horn enough in is an opportunity to have folks share any good news from their colleges or their departments. It can be anything you want to share with us that is going good. Anything at all? There is nothing going good?

**Senator Barnes:** We just had our Women's & Gender Studies student research showcase presentation today-- two truly outstanding students, one from the English department and one from WGST. Truly, truly outstanding student research. It reflects well on the faculty who are working with these students. It was a professional high-quality presentation.

**Senator Sheldon:** The Jesup Scott Honors College has its Distinguished Lecturer series. John Quinones is coming to campus on Sept. 21st. I would also like to mention that on Thursday September 28<sup>th</sup> is the Banned Books Vigil which we have done every year; this is our 20<sup>th</sup> year doing it at UT and the 25<sup>th</sup> year of the American Library Association. I hope that you all will be there and we know that we have Provost Hsu giving a talk there. The dean of Honors is our keynote speaker and I hope everyone here also encourages students to attend on third floor of Carlson Library all day long.

**Unknown Senator:** *[Indecipherable]*

**President Thompson:** To your answer, I spoke with them prior to coming to this meeting. One of the things that have kind of been a goal for me as your president is to keep you updated on advocacy and

policies. I ask their office prior to every meeting that they give me a legislative update to give to you. One of the things that I actually made them aware of is HB 66. I emailed them and I said, could we get somebody to actually go down [to Columbus] and testify on this tomorrow; and they were putting calls to the lobbyist down in Columbus to actually see if we could get some coverage down there, if not this week than next week. On a regular basis, to answer your question, they do go down there to advocate and testify. We have a lobbyist that kind of acts on our behalf as well as Dr. Gaber and Diane Miller. To be honest, if we hear things, let us let the office of Government Relations know. One thing for those of you who are interested in advocacy work, there are a lot of opportunities for you to advocate. Being a former lobbyist myself and talking with Diane Miller, she said, we as faculty are all the time going down to Columbus and Washington D. C. I wish they can let us know when they are traveling there because we can ask them to stop in and they could drop in and [we can] give them a fact sheet. So collectively, we are working together to advocate on some of these issues and not just relying on our Government Relations Office.

**Senator Tucker-Gail (substitute for J. Hoy):** I just want to say the Center for Advocacy and Wellness is up and fully functional this year. We have advocates and a fulltime counselor that deals with all the sexual assault and all the domestic violence on campus. If you are a victim or you know a victim, you can send them there. It is free for faculty, staff, and students. If you get the opportunity to share that, please share that.

**President Thompson:** Are there any other announcements?

**Senator Maloney:** I guess it was the week before school started, we had somebody pull out of our 27 cohort and within 24 hours, that spot was filled. Somebody was so excited to “drop” their life to come here. I think that is good news.

**President Thompson:** Well, thank you. Is there any other good news that you want to share? May I have a motion to adjourn? Meeting adjourned at 5:59 p.m.

**IV. Meeting** adjourned at 5:59 p.m.

Respectfully submitted,

Fred Williams  
Faculty Senate Executive Secretary

Tape summary: Quinetta Hubbard  
Faculty Senate Administrative Secretary