

THE UNIVERSITY OF TOLEDO
Minutes of the Faculty Senate Meeting of April, 22, 2025
FACULTY SENATE

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

Approved @ FS on 08/26/2025

Summary of Senate Business

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 Van Hoy: Good afternoon, everyone. Welcome to the April 22nd Faculty Senate meeting. I would like to call the meeting to order and ask Secretary Coulter-Harris to call the roll.

Senator Coulter-Harris: I'd be delighted. Good afternoon, everyone.

Roll call 2024-25

Present: Allred, Avidor-Reiss, Bellizzi, Benton, Bigioni, Brakel, Cochrane, Coulter-Harris, Dagostino-Kalinz, Diakonova, Dugan, Dwyer, Eichner, Elgafy, Ervin, Giovannucci, Harmych, Heberle, Herrera, Howard, Javaid, Kalinoski, Kaw, Kistner, Koch, Krantz, Lapitsky, Lee, McInnis, McLoughlin, Miner, Mungo, Nigem, Osman, Padilla, Pryor, Reinert, Rouillard, Sahloff, Schaefer, Scheuermann, Semaan, Servick, Sheng, T. Smith, Suarez, Sucheck, Sun, J. Taylor, W. Taylor, Van Hoy, Willey, Yonker

Excused Absence: Cheng, Cioc, Delaney, Ekwenna, Gilstrap, Johnson, O'Connell, Van Hook

Unexcused Absence: Sindhvani

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

President Van Hoy: Thanks, Senator Coulter-Harris.

President Van Hoy: Minutes are approved. *Motion Passed.*

Next is the *Executive Committee report*. All right, let's start with the presidential and provost searches. Here is what I know and what I am allowed to say, both the presidential and provost candidates have completed their campus visits. The Board of Trustees is working toward a permanent president announcement in May. Thank you to all who took the time to meet with the provost candidates, to listen to their presentations and complete the search the feedback surveys. The survey results along with other data from the candidates have been forwarded to the Presidential Search Committee Co-chairs to provide to the next university president. Some faculty have asked the Executive Committee how to provide input on the presidential search process, and we have advised that faculty should send letters directly to the search co-chairs, or to all members of the Board of Trustees, or to the Blade as the best avenues to try and get their attention.

Senator Heberle: Question.

President Van Hoy: Yes?

Senator Heberle: So, those comments would be like, we don't know who it's going to be it, but we'd like them to be like this or?

President Van Hoy: Could be or it could be comments in favor of the interim president, right?

Senator Heberle: Well, right.

President Van Hoy: Or it could be about the process itself, such as why didn't they become public? Right? Any of those.

President-Elect Avidor-Reiss: Before you go to the next, can I have a point of order?

President Van Hoy: No — Yes, of course <laughter>.

President-Elect Avidor-Reiss: Okay, I want to use this opportunity to thank Jerry Hoy, our President of Faculty Senate, for his service this year. Jerry has started very graciously at the last moment to accept this role when we had lost our candidate last year for the president-elect. He then took it upon himself to do a really outstanding job in a very challenging year that included among many things, the federal 'commotion,' SB1 on the state level, the selection of provost, which he was the chair of the committee---

President Van Hoy: Co-chair.

President-Elect Avidor-Reiss: Oh, I'm sorry. And the selection of our new president. So, overall, he demonstrated outstanding leadership, commitment to the academic community, and worked with all of us to really help the university faculty. So, I want to present you with this virtual plaque, the real one will come soon, in appreciation. Thank you!

President Van Hoy: Thank you, Tomer and everyone else. Okay, back to the *Executive Committee report*. So, as I'm sure you are all aware, on Monday, Interim Provost Molitor released the list of programs with admission suspensions due to SB1 and the university's prioritization process. Please assure students and community members that all current students will be able to complete their degrees. And I'm hopeful that Interim Provost Molitor will let us know the outcome of the investment proposals soon, so that along with bad news, we have good news to announce.

The rest of my executive committee report is thanking people. Before I start thanking people and giving them their imaginary plaques, would any members of the EC like to add anything? Yes, Senator Heberle?

Senator Heberle: I just have a question about whether or not the university is going to appeal the suspension of any of the programs that were on that list?

President Van Hoy: I do not know, but Provost Molitor will make a report and we can ask him.

Senator Heberle: I'm just raising the question if that was a possibility. And if it hasn't happened, then I'm sure that they could change their mind and say yes, we want to appeal this because this

program is unique, and important, and necessary. So, I would like to ask that question. Because the list came out so late, and because most of the programs that are being suspended because of SB1 were already on a kind of on the chopping block; they had plenty of time to think about this and what the grounds would be under the law to appeal some of the suspensions that they're claiming are now being done because of the law. So, I don't want anyone to be 'hiding' behind the law to suspend these programs. I want them to justify it and potentially appeal it if the faculty are involved in doing so.

President Van Hoy: Okay.

Senator Heberle: Oh, one other thing. This happened obviously after the Executive Committee had their final meetings, right? With the provost and the president, so I understand the timelines are tight and difficult, but the timing couldn't have been worse.

Senator Coulter-Harris: Yes.

President Van Hoy: Okay.

Senator Herrera: So, just for clarification, you said if they're already enrolled in that college or that program for their major or their minor, they will be able to continue---

President Van Hoy: Right, or in a grad program.

Senator Herrera: Huh?

President Van Hoy: Or in a grad program.

Senator Herrera: Or in a grad program, will they be able to complete?

President Van Hoy: Yes, that is state law, right? Any program that is discontinued has to be allowed to complete the students who are in the program. Are there any other questions?

Past-President Rouillard: Jerry, I just had a comment. I support Renee's call for an appeal. I also want to note that most of those program closures are devastating the College of Arts and Letters and Education.

Senator Coulter-Harris: Yes.

President-Elect Rouillard: And I think that has a lot more to do with political ideology than it does with enrollment.

Senator Coulter-Harris: All but three, right, Linda?

Senator Heberle: Yes.

Senator Coulter-Harris: All but three are in our college.

Senator Heberle: Correct.

Past-President Rouillard: I think that our university administration as well as the IUC has fallen down on the job in this process. The IUC labels itself is a lobbying group. I don't see that they did much 'lobbying' in this SB1 process. I don't see that they spent much effort explaining to our legislators the importance of what we do and the importance of what we do in the humanities and the arts.

President Van Hoy: I agree, Linda.

Senator Coulter-Harris: Thank you, Linda.

President Van Hoy: Any other questions? Okay, so since this is the last Faculty Senate meeting of 2024-2025, it is my pleasure to recognize many of those who have worked so hard to make Senate work, and in my mind at least, a success this year. So let me begin with the Executive Committee. So, Tomer Avidor Reiss, who is going to soon be the president of Senate and will be a very energetic and sometimes critical president of Senate; Linda Rouillard, Past-President; Deborah Coulter-Harris, Executive Secretary; Renee Heberle, OFC Representative; Tim Brakel, David Giovannucci and Andrea Kalinoski. Let's give them a round of applause.

[Applause]

It's also important to recognize the committees that make Senate work and Quinetta is going to put up my document that shows all the committee members and also committee chairs who do all the work of getting their committees to do the work. Also, we also ordered plaques for all the committee chairs for their leadership, and they are not here but Quinetta will let everyone know when they're available and you'll be able to schedule a time to pick it up.

Here are the committee chairs and their committees. Jami Taylor, Committee on Academic Programs; Dan Compora, Committee on Academic Regulations; Deborah Coulter-Harris, Committee on Student Affairs; Tomer Avidor-Reiss, Committee on Committees; Robert Steven, Committee on Constitution and Rules; Sharon Barnes, Committee on Core Curriculum; Don Wedding, Committee on Elections; Ammon Allred, Committee on Faculty Affairs; Lynne Hamer and Roberto Padillai, Committee on Undergraduate Curriculum; Aliaksandr Amialchuk, Ad hoc Committee on the Budget; Gary Insch, Ad hoc Committee on Recruitment and Retention. Please give them a round of applause. It's a lot of committees; it's a lot of work. Thank you everyone for your service.

[Applause]

President Van Hoy cont'd: And then finally, I would like to thank Quinetta Hubbard.

Senator Coulter-Harris: Yes!

[Applause]

President Van Hoy cont'd: Yes, she runs the Faculty Senate office. Quinetta prepared our meeting minutes, schedules the Senate and Senate-related meetings, manages and updates the

Faculty Senate website, manages our budget, and played an important role in carrying out elections. And so, we are very lucky to have the help of Quinetta.

[Applause]

President Van Hoy cont'd: Yes, thank you. All right. That is the end of my report. Provost Molitor, are you there?

Interim Provost Molitor: I am.

President Van Hoy: It is time for the Interim Provost report.

Interim Provost Molitor: Thank you, Dr. Van Hoy. Again, apologies, I cannot attend in-person.

Just a few updates on some initiatives since this is the last meeting of the academic year. As Dr. Van Hoy mentioned, we announced yesterday a second round of program suspensions that resulted from a review of low enrolled programs by the Program Investment and Reallocation Committee, and because of language regarding low enrolled undergraduate programs in Senate Bill 1. Four programs subject to the provisions of Senate Bill 1 will remain open to new enrollment for Fall 2025 and will be suspended immediately thereafter to allow for their integration into higher-enrolled programs that will remain open. Otherwise, all remaining programs on this list are suspending admissions immediately and will not allow for any new enrollment moving forward. I'm going to actually stop my report here to address the questions I received from Renee [Heberle] in your Executive Committee report.

So, I don't believe we were 'hiding' behind any legislation. We did want to announce everything at the same time rather than coming out with two separate sets of program closures. I will say the majority programs that were subject to SB 1 were actually on our list last year. We gave the College of Arts and Letters an additional year to come up with solutions to create an interdisciplinary program. We actually left them open for an additional year. My understanding is that there's been some modification to the Bachelor of Arts and general studies to incorporate aspects of these programs. I don't know where that is at in the process; unfortunately, I haven't been tracking that as closely as I should have been. I will also say that ultimately, just look at the numbers, very few students complete four-year degrees in this program. I was commenting to a few others today that after the announcement, there was a Facebook feed, and I forgot which of the programs that were subject to this. The majority of the students or alumni that were responding to the closure of the program were saying, oh, yeah, I took a few courses, and it was a great program or I completed the minor or the certificate. I don't even know how many students or alumni were responding to that or actually completed the four-year degrees.

Basically, you know, there are some programs where students are not completing four-year degrees anymore and they are pursuing courses and certifications in a more limited format. We are still offering those programs in those formats. So, with that, again, my claim is, you know,

most likely this was going to happen regardless of SB 1 or not. So, I will stop there and will be happy to address any other questions or concerns before I continue.

Senator Coulter-Harris: Yes, I have a question. This is Deborah Coulter-Harris. It is kind of a two-part question. I was wondering how all of these closures are going to have a deleterious effect on enrollment. I mean, is our enrollment going to go down? Are you predicting that? And then also, what's going to happen to the faculty who have been involved in these programs?

Interim Provost Molitor: So, let me address the enrollment part. It turns out, I think there were less than a total of ten deposited new students across all of the 20-some programs that were suspending admissions. In most cases, we believe we will be able to work with those students to find alternative programs for them to enroll in. So, we anticipate this will have little or no effect on enrollment. Now, how it's going to affect faculty -- as I've been saying all along, the savings come in two forms. It comes in the form of not having to replace faculty when there's attrition, and right now, my understanding is we may have two or three faculty in these programs that will be retiring at the end of the year that we will not be replacing. And then the other quote unquote "savings" comes from reallocating faculty workload away from the low-enrolled upper-level courses associated with the degree programs to again, gen ed., working on other forms of those credentials like, you know, minors and certificates. So, we don't anticipate there will be any additional attrition of faculty at this point.

Senator Coulter-Harris: Alright, thank you very much for answering my questions. Also, Linda Rouillard has written a little memo to you. She says, "This is bad PR that will definitely affect enrollment in general. It suggests instability and the lack of a broad array of disciplines. I'm just reading what she wrote."

Interim Provost Molitor: Thank you.

Senator Coulter-Harris: Thank you.

President Van Hoy: Senator Eichner had her hand up.

Interim Provost Molitor: Senator Eichner.

Senator Eichner: My comment was actually similar to Linda's; I'm sorry to have missed that in the Chat. That is my big concern. I mean, I'm seeing Facebook on 'fire' with really bad PR for UT right now, that there are other universities that are standing up protecting DEI and inclusion and working to make sure that everyone feels welcomed. I think the PR of all this, you know, we keep showing up in the news for really negative things and it's really hard on a program level when we're all recruiting and trying to retain students and trying to fight all this negative PR. So, I'm just wondering what's being done to make us attractive to students.

Interim Provost Molitor: Sure. And so, if I can address the negative PR part? First of all, this isn't just the University of Toledo. Other universities have been announcing programs that are closing and will continue to announce programs that are closing. Again, as a result of their

ongoing review processes and as a result of SB 1. And what we are doing to make the institution more attractive is again: we are standing up new degree programs that have shown high demand at other institutions and with employers and we are announcing areas of investment. I will be talking a little bit about that in my report as I continue on.

Senator Heberle: Can you just clarify something here? I'll let Yakov go first.

Senator Lapitsky: Yes, I got a follow-up question about the PR effects. To mitigate these effects, are we announcing any reinvestments which will say we are substituting lower enrollment initiatives with higher enrollment opportunities?

Interim Provost Molitor: So, actually I was going to mention in my report that we will be rolling out the investment proposals along with the FY 26 budget process and we will certainly have some media and communication on that as well.

Senator Heberle: Hi, it's Renee again. Thank you for the response. I'm thinking about my point. [It] was not just that you're 'hiding behind the law,' but it was that the law was in process and maybe we didn't know that there would be an opportunity for an appeal in there. But I do feel like there is reason to appeal [for] some of these programs. I'm not saying you're saying this, but implying that the laws are making us do this by listing the programs separately under SB 1 as opposed to putting them in with the programs that were going to be cut anyway. Do you see what I mean, in terms of how you presented the list?

Interim Provost Molitor: Sure.

Senator Heberle: It implies that the laws are making us do this, and we were going to do that anyway. And so, that was part of what I think was confusing. And then, simply that you did give an opportunity, but none of the options were acceptable, and so we didn't. You know, in a year you can't tell if enrollment is going to increase and so that is really beside the point.

And finally, I can understand why certain departments might need to be closed in the name of faculty, but closing down majors is another thing because a lot of majors survive on this campus with just a few majors, and it doesn't cost us anything, and it has nothing to do with attrition in costing us. So, I think the university needs to start rethinking this idea that 'a major is a major is a major' and it costs us money because of faculty, or department budgets, or something like that. So, I think that there were options to sustain these majors and maybe have some of the same costs, but we didn't have any opportunities to talk about that because all it was, was about programming and department closures. That was all the talk.

Interim Provost Molitor: I would disagree with the cost part, but.

Senator Heberle: I read a program called--- yeah, I know, we've talked about it a lot and we absolutely completely disagree about the value of that and the amount of money and, you know, all of that. So yeah, I get that. That's okay, we can disagree.

Senator Coulter-Harris: Provost Molitor, I have one more comment. This is Deborah Coulter-Harris. I was a little shocked that Data Analytics was no longer going to be a major when just a few years ago we had touted it as this ‘wonderful’ program, and it got a lot of publicity and there was a lot of talk about data analytics. And now suddenly it's not going to be a major.

Interim Provost Molitor: Well, I should point out that we still have Data Science. And so, we had programs, at the time, that were introduced with Data Analytics and Data Science. The Data Science program has been growing, and this is one of the areas of investment that we are considering. The Data Analytics program did not grow. In fact, it has seen a decline in the number of students and completions after an initial period of growth. So, we are talking about options with some of those students. Anne Fulkerson had a nice analysis of the origin of Data Analytics’ students and what happens to Data Analytics’ students who don't complete the program. And so, we are looking at that to figure out what good options to talk to students about depending on their career goals depending on their level of comfort with mathematics and calculus. So, that's actually a program that yes, I was kind of surprised to see it on the list as well, but it is what it is.

Senator Coulter-Harris: Thank you for that answer.

Senator Heberle: There's a comment in the Chat. Jerry, can you read it?

President Van Hoy: I'm sorry, I can't see it to read it.

Senator Coulter-Harris: This is from Barbara Miner. “I think that the investment proposals could/ should have been rolled out first as it shows excitement and forward momentum on the heels of the R1 announcement. With the announcement of the massive number of cuts, first, the optics are not good for UT.” She continues, “What kind of PR will be invested in the programs that have been targeted for growth?”

Interim Provost Molitor: So, I would argue, yes, the optics of this are not great. I'm not going to disagree with that. However, I would prefer doing it in the order we're doing it, which is going to be next, announcing the investment proposals. Because I would rather have that be the last thing we talk about, rather than coming out with R1 and investments and now, oh, we're closing these programs, and that's the last thing you talk about. Let's keep the last thing in everybody's mind, how we're investing. So, I think the order in which we're doing it is appropriate. And then yes, leadership is talking about resources that Marketing and Communications and Enrollment Management needs to make sure that the programs that we are going to invest in for growth are going to generate enrollment and return on our investment.

Senator Heberle: And then will the investment announcement be during finals week?

Interim Provost Molitor: I don't know if it will be during finals week. We met with the cabinet this morning to talk about the FY 26 budget. It is wrapped into the FY 26 budget. The tool was just released. I'm meeting with the president tomorrow to talk about how he would want me to

reflect these into the budget tool, so I am hoping at least I can get something preliminary out by the end of this week. But yes, it is possible it might be announced during finals week.

President Van Hoy: Go ahead Don [Wedding].

Dr. Donald Wedding: Scott, when you rolled out these announcements, we are not doing away, for example, with Spanish, right? Could we not have better said in the announcement that the courses in Spanish will continue, for example, as a minor? We are still offering Spanish. We are not cutting out Spanish as courses. But when you announce these cuts, some people who don't understand, particularly student enrollment, that we're not cutting these programs; we are simply doing away with a major and we still have a minor and we still have these courses available for people who want to take them.

Interim Provost Molitor: And that was in the communication, particularly what was released to the media and what's on the website. I believe it was in my email as well. I'll have to go back and check. So yes, we, we did communicate that.

Dr. Donald Wedding: You did communicate that there's going to be a minor remaining?

Interim Provost Molitor: I don't know if we said it is specifically associated with each individual program, but we said many of these programs will be continued to be offered as minors or certificates and other programs will be integrated into existing degree programs as well.

Senator Heberle: The email did have something about that as well.

Interim Provost Molitor: But it is a good point, Professor Wedding, that a lot of people may not understand the distinction. Like I mentioned earlier, these social media posts about, you know, anger over closing a four-year degree program, when many of the people on that post were talking about just having the minor certificate or taking the course in gen ed. or something along those lines, which will obviously continue.

Senator Heberle: There's a question in the Chat from Linda [Rouillard]. "I see the CTL courses have low enrollment. Why are they not canceled?" This semester 4 course sections have a total of 10 students."

Interim Provost Molitor: Okay. Again, first of all with regard to the provisions of SB 1, it is completion of four-year undergraduate degrees. And second of all, the IACTL courses and programs are run off of a budget that is directly allocated by the state. So, it would be up to the state to determine that those courses are not generating the ROI as long as we don't have to provide the salaries for the faculty that deliver those courses.

President Van Hoy: Looks like you can move on Provost Molitor.

Interim Provost Molitor: All right. Thank you. So, picking it up. The Program Reallocation and Investment Committee has also completed their review of investment proposals, and an

announcement will be forthcoming regarding proposals that would be funded. Again, my goal is to get this out by the end of this week or sometime next. I would like to thank all of the members of this committee for their hard work this semester and especially I'd like to thank Thomas Atwood for his leadership in this effort. You may recall we launched a university-wide effort to examine desirable and undesirable uses of artificial intelligence in teaching research and healthcare and identifying policies, professional development, and technology that may be required. These committees have or will shortly be providing me with a summary of their progress and findings, and we will provide the Senate with an update when you return this fall 2025. I would like to thank all of the members of these committees for their work. And I have requested that these committees remain intact and reconvene this fall, to continue their efforts as there is still much work to be done in this regard.

I provided a summary of Senate Bill 1 at the previous Academic Leadership team meeting. My slides and link to the meeting recording were distributed to all faculty last week. I continue meeting with senior leadership at UToledo and with provosts from across Ohio to discuss the implementation of Senate Bill 1 provisions. I will keep Faculty Senate leadership informed of our progress throughout the summer, and I have committed to providing online resources in a town hall for faculty the week before fall 2025 classes begin.

As an aside, I'll just deviate from my report again. One of the deans mentioned to me that Senate Bill 1 takes effect before the start of summer session two. So, I will try to provide some resources and perhaps a little 'mini' town hall for any interested faculty that is going to be the teaching summer session, two courses, a week or so before that session begins. I will work to identify a day and time for the fall of 2025 town hall as soon as possible, so everyone can get this on their calendars and so colleges and departments can adjust their meeting schedules accordingly. Some faculty teaching during summer of session two also expressed concerns that Senate Bill 1 will go into effect at the end of June. Although this will be a work in progress throughout the summer, I will try to provide any information that is available and potentially offer an online meeting for these instructors to answer any questions I can at that time.

And finally, since this is the last meeting, I would like to acknowledge your work and the work of our colleagues throughout the academic year. This has been a very challenging year, and I certainly appreciate the grace and perseverance that everyone has demonstrated in the face of these challenges, and I genuinely appreciate the focus that everyone has kept on the success and the wellbeing of our current students and on our ability to enroll new students. Undoubtedly, we have some challenging days ahead, but we will continue to overcome these challenges, and we will continue to provide exceptional outcomes for our students, our patients, our community, and our colleagues.

I would also like to take this opportunity to acknowledge our colleagues that will be retiring or leaving UToledo for other positions. I appreciate everything you have done for our students and for our institution. You will certainly be missed, and I hope you all always think of the University

of Toledo as your home. I would also like to thank everyone. One that is served on Faculty Senate, Graduate Council, Research Council, College Councils, personnel committees, and a variety of other governance bodies. Your service on these bodies is essential forced shared governance, which is in turn essential to ensure we are making the best decisions as an academic institution. And I personally appreciate the dialogue and open lines of communication that the Faculty Senate has afforded me this year. I am grateful to the members of the Executive Committee for their service, and I am especially grateful to Jerry for his exceptional and tireless leadership this year.

So, thank you as always for this opportunity and [I'm] happy to take any more questions if you have them.

Senator Semaan: Thank you, Provost Molitor as well for being here for reporting and all of that. Picking up on the last part that you have mentioned about the success and continuation of our students. My question, we've heard through the grapevine, so to speak, about some of our international students being affected and their visas being revoked. What is our administration doing and why didn't we do like Ohio State president who issued a public statement and reassuring their students, their faculty who may be concerned about stuff like that? Why are we always missing the boat in reassuring our community of our commitment to...?

Interim Provost Molitor: Sure. I will say that Dr. Spann and his colleagues did host a session for international students immediately after the three students were identified as having their service records terminated. So, we have been communicating with international students and keeping in close contact with them. I know the office of International Students and Scholar Services also has developed the website with resources for students, faculty and staff in this regard. To be honest on the communication, we've had so many things going on these past couple weeks that, that one unfortunately has not risen to the top of our list, but I'll certainly bring it up with the president, tomorrow when I meet with him.

President Van Hoy: Thanks, Provost Molitor.

Senator Coulter-Harris: Thank you.

Senator Heberle: I just wanted to say, this is Renee again. I'm looking at the 5K thing on the desk behind you and I hope you get some good running in this summer.

Interim Provost Molitor: <laughter>. A funny little story. I actually have to welcome everyone to the half on Sunday and then I'm going to run the half, and then I have to make it within a certain time to get interviewed by BCSN. So, I'm going to try to run fast.

Senator Coulter-Harris: Good luck.

Interim Provost Molitor: I need it, thank you.

Senator Heberle: Thanks, Scott.

President Van Hoy: Provost Molitor, thank you so much for your work with Faculty Senate this year. We really appreciate the time you've given us, your willingness to discuss these tough issues with us, and always being honest with us whether or not we want to hear it.

Senator Coulter-Harris: Right. Thank you.

Interim Provost Molitor: Thank you, everyone. I appreciate it.

President Van Hoy: So, we have five or six reports to do in the next 15 minutes. Keep breathing <laughter>. Rob, the Undergraduate Curriculum Committee report is up next.

Senator Padilla: Okay.

President Van Hoy: Just do what you need to do.

Senator Padilla: Okay.

President Van Hoy: We have to do our business.

Senator Padilla and Senator Coulter-Harris: Right.

Senator Padilla: So, we have a few proposals. The way that Faculty Senate Undergraduate Curriculum Committee works is we send back things that haven't been completed, and we got a tranche of about 65 items in the last two weeks or so. We work through all of them. I'm going to go as quickly as possible. All of these courses, and some of them came in about two hours ago, and all of these courses have been finally approved by Faculty Senate. I want to give a shout out to Lynn Hamer and the hard work that she's done.

President Van Hoy: And you.

Senator Padilla: Not so much. Lynne does the communication with the departments, and she has to sort of teach them and tell them what to do. That's a tough job, I think.

All right. I want to start on page two, Quinetta. We can go there. So, I'm going to start with communications. They account for about 41 or 42 of them. Once I get those done, we can quickly go through the others. Communications I'll deal with in one group. Communications is going through assessment process, and assessment outcomes, and curricular modifications which include the following changes to: SLOs, course descriptions, course titles, and prerequisites. All of the courses, when we initially got them, needed schedules. They didn't have schedules and then all of the courses also had to have their SLO, student learning objectives, redone. Some of the courses had prerequisite changes and some of the courses had course descriptions, and topics or titles change. But I'm not going to go through each one of these because it would just take too long. So, in the interest of expediency. Yes, and I believe that this plus the twelve courses we approved in earlier meetings constitute the totality of their courses that, that department offers. and then the last. Just so you get a sense of what we're dealing with. And I would ask when we go to approve them, and you guys would approve all of these without specific explanations.

Senator Heberle: Hi, thank you.

Senator Padilla: Sure.

Senator Heberle: I can't imagine what went into this and I know how careful both of you are, from personal experience. Thank you very much.

Senator Padilla: My apologies.

Senator Heberle: No, no, no. [Please] no apologies, I will not accept that. I'm assuming all of this is mostly housekeeping.

Senator Padilla: Yes.

Senator Heberle: There is not a lot of substantive stuff.

Senator Padilla: No.

Senator Heberle: Thank you. I just wanted to clarify that for everybody. There's nothing missing in terms of book changes or substantive stuff. Okay, thank you.

Senator Padilla: It's all pretty basic stuff. Okay, and then since we're on page four, let's go to Pharmacy Practice and at the end, Psychology. **Pharmacy Practice 3700** is a new course.

President Van Hoy: Is that on our next page?

Senator Padilla: Oh, I'm sorry. Sorry, it might not be on yours. I'll just read it out to you then.

Senator Coulter-Harris: Okay.

Senator Padilla: Pharmacy Practice 3700 is a new course. They're combining three, 1 credit hour electives into one, 3 credit hour course. And then **Pharmacy Practice 3930, Pharmacy Practice 4920 and 4930**. These are all practice experience courses, and the course description and the course itself have been modified to enhance or highlight the role of leadership in pharmacy. And so those are pretty basic. And then the last one that's on the page—these came in pretty late and that's why I have them, my apologies—**Psychology 2500, Developmental Psychology**. Apparently in Psych, they didn't have enough courses on developmental psychology, so they created this new course to sort of fill that. And I think that gives them according to what one of the persons in our colleagues said, gives them now two courses on developmental psychology. I believe this one, if I recall correctly, emphasizes adult development.

If we can go to page one, alright, we have **Accounting 3100, Data Analytics in Accounting**, just changing the SLOs and prerequisites. **Anthropology 2750, World Archaeology**. It's our core curriculum status as a non-diversity course; they had to make changes to fit that. **Anthro 2800, Cultural Anthology**, changes were made to alignment with OT 36. **Art History**, Art in history is a new course, and they're just clarifying the course description. They initially submitted it with a

different course description, and they resubmitted it with a newer course description. **CI 4190**, **CI 4390**, were both practicum. Yes?

President Van Hoy: Both Linda [Rouillard] and Barbara [Miner] raised their hands.

Senator Padilla: Okay.

Past-President Rouillard: Rob, the Anthropology 3500 as a new course, that course was already on the books. I guess it was retired in 2013. Yeah, I guess it would count as a new course. But the fact that this has in its title 'business' is misleading, and it looks like nobody in Anthropology talked to the people in Business about this.

Senator Padilla: Yes, so I think I may have steered Quinetta in the wrong direction. Anthro 3500, we took off about three hours ago.

Past-President Rouillard: Okay, alright, thank you. But, but nonetheless, before it comes back, I think they do need to consult with Business, and they need to think about a different title for this course.

Senator Padilla: Yes, so I believe Lynne [Hamer] has already sent that back.

Past-President Rouillard: Okay, very good. Thank you.

Senator Padilla: And just so you know, when we went through the CIM system, we do not double-check everything that they do when checking with other courses.

Past-President Rouillard: Right.

Senator Padilla: They had said that it was not an issue because they're the only ones that offered that course.

Past-President Rouillard: I think some people in Business might disagree.

Senator Yonker: Correct, Linda. I think that I appreciate you saying something, and it would be great to talk to people in Anthropology because we do offer a course similar to that. So, thank you.

Senator Padilla: It is no longer being considered. Can I continue?

Senator Miner: No.

President Van Hoy: Barbara Miner had her hand up.

Senator Padilla: Go ahead, Barbara.

Senator Miner: Thank you. Art History 1500; Art History is not a new course. It's been taught forever. We're clarifying course descriptions, but it is not a new course.

Senator Padilla: All right, we will make that change. Thank you.

Senator Miner: Thank you.

Senator Padilla: Thank you. All right, the two practicum courses, **Practicum 1 and 3**, are changing from a letter grade to a pass/fail. And then **CI 4470, Literacy Assessment and Remediation**, they're making this course to align with the state of Ohio's reading of science mandate, which a lot of CI courses have been doing.

President Van Hoy: You know, we don't see what you're saying.

Senator Padilla: Oh, you don't?

President Van Hoy: No.

Senator Coulter-Harris: No, we see CTE, but that's it.

Senator Padilla: Give me one second. We will be done soon. Alright, **CTE 4050 and CTE 4070**, again, their changes address the state of Ohio's science reading mandate. **CTE 4930**, credit hours change to reflect the time spent with students. **CT 5110**, the change in name reflects how the course is currently being taught. **EECS 3550** or as we like to call it, 'eecs.' It added math 1890 as a prerequisite. **EECS 4520**, the credit hours were reduced to 3, because there's no longer a lab associated with this course. **Geography and Planning 1100**, change SLO's to align with OT36. **Math 2870**, I think is a new course, correct me if I'm wrong. This course was requested by MIME to include elements of linear algebra. Apparently students who were coming into mechanical engineering needed that. **MIME 1030**, this was interesting, redesigning freshman year to include more project-based courses and less tedious offerings. This was a nod towards increasing student retention. And **MIME 1030** is the same. **MIME 1120 and 1130** are the same. I like what Mechanical Engineering is doing. Then the rest of these, **MIME 3100, 3340, 3600, 3610, and 3620** on this page, they are taking the BS in Mechanical Engineering and reducing it from 128 to 122 credit hours. And to do that, they are combining lecture courses with labs.

Senator Heberle: So, does that mean they are taking it from 4 to 3, but including the lab work with the course?

Senator Padilla: Yes. So, next is **Psychology 4000, Principles and Varieties of Solar Energies**, just a clarification of prerequisites. And then, and I do apologize for all this, and then **Respiratory Care of 4510, 4700, 4800**, adjusting credit hours to reflect course content hours. Then **Radiation Therapy**, all of these courses, **4800, 3110, 3140, 3150**, are all updates to align with the American Society of Radiologic Technologists' curriculum updates. So, it is industry standard changes. **Spanish 3200**, streamlining four survey courses into one. That seems like a tall word for that class, but it should be interesting. **Spanish 4200** is a new course that allows students to learn about sociolinguistic features of Spanish dialects in the US. And a fair component of the course is field work within communities that are Spanish speaking, so that's fascinating. Then **Special Ed 4380**, it's a renaming of special ed 4250. **SPED 4380** is aligned

with Special Ed. 5380. This is a change in numbering because existing courses cannot be renumbered hence the creation of the new course 4380.

All right, and then I'd like to go to the very last page. This is something that Jerry and Scott asked us to do, the Undergraduate Curriculum Committee, to find an identifier for innovative creative thinking.

President Van Hoy: I think you should vote on the courses first.

Senator Padilla: Oh, so you don't want to vote on everything at once?

President Van Hoy: No.

Senator Padilla: Okay, are there any further questions about the course proposals?

President Van Hoy: Hold on just a second too. I can't see that.

Senator Lapitsky: There's a comment online from Linda. "The last time it was taught was apparently 2013. If it hasn't been taught in over five years, doesn't it have to go to Columbus for approval?" I'm not sure which course this is in.

Past-President Rouillard: This is Anthropology 3500.

Senator Padilla: Okay.

President Van Hoy: But that one is not being considered, right?

Past-President Rouillard: Right. But if it should come back, I think that needs to be investigated. And if that is in fact the case, oh, I see Scott's comments in the Chat. "The five-year time limit only applies to programs." Okay. Thank you.

Senator Padilla: Thanks, Linda. So, are there any other questions about the course proposals? Hearing and seeing none. Online, vote 'y' for yes, n' for no, and 'a' for abstention. In the room, vote 'aye' for yes.

Group of Senators: Aye.

Senator Padilla: Any nays? Any abstentions? Hearing none. Thank you. It passes.

President Van Hoy: Yes, that passes. *Motion Passed.* Now you can go back to the rest.

Senator Padilla: Now, for the 'fun' stuff. So, we, UGCC (Undergraduate Curriculum Committee) were tasked with just coming up with an identifier for innovative and creative thinking. Jerry, did you explain it, or do you want me to?

President Van Hoy: So, this is a code that's basically comes from the Arts and Science report that was a consulting report from, but I don't know how long ago anymore, last year or the year before. The idea is that we need to promote innovative and creative courses better, right? Because that's what they found students were most interested in at the university. And so, this is a

designation that you can essentially apply for. It is similar to the, you know, writing across the curriculum designation or the service-learning designations that we already have. And so, if we approve this, then the Provost Office will set up the designation in CIM and Faculty Senate will set up a committee to review proposals.

Senator Padilla: After much thought and gnashing of teeth, we came up with a very simplistic CRE. I call it ‘cree,’ but nobody else calls it ‘cree,’ just me. But CRE, we were thinking of ICT, but we thought it might be called ice or ick. But CRE kind of flows off, right?

Senator Coulter-Harris: Sounds nice.

Senator Padilla: Yes. We wanted to limit it to three letters and that was the subscription we placed on ourselves. So, that would be one thing we'd be asking [you] if you would approve of CRE for the identifier... And then we decided to go one step further and excuse ourselves from the process of evaluating these courses. So, we also wanted to make sure that there would be a committee dedicated to this process much in the same way that we have the WAC committee that evaluates WAC courses. And so, we thought that, not that it was too much workforce although I think many in our committee would agree that it would be, I just don't think we can do it as well as a dedicated committee. So now I'm saying we're not that ‘good.’ Okay.

President Van Hoy: Jami has her hand up.

Senator Padilla: Jami’s going to confirm <laughter>.

President Van Hoy: Go ahead, Jami.

Senator J. Taylor: One, I do think you should create a separate committee for that. But for this innovative and creative thinking designation, have you operationalized what that means?

Senator Heberle: Thank you. Has the provost operationalized it?

President Van Hoy: Not yet. We have a rubric that was used elsewhere that we started to work off of. And that was given to the Curriculum Committee.

Senator Heberle: Are the WAC courses done by a committee appointed by Senate?

President Van Hoy: No.

Senator Padilla: No, it is a separate committee.

President Van Hoy: WAC is college based.

Senator Padilla: Right. We are just proposing that a separate committee do it.

Senator Heberle: Oh, you’re not saying Senate should? Oh, I’m sorry.

President Van Hoy: But it likely will be Senate.

Past-President Rouillard: In the future.

Senator Padilla: Any other questions?

President Van Hoy: You should call for a vote.

Senator Padilla: Okay, let's vote. Online, vote 'yes' if you approve, or 'n' for no, or 'a' for abstention. In the room if you approve, say 'aye.' If you disapprove say 'nay.' Any abstentions? Two abstentions in the back. I believe it passed.

Senator Heberle: What?

Senator Padilla: There are two abstentions in the back.

Senator Coulter-Harris: It did pass.

Senator Padilla: *Motion Passed.* Linda, did you have your hand up?

Past-President Rouillard: Yes, I did. Rob, Lynne and your committee, thank you for all your hard work. This is always a heavy lift, and you all have done it very graciously and very efficiently. My comment is this: I did notice that in a block of courses coming from Communications that the contact person listed there is an administrative assistant.

Senator Padilla: Yes.

Past-President Rouillard: I've raised this objective at College Council that advisors are sometimes listed as contact points for courses and programs. I'd like to point out that given some of the layoffs of administrative assistance, the remaining administrative assistants have picked up extra work and faculty and chairs should not be palming off their work on the administrative assistant - not to be a contact and certainly not to be the one filling out these forms. I think that is grossly unfair and I think this is the responsibility of faculty, and that is where it should remain.

Senator Padilla: I agree with you Linda.

Senator Heberle: Hear, hear.

President Van Hoy: Thanks, Linda.

Past-President Rouillard: You're welcome.

Senator Padilla: Thank you.

President Van Hoy: Thank you, Senator Padilla.

Senator Coulter-Harris: Thank you, Rob.

President Van Hoy: Alright, next on our apparently way too long list of things to accomplish today is the Academic Programs report. Senator Taylor, are you ready?

Senator J. Taylor: Working on it.

President Van Hoy: Alright.

Senator Padilla: I ‘feel’ you, Jami.

Senator J. Taylor: Well, I mean we had things to present that were dependent on your report, so thank you. Alright. What we've got today, let's start off with new program concentrations. In Anthropology, we have concentrations in Applied Anthropology Cultural Resource Management and another one in Medical Anthropology. We have a new program that had been tabled previously in Education, The Career and Technical Preparation Certificate Program. We have a certificate program in Photovoltaics, which is new. We have a program modification in Anthropology where they were just working with their related hours. We have some program modifications related to the Science of Reading out of Education. These were the Career and Technical Education Undergraduate and Special Education Intervention Specialist modifications. We had a modification with Multi-age Education Spanish concentration, also out of Education. We had a program modification where they're adding a pipeline out of Pharmacy. This is another one that had been tabled. All of the ones in red had been tabled previously subject to those courses passing which we just did. And finally, we have one out of Liberal Studies where they were doing some assessment related changes and updating their learning objectives and that is a program modification. Are there any questions?

Past-President Rouillard: Jami, I'm looking in CIM to see what the changes are to the Liberal Studies. Is it just the learning objectives updates?

Senator J. Taylor: That was the primary thing.

Past-President Rouillard: Okay, thanks.

President Van Hoy: There are no hands in the room, Senator Taylor.

Senator J. Taylor: Hearing no other questions, I'd like to call the question. All those voting in favor say 'aye' or say 'yes.' All those opposed, vote 'no' or abstain.

President Van Hoy: All those in the room, say 'aye.'

Group of Senators: Aye.

President Van Hoy: Any nays? Any abstentions? Hearing none. *Motion Passed.*

Senator J. Taylor: And I guess the last thing I want to do is really thank my committee for the hard work that they've done this year. They have really been on task. Most people have made the meetings, and I appreciate the hard work that they did. Thank you.

President Van Hoy: Thank you, Senator Taylor and to your committee. Hey, Past-President Rouillard, are you presenting the Core Curriculum report?

Past-President Rouillard: Not to my knowledge.

Senator Heberle: Sharon (Senator Barnes) is not here?

President Van Hoy: No, she is in the classroom. Do we have anyone to present that report?

Past-President Rouillard: Can it just be included in the Minutes?

President Van Hoy: Yes.

Past-President Rouillard: Okay.

President Van Hoy: There is no new curriculum in that report as I recall.

Past-President Rouillard: Right.

President Van Hoy cont'd: So, we will include it in the Minutes, and we will move on to the Academic Regulation report. Dan, are you there?

Dr. Dan Compura, Chair of the Academic Regulations Committee: I am here, sorry about that. As I'm bringing this up, I also want to thank my committee for their hard work this year. Is that showing up on the screen for you?

President Van Hoy: Yes.

Dr. Dan Compura, Chair of the Academic Regulations Committee: Okay, good. We had a last-minute batch of proposed policy and regulation proposals, and I've summarized the changes here and I've also summarized the feedback that we provided to Angela Paprocki once we received these. We evaluated them and we sent over our suggestions. So, just to quickly go over the internal surveys procedure, the policy procedure and coordination tool. Pretty much the internal survey policy removed the working procedure to align with the university's new policy template. The change also removed the requirement that all survey proposals must provide to determinate for the IRB office before they can be scheduled by the Survey Committee. There were additional examples of exemptions that were added to the clarity of to clarify the scope of the policy. Now if I scroll down to show you that policy, those changes were attached. But I do not think I have them in proper order, I apologize for that. Here is the Survey Policy. So, all the changes were highlighted there. I can go slower if anybody wants to read.

Past-President Rouillard: Dan, are you doing all the policies right now or just one?

Dr. Dan Compura, Chair of the Academic Regulations Committee: Well, I was just highlighting the changes. Basically, just highlighting what we understood to be the key changes and then what the feedback we provided was.

Past-President Rouillard: Well, I'm very concerned about this, this change to the Fulbright policy. Was I reading this right that the policy says faculty are going to have to pay \$2500 to cover part-time faculty taking their courses while they're gone? Did I read that correctly?

Dr. Dan Compura, Chair of the Academic Regulations Committee: That was something that we weren't sure about either. So, we had some concerns about the Fulbright, and I shared those with Angela.

Past-President Rouillard: Yes, I would think.

Dr. Dan Compora, Chair of the Academic Regulations Committee: I can read them to you. This comes from the committee. On the Fulbright, the procedure does not specify timeline or deadlines for application. Are there any faculty responsibilities upon returns, such as reporting seminars or knowledge-sharing activities? And then this is the longer statement that we came up with. The policy that is the biggest issue would be the Fulbright. It's my understanding that the Fulbright is paid for by the University extending the Fulbright, not the University. This \$2500 payment is new from the University of Toledo, and there would be the person awarded having to pay the cost of the temporary faculty.

Past-President Rouillard: That is an outrageous requirement. I hope that goes away. Thank you for your committee's comment on that. That is simply outrageous for a faculty member to be awarded such a prestigious award and then to have to pay to accept it, that's astounding to me.

Dr. Dan Compora, Chair of the Academic Regulations Committee: And that was our reading of the policy as well, so that is why we raised that. We have raised these concerns.

Past-President Rouillard: Thank you.

Dr. Dan Compora, Chair of the Academic Regulations Committee: I mean, and again, our biggest concern was with Fulbright. And quite honestly, I tried to capsulize these as best, but quite honestly, most of that last pay passage was written by another faculty on the committee. We did not see much with regard to the Credit and Transfer policy. Those changes in policy now defines transfer credit coming into the institution. The information regarding transfer for credit from one degree program to another within the institution has been removed. It's now in the catalog and the portion that governs external transfer has not been changed but was reported. There weren't many concerns about that one at all. And a couple comments there.

President Van Hoy: Dan, just to let you know, Provost Molitor put in the Chat that he wasn't aware of the clause on the Fulbright and he will look into that further.

Dr. Dan Compora, Chair of the Academic Regulations Committee: Yeah, I mean, that was our recommendation. All we can only do is recommend, read the policies, vet them, and give our recommendations. And of course we don't have the authority to write policy, but we were certainly concerned about that. And thank you, Scott for clarifying.

Past-President Rouillard: And Scott, as long as you're there, can you tell us if the policy on remote work that listed faculty and staff, has the faculty part of that been removed from the policy?

[Silence]

Past-President Rouillard cont'd: Perhaps he is not still there.

Interim Provost Molitor: I'm sorry, was that for me Dr. Rouillard?

Past-President Rouillard: Yes. In the policy on return to work, the Remote Work Policy change, the policy that came through said that it applied to faculty and staff. I'm assuming that the faculty part has been removed?

Interim Provost Molitor: I will double-check on that. Thanks for the reminder.

Past-President Rouillard: Thank you.

Interim Provost Molitor: And also on the Fulbright policy, we believe that clause on the \$2500 or whatever for part-time instruction is not supposed to be there. We will take care of that and remove it.

Past-President Rouillard: Thank you.

Dr. Dan Compura, Chair of the Academic Regulations Committee: And honestly, we were just putting them forward. I don't know if there's a vote or an endorsement, but basically my report was to show what we reviewed and what suggestions we made to the next step. Is there a vote on this, Dr. Van Hoy? We have in the past voted on some things, but not all of them.

President Van Hoy: Right.

Dr. Dan Compura, Chair of the Academic Regulations Committee: Well, I can call a vote. Assuming that these concerns will be considered, I guess I would ask for a vote. Yes, to forward this to the next step of the reporting process. There will still be a 30-day commenting process that people can engage in. If you're willing to move it to the next stage, please vote 'yes.' If not, vote 'no.' And if you prefer to stay out of this, abstain.'

President Van Hoy: All those in favor in the room, say 'aye.'

Group of Senators: Aye.

President Van Hoy cont'd: Any nays? Any abstentions? Hearing none. All yeses in the room.

Dr. Dan Compura, Chair of the Academic Regulations Committee: That is all we have.

President Van Hoy: Alright, Dan, I think everything passed. *Motion Passed.*

Dr. Dan Compura, Chair of the Academic Regulations Committee: Good news.

President Van Hoy: Thanks, Dan! All right. Okay, next we have two reports, right? The next report is from the Recruitment and Retention Committee.

Senator Heberle: Our honorable Chair, Gary Insch, could not be here today. He's tripled scheduled himself today or something, so Karen [Green] and I are going to fumble through the report.

President Van Hoy: As quickly as you can.

Senator Heberle: Yes, as quickly as we can. Alright. So, here are the fabulous members. The Retention Committee was split into two committees, Retention and Recruitment. Karen chaired Recruitment and I chaired Retention.

Dr. Karen Green: So, the committee's charge was to identify opportunities to enhance involvement in student recruitment and retention, define metrics for faculty involvement in student recruitment and retention, identify resources needed, provide analysis, and input to the University's administrators on the recruitment and retention process.

And so, we started at the beginning of the semester. Tony came on and so we had to wait a little bit for him to hit the ground running. We met with him in the fall, October around then or was it November? But we met with him, and we talked about what was going on with his initial meeting, the initial adjustments. And then after that we decided to split up into two groups - one group focuses on retention and the other on recruitment. And so, for the recruitment side, we met with Tony Bourne in a following meeting in February. One of the key things that we found was there's a lot of issues with communication. So, none of you are surprised by that. We found when we were talking about it, I think it was at the Honors Dinner, there were people who weren't sure that it was there. They said, well, we emailed - and nobody knew about that.

We also were wondering about what was going on with other events that maybe faculty would want to be a part of. And so, there was this big roadblock with communication. We did find that Tony's really focusing a lot on marketing. He was really trying to get some branding done. He said that there was very inconsistent branding marketing efforts, and so he's working on that. He said he was doing some, I forgot what it was - it is like a flag -- so every time someone was admitted into the institution, they got this flag. So, to kind of create a little tradition going forward.

- There's also more high school engagement. So, there's more people who are going to the high schools more consistently. They're developing relations with counselors.
- The campus tours were an issue I think the first year, so Tony said there's more training there and he encourages if any faculty experience or witness some part, just let him know so he can address that. And again, this is the big issue that we found.
- There were a lot of communication gaps for faculty enrollment. There's just a lot of SILOs going on. Next slide please.

And so, a couple of years back there was an ACE group that was called many different things and then it stopped I think last year. It was a way to kind of share more information. Now this group is just more so, I want to say more administrators, but there used to be some more faculty involvement. We thought, well, maybe we could have another group starting there and also have a representative from each of the colleges. That way, everyone can know what's happening across campus so when there's issues like at the Honors Dinner, everyone is aware of what's happening. So also with recruitment, I know we talked about this at COBI, there's supposed to be some committees for recruitment and retention and maybe those are on hiatus or have a different

title. But we suggest that maybe have, you know, the different chairs or people within the RIC serve on these. Within the college there are liaisons, so information is going back and forth, so there's not this, you know, dead end so to speak of information being shared at a leadership committee and it doesn't get down... And then, you know, coordinating participation recruitment activities. So, if there's a big event, maybe in Engineering, maybe COBI can piggyback and share the...together. That way maybe we can get more things done retention. Next is retention.

Senator Heberle: So, we met several times. We discussed with Angela and Shannon several things. One of the talks was that we all need to get ourselves training for the dashboards that give us all kinds of institutional information about retention and that we could, you know, select faculty who are interested in educating themselves and more.

- We've talked about the first-year experience a lot. A lot of room for just stability because it feels like it has changed a lot. First faculty did orientations and then advisors and now none of us are really sure what orientation looks like for any first-year experience.
- Then let it be university wide or even college wide. So, we need some more consistent experiences where students get to know each other. Yes, they need to get to know us, but they need to get to know each other. That is probably more important in my experience.
- Certain kinds of discussions and study skills, we were thinking not to include everything in what would be understood as the academic orientation style, but the financial management skills.
- We talked about that more like knowing from the Financial Aid Office and having meetings and openness with the Financial Aid Office about their debt and their financial commitments and including that somehow in the first-year experience, other fundamental college related skills. So, we really want to focus on this first-year experience.

The second-year experience program was discussed. We didn't really talk about it very much though. Next slide So we received a review, and I didn't learn anything that I retained. Well, I did learn something, but I didn't retain it. So, I need to look back at that dashboard. We had subsequent discussion about how we could be more informed. College retention committees: we discovered that there were college Retention Committees and none of us knew that. And so, we all investigated that, and the college retention committees are all really different and their goals are very different. Like, in my college, CAL was all about investigating DFWs and figuring out what's doing about those. It was a very narrow focus, so it wasn't a very active committee. So, we need to investigate that and find out ways that that can either be improved or eliminated as a layer of the retention process.

So, this was an idea for the Collaborative Retention Committees to share ideas and best practices. Because a lot of us across colleges, like I was mentioning to Yakov one day and Tomer, we were talking about having coffee hours on a monthly basis or something. And so, many students would attend. And they said, oh, we've never done anything like that in our department, and we could do that too. And so, just these simple practices that faculty can learn

about - shared resources and coordination of those and figuring out whether or not to scale them up or keep the particular colleges and departments. Also, encourage administration to keep members safe in that college and to participate in this committee service liaison with the RRC. So, one of the things we kept watching out for was just how many layers [of] committees there would be because I'm not really sure about the retention committees at the college level. So that needs more investigation and discussion. The next slide is student success outcome. So, that is a new thing: Deep curricular review of course processes and content that ensure value to the student experience and future career goals. So these are just some of the in-depth discussions about what we see students needing more of.

The Arts and Science report, that comes up in our group all the time and whether or not any of the recommendations with that have been...with. So, with the new administration we plan on following up with that again and gathering data about that, and whether or not any of that is still on the table. We want to collect data from colleges regarding recruitment and retention strategies by a survey and then identify and prioritize one key recruitment and one key retention issue to focus on next year. And again, that'll be up to that committee. I also wanted to mention, speaking of layers and complications in terms of how the committee structure works on these things across the university, and across the colleges, and across departments. The president has set up an Advisory Committee that will consist faculty to Tony Bourne. Some will be meeting with him at 9:00 am on Thursday morning.

Senator Coulter-Harris: In U-Hall, room 3500.

Senator Heberle: Thank you. Breakfast? So, we will be meeting. There's going to be an advisory committee set up in two categories, and that could really do a lot, and then maybe about communication itself. Any questions?

President Van Hoy: Barbara Miner has her hand up.

Senator Miner: Thank you. I'm really glad to see that something's being done with the RRC and sort of coming back around with the Arts and Science consultants brought up. Anecdotally, I have heard that students try to get in after they've been accepted or have issues with the website, and navigating the website, and they have to go in and either pay or ask questions. And I'm wondering if your committee is reviewing the websites and whether or not they're user friendly.

Senator Heberle: That has not been in on our radar, but it could be for next year for sure depending on who's on the committee. Certainly, the folks managing websites should know that at least, so all those things should be reported to them.

Senator Miner: Right.

Senator Heberle: Right, we haven't heard anything about that.

Dr. Karen Green: I think in the first year we looked at that and compared it with our competitors, but we haven't done that since then.

Senator Miner: I just think that it should be as simple and painless and almost a one-click deal, to get students like committed, paid, everything they need to do as quickly and easily as possible. Thank you.

Senator Heberle: Thank you, Barbara.

Dr. Karen Green: I'm wondering if you'd like to be on the committee.

Senator Miner: You can reach out to me, and we'll talk.

Senator Heberle: Your questions will be forwarded to next year's committee.

President Van Hoy: The last report of the night, Faculty Affairs. Ammon, are you ready?

Senator Allred: Yes. This is the microphone that I used before. Does it sound okay to you all?

Group of Senators: Yes.

Senator Allred: Okay, great. I'll make this as fast as I can, everyone. I know you all are anxious to get out, but we still have this to report. So, we were asked to look at the move of Faculty Labor Relations from the Provost Office to HR. And then asking if we can find any information about the way in which this impacts the overall relationship between faculty and the administration especially because here it's been coordinated with a rise in some disputes, right? So, we tried to look out for data in other programs, and it turns out that that is much more complicated than it initially sounds. But I think in the course that, we did get to I think a better answer that's helpful for our institutions. I want to sort of sketch that out very quickly. But on the PowerPoint, and I will be attaching, or I'll send Quinetta an appendix. This is a report from the AAUP that I think is helpful in situating this, and so that will be included in the Minutes.

So basically, as I said, the location of Faculty Labor Relation Boards at different universities varies quite wildly. Not simply between the provost office and HR, but also there's overlapping authority there. One of the folks on our committee pointed out that, for example, although the Faculty Labor Relations Board is in HR, I think it consists of seven members that in several different places at the university. And also, sometimes there's different reporting lines between HR and the Provost office depending on the university you're talking about. So, for this reason, simply identifying the organizational position of faculty labor relations is probably insufficient to establish the impact of organizational structure on faculty labor relations, especially because you would also have to examine policy shifts over time and then also personnel actions which are of course confidential. What about in the case of UT specifically? Well here, as we've noted, and as we as we talked, as I discussed a little with the EC, these personnel changes within faculty labor relations, the organizational change coincided with personnel changes and faculty labor relations, and also personnel changes in the senior leadership, especially the presidency. It was the current interim president when he was the CFO who had actually made that shift. So, it's difficult to isolate the effects of these changes in order to identify what specifically has led to the increase of contentious interactions with faculty labor relations boards. I think along with the recent attempts

by the administration to apply policies to faculty, this contributes to CBA. Although again, this was just clarified, the Return-To-Work policy is a good example of this.

We've certainly seen an uptick in that since the move to HR, although thankfully the provost has often been willing to work with us still - but that speaks to that issue. So, you take the students together, the fact that both at UT and other institutions, I think you take those students together and suggest that simply looking at the location of faculty labor relations obscures the larger issue, which is the importance of faculty involvement and shared governance, and that includes work conditions. I think this is a more salient category in the AAUP. I attached the Minutes, the 2021 report which looks at shared governance issues and specifically where there's a preponderance of decision making by the administration vs. faculty. The documents are a widespread erosion of faculty decision making, especially in personnel decisions. So, what does that mean to the charge we've been given? Well, we are at a point where I think there's some opportunities, right?

The University of Toledo is currently revisiting its senior leadership staffing positions. So, I think this is a good time to also revisit policy changes associated with that leadership. Faculty Senate is in a position to work with the new leadership, to reevaluate managerial decisions that maybe didn't line up with best practices and especially didn't line up with compliance with the CBA. So, I think what we would encourage is that next year's EC works with Faculty Senate and Faculty Affairs would be happy to work with us also to ensure that as we work with new leadership, we are making sure that that labor relations lines up with those best practices in CBA, and reincorporates principles of shared governance. Thanks. That is all I got, but I'm happy to take questions.

President Van Hoy: Any questions for Senator Allred? It is quiet in the room, Senator Allred.

Senator Allred: Excellent. I guess that means I did a perfect job, so we will take it that way. Thank you all.

President Van Hoy: Thanks, Senator Allred. I appreciate that report. All right, are there any items from the floor?

Past-President Rouillard: Yes, I want to address something that has been tabled in case it returns, and that is the so-called engineering leadership minor that was proposed by the CTL. As I said, I realized this was tabled, but I am concerned that it is going to come back. And if you'll allow me to quickly share my screen, what I'd like to do is show you what real engineering leadership minors look like. And it looks like I can't share my screen, but what I'll do is I'll forward this to Quinetta and ask her to include it in the Minutes. And what I can show you is that there is nothing in these engineering leadership that looks anything like what CTL proposed.

President Van Hoy: Past-President Rouillard, Provost Molitor put his hand up.

Interim Provost Molitor: Yes, and thank you guys for bringing that to my attention. I spoke to Dr. Gonzalez, and I also spoke to other senior leaders and Legal Affairs. We agree that it is an inappropriate name for that curriculum. In particular, employers think of something specific when they think of engineering leadership or engineering management, and so we are requesting that the Constitutional Law Institute change the name of that minor. I told them we would forward the curriculum for approval if they changed the name.

Past-President Rouillard: It's not just the name Scott, it's the courses. And the fact that it that this thing with simply Civic's courses and no engineering courses is going to be offered in the Engineering College.

Interim Provost Molitor: Oh, no, no, no. It's offered through the Institute of American Constitutional Thought and Leadership. It is not offered through the College of Engineering. The idea was to market it towards engineering students, but it is under the Institute of American Constitutional Thought and Leadership, which is another reason they should probably change the name of the minor.

Past-President Rouillard: I would certainly hope so, but I will still ask Quinetta to include this in the Minutes.

Interim Provost Molitor: Absolutely.

President Van Hoy: We will make sure that happens, Past-President Rouillard.

Past-President Rouillard: Thank you.

President Van Hoy: Thank you. Are there any other items from the floor? Hearing none. Tomer, I'm going to ask you to come up here. Tomer, my time as president is almost over. It's the beginning for you, so let me present you with this ceremonial gavel you can use it to run the next meeting or to, you know, bonk people on the head <laughter>. Exactly.

President-Elect Avidor-Reiss: Thank you.

President Van Hoy: Alright, is there a motion to adjourn?

Senator Lapitsky: So moved.

Senator Coulter-Harris: Second.

President Van Hoy: Okay, we are adjourned, so the 2024-2025, meeting is adjourned. Those of you who are not carrying over to the 2025-2026 Faculty Senate may leave. Everyone else, you can take a 30-second break before we start the next meeting.

President Avidor-Reiss: Okay, can we start?

Past-President Van Hoy: Yes.

President Avidor-Reiss: Okay, thank you all for staying here long. We are going to try to move as quickly as possible because we are significantly behind. So the first thing that I would like to start with is to call the meeting to order. Just for those that don't know, my name is Tomer Avidor-Reiss. I'm from the College of Natural Sciences and Mathematics. So, let's start. The first order on the agenda is the headcount. Senator Coulter-Harris is going to do the roll call.

Senator Coulter-Harris:

Roll call 2025-26

Present: Allred, Avidor-Reiss, Bamber, Barnes, Bellizzi, Benton, Bigioni, Bornak, Brakel, Cheng, Cochrane, Coulter-Harris, Diakonova, Duggan, Dwyer, Eichner, Elgafy, Fresenko, Giovannucci, Glassman, Green, Haller, Hamer, Hamouda, Heberle, Javaid, Kalinoski, Kaw, Khanna, Kistner, Koch, Krantz, Lapitsky, Lawrence, Lee, Machalow, Maktabi, Martin, Mcloughlin, Miner, Moussa, Mungo, Nazzal, Osman, Padilla, Pryor, Reinert, Rouillard, Sahloff, Servick, Sheng, T. Smith, Steven, Stolz, W. Taylor, Van Hoy, Wedding, Willey, Yonker, Zych

Excused Absence: Cooper, Cioc, Ekwenna, Gibbon, Gilstrap,

Unexcused Absence: n/a

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

President Avidor-Reiss: Thank you, Deborah. Do we have a motion to approve the agenda?

Senator Lapitsky: So moved.

Senator Wedding: Second.

President Avidor-Reiss: Thank you. Please write, yes, 'no,' or 'abstain' in the Chat. In the room, if you approve say 'yes.' Any nays? Any abstentions? *Adoption of Agenda Passed.* The third order of business is the election, and we will start with members for the Faculty Senate Executive Committee. As stipulated by the Rules, Jerry Van Hoy is going to continue on as the former Faculty Senate President, e.g. Past-President.

We are now going to start with the different nominations. We have Dan Compura that is going to set up the system to verify and read the votes, so I hope everything goes as planned. Is there a motion to start the election?

Senator Coulter-Harris: So moved.

Senator Wedding: Second.

President Avidor-Reiss: Please say or write 'yes' if you're okay with moving forward with the election.

Group of Senators: Yes.

President Avidor-Reiss: Any nos? Any abstentions? *Motion Passed.*

So, the first thing is to vote for the faculty senate president-elect. We have already one nominee, Dr. Renee Heberle. Are there any other nominations from the floor? Do I hear that we have only one nominee, Dr. Heberle?

Past-President Van Hoy: I move that we close nominations.

Senator Wedding: I second.

President Avidor-Reiss: So, in this case we don't need to vote, right?

Senator Wedding: We do not have to vote. We've already voted to close the nominations.

Past-President Van Hoy: Say 'aye,' all those in favor of closing the nominations.

President Avidor-Reiss: All those in favor of closing the nominations for this section say, 'aye.' So, we can say that Renee Heberle is our president-elect. Congratulations, Renee! Very good. Okay, let's move to the next thing which is the secretary. So again, also in this case there is one nomination, Deborah Coulter-Harris. Are you still okay with it?

Senator Coulter-Harris: Yes.

President Avidor-Reiss: Okay. Is there any other nomination online or from the floor for this role?

Senator Wedding: I move we close the nominations.

Past-President Van Hoy: Second.

President Avidor-Reiss: Okay. So, we are going to close the nominations again. In this case, we have one nominee. Deborah, you are our secretary. Congratulations!

Senator Coulter-Harris: Thank you.

President Avidor-Reiss: Next is the election for the Ohio Faculty Council representative for the Executive Committee. Again, we have one nominee already that has agreed, Rob Steven. Rob, are you online?

Senator Steven: Yes, I accept the nomination.

Past-President Van Hoy: I move to close.

Senator Wedding: Second.

President Avidor-Reiss: Again, we have only one nominee, so Rob, you are our Ohio Faculty Council representative. Congratulations! Here is something that is a little more competitive. Next, are two at-large representatives from the Bancroft Campus for the Executive Committee. We already have three names: Dr. Yakov Lapitsky, Dr. Gaby Semaan, and Dr. Karen Green. Dr. Lapitsky, are you agreeing to that?

Senator Lapitsky: Yes.

President Avidor-Reiss: Next is Gaby Semaan. Do you agree?

Senator Semaan: Yes.

President Avidor-Reiss: And then Dr. Karen Green, which is also here. Do you agree to accept the nomination?

Senator Green: Yes.

President Avidor-Reiss: Is there any other nomination from the floor for this role or from online? Only main campus people can nominate at that section; the health campus would be next after that. Next, we are going to vote. How do we do that? That is a good question. Dan, can you help us with this?

Dr. Dan Compura: I'll be sending that to everyone. It is on its way.

Senator Brakel: I move to close the nomination.

Senator Coulter-Harris: Second.

Dr. Dan Compura: I have sent the email with the link.

Past-President Van Hoy: I got it.

Dr. Dan Compura: Okay, I got 19 responses so far.

President Avidor-Reiss: Are we okay.

Dr. Dan Compura: Just wait. Now it is up to 33. Okay, I think that is it. Has anybody not received the ballot or not had a chance to vote?

Senator Coulter-Harris: Me.

Dr. Dan Compura: Do you want to see the winner visually or just announce the winner this round?

Past-President Van Hoy: Announce the winner.

Dr. Dan Compura: The winner of this round is Yakov Lapitsky.

President Avidor-Reiss: Next, is the second round. So, we have Karen Green and Gaby Semaan.

Senator Brakel: You have to open the nominations again.

President Avidor-Reiss: So, we are moving to a second round, and we are going to open it again for nominations. Is there any nomination from the floor or from online?

Past-President Van Hoy: You have to renominate. I nominate Gaby Semaan.

Senator Heberle: I nominate Karen Green.

President Avidor-Reiss: We have a second for both. Okay, good. So, we have the two people running again, and I think we can close the nomination. Is there any motion for that?

Past-President Van Hoy: Vote to close.

Senator Green: Second.

Senator Coulter-Harris: Dan, I sent you a message from my Messenger.

Dr. Dan Compota: Got it. I did send it so it should be there soon.

Senator Heberle: We got it.

Dr. Dan Compota: We are up to 26. We will give it a few minutes.

Senator Coulter-Harris: Did you count my vote, Dan?

Dr. Dan Compota: Yes. We had 35 in the first vote. There's a sizable discrepancy. Let me just double check. There we go. The winner of this round is Karen Green.

President Avidor-Reiss: Congratulations, Karen! We have two representatives left for the Health Science Campus. So, we are going to move on to the next election, which is only a vote from a Health Science Campus member. We have two nominees that have already accepted, Andrea Kalinowski and David Giovannucci. Do you accept?

Senators Kalinowski and Giovannucci: Yes.

President Avidor-Reiss: Are there any additional nominations for the Health Science Campus representatives, either from the floor or online? Can we close the nominations.

Past-President Van Hoy: Move to close.

Senator Osman: Second.

President Avidor-Reiss: So, we have two members, and we need two members. So, congratulations, Andrea and David! See you around. So, we are done with the election.

IV. Meeting adjourned at 5:53 pm.

Respectfully submitted,
Dr. Deborah Coulter-Harris
Faculty Senate Executive Secretary

Tape summary: Quinetta Hubbard
Faculty Senate Office Administrative Secretary