

THE UNIVERSITY OF TOLEDO
FACULTY SENATE
<http://www.facsenate.utoledo.edu>
Minutes of the Senate Meeting of February 14, 2006

Apprv'd @ FS mtg 2/28/06

HIGHLIGHTS
UT Board of Trustees Chair
Undergraduate Curriculum Committee
Academic Programs Committee
Safety and Risk Management Update

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.

Chair Jorgensen called the meeting to order. **Senator Steven Martin**, Executive Secretary, called the roll.

I. Roll Call –2005-2006 Senators

Present: Barden, Barlowe, Barnes, Bopp, Bowyer, Bresnahan, Edwards (Sullivan), Floyd, Fridman, Hoover, Jorgensen, Kennedy, King, Komuniecki, Kunnathur, Lambert, Lipman, Lundquist, Martin, Morrissey, Olson, Piazza, Poling, Pope, Reid, Ritchie, Schultz, Skeens, Spongberg, Stoudt, Suter, Thompson-Casado, Traband, Tucker (Hottell), Wilson, Wolff (36)

Excused: Ahmed, Barrett, Cluse-Tolar, Fournier, Humphrys, Kozlowski, Niamat, Teclehaimanot, Templin, Tramer, (10)

Unexcused: Bischoff, Hudson, Lipscomb, Sherman, (4)

A quorum was present.

II. Approval of Minutes–Minutes of the January 31, 2006 meeting were approved as distributed.

III. Executive Committee Report by Chair, Andrew Jorgensen: I will begin my report with a few miscellaneous items. First I would like to thank Vice-Chair Olson for covering the January 31 Senate meeting for me. I was attending the Ohio House Committee meeting on Finance and Administration, which was considering the UT/MUO merger bill. I understand the bill is before the full house and may be approved today and then be forwarded to the Ohio Senate for the final state approval in March.

- **Honors Director.** I would like to extend congratulations to Senator Tom Barden, the newly appointed Director of Honors. He will begin his appointment on Monday, February 20.
- **Employee Appreciation Concert.** This Thursday night, February 16, The Toledo Symphony Orchestra will perform at the Employee Appreciation Concert at 8 p.m. in Doermann Theatre under the direction of Chelsea Tipton II. A reception will take place from 7 – 7:45 p.m. outside Doermann Theater. There will be several UT faculty members involved in the performance and I encourage you and your colleagues to attend.
- **The UT/MUO Joint Faculty Synergies Task Force** and sub committees are now fully established. The first meeting of the task force which consists of five UT members and five MUO members, and three ex-officio, will be next Tuesday morning at 7:45 a.m. I have sent you information on these groups. Each of the committees also has two co-chairs, two, alternates and additional members on sub-committees. Just to remind you, the five areas being looked at are;

1. Cultural, Historical & Shared Governance Issues: Communication
2. Personnel Issues (including non-bargaining aspects of promotion and tenure)
3. Non-Personnel Policies & Procedures (research, facilities)
4. Student Affairs (curriculum, academic policies)
5. College Alignment (college reporting structure)

There was a question at the last meeting on how these committee members were selected. After our request for names, you had nominated about 30 people for consideration. Of that group, the Faculty Senate Executive Committee selected five individuals to make up the members of the committees. They are Barbara Floyd, Jeanne Funk, John Barrett, Nick Piazza and Vince Mauro. The five alternates were then added, followed by an email to the remaining faculty members nominated by you. Every one of those faculty members who expressed an interest in serving were appointed to a subcommittee.

In addition to the Faculty Senates committees, the University has fifteen other merger committees. The FSEC submitted nominees for those committees and eight were appointed to various committee. The FSEC is still discussing with President Johnson, the need for non-administrative faculty representation on two other committees. Some of these committees have already held their first meeting.

FS Board of Trustees Report.

My Board of Trustees (BOT) report this morning talked about prioritization, there was a very positive response in this afternoon’s Strategic Planning meeting on our prioritization approval. I will be forwarding you my report later today, but I would like to read the last paragraphs of my report to you now because it is about what I think we are hearing on campus.

“I would be remiss if I did not report a certain level of anxiety among the faculty regarding this rapid transition which will not be accompanied by the usual introspection, search and selection which normally precedes the start of a new president’s term of office. Individual presidents serve in that office for relatively short time periods in the life of an institution. Faculty members frequently commit for the long term and therefore see many leaders come and go over the years. To state the obvious, outstanding presidents can facilitate great advances for a university, while the less talented can cast a long shadow that takes great time and effort to dispel. Although we have had to deal with many challenges during the presidency of Dan Johnson – especially those which were externally imposed - we always knew that he was devoted to the betterment of our overall community. In the next presidency we know that we will see a significant change of style from the top. This is not necessarily good or bad, but we because of our favorable relations over the last five years, we have some concerns that a major transformation may cause a loss of what we have come to respect and appreciate.

These remarks are presented to you as members of the board because you have the responsibility to both negotiate the conditions the new president’s term of office, and to monitor and influence his leadership over that period. There can be no greater responsibility for you in this time of transition. Everyone in the university must rely on your best efforts. We will continue to follow these developments with great interest, and, at least occasionally, give advice.”

IV. Reports: Chair Jorgensen: I would now like to introduce our first speaker, Mr. Dan Brennan. He is not only Chair of our Board of Trustees, but has been a member of the Board for almost nine years. He will be completing this term this June, so this is his last time he will be appearing before us with this status. Mr. Brennan will be giving a few comments and then will open the floor to questions.

BOT Chairman Brennan

Mr. Daniel Brennan, Chair, UT Board of Trustees.

Mr. Brennan: Thank you Andy, and hello to everyone. Before I get started, I would like to comment on the recent Blade article regarding the UT Center for the Visual Arts. This was a very inauspicious article but more than that, it was a slight to our quality faculty and students. We have a very good program here, but unfortunately the article did not mention our accreditation, or the full-time faculty work vs. teaching assistants in some of the institutions they compared us to. The sad thing is that there is little we can do to win this argument now, and I am sorry that the faculty and students had to be subjected to it. That said, I would like to address any questions you may have regarding the University.

Comments/Questions

Senator Lipman: I would just like to thank you for saying that. That article has caused a lot of disconcerting response, certainly in the Department of Art, where we knew that it was deceptive, in addition to having been placed adjacent to stories about stolen Nazi art. As you said, the article failed to mention the accreditation the Art Department received on its' very first attempt with no deficiencies, something well above average.

Senator Martin: Can you speak to the legislature's ability to fund this proposed merger? I know this certainly has been on a lot of our minds since the legislature doesn't seem to fund much.

Mr. Brennan: Right now the amount of money that the legislature will provide is unknown; but they will get some. The number \$20,000,000 has been tossed around but that seems like a large amount to me. What I hope you see is that the legislature does not just give UT a set amount of money, but that they allocate money to the Ohio Board of Regents (OBOR). If the money is allocated to OBOR, you built a working relationship there. I suspect the dollar amount will be more in the area of \$5-\$9 million.

Senator Jorgensen: Can you talk about the leadership transition that will occur on July 1, 2006 as you see it?

Mr. Brennan: The Boards will be merged so the new board will be large. There are talented people on both sides so this will work out just fine. There is so much work done that I feel you will probably need that many people, however, you probably are talking about the Presidency. I think that Dan Johnson is going to be a hard man to replace. His leadership style is honest, thoughtful, and straightforward. This was a leadership style we had not been used to at the time. That having been said, I have been spending a lot of time with Dr. Jacobs and have grown into a comfort level with him. We are trying to understand Dr. Jacobs' style and vision.

What I have done, and what Rick Stansley has done is driving the transition now. Because of the necessity to move this merger along quickly, there might be a tendency to draw comparisons between Dr. Jacobs and past administrations. That would be the wrong thing to do. We all know this merger should have happened forty-some years ago, but everything has its time and if we didn't get this done now, it would not have happened in our lifetime.

What we are talking about in the leadership is having deviated from the normal selection process, and there was no bad intent that this was done without faculty input. I think though, we would be hard pressed to join two universities together and then find a new president. Because we have made, and remember mistakes of the past, what we have said to Dr. Jacobs and he has agreed too, was to include a first 30 months review in his contract. That review process must be completed by the 36th month. Dr. Jacobs will have a 5 year contract, but this review process will give all of you, and other stakeholders in the University, a chance to see how well he is doing his job. I do not think you will find any mistakes of the past repeated in this new president. Yes, his style is different, but I have found him to be a listener and to modify only where he feels it is appropriate. I think in this new president you will see a man who is eager to move this merger along, with an excellent understanding of the MUO organization, and he will be looking to you, the leadership of the faculty and the university, to guide him through what he calls a multi-cultural position. There is nothing about Lloyd Jacobs that concerns me about going forward in the next 4-5 years.

Senator Barden: Our Chief Financial Officer is leaving this institution. I know the CFO at the Medical University of Ohio probably deals with very different things than we do. How will that come to play in this merger?

Mr. Brennan: I can not speak for who or what Dr. Jacobs will select as management for his cabinet, or whatever he wants to call it. I do know he has been very diligent in his review of individuals in positions at both campuses. I think you will see some consolidation within the next years or so, but not right away, there will be parallel operations running. Today at the BOT meeting, we approved a budget for this organization and I am sure they are doing similar things at MUO.

Senator Barden: Is there separate financial leadership for the hospital on MUO's campus? Is that going to be dealt with as a separate financial entity?

Mr. Brennan: What I understand is the people who administer those financials are separate. Right now the hospital is profitable, but we have full measures in place so that if that would change it would spill over to the university.

Senator Bowyer: Has there been any discussion in selling or spin off the hospital?

Mr. Brennan: Yes, it has been discussed. I think what we have done is agreed to keep the hospital for a period of time unless there was 2/3 vote by the BOT members. At this time there is an attempt to keep the hospital.

Senator Bopp: You touched on this briefly, but could you describe what Dr. Jacobs' leadership style is like?

Mr. Brennan: I can tell you how he describes himself, and I would say I might agree with it. I view Dan Johnson as a CEO; a guy who is very strategic thinking. Lloyd would describe himself as a COO, a guy who's all involved in operations. Not unlike Dan, he talks to students, drops in classrooms, and is seen in the student center. I think he will have to learn to be comfortable with the people who surround him. In the medical world, it tends to be a tell don't sell world. There will be people he is used to working with and a trust factor will have to be developed with the others.

Senator Pope: One thing that has sort of dropped out of sight with all of this talk about the merger is the Capital Campaign. What is going to happen with that as we go through the merger?

Mr. Brennan: The Capital Campaign is approaching \$35,000,000 right now. It really has not dropped out of sight; it's just not as obvious. In organizations like the one we are creating, there are many fund raising activities going on. Vern Snyder is working very hard and is getting a lot of success. I do not think we will have any trouble meeting our goal.

Senator Pope: What will happen on the first of July when the merger is in effect?

Mr. Brennan: The Campaign will continue. Larry Barnes, in MUO's development area will continue as will we. There are a lot of models in this world for organizations like ours to have separate foundation type efforts going on.

Senator Wilson: The Board of Trustees performs the review of Dr. Jacobs in 30 months, as I understand it. What performance objectives does Dr. Jacobs have that he has to meet in order to have success in that review?

Mr. Brennan: It will not be the BOT alone that does the review but the Board, Faculty and everyone else that normally participates in an initial selection process. We are still identifying that criteria, but you can be assured it will be the normal things, enrollment, student retention, financial management, the relationship between the faculty, students, and the community with the President and all of the important stakeholders. I am sure there will be more specific measurable accomplishments.

Senator Wilson: Have there been any agreed to thus far?

Mr. Brennan: No. The Board that will contract with the President does not exist yet. We have not entered into a contract or come up with any concrete measures.

Senator Wolff: What do you see as hurdles and making this merger a success?

Mr. Brennan: I think the root challenge will be one of trust. There needs just to be trust for the sake of trust, from all sides. We don't have time to go through a long courting period. I think that will be the biggest problem. The second thing is just the enormity of the process. We have 16-18 working groups, maybe more, with so many moving parts. Financials will probably be the third challenge. I believe the value of diplomas will go up, and contributions as well.

Senator Piazza: The University of Toledo has a number of colleges, MUO has a number of colleges, are there any plans to merge, sustain, or relocate colleges immediately, or will that be done in a more deliberate way?

Mr. Brennan: I hope everything is done in a deliberate manner. I do not know of any plans at this time, for example to pick up Pharmacy and move it to the Health Complex, or remove any part of HHS and place it on the MUO campus. I do think though, over time you are going to see adjustments, particularly in those two areas.

Dr. Dowd: Some of the discussion that occurred at the Board's Finance Committee meeting this morning included the notion that we are trying to budget for next year's deficits. If there have not yet been any discussions on how they are going to merge the two finance divisions across the university, and if we are facing potential budget deficits, when are they going to start talking about merging the two financial units? Will this spill over to the financing of academic units next year?

Mr. Brennan: I would say that anything you saw beyond fiscal year 2007 was just that; because it has no relevance to the outcome. We are not at a point now where we can talk about what will happen in 2008 because we don't know what's going to happen in '08 to figure those things out.

Dr. Johnson and Dr. Jacobs have both met with financials and have talked about what their needs are, what their expectations are, and how they fit into the bigger picture. I think you will see that the financial area is probably the easiest thing to begin to look at concerning consolidation; much more than technology or other areas.

Senator Bowyer: In the Fiscal Advisory Committee, a committee member asked if it would be possible to get a copy of a MUO's document comparable to our Blue Book, which shows all of the financials, expenditures, etc. We were told such a document does not exist. To me that would be the first step, to know what their books look like compared to ours. Is that something that is going to happen shortly?

Mr. Brennan: I can't really answer that. It is public record. Maybe the Provost has better insight as to why their comparable "blue book" isn't available.

Provost Goodridge: I don't know why it's not available. From what I have heard, it is just not available.

Senator Bowyer: That is the answer we got in Fiscal Advisory Committee. I'm on FAC representing Faculty Senate and I need to do my due diligence and be able to look at that information.

Mr. Brennan: I know what we have been given, and it has been adequate for us to accurately report to be comfortable.

Senator Barnes: I do not mean this as a hostile statement, but you had mentioned that it was no bad intent that information went out without faculty input. I want to express the concern that I have, as an institution of higher learning we value intellectual, civilized, debate about matters. I feel like action with dialog accounts for, and perhaps celebrates our diversity. I think that is a concern and that a good leadership model for a institution of higher learning is one which would sell before you tell. I don't want to speak for anyone else, but for me, it would be really important to be a part of the conversations and that you'll let President Jacobs know that is important to us. We ought to be taking a leadership role in promoting a model of governance that really is more ideal.

Mr. Brennan: I realize this is a serious issue for you, and I appreciate your comments and respect your opinion. Let's talk about it.

Senator Thompson-Casado: You had mentioned consolidation, and in a copy of a letter that Faculty Senate received from Dr. Jacobs to Dr. Johnson, he mentions the strategy of the University becoming narrower and deeper. Could you address what that means? With the merger, I keep envisioning us getting bigger and bigger, and this letter talks about this strategy of narrower and deeper with the work of prioritization.

Mr. Brennan: I can't speak for Dr. Jacobs, but I would think that the word narrow could be equated with focus, and deeper would be equated to a greater emphasis. I suspect what you are hearing is a little bit about prioritization, and let's really focus in on those things that we do great, and let's allocate the proper resources that will give them merit. We had a question earlier about the money coming from the state. We have been trying to let the state know that this is not about doing more with less; this is about doing more with more. This is not about cost-cutting but an investment, and a return on that investment.

Senator Barden: As we get closer and closer to this merger, I think we need to talk, and think about merging our marketing and communications (MARCOM). In my opinion MUO has a very dignified, wonderful, marketing program, and we have a new, developing program. It feels to me we need to do these things first; to decide who will take the lead on these really important items for the community.

Mr. Brennan: Eventually, I would expect MARCOM to come together as a single organization; because we are no longer two organization. I do think though, that we do have to reexamine what the message is we will not promote to the public. We have a short-term marketing need in making sure we still have students coming to the old University of Toledo without interruption, and eventually we will have to have new packaging, and investing.

Senator Barden: What about that particular task area of marketing the event?

Mr. Brennan: That is just one of the areas you will see consolidation coming together. We have to start thinking ahead, because in a few short weeks we will no longer be The University of Toledo and the Medical College of Ohio but one institution; The University of Toledo.

Mr. Dowd: You have been on the Board of Trustees for nine years now. Other than the merger, what do you see as your proudest accomplishment and what would you like to see the new BOT accomplish?

Mr. Brennan: I think what the Board did well, was to learn from their mistakes of the last nine years. I do not think you will see those mistakes ever repeated even though there are only a couple of us left on the Board. There was enough of a history lesson learned to remember that if you smell smoke, you will probably find fire. There has been better communications between the Board when it matters, and I expect that will continue.

I would hope that the new Board would hold, not just the new president, but every president after him, to his contract and to be accountable. I would like them to not lose their focus of being a urban institution; a institution that provides an education to people that many times would not have that opportunity. I hope they don't get all wrapped up with rating and start adjusting our lives to the point that they lose the focus of what it is we need to do. We take a lot of criticism over our open enrollment policy, and I do think there needs to be some work done by the public school system to better prepare students for college. That not with standing, there are a lot of people in this town that came back to school because there was a University of Toledo.

Nine years seems like a long time, but to those who have dedicated their lives to this university, your service and dedication does not go unnoticed even though some times it appears so. I would like to thank everyone who has been supportive of the University for my nine years here, before my nine years here, and for the many beyond. [Applause]

Chair Jorgensen: Let me express our appreciation to Dan, especially from the Faculty Senate Executive Committee, he has been very approachable and everyone knows his heart is really with The University of Toledo.

Chair Jorgensen: Next on the agenda is Dr. Steve Peseckis, Chair of the FS Undergraduate Curriculum Committee with a few more courses for approval.

Undergraduate Curriculum Committee

Dr. Steve Peseckis, Chair, Undergraduate Curriculum Committee: Thank you. Today I only have three course modifications from the College of Health and Human Services to present to you.

College of Health and Human Services (HHS)

KINE 4850 Clinical Exercise Testing and Programming 3 ch
Change course title to "Exercise Testing and Programming"
Update catalog description

KINE 4860 Clinical Exercise Testing and Programming Laboratory 1 ch
Change course title to "Exercise Testing and Programming Laboratory"

Approved by voice vote

College of Pharmacy

PHCL 4630 Cancer Biology & Chemotherapy 3 ch
Change course title to "Cancer Chemotherapy"

Approved by voice vote

Sr. Vice Provost Robert Sheehan: We are at the final date for the catalog. We have extended it for the colleges but today is absolutely the drop dead date and if there is someone in each of your colleges reviewing this, they would have received a message from Janine Losek and Lorinda Bishop. Keep in mind, we can always make changes that will not appear in the text, but we really must get this catalog printed.

Chair Jorgensen: Now I would like to recognize Ella Fridman, Chair of the Academic Programs Committee.

Academic Programs Committee

Senator Ella Fridman, Chair, Academic Programs Committee: Thank you, Andy. I have two items for your approval.

College of Health and Human Service

Program: Bachelor of Science Degree in Exercise Science

Proposal: Revise the Pre Physical Therapy

Rationale: The current program was designed to interface with MUO's master's entry-level PT program. MUO has now phased out the masters program and initiated an entry-level Doctorate in Physical Therapy program. As a result, the Pre-PT curriculum is being extended from six to eight semesters, with the intent being to maximize the competitiveness of the students for admission into MUO program as well as other similar programs

Current Program: Credits at UT 95-96, Credits at MUO: 30, Total 125-126

Proposed Program: Credits at UT 126-127

Delete Courses:

HEAL 2700 Community Health,	3cr
SOC 1010 Intro to Sociology,	3cr
MCOE 4000 Gross Anatomy,	5cr
MCOE 4070 Neuroscience,	3 cr
MCOE 4090 Analysis of Movement,	3 cr
MCOE 4110 Clinical Pathology,	3 cr

MCOE 4150 Foundation of PT,	3 cr
MCOE 4180 Scientific Inquiry,	2 cr
MCOE 4200 Health Promotion,	3 cr
MCOE 4250 Intro to Examination,	3 cr
MCOE 4400 Clinical Reasoning I,	1 cr
MCOE 4450 Teaching and Lrn I,	1 cr
MCOE 4460 Integrated Control of Mov	3 cr

36 cr

Add:

HHS 1000 HHS Orientation,	1cr
HEAL 1500 First Aid,	2cr
HHS 2980 PMD Clinical Exp,	3cr
KINE 2580 Human Pathophysiology,	3cr
KINE 4560 Health Problems of Aging,	3cr
KINE 4620 Therapeutic Kinesiology,	3cr
KINE 4640 Neuro and Path of Rehab,	3cr
KINE 4910 Senior Research Project,	4cr
PSY 2200 Abnormal Psychology, PSY 2500 Developmental Psy or	
PSY 2510 Lifespan Dev Psy,	3cr
Social Science Elective,	3 cr
Pre-PT Electives,	6 cr
General Electives,	3 cr

Approved by voice vote

37 cr

Program: Clinical Exercise Specialist Concentration

Proposal: Change name of concentration from “Clinical Exercise Specialist” to “Applied and Clinical Physiology”.

Add: HHS 1000 HHS Orientation course, 1cr
KINE 2580 Human Pathophysiology, 3cr

Delete: PHYS 2080 Physics II, 5cr

Add: Cardiovascular Option in Applied and Clinical Physiology Concentration. It formalizes the existing “2+2 option” associate degree program in cardiovascular technology and BSES degree

BSES Concentration in Applied and Clinical Physiology		BSES Concentration in Applied and Clinical Physiology, Cardiovascular Option	
HHS 1000 HHS Orientation course	1	HHS 1000 HHS Orientation course	1
ENGL 1110 College Composition I	3	ENGL 1110 College Composition I	3
MATH 1340 Algebra&Trig	4	MATH 1320 College Algebra	3
ENGL 2950 Scientific Tech Rpt Wrtg	3	ENGL 2950 Scientific Tech Rpt Wrtg	3
COMM 3840 Interpersonal Comm	4	COMM 3840 Interpersonal Comm	4
Humanities/Fine Arts Elective	3	Humanities/Fine Arts Elective	3
Social Science Core Elective	3	PSY 1010 Principles of Psychology	3
Social Science Core Elective	3	Social Science Core Elective	3
Multicultural Non Western Elective	3	Multicultural Non Western Elective	3
Multicultural Diversity US	3	Multicultural Diversity US	3

CHEM 1230 General Chemistry I	4	CHEM 1230 General Chemistry I	4
CHEM 1280 General Chemistry I Lab	1	CHEM 1280 General Chemistry I Lab	1
CHEM 1240 General Chemistry II	4	CHEM 1240 General Chemistry II	4
CHEM 1290 General Chemistry II Lab	1	CHEM 1290 General Chemistry II Lab	1
BIOL 2150 Fund Life Science I	4	BIOL 2150 Fund Life Science I	4
BIOL 2160 Fund Life Science I Lab	1	BIOL 2160 Fund Life Science I Lab	1
BIOL 2170 Fund Life Science II	4	BIOL 2170 Fund Life Science II	4
BIOL 2180 Fund Life Science II Lab	1	BIOL 2180 Fund Life Science II Lab	1
PHYS 2070 General Physics I	5	PHYS 2070 General Physics I	5
		KINE 2560 Anat & Physiol I	3
		KINE 2460 Anat& Physiol I Lab	1
		KINE 2570 Anat& Physiol II	3
		KINE 2470 Anat& Physiol II Lab	1
KINE 1700 Intro to Exercise Science	2		
KINE 2510 Human Anatomy	3		
KINE 2520 Human Anatomy Lab	1		
KINE 2580 Human Pathophysiology	3		
KINE 2960 Growth Dev & Motor Lrn	4		
KINE 2530 Human Physiology	3		
KINE 2540 Human Physiology Lab	1		
KINE 3520 Appl'd Exrc Physiology	3	KINE 3520 Appl'd Exrc Physiology	3
KINE 3530 Appl'd Exrc Physiology Lab	1	KINE 3530 Appl'd Exrc Physiology Lab	1
KINE 3730 Fitness Assess. & Program	2		
KINE 3820 Sports Medicine for Coach	3		
KINE 4540 Biomechanics	3	KINE 4540 Biomechanics	3
KINE 4550 Biomechanics Lab	1	KINE 4550 Biomechanics Lab	1
KINE 4850 Exercise Testing & Progr	3	KINE 4850 Exercise Testing & Progr	3
KINE 4860 Exercise Test & Progr Lab	1	KINE 4860 Exercise Test & Progr Lab	1
KINE 4940 Internship	4	KINE 4940 Internship	4
KINE 4910 Senior Project	4	KINE 4910 Senior Project	4
CARD 1180 Cardiac Dysrhythmias	4	CARD 1180 Cardiac Dysrhythmias	4
CARD 1190 Cardiac Dysrhythmias Lab	1	CARD 1190 Cardiac Dysrhythmias Lab	1
CARD 1280 12-Lead Interpretation	4	CARD 1280 12-Lead Interpretation	4
CARD 1290 12-Lead Interpretation Lab	1	CARD 1290 12-Lead Interpretation Lab	1
HEAL 1500 First Aid	2		
		RCBS 3300 Ad. Cardiac Life Support	1
		CARD 2370 Ultrasound Phys	1
		CARD 2380 Ultrasound Phys & Instr	4
		CARD 1390 Card Dysrhythmias Interns	4
		CARD 2400 PV Venous Disorders &	4
		CARD 2410 PV Vasc Lab/Cln I	4
		OR	
		CARD 2080 Echocardiography &	4
		CARD 2090 Echo Lab/Cln I	4
		CARD 2420 Peripheral Vascular &	2

	CARD 2430 Per Vasc Lab/Cln II	4		
	OR			
	CARD 2180 Adv Echocardiography &	2		
	CARD 2190 Echo Lab/Cln II	4		
	HEAL 1800 Medical Terminology	3		
RESM 4100 Educational Statistics or	RESM 4100 Educational Statistics or			
HEAL 4800 Pub Health Res and Stats	3	HEAL 4800 Pub Health Res and Stats	3	
HEAL 4700 Nutrition Science	3	HEAL 4700 Nutrition Science	3	
HEAL Health Elective (3000-4000level)	9	HEAL Health Elective (3000-4000level)	3	
TOTAL	124	TOTAL	127	

Approved by voice vote

Chair Jorgensen: The University has hired a new staff member related to this area; Dr. Sheehan would you like to do the honors.

Dr. Sheehan: Yes, I would like to introduce Aileen Chou, who is the replacement for Karen Troyer-Ladman, and is curricular liaison role to Faculty Senate. Aileen is coming back to Academic Affairs after having spent some time in EIT. She has already had tremendous success in just the two week or so, she has been with us. Aileen, could you please stand up. [Applause]

Safety & Risk Management Update

Chair Jorgensen: David Hopka is the Director of Safety and Risk Management. This is report presented to Faculty Senate on a somewhat regular basis to help us understand what the University does in this area.

Mr. David Hopka, Director, Safety & Risk Management: I would like to thank the Faculty Senate for inviting me back to provide this update. I have a PowerPoint presentation for you today addressing insurance risk pooling. You can really learn more about today's subject, as well as many others, by reading our on-line quarterly news letters, and annual report on our web site: www.safety.utoledo.edu.

The Inter-University Council Insurance consortium is relevant to an understanding of where we wish to go with our risk management and what our current strategy is. The following Universities are included in the IUC pooling agreement:

Bowling Green State University	The University of Toledo	Miami University
Central State University	Shawnee State University	Kent State University
Cleveland State University	The University of Akron	Youngstown State
University of Cincinnati	Medical University of Ohio	Ohio University
NEOUCOM	Wright State University	

These Universities first came together to make a group purchase of property insurance. The assumption at that time was that by combining to create a large group insurance account, we would have greater negotiating leverage and be able to get better pricing in terms. This collaboration also created some further savings for the institutions by raising our deductibles. A reserve pool, funded by contribution from each IUC university, is drawn from to pay a part of those deductibles and to cover the property losses of any member within an amount that we agreed to. However the hard insurance market of the early 2000's hurt us as well as everybody else. The University of Toledo undertook an initiative prior to the 2004 renewal that produced a lot of the reduction we received that year, and the 2005 renew produced flat, pre-hurricane pricing.

IUC Property Pooling Agreement

- \$100,000 individual school retention amount
- \$250,000 pool retention
- Losses over \$350,000 paid from commercial insurance purchased as a group

In any policy year, the members sign a maximum \$750,000 full loss. This means that after the full is paid out, insurance will actually drop back down to the individuals deductibles. This purpose in that is to protect the pool from multiple large losses. The success of our property insurance pool, the continuation of the hard insurance market coupled with the cost of insurance, and the requirements for deductibles, influenced us to consider the same strategy for a casualty insurance retention pool. This took the edge off what would have been very significant premium increases.

IUC Casualty Pooling Agreement

- \$100,000 - \$250,000 (current)
- \$100,000 - \$500,000
- \$100,000 - \$1,000,000

The basis for the casualty pool contribution is very similar to the property pool and is exposure based. A number of variables such as the number of faculty and students are included, along with vehicles since automobile liability is included in the mix. The same kind of loss sensitive formula is used to continue funding the casualty pool; the buy down of deductibles, penalties and paybacks.

This explains where we have been and where we are today, but the possible direction we are going indicates considering pooling anywhere from \$400,000 - \$900,000 of additional liability risk. Since this strategy moves us away from traditional primary insurance, we must be very sure we have a sound plan for what we are planning to do. The major part of that plan is to find out how to fund this pool. The best way to determine this is with an actuarial study that predicts future losses so the IT last year commissioned an actuarial study of our losses.

Recommended Pool Funding Levels for Each Alternative

Retention	Pool Amount
• \$ 100K - \$250K	\$750,000
• \$ 100K - \$500K	\$2,000,000
• \$ 100K - \$1MM	\$4,500,000

This suggests that the million dollars that has been used to fund its' loss sharing pool has been higher than necessary and only \$750,000 was needed. It also suggested that there is significant pool funding necessary if the members decide to move to these higher retention models. This strategy suggests both benefits and risks.

Benefits

- Savings of insurance premium dollars
- Good claims experience is money in our Pockets not the insurance company's

Risks

- Our fate is in our own hands to a greater degree
 - We must control losses
 - All schools have to perform
 - We must maintain/replenish the pool fund
 - Pool administrative expenses and contracted services
- Loss of "services" of primary insurers
 - Loss control
 - Claims management

What does this mean for you? The message I have been taking to the University community, before groups such as this, my articles in our department newsletter, and by the measurable items we deliver in our annual report, is that we all need to take an increased ownership in responsibility for managing our individual risks. You should be aware that since 2003 the University has been unable to provide for property deductible other than under catastrophic circumstances. With respect to the proposed higher retentions of the casualty claims, the University does plan to continue to cover the full cost of those kinds as is currently the case.

Questions/Comments

Senator Bowyer: Why isn't Ohio State in the pool? The size of your pool would increase.

Mr. Hopka: Ohio State did not feel it was advantageous for them to participate in the pool. I do not have any feel for the loss experience of Ohio State so I can't comment on that.

Senator Hoover: Thank you for your report, I have learned a lot from it.

V. *Calendar Questions: None*

VI. *Other Business: Chair Jorgensen:* We have two other items of business one under old business and other new business.

Old Business: Dr. Lloyd Jacobs' response to the Faculty Senate Prioritization Resolution

Chair Jorgensen: Hopefully you all picked up the copy of Dr. Jacobs' response to the FS Resolution on the work of the University Prioritization Committee. Since there are no co-chairs from the Prioritization Committee present, I will try to answer any questions or comments you may have.

Senator Thompson-Casado: Andy, the fourth sentence that beings "Whatever method is used, if the timeframe s excessive.....", what does the word excessive mean? It is my understanding that this is already outside of the timeframe of the plan, so what exactly does excessive mean?

Chair Jorgensen: The Faculty Senate Executive Committee, as you will see in my report to the BOT, had a one hour meeting with Dr. Jacobs, and talked significantly about prioritization. He said something about it takes more than two weeks but not as much as two years, as an outrageously short term and an outrageously long term, and someplace closer to the two weeks than the two years; he didn't define it. We also talked about the shared governance model, and how we deliberate, and do things over time. That was also part of our discussion. I know that's not quantified.

Senator Thompson-Casado: Did he define intervene, did he then suggest that he has the right to intervene?

Chair Jorgensen: Yes, intervene, meaning to take charge. That was very clear.

Senator Edwards: I would like an explanation of the previous paragraph, about , what is the developing strategy of becoming narrower and deeper and the mentioning of fewer baseball games.

Chair Jorgensen: I have heard him speak of this, MUO has five emphasis areas; Orthopedics, Women's Health-particularly cancer, Transplant, and two others. They want to be very high class in those areas. So it is the idea of finding out what is your niche in those various areas. Dr. Jacobs views prioritization in that particular way, not trying to compete with other hospitals, but to be a leader in certain areas.

Senator Edwards: Given the fact that our priority mission does not have any of those strategies in it, how do we start to use this then?

Chair Jorgensen: We did agree with the strategy of prioritization overall, that prioritization looks to identify those things we do well. Lloyd Jacobs is not directing what our priorities are and if he tried, Faculty Senate would object.

Senator Edwards: Given the fact that the colleges are supposed to start this process next week, we need to help with these priorities. We don't know what our strategies are.

Chair Jorgensen: There are challenges to prioritization.

Senator Bresnahan: From your conversations, I wonder if you could comment on whether I am correct in thinking that Dr. Jacobs is starting from the assumption that we are trying to be, in his words, all things to all people. He makes reference to that in the third paragraph of his letter. The strategy is not to be all things to all people. I hope that UT set to do that. I can see how coming in from a much more focused institution like a medical school, you might do that. In fact, some years ago, for example, we gave up most of our two year degree programs. There are many other things we have given up or don't do at all. We aren't all things to all people quite clearly, and I hope that it is clear; that we aren't starting from that assumption.

Chair Jorgensen: One of our colleagues stated in a different conversation that UT is not broken, so don't attempt to fix us. President Johnson, in a meeting with FSEC, did talk about the wide range of programs that we do have at this University. The fact that we do have five or six professional areas in Pharmacy, Business Administration, Engineering, Law, Nursing, and soon M.D.; there are not many public institutions in the country that are as broad as we will be in certain areas, after the merger. It sounds like a bit of overstatement to say we are trying to be all things to all people.

Senator Floyd: I think our [FSEC] conversations with President Jacobs gave us a sense that we need to get going on the prioritization and get it done quickly. We need to be deliverables. One thing that has developed since that letter was received is that he has agreed that MUO will start this process quickly, maybe in July. They too will be using the Baldrige Process, which I think will allay some of our fears that this is all taking place here and not at MUO.

Chair Jorgensen: There was as also a discussion about including the faculty in prioritization of non-academic areas. We have a fine tradition of that and it is set up in our policy. I feel it takes some convincing of Dr. Jacobs, that our belief is that faculty should have a significant role in leadership in non-academic prioritization. We think that is a good model here, that's what the Senate accepted a year or so ago, it informs both areas, and we have a partner with non-academics. I would say at that stage Dr. Jacobs was not convinced of the importance of the role of faculty involvement.

We talked about the involvement of the Fiscal Advisory Committee, which existed 15 years ago, was cancelled, became back when Bill Decatur was interim president, and is a robust group right now that with three faculty members, one PSA member and one or two students. It is a real example of shared governance.

Senator Hoover: The analogy referring to fewer baseball games, but greater bench strength; I think what I am hearing here is fewer synergy departments, programs, and such.

Chair Jorgensen: That came up in the BOT Strategic Planning Committee meeting today and Committee Chair Redman said faculty should feel secure because faculty positions are the most secure on campus compared to others. He stated they are looking at programs and deciding what to do, but faculty are needed. I raised my hand and said but programs are taught by faculty, and if there is no program in their particular area, then what does that faculty member do? Maybe that faculty member would not even want to be here if their particular area had no program so, when you talk programs, you are talking people.

Senator Thompson-Casado: Foreign Languages went through all of this two years ago and we clearly demonstrated that we weren't going to save any money by cutting some of these programs. Has this been communicated to them? If we are not saving money, then why are we narrowing?

Chair Jorgensen: One might answer, that if we are investing money in program Y, and even thought we get Y plus a little bit more money, if we invested those dollars in another program we would get Y plus a lot more money. That is true in anything we do, where are we spending money? Just because we don't lose money on program Y that does not mean it is the best use of

that money. Another question is how does it relate to our central mission, or how is it related to the various other things we are talking about. Let me emphasize, we did not talk to Dr. Jacobs about any specific program.

Dr. Ron Pirog: There has been talk about schools that have gone through all of this and were successful. Do you know of any good examples of this and are there any useful tips?

Chair Jorgensen: Yes, my alma mater, The University of Illinois, Chicago did this in the early 1980's, and they seem to be thrilled with the process of collaboration between the social sciences and the medical sciences on a tobacco research program, that is one of the examples I know of. I was talking to the Vice Chancellor of Research, and if you are under one institution all research in, medical, social, and physical science, historical, everything is all under one Vice Chancellor of Research. So they look for synergies between them, and they think that is very successful. Dr. Johnson was involved in the school in Texas and one in Virginia, so there are others. Again, this took a long time to make this decision and we also have this whole range of committee working together. I think we are going about this in the right way, but that does not mean there is no anxieties.

You have received essentially the full roster of members of our five merger sub-committees. There have been two additions and I need another address from MUO, I will send out the full roster when I get one more commitment. Please feel free to communicate with anyone of the chairs or members involved in these merger committees. The sub-committees have carte blanche to look at whatever it is they feel is related.

Senator Stoudt: This has come up in Graduate Council and you alluded to it: can we assume that our Graduate Council for next year will continue to be made up of X number of individuals from our campus?

Chair Jorgensen: I can't speak to the Graduate Council, but in the charge to these sixteen committees, the one with no regular faculty on it, talked about our [Faculty Senate] group, and their chair is to look to bring the Senate's together but I'm not seeing any of that happening in a year, if ever. I would say all elections should go forward. As you may have heard the Graduate College of the two campuses will probably be the first thing to merge since MUO Graduate College Dean is retiring so it is a natural for those two to come together.

Senator Barden: One of the things we plan on discussing in Graduate Council is rather we should plan on the admission of their graduate faculty, if their graduate faculty exert the time frame meant for a newly expanded graduate council.

Chair Jorgensen: Not as soon as next year?

Senator Barden: Probably not.

New Business: Adam Kopchian, Student Government's FS Representative

Chair Jorgensen: Next on the agenda is Adam Kopchian, our student representative to speak about the Dance Marathon.

Adam Kopchia, Student Government Speaker Pro Tempore: Thank you. Today I would like to let everyone know about the Dance Marathon which is scheduled to begin at 8:00 pm March 24, and ends at noon, March 25. All faculty members are welcome to attend and participate. You might be interested to know that you can dance full or part-time, or if you don't care to dance, donations are accepted as well. All donations go toward the Children's Miracle Network. You may go to the web sight at www.dancemarathon.utoledo.edu to follow the directions for donating. Anyone interested or who has questions, can contact Nicolas King or Courtney Welch through UT email.

VII. Adjournment: Chair Jorgensen: There are five Senate meetings left so if you are a committee chair and have something to bring before Senate, please let us know. Remember the last meeting is our election meeting. I have asked Dr. Johnson to look at his schedule so we can

add him to the Senate agenda to address us for one last time as President of The University of Toledo. March 28th works out so please mark that on your calendars. I will also invite Dr. Jacobs to attend one of the last two Senate meetings of this year.

Senator Barden: I would like to say that President Jacobs is coming to the Graduate Council on February 23, from 11:30 a.m.– 1:00 p.m. of any of you would like to come and see what he has to say.

Meeting adjourned the meeting at 5:00 p.m.

Respectfully submitted,

Steven J. Martin
FS Executive Secretary

Tape summary: Betsy Welsh
Faculty Senate Office Admin. Secretary