

THE UNIVERSITY OF TOLEDO
Minutes of the Faculty Senate Meeting of August 29, 2017
FACULTY SENATE

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

Approved @ FS on September 12, 2017

Summary of Discussion

Andrew Hsu, Provost: Academic Update
Bill Ayres, Vice Provost of Academic Affairs; Introduction and Faculty 180 update
Beau Case, Dean of the Library; Introduction and update on the Library
Michele Soliz, Assistant VP for Student Success and Inclusion; Student assistant finding

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, Fred Williams called the roll.

I. Roll Call: 2017-2018 Senators:

Present: Present: Atwood, Barnes, Bjorkman, Bouillon, Bruce, Compora, Dinnebeil, Edgington, Emonds, Ferris, Giovannucci, Gray, Gruden, Hall, Hammersley, Hefzy, Humphrys, Jaume, Keith, Kennedy (substitute for G. Gilchrist), Kippenhan, Kistner, Krantz, Lanham, Lee, Lundquist, Maloney, McLoughlin, Menezes, Modyanov, Monsos, Niamat, Nigem, Oberlander, Ohlinger, Randolph, Relue, Rouillard, Said, Schlageter, Schneider, Schroder, Steven, A. Thompson, Van Hoy, Weck-Schwarz, Wedding (substitute for S. Ariss), Weldy, Willey, Williams, Wittmer

Excused absences: Duggan, Haughton, Hoy, Lanham, Sheldon, Wittmer

Unexcused absences: Bonnell, Brakel, Crist, Kovach, Lecka-Czernik, Ortiz, Puri, G. Thompson

II. Approval of Minutes: Minutes of the April 11, 2017 and April 25, 2017 meeting of the Faculty Senate.

President Thompson: Welcome to the first Faculty Senate meeting for the 2017-2018 academic year. Your Faculty Senate Executive Committee has worked diligently this summer to represent the interests of our faculty. We met numerous times with President Sharon Gaber and Provost Andrew Hsu on a variety of important faculty related issues. We have continued to strengthen our relationship with members of senior leadership and increased our opportunities to advocate for shared governance.

I would like to welcome the over 65 new faculty who recently joined our rocket nation. It is always exciting to have new colleagues and experts joining our campus. I invite them to attend our Faculty Senate meetings and encourage them to contact their respective college senators or members of our executive committee if they need assistance or advocacy.

In addition to new faculty hires, we have had some new administrative hires. Dr. Bill Ayres has assumed the position of Associate Vice Provost of Academic Affairs. Dr. Jamie Barlow, is the new Associate Provost of Faculty Affairs. Dr. Steve Leblanc, has assumed a one year appointment in the Provost Office to assist with enrollment and retention.

Dr. Charlene Gilbert, is now the Dean of the College of Arts and Letters. Beau Case, is the new Dean of the Library. Linda Lewandowski joins UT as the Dean of Nursing. Dr. Michael Toole, takes the helm as the new Dean of Engineering. Faculty Senate will be inviting each of these individuals to our meetings to introduce themselves and update us on their colleges and activities. We wish them the best in their new leadership positions.

Over the summer break, we have seen many new initiatives and changes. As many of you have read, there are several mandatory trainings that must be complete by August 31st for 12 month faculty; nine-month, 10-month and part-time faculty and staff, as well as student employees, should complete the training between Friday, Sept. 1, and Tuesday, Oct. 31.

Faculty senate was instrumental in helping to delay the original training completion date that was set before 9 month faculty would be on contract. Now there is more time to complete these trainings and the timeline is more reasonable. These trainings include:

- Intersections: Supervisor Anti-Harassment and Title IX (all faculty/staff);
- Ohio Ethics Commission: Ethics — It's Everybody's Business (all faculty/staff); and
- HIPAA Basics (all Health Science Campus faculty/staff, plus those with direct or indirect ties to patient care, as assigned).

To access your assigned courses, you may either use your email invitation and click on the Begin Training button, or you may log in to MyUT and access the courses under the Training and Career Development section. It has been suggested to reserve at least 60 to 90 minutes to complete each class. If you have further questions, please contact trainingdevelopment@utoledo.edu.

There have also been several changes to the parking process at UT. All faculty and staff are required to register their vehicle and there has been an increase in the assessed fee. Drivers are asked to voluntarily display a printed parking pass on their dash and there has been some changes in designated lots. Initially, it was proposed that members of the UT President's Club, who would normally have parking as a benefit of their financial gift, would now have to pay to park. In our meetings with senior leadership, they agreed to honor the Presidents Club signed contracts and continue to provide a yearly parking permit through the end of the contract. If you have specific questions about parking, please contact parking services. Many of you may have seen university communications regarding Faculty 180. This is a new software program that is being implemented for promotion and tenure this year. This transition from paper dossiers to electronic submission is being supervised by Associate Provost of Academic Affairs, Dr. Bill Ayres. He will be present at our meeting today to provide additional information and to answer questions. Recently, there has been a committee created to help provide faculty input for this new process. Immediate Past President Mary Humphrys, President, Amy Thompson, Senator Tom Atwood and Barb Coventry have been asked to serve on this committee.

The committee that was assembled last spring by Provost Hsu and the Faculty Senate Executive Committee and tasked with developing University-wide tenure and promotion expectations has worked throughout the summer. We will be hearing updates from this committee as the academic year progresses.

A special committee created by Faculty Senate President Amy Thompson, will be examining our current evaluation process for members of senior leadership. Immediate Past President Mary Humphrys, and Past President Kristen Keith, will be co-chairing this committee. They will be appointing a committee consisting of one faculty member from each college. Their charge is to distribute a survey to all Ohio Faculty Senate Presidents of four year universities to assess what their current policies and practices are regarding administrative evaluation. Eventually, this survey will also be sent to other universities in other states as well. We will use this information to benchmark and evaluate our own assessment approaches.

President-Elect Linda Rouillard has been working diligently to seat the various faculty senate committees. It is the goal of the Faculty Senate Executive Committee to have these senate committees filled by the next Faculty Senate meeting. If you have not yet done so please make sure you have sent your committee preferences to Quinetta Hubbard, our Faculty Senate Secretary

In terms of the direction of this year's Faculty Senate efforts, as an executive committee, we have set four overall goals that we would like to accomplish, these include:

- Working to efficiently review and evaluate university policies
- Updating our constitution and create bylaws
- Working with the bookstore to evaluate the faculty's needs in improving efficiency
- Increasing faculty engagement

We will be evaluating our success through the year to hopefully accomplish these goals.

On behalf of the Faculty Senate Executive Committee, we look forward to working with our senators and all faculty to continue our efforts in shared governance. We aspire to work together to build consensus and help UT shine.

Together is better, and together we are stronger. I am grateful and honored to serve you this year as your Faculty Senate President.

Provost Hsu: Thank you, Dr. Thompson. Clearly, I appreciate your statement that working together we will do better. I have a brief update for you this afternoon. We worked last year over the entire year to develop our new strategic plan, which was approved by the Board of Trustees at their June meeting. I want to thank everyone who participated in the planning process. Over 1,000 faculty, staff, students, alumni and community members participated in the strategic planning process. I especially want to thank Dr. Laurie Dinnebeil for leading the effort together with Dr. Tony Quinn. They did an excellent job leading the effort and working with all members of the campus community. Not surprisingly, the top two priorities of our strategic plan are student success and faculty success. Our first priority established in the plan is student success, and we have been working diligently on student success throughout the summer months. We have reached out to every student on our list to urge them to register— either calling them, texting them, or contacting them through email. We also sent them a series of postcards reminding them to register, which were effective. Their parents often did not know they had not registered yet, and this started the process moving forward.

We also established a new initiative this year called the Summer Scholars program that is essentially a summer bridge or early start program. The Summer Scholars program is led by Dr. Barbara Schneider, who has done a tremendous job in designing the program and recruiting students. Other colleges and universities have seen success by implementing these types of programs to improve student retention and overall success. In fact, data show that students who participate in these kinds of programs show at least a 10% improvement in retention. We are hoping to have these results here at UT as well. In fact, one campus that several of our faculty visited this summer had close to 1,000 students who went through their summer bridge program. They started 15 years ago with 15 students and now they have 1,000 students. Our goal at UT is to enroll 1,000 students in our summer bridge programs across the university. We started with 38 students this year, and hopefully it will not take us 15 years for us to reach our goal. The inaugural program this summer focused on University College, and our hope is that all of the other colleges will see the importance of this kind of program for student success and begin to develop their own programs. We are grateful to Barbara for piloting this program and developing a model for all of us as we move forward.

In terms of faculty success, last year we developed a number of leadership development programs for our faculty. This year, Dr. Amy Thompson is going to help us put together a new program for associate professors to move up to become full professors, referred to as the ATP program (Associate to Professor program). The goal is to have a group of associate professors who have been in that rank for more than four years and are ready to move up to full professor. This program will provide them with the necessary training as well as mentorship to move up to full professor rank. Dr. Jamie Barlow, Interim Vice Provost for Faculty Affairs, will be working with Dr. Thompson to help facilitate this program. The deadline to apply for the ATP program is Friday, September 1, 2017. If you know of a faculty member who might be in this situation, please let them know and encourage them to participate in this program.

With regard to the implementation of our new strategic plan, we now have the university strategic plan and our next step is to develop implementation plans at the divisional level and at the college level. Each of the divisions of the university will develop their implementation plan in alignment with the university strategic plan, including the Division of Academic Affairs, the Division of Student Affairs, the Division of Business and Finance, and so forth. The colleges will also develop their implementation plans. All implementation plans will be submitted in January of 2018. I held a retreat with the deans in mid-August and the main topic of the retreat was a discussion of our college-level strategic plans as we met for approximately six hours and discussed our goals and key priorities for the coming year. As result of these discussions, we have now established the goals for the Office of the Provost for the coming year, as well as the deans' goals for their colleges for the year ahead. All of the goals established are aligned with the goals and priorities of the new strategic plan. I look forward to working with all of you to achieve the goals of our new *Path to Excellence*, the University of Toledo's strategic plan for 2017-2022. I look forward to working with everyone here – and all of our faculty - to implement our strategic plan. This ends my report, and thank you for the opportunity to speak with you today.

President Thompson: Thank you, Provost Hsu. Next, we have President-Elect Rouillard to give us an update on our Committee on Committees.

Senator Rouillard: It will be very brief. I can give you the names of the people who are on Committees on Committees: Mary Powers, Pharmacy; Bruce Kennedy Law; Wade Lee, Library; Temeaka Gray, Nursing; Tom McLoughlin, Health and Human Services; Sara Lundquist, Arts and Letters; Vijay Devabhaktuni, Engineering; Kim Nigem, Business; David Krantz, Natural Sciences and Math; Mark Templin, Education; Joan Duggan, Medicine and Life Sciences; Glenn Sheldon, Honors.

These members of Committees on Committees will be forwarding nominations to me by the end of this week, by which you should have all completed your volunteer statements. We will meet as a committee on September 8th to populate those committees.

President-Thompson: Thank you for your hard work on that, which is certainly a lot of work. Next, I would like to welcome Dr. Bill Ayres, Vice Provost for Academic Affairs. He is one of our new administrators that joined us this summer. I am going to ask him to introduce himself and talk a little bit about Faculty180, which is one of the big programs that he is overseeing.

Dr. Ayres, Vice Provost of Academic Affairs: Thank you, Dr. Thompson. As mentioned, I was asked to introduce myself as one of the new faces on campus and talk a little bit about what I do more broadly and then talk a little bit about Faculty180. Just a very brief bio of kind of who I am and where I came from: I am political scientist by training. I have been a faculty member for my entire career ever since I left graduate school. I got my PhD from the Ohio State University, and I have served at a number of colleges and universities over my entire career. I did a couple of one-year stints before landing a tenure-track job in Indianapolis. I worked there for a while, worked in Pennsylvania, and have spent the last 6 ½ years helping to run or running the graduate school at Wright State University. I am certainly comfortable with Ohio, familiar with Ohio and Ohio public education.

I want to tell one story from my history that I think is relevant in this context. When I got to the University of Indianapolis, which is kind of a medium-sized, religiously affiliated private institution, it was a great place a wonderful department. I had great opportunities to build new programs there, to teach, research and do all the great stuff we love to do as members of the faculty. When I arrived there, there was no faculty Senate. In fact, there was very little faculty governance at all. There were a couple of faculty committees that were elected, but faculty government governance consisted of a monthly faculty meeting chaired by the president with the provost sitting right next to him. The president and the provost created the agenda and ran the whole thing and it had been this way ever since the institution was founded. The faculty grown to a fairly good size, it was over 200 faculty members. A bright and energizing faculty member stood up at one of these meetings and said, I think we need like a real faculty governance system and right at that moment, I had been elected to what was called the faculty governance committee, which was really just a committee on committee. Its priority job was just to assign people to all the other committees. They turned to the faculty governance committee and said build us a faculty senate, and shortly thereafter I was elected chair of that committee. I spent two years working with a chemist and a forensic anthropologist building a faculty senate from scratch--it is probably the single thing I have done in my career that I am the proudest of. It is also probably the single hardest thing I have ever done in my career. I tell that story only to indicate that I am a passionate advocate for faculty governance. You do not spend two years of your career on something and not come away from it with the deep appreciation for it. We actually spent nine months just figuring what the authority of the faculty is, and farming that out, and making sure that faculty authority is appropriately delineated and appropriately exercised. We had a list of things that said faculty have the authority over the following things. The administration is welcome to giving the faculty advice, but in the end, faculty voices what counts on those things. I have a deep appreciation for faculty governance, shared governance and as I have moved on to administration, I have always kept that perspective with me. I look forward to working with all of you.

To talk a little bit more about my role more broadly, I was been introduced as the Vice Provost for Academic Affairs. What is that? Well that is a pretty broad plate as I've discovered since I started here in early May. There are a whole lot of things that get included in there. In the course of this year, I am working very closely with Peg Traband, who I am sure most of you know. Peg is a wonderful resource, a wonderful source of institutional memory. Together we are working on a range of things from curriculum and curriculum support to academic policy. I've very quickly become the office's point person dealing with the Ohio Department of Higher Education, which I had experience doing at Wright State so I brought those relationships with me. I have especially worked with transfer issues, as some of you have heard from me dealing with TAG's and OTM's. I have also worked with community college partnerships, with Owens, and other community colleges to make sure those are running smoothly.

International programs and SIP's now answer to me and up through my office -- working on strengthening and building in that area. All of that is kind of a laundry list of things, but the core of academic affairs is supporting the faculty, supporting the work that you all do because in the end, as various people have said, the faculty are the product of the institution. The things you do are at the heart of the institution. The things that I do ultimately should be to make your lives better, easier, work better, more efficiently, and get you more resources whatever it is. I do not teach the students -- I hope to -- I am in conversation with my department and I hope to be able to get back into the classroom because I miss it. I did teach for a little bit of the time when I was at Wright State and I am taking a break from that right now, but I want to get back into it. For the most part, we as the administration are not the ones doing the research, teaching the classes. As Dr. Hsu indicated, we are here for student and faculty success--we are here to support. I hope you will see me as a resource over the course of the next year and beyond.

The last thing I would put on my laundry list is Faculty 180. I will not go into the whole history of the project, but very briefly Faculty 180 is a database system that is designed to help faculty keep track of all the stuff you do. Everything from teaching, to advising, to scholarship, publications, creative productions, serving on committees, serving the institution, all the many ways that we do, serving the community, professional service -- all the things you do as faculty that are important and we want to keep track of those things. We as an institution want to be able to brag about that stuff. If somebody comes to the University today and asks, "how many peer-review journal articles did your faculty produce last year?" We have no idea. You put all of that information in a database and all of a sudden, we can see in a very easily assessable visible way the excellence of our faculty. From an institutional perspective, we want to use this to promote our faculty to the community and to the world. From faculty perspective, as you know faculty go through evaluations of various kinds, and I will say that this is the sixth college or university I've worked for in my career and you guys have the most robust system of faculty evaluation that I've ever seen. I am incredibly impressed, Faculty180 is a tool to help that process work more efficiently and make it easier on everybody involved. That is what we are focusing on for this year. It is a big tool and we have a big faculty, so we cannot roll everything out all at once. The choice was made to focus specifically on promotion and tenure this year. We have identified about 54 - 55 faculty, who either have reached the end of their probationary period and need to apply for promotion and tenure or they have reached that point where they believe they are ready to go up for full professor. We have been working with these faculty over the summer to help them get acclimated to the system, help them get their information into the system. We are working with a large group of evaluators, people who sit on DPC's or CPC's, department chairs, UCAP members, deans, ultimately the provost and president to get trained on how to use the system to move these evaluations through.

A couple of baseline points that I want to make on this and this is a brief sermon that I have been preaching to everybody who will listen. First of all, the promotion and tenure policy is unchanged-- nobody has rewritten the CBA, nobody has written a new policy. There is a set of guidelines under consideration that we heard about before, but the policies governing promotion and tenure -- nothing has changed. I've been through a number of software changes in my career, I know way more about database systems than a political scientist really should, but that has kind of been my lot in life as an administrator. Often times, there is a concern when you bring in a new piece of technology, is the technology going to dictate what we do? My commitment is unequivocally "no." Policy drives technology; technology does not drive policy. The answer to "why are we doing it this way?" should never be because the software says we have to. I know you are a Banner school and Wright State is a Banner school and sometimes that answer comes up, but not in this instance. We will make the software do what it needs to do to conform to the policies and practices and the culture that you have built up over time. That's point number one.

Point number two is we understand that the faculty who are going through the process for the first time in the inaugural year-- those faculty, Fred is one of them, he has been involved in this, that is putting a lot of work on these folks. Because they have to take a number of years of professional activity and rather than putting it all in a binder or a box, finding a way to move it electronically. Some of that material exists electronically, but some of it is on paper and you have to scan and all that sort of thing. One of the things that we have said from the beginning is the faculty who are actually going up for tenure and/or promotion it's my pledge, like the thing you see at the end of movies -- no faculty member will be harmed in the rollout of this software. So not only will we be working to support the faculty, working to support evaluators in this process, but we will continue to do so throughout this year. If we reach the point where technology is getting in the way of good process, we will find a way to fix that. Our most important goal here is that all of those faculty go through the process, that their materials are viewed fairly and completely, and they are given exactly the same level of consideration, if not better, that they would've received if we would've stuck with the paper binders. That is the pledge I have been making to the faculty participants, and I want to make to

the faculty as a whole. As Dr. Thompson mentioned, we do have faculty oversight over this process. There is a faculty steering committee. Three of the members are here and I want to publicly thank them for their contributions and their work. I am a new guy. I am a faculty member. I have filed three dossiers for promotion and/or tenure over the course of my career, so I kind of know what that's like; but I've never done it here at this institution. I do not know necessarily what the culture is at this institution. So, their insights have been tremendously valuable and will continue to be. I am going to keep sending you guys emails and ask what do you think about this and what do you think about that? The system has to serve the faculty. If it is not serving the faculty, it is not doing its job and we need to make sure it does that.

For those of you who are on DPC's or CPC's or you're going to be in an evaluator role, we have done one round of the value waiter trainings of four sessions in August and were going to do another four sessions coming up on September 13, 14, 20, and 21. Details on that are on the provost website there is a section on Faculty 180 where you can go in and sign up for training. If none of those dates work for you, or if you just want to get an overview-- we have an email address set-up that is faculty180@utoledo.edu. Send questions, comments, or any other thoughts. That email comes to me and it also goes to our crackerjack IT team that is supporting me in this. I know a lot about databases for political science. I answer three-quarters of the emails myself. Sometimes I let it go through to the IT people because it is a technical question that they can answer better than I can.

So, that's a very quick overview, but I want to open the floor to questions. There has been a lot of conversations, there's been a lot of discussion, we've sent out a number of emails -- a couple of emails to the broad faculty you all would've seen and some emails to sub - sets. So what questions do you have on your minds that I could address at this point?

Senator Niamat: My question is, is your role focused mainly on undergraduate programs or postgraduate programs?

Dr. Ayres: Undergraduate and graduate programs. As I mentioned, I spent six years sort of marinating graduate education at Wright State and I cannot bear to leave that behind. I work with Amanda in the College of Graduate Studies and Cindy. It is great, it is actually kind of fun for me to get back and have those conversations again.

Senator Ohlinger: Welcome to Toledo Faculty Senate.

Dr. Ayres: Thank you.

Senator Ohlinger: I see you are wearing the blue and gold today, not the scarlet gray<laughter>.

Dr. Ayres: Go rockets!

Senator Ohlinger: Just a very quick question. You mentioned "evaluator training sessions," are there still more training sessions for faculty that will be rolled out for "just" using Faculty 180?

Dr. Ayres: We have been focusing our resources on faculty like Dr. Fred Williams who is actually going up this year. Once we kind of get that launched we will absolutely have more training sessions for the faculty as a whole. We want all faculty to start getting in the system and putting their information in there, but with the resources being limited, we want to make sure that these folks get done with what they need to get done because the promotion and tenure process is so important. So yes, we will have those rolling out. I will say October and beyond. Again, I will be looking to the Steering Committee to help guide me on that.

Senator Bouillon: I am in the Physical Therapy program; I am part of the non-collective bargaining agreement group. There are a number of faculty in PT, and Occupational Therapy along with Public Health-- we follow a little bit of a different path for promotion interior. Would you consider maybe additional training for that group of faculty?

Dr. Ayres: Absolutely.

Senator Bouillon: Down the road certainly it will be---

Dr. Ayres: We would be more than happy to. I have already learned the one universal answer to all the questions at University of Toledo is without the “pence,” which college are you in.

Senator Rouillard: Today <laughter>.

Dr. Ayres: From my understanding, we are kind of done with that for a while, and I hope so because I still haven’t learned what there is.

Senator Van Hoy: We all hope so <laughter>.

Dr. Ayers: So yes, I would love to come and talk with the folks in your areas to learn about your areas and how they differ. I can tell you already just from the promotion and tenure folks that are going up this year, we actually had to build four different versions of the process work load-- one for the College of medicine, two for the College of Law and one for everybody else. Therefore, it is possible to create customized versions, and we can absolutely do that. Are there any other questions?

President Thompson: Thank you so much. Okay, next up we have the new Dean of University Libraries, Beau Case. He is going to give us an introduction and talk about some of the new exciting things happening at the Library.

Dean Case: I am so honored to be here today. At the University of Michigan where I spent the past 16 years, I served on a variety of senate committees. Prior to the University of Michigan, I was a faculty member where I earned tenure and served on a variety senate committees. Prior to the University of Michigan, I was a faculty member and earned tenure at the “Buckeye”-- I have been on both sides of that football divide. I was also elected to the senate at Ohio State. I am proud of all those accomplishments. I have also been professional staffed, represented, clerical staff, student staff and volunteer in my library curriculum. I am excited to be at UT. There was energy, optimism here that I felt during the interview and even more so during a couple subsequent visits that I had after my interview prior to signing the offer-letter. I spoke with new people at UT along with people who have been here for many, many years. I was excited to take part in the advancement of the university-- there is a lot of excitement here.

This is a different place and that has become very apparent to me in a good way. I will give two examples: I was faculty at two institutions, but this is the first time I was offered new faculty training. I attended a two-day session last week which was fabulous; not only did I learn a lot about how the university works, how the faculty side works—I’ve learned all about Faculty 180 and I also talked to 65 new faculty. Another difference I had noticed was on Sunday, there was “Complications.” I did not have that as an undergraduate at UC LA. I did not have faculty cheering me on as I walked into the stadium. In fact, I never saw my university president or chancellor in my six years. I have already had probably six interactions with the president right now, that is fantastic with the amount of engagement here.

So I am going to move on, let us talk about Libraries. There are two library facilities in University Libraries. One is right here, the Mulford Health Sciences Library, which is a fantastic facility with great faculty experts. There is also the Carlson Library, what you call the Main Campus, which is now a beautiful facility hence to a multimillion dollar renovation. I would like to thank the state for capital funding and I would like to thank President Gaber for the completion of that renovation a priority. We are still a few weeks away from finishing, but it is almost done so you can visit and see the beautiful spaces. I have worked in libraries for 31 years. I have been at six universities. I have worked at nine different library buildings over that time, and the Carlson Library is the most beautiful facility that I have ever worked in. It is a great space, especially for students—great atmosphere. Libraries today are everything you would expect them to be--we have great facilities. We still have books and we still buy books. We have many electronic resources. We have special collections and archives. We are also home to the city and the University archives. We have services in programming. We also have expertise, including our functional special staff and our subject expert faculty including three who are here today. Senator Thomas Atwood and Senator Wade Lee, I think about you two all the time <laughter>. As I drive around the city, I see the signs that say “Tom!” and “Wade!”<laughter>.

About Faculty180, I went through training and at the end of the portion where you are filling out your cv, I was like “oh my God, I have to fill out all the publications” and in Bill Ayres said, “you don’t because Wade can help you with that.” There is a way if you have a researcher ID you can import all of your publications in the Faculty 180 system. So contact your subject liaison librarian and they would help you populate that Faculty 180 system. I have two main

goals for the library: one, is to better integrate our assets and I mentioned those earlier, facilities collection programming expertise—Libraries really don't do a very "good" job at this. The best we, is when we combine two of those assets like space and collections. When we start thinking in all four dimensions, we need to take those and better integrate them with the campus. The library has always been a support unit for the campus and we are going to continue to do that. I want us to be in the business of not just supporting research, teaching, learning, and health in creative practice, but to also enhance all of those things. Here are some examples: I want to better engage scholars and scholarship where it is taken place. So if the University of Michigan is my faculty librarians, rather than have them attend the American Libraries Association Conference, I will have them attending their subject disciplinary conference-- the Modern Language Conference, the American Historian Association and others-- find out what's happening in the world of research and publication so that we can better adjust on our end in in the Library. Better engagement is also with our group of faculty as well as students. The libraries here are doing a very good job of this. Most recently there's been our participation in welcome weeks, and I believe this is the very first time we are active in that. We will have an event for me first-year students and a special after-hour event. We are going to open the doors just for those first year students and we are going to "lock them in and won't let them out." Although, I really would love to hold students captive for as long as possible in my facility; we have expertise, we have collections and a Starbucks 50 paces away in the Student Union. We have a lecture series in the library last year-- autism. I am going to find more ways to connect not just for the campus but with the community, opening up our spaces to a public good to be use for the entire campus. We also have a priority of new spaces, events and celebrations in an honor of those spaces and events. You may have read about the new veteran lounge, is on the second floor of the Carlson Library in. That is a donor funded space, a special space for our veterans on campus. There will be a ribbon cutting ceremony on September 15th at 3 PM. We have another celebration, I'm sorry, I am new to Toledo so I don't know all the street names or building names, but there is a building downtown—as the story goes—there was a 19th century safe that some workers found and it was cracked open, and inside were original documents of the findings of the City of Toledo which was donated to our center for special collections at the Carlson Library. We are going to have a special ceremony presenting those documents to the public, and that will be on September 19th at 10 a.m. The press release is being released is being written and shared widely with the public. Finally, we are going to have a ribbon cutting ceremony for the Carlson renovations. This will take place sometime in October. Construction is supposed to finish in September, but you know construction, so we will wait until October and celebrate the opening in the provost, the president and I would be there and it will be the entire campus community. Come check out our new amazing space.

I have a few other priorities that I am working on. One is to simply better stewardship of our courses. We are doing a five-year budget plan to know what resources we have going forward. One piece of that was a project that was delivered to me in a very elaborate spreadsheet; I want to find ways to better support faculty travel, professional development and research. I ask all my faculty to think out three years, what kinds of events you might want to attend and what kind of research opportunities might be...that requires...I have with me now and will be looking at it and will be doing some numbers crunching. I can say now that I can definitely increase the number of financial support of faculty it was see how far we can go with that. That has always been a priority of mine's everywhere I go and I will accomplish that here as well. I will also provide opportunities for staff development. I will stop there and see if any of you have any questions for me. Well, if not you know how to find me. I am the only "Beau" at the University of Toledo, so you can just click my name into the search box in my contact information will show up. Thank you for allowing me to speak today and I look forward to working with all of you and your colleagues. Thanks.

President Thompson: Thank you so much, Dean Case. It is so great to see some amazing things happening within our library.

Dean Case: Oh, I forgot one thing-- we have [now] been elevated to the proper academic status.

Senator Rouillard: That is a very good thing.

President Thompson: Next, we have invited Michelle Soliz. She is the Assistant VP for Student Success and Inclusion. She is going to talk to us a little bit today about some student assisting funding.

Dr. Michele Soliz, VP for Student Success and Inclusion: Hi everybody. I see some familiar faces in the room. If you have not follow my career, I am back in the Division of Student Affairs. I am really excited to work with our student success initiatives and the mission of student affairs. I am excited to talk to you about our Rockets recovery, our emergency event. This is a DASH emergency grant that has been awarded from the Great Lakes Higher Education

Corporation and Affiliates. It started out as a grant that helped in several community colleges and this is the first time that four-year institutions have been awarded this funding. The University of Toledo has been awarded \$420,000 to be distributed over the next two years. Students can apply for up to \$1,000 on a one-time only basis, so even though the grant is available for two years, they can only apply once and up to \$1,000. We know that many times students take their problems to you and your colleagues first so that is why I am here to share this information. Students qualify based on if they had unforeseen financial emergency. What we are looking for as we interview students is if this bill is not paid then they will not be able to continue their education. We are looking for students who have an estimated family contribution of \$7,000 or less. The way to determine the information is through their FASFA. Once we receive their application we find out if they're eligible based on an estimated family contribution and we contact the student to come in if they qualify to talk to them about the process. If they do not qualify, we send them an email and let them know our campus as well as I community resources where they can hopefully find some help. The grant pays for things such as utility bills, housing-- both on campus as well as off-campus, meal plans, car payments, food and gasoline etc. No checks can be written to the student or to the University, except for housing and meal plans. It does cover quite a bit of resources. We ask students for some verification of the situation that they find themselves in; so if their rent is behind, we ask for a letter from the landlord explaining this. This is actually a very quick process. Part of the grant was, what Great Lakes has found is students can receive payment of these issues in a very short period of time that is getting them over the "hump" that helps them continue their career and so the University of Toledo has committed to paying these payments to vendors within four days. A lot of kudos goes to our financial services who have signed on with us to make sure that once we receive an application we get the student in right away to find out what's going on and give them a payment as soon as possible. The program just opened up yesterday morning and we have had 15 students apply already. I want to show you our website: I am in the office of Multicultural Student Success. The information for the grant is available on our website; it can be linked to anyone else's website. Right here on the menu it is Rocket Recovery Emergency Grant. The information about the eligible expenses that students can only request up to \$1,000. There is a link here to campus community resources for the students who are denied a still need help or if they get the grant and find themselves still needing information, they can click here for the campus and community resources. Here are the eligibility requirements. There is a brief explanation for the application process and this is where they apply for funding. So we are hoping to retain more students by offering these emergency funds. I appreciate any help that you can give us and in the word out. Clearly, the word is out because applications are rolling in. So, what questions can I answer?

Senator Barnes: If we want, can we link to our department websites?

Dr. Soliz: Absolutely.

Senator Barnes: Do we email you to do that? How do we make that happen?

Dr. Soliz: If you email me, I will make it happen.

Senator Rouillard: Is this a grant or a loan? Does this money have to be repaid by the student?

Dr. Soliz: This money does not have to be repaid by the student.

Senator Rouillard: Okay. Thank you.

Senator Ohlinger: How is the determination made who will receive money or not and what amount?

Dr. Soliz: They can receive up to \$1,000. There is a limit on the amount of money they can request for gas and food because those are items we decide. We had somebody today ask for \$900 in gas. We can be helping a lot more students by not given them \$900. So we have to put a limit on the amount of gas that we will give students gift cards for, rather it is \$250 for gas and a limit \$100 per person in the household for food, up to \$300. The rest of the bills such as the car payment and the housing, they can apply up to \$1000. If their rent is \$1,300 they can apply up to \$1,000 to pay that rent.

Senator Ohlinger: Are the decisions made by your office?

Dr. Soliz: Yes.

Senator Lundquist: I am sorry if you have already said this, but is this only for undergraduate?

Dr. Soliz: Yes, I forgot to say that. This is only for undergraduate students. I actually went and gave this short presentation at T-day training with Cindy and I gave the whole presentation to them and I said, “oh, I forgot to say that this is only for undergrads.” This is for you to give your undergrad students, this is unfortunately not for you.

Senator Hefzy: You said students could apply only one time, correct? What if they apply and they are found to be “not eligible,” can they apply again?

Dr. Soliz: Yes. They can only receive the grant one time, but they can apply more than once.

Senator Kippenhan: Thank you. I think this is a wonderful program and I think a lot of students are going to take advantage of it. Is there any thought to getting funds from the UT campaign to go into this program to keep it going once the grant is over?

Dr. Soliz: One of the things we wrote into the grant where we had to actually address is sustainability. This is the reason why Great Lakes is starting this process to get institutions to start thinking about how they can help with emergency funds. We have written into the Sustainability Plan that we hope to find a donor that will support this when our two-year grant is up. Dr. Flock... is our new VP for Student Affairs and he is also starting a Student Affairs fund and part of that money will go to emergency funding.

Senator Ohlinger: To “tag” on to that, along with the grant money that the students receive, is there any other support to make the student aware of resources that are available or counseling to help them through?

Dr. Soliz: The other thing that we wrote into the grant is making sure we check with the student a few weeks in and then also in subsequent semesters, see how they’re doing just let them know that we are still here if they want to talk about what they are going through. Unfortunately, we can give them any more money, but are working closely with United Way and trying to continue to find as many resources in the community as possible.

Past-President Humphrys: A question that I have is they can only apply once even if they do not get the full \$1,000. Is that what you are saying?

Dr. Soliz: That is a really good question. If they are asking for a \$500 rent payment, that is the only time they can receive money. They can receive one grant and that is it. They cannot come back to the “well” next year and try to get the remaining.

Past-President Humphrys: Okay, great. If it is for rent, is the check made out to the student?

Dr. Soliz: No check is ever made out to the student or the institution, except for housing and meal plans. It is all through the vendor.

Past-President Humphrys: The food you referenced, does that need to be a meal plan?

Dr. Soliz: So, if they live off-campus we can do a meal plan, otherwise we are giving gift cards to Kroger’s for groceries.

Past-President Humphrys: Okay. Thank you.

Senator Edgington: So, this won’t affect any future financial aid packages for the students?

Dr. Soliz: We do have two record with Financial Aid that they did receive this benefit.

Senator Maloney: I have a question. By chance that this get all used up in one year, are you going to have a cap that this year we will only use \$210,000 and then just save the rest for next year or will you just spend it?

Dr. Soliz: The \$20,000 are administrative costs. We have \$200,000 this year to disburse and \$200,000 to disburse. Part of the agreement is if we do not disburse enough money they can take that back.

Senator Maloney: Okay.

Unknown Senator: So that is only 200 students coming forward.

Dr. Soliz: If they all get \$1,000.

Senator Van Hoy: How long does it take once a student applies for you to make a decision?

Dr. Soliz: I met with a student yesterday morning and he sent in his verification of his rent and car payment to me by this morning and he's already received the gift card for groceries. The payment has already been made on his car payment and we are issuing the check for his rent by tomorrow. We have said that students will receive their funds within four days based on when they get in to see us. So if a student cannot come in for three days then that is on them, that moves the timeline. If they can come in right away, within four days they will have those bills paid.

Senator White: Is a student's academic performance ever going to be a factor in making the decisions?

Dr. Soliz: I cannot speak to the future emergency funds, but for this grant the estimated family contribution and if they are Pell eligible are the only requirements other than it has to be an emergency situation. We talk with the students about what is going on with them and how they found themselves in the situation. We also talk with them about what are they going to do next month and their plans for taking care of their bills moving forward. Are there any other questions?

Well, I know that you're very familiar with working with our Research Office and I'll be remiss if I didn't say that Eva English in the Research Office has crafted an excellent story for us to tell and it's because of her efforts that we were able to secure the grant, so I thank her for that. Thank you.

President Thompson: Certainly, it's a wonderful program as we return back to school and offering resources. Of course, we also have other programs like the Food Pantry, the Counseling Center, the Rocket Care Portal where you can login and alert Student Affairs to any problems that our students might have. There are a lot of ways to support them and now focus on our retention efforts.

Next on the agenda, we actually have changes in our appendixes. I want to give you a little bit of a background on this: as I mentioned before our Constitution and Appendixes have not been modified since 2008. Since then we had many colleges merge and unmerge and located in different places. With that said, we also recently has some changes to tenure and promotion; one of which being the College of Medicine starting to go through the promotion and tenure process in the near future. As we were looking at our past appendixes and looking at the language, you can see that a lot of the terms we see are different such as we don't have the College of business and administration anymore. Obviously, Arts and Letters instead of Arts and Sciences. Back during this time there was actually two reps from the College of Arts and Sciences. One thing the executive committee was approach by Provost Hsu, although we are going to be updating our constitution and creating bi-laws this year, since this is a pressing issue, if we would put forward an amendment to change the appendixes to be more reflective of the current college structure that we have and also be inclusive of the College of Medicine, particularly for UCAP. So there's two different proposals that I would like to bring to the floor tonight. The first is dealing with the UCAP Committee and the second is with the Sabbatical Committee. I showed you the language that is existing in the appendixes right now. The Executive Committee is actually proposing that we change the language to be reflected of the new colleges. As you see, Nursing was not in there before, so adding in Nursing as well as the College of Medicine. Just really know that the intent is to stay the same just with the addition of the new names of College of Med. and the College of Nursing.

Senator Van Hoy: Do we have Arts and Sciences?

Senator Rouillard: It is still Arts and Sciences in the document.

President Thompson: Oh, I am so sorry—that will actually say Arts and Letters.

Unknown Speaker: Natural Science and Mathematics is also missing.

President Thompson: So we will actually have those additions to the colleges that are up there. So with the amended changes the Executive Committee will like to put forward an amendment to actually include all the new names to the colleges with the addition of the College of Nursing and Medicine. Is there any discussion on this?

Senator Lundquist: The first one will have to be 11.

President Thompson: Correct. With the new colleges, Medicine and Nursing, it will be 11 as amended. Thank you.

Unknown Senator: The College of Law, is that their technical name?

President Thompson: Do we have anybody from the College of Law here?

Unknown Senator (from Law): No, that is our name.

Senator Lee: UT Library is actually University Libraries.

President Thompson: Okay. Thank you.

Senator Keith: The College of Medicine is more than the College of Medicine and Pharmacy is more than Pharmacy etc. We are going to have to do some editing on the names with some of the colleges.

President Thompson: Sure. The spirit and the intent of this is to add all of the new college names and obviously add Nursing and Medicine. Is there any discussion on this?

Senator Giovannucci: If the College of Medicine and Lifesciences populate, they will be represented by UCAP.

President Thompson: Correct.

Senator Giovannucci: But it doesn't specify whether there will be one or two representatives because we have...and basic sciences which are very different. I do not think there is one person who can really cover both of those.

President Thompson: Sure. We actually had discussion on that-- certainly, one vote per college, but there can be two representatives, but still one vote per college.

Senator Giovannucci: Yes, that is fine, but that does not include in there that they were be multiple representatives.

President Thompson: Senator Atwood, can you speak to that?

Senator Atwood: Historically, that has not been true. I do not see why that will be a problem. I think as long as each college gets one vote, that would be fair in the process. However, if the college is so large that you do not think that your current UCAP representative could accurately present a dossier case because of a disciplinary difference then I think we can have some discussion about that at the UCAP level. I do not see this being a large problem.

Senator Giovannucci: For this current year, Medicine does not go through UCAP.

President Thompson: They will just be sitting on you UCAP because they are not actually pushing out the dossiers.

Senator Giovannucci: Since we never been on UCAP, we do not know what happens.

President Thompson: Sure. Is there any other discussion?

Senator Lundquist: I do not see the College of Honors.

President Thompson: And that is part of the discussion as well. In the past as you know, based on the language that is up there we have things like University College now and we had the Honors College. So in the past they have not had representation on UCAP or the Sabbatical Committee, so that becomes part of the discussion-- if that is appropriate or is that not appropriate, that is really at the discussion of this body. The argument in the past has been because there is not enough faculty.

Unknown Senator (from Medicine): What is the function of UCAP because my understanding is that it is used for promotion?

President Thompson: That is really the predominate role of UCAP, right? It is looking at the promotion and tenure documents that come out of the colleges.

Unknown Senator (from Medicine): Hence, colleges do not know that if they do not have faculty who are going to promotion and tenure.

Senator Williams: They also evaluate third, fourth, and fifth-year renewals.

Senator Van Hoy: For tenure-track faculty?

Senator Williams: Yes, tenure-track faculty. They do other than "just promotion and tenure." It is called tenure-track, but they also start at the third year moving forward.

President Thompson: Is there any other discussion?

Senator Keith: Are you asking us to vote on this today or are we just discussing how we would change the appendixes so we can be more current for UCAP this year?

President Thompson: I think the first step is to just have a discussion on this to have time to think about this. Then actually come back and change the language to be appropriate, but we want to be able to move on this because the dossiers are due I believe in November. So by the time they will be coming to UCAP in late October or early November they will be on the committee

Senator Keith: We will have to have a special election to include some of the faculty from the colleges that are currently not represented because I think UCAP is currently seated for this academic year.

President Thompson: Correct.

Senator Keith: So we need to pass this in order to have the special elections. So what colleges are we thinking about adding members to? Not Medicine this year because Medicine is simply going to observe.

President Thompson: They are just observing. The College of Nursing already have representation currently on UCAP, correct?

Group of Senators: No.

President Thompson: So this is something that we want to bring to the group. I ask that you at least have discussion with your colleagues and take it back to them. I want to just fast-forward for a minute in terms of the Sabbatical Committee-- basically it is the same language as before and moving forward we will actually be looking at modifying all the language that we talked about the last time. So the Sabbatical Committee would be seeking 11 faculty of all the new colleges we would add for the language of UCAP. This is actually a conversation that the College of Medicine has been involved with. Is there any discussion on this?

Senator White: The question that comes up in my mind is about the Honors College and University College as you mentioned. How many faculty have their primary appointment in those colleges as opposed to other colleges? Do they have faculty who are in tenure-track that have exactly the same headers of promotions and sabbaticals? I need to be educated if I am going to play any role voting on whether they should be included.

President Thompson: Okay, we can certainly answer that. Are there any other comments on the sabbaticals? So again, this is something that we wanted to talk about this time and when we come back to our next meeting would like to have more of a conversation, have the amended language and then certainly have some information about the University College and Honors College to see if those things we actually want to include for further discussion. Does that make sense? Is that okay with everybody? All right, that is actually the last item on our agenda tonight. Is there any discussion from the floor or any items?

Senator Kistner: I think it was over the summer that it was decided that the Collective Bargaining agreements will be honored regarding faculty use of the Rec Center as being free. As of this morning, there are still faculty members who are being told that they cannot enter because they have not bought a membership. I do not know who needs to be told this, Provost Hsu maybe. I do not know if all cards are not coded correctly, but is still happening.

President Thompson: We will make sure that we try to follow-up on that. Thank you, Senator Kistner.

Senator Bouillon: We recently had a school retreat and a number of our faculty members who have submitted their proposals through IRB have experienced a significant time delay. First of all, others have experienced this. Is this known? Can this be addressed? I know there has been some turnover in terms of staff but there are some inconsistencies. This is an important point because we have a number of junior faculty members who are trying to initiate their research agenda and are experiencing some barriers.

President Thompson: Thank you for sharing that. That is a concern that I have already talked to Dr. Calzonetti about. I've been hearing that from other faculty as well. I can tell you that they had several staff that has left recently, but they just hired some new staff so there maybe a little bit of a delay to get that up and going. Please know that that already has been communicated via email to Dr. Calzonetti.

Senator Barnes: I had some trouble with the anti-harassment training. I just returned to my position [as] department chair so that may be why, but I cannot access that training. I have tried three or four times and I got the other trainings done, but that [particular] one just was not available. I do not know if it is because I am just coming back to the department. I will look again, but maybe there is some problem with that training.

Senator Compora: Mines is saying that I do not have any trainings to complete. I have tried to register and it is saying, "you do not have any to complete."

Senator Barnes: I find it really "odd" that it is harassment<laughter>.

Senator Rouillard: I think it is the start dates for nine-month faculty; you can still be coded as nine-month faculty. It is actually September 1st through October 31st, so I think it probably just hasn't open for us.

President Thompson: I would encourage you to get in contact with Dave Cutri.

Senator Barnes: I sent an email to whatever address that says, "if you have problems," but I have never heard back.

President Thompson: Okay, I will let them know that there is some faculty that are having problems. Thank you. Is there any other announcements?

Thank you, Senator Keith for reminding me about this. The date for the ATP, associates professor program is actually this Friday. And just to let you know, the way that this works and the provost was talking about this, it is a year-long program with the goal of your associate professors going up to full professors next fall. So it is a mentoring program and that helps them develop their dossiers etc. to get them on track. Is going to be 15 applicants that are going to be selected for this and they are going to be eligible to receive \$500 to help with either research or travel money. Please encourage your faculty to apply for this. Back to the strategic plan, one of the things that we put forth is to really try to increase our number of full professors, so this is a one-on-one mentoring program where they would have a "coach" assigned to them to really help guide them and be cheerleaders through the process. So we are very excited about this!

Senator Maloney: Our faculty might not necessarily...coupled to do promotion and tenure—I was concerned because I have two faculty that are about to go from associate to professor, but I was told that they could not apply because they are not technically tenure.

President Thompson: As long as they are going up for a full professor position then they will be eligible to be in the program.

Senator Maloney: You think so.

President Thompson: Sure, as long as they are going up for full.

Unknown Senator (from Medicine): Why is there a cap of 15 on this process?

President Thompson: Well, that is a great question. So, our resources are limited and we want to make sure this is program is quality the first time. Just to make sure we have enough mentoring for them, we kind of limited it to make sure we give them the adequate time that they deserve. If this program really takes off, I see it increasing in the number of faculty, but is really a one-on-one experience with them. It is pretty time intensive. I agree, I would like to see it increase, but we want to get it right the first time.

Senator Maloney: Did you receive any applications yet and if you did not, you should probably think about extending it for a week or so because this is the first week of classes?

President Thompson: Sure. Dr. Barlowe is actually getting in the applications. I have not talked in to her recently, but I think the last time I talked with her she might have had seven or eight that came in. We did send it out once during the summer and it actually just went out again recently. It is a very, very short application to apply, but the only problem is asking you Dean to sign off on it to make sure they are aware and supportive of it. We will kind of assess where we are and by the deadline and we need an extension, we would.

Unknown Senator: Can you repeat the deadline again.

President Thompson: It is this Friday, September 1st, right? Are there any other questions?

Senator Ohlinger: Provost Hsu mentioned the importance of faculty success and I just want to give kudos to the Provost Office for initiating something new this past year. It may have been mentioned in the Spring time, but I was not on Faculty Senate in the Spring-- but to recognize our new program, University Distinguished Lecturers and we had some really phenomenal people that came through that were recognized. Fortunately, one was out of the College of Pharmacy, Dr. Susan Nonekowski as well as four others across the university, so I thought that was really great, it was just another way to recognize our lecturers and the important role they play with our students.

President Thompson: I agree. It is a wonderful new program. Are there any other announcements? Hearing none. May I have a motion to adjourn? Meeting adjourned at 5:36 p.m.

Respectfully submitted by:

Friederike Williams
Faculty Senate Executive Secretary

Tape summary: Quinetta Hubbard

Faculty Senate Office Administrative