

**UNIVERSITY OF TOLEDO**  
**Minutes of the Faculty Senate Meeting of September 26, 2017**  
**FACULTY SENATE**

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

Approved @ FS meeting on 10/10/2017

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**Summary of Discussion**

Andrew Hsu Provost, Academic Update  
Bill Ayres, Vice Provost for Academic Affairs: Faculty Senate  
Mike Toole, Dean of the College of Engineering Introduction  
Willie Mckether, Vice President of Diversity and Instruction: Climate Survey Results  
Nathaniel Walker, Senior Director of Total Rewards: Open Enrollment Update and 2018 Benefits  
Dave Cutri, Executive Director of Internal Audit and Chief Compliance Officer: Mandatory Training Update

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

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

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

**Present:** Atwood, Barnes, Bjorkman, Bouillon, Compora, Denyer (substitute for N. Haughton), Dinnebeil, Duggan, Edgington, Emonds, Ferris, Giovannucci, Gray, Gruden, Hall, Hammersley, Hefzy, Humphrys, Jaume, Keith, Kennedy (substitute for G. Gilchrist), Kippenhan, Kistner, Krantz, Leady, Lecka-Czernik, Lee, Lundquist, Maloney, McLoughlin, Menezes, Monsos, Niamat, Oberlander, Ohlinger, Randolph, Relue, Rouillard, Schneider, Sheldon, Steven, A. Thompson, Tucker-Gail (substitute for J. Hoy), Van Hoy, Weck-Schwarz, Weldy, White, Williams, Wittmer, Woolford, Xie

**Excused absences:** Ariss, Bonnell, Nigem, Said, Randolph

**Unexcused absences:** Brakel, Kovach, Modyanov, Ortiz, Said, Schlageter, G. Thompson, Schroder, Willey

**II. Approval of Minutes:** Minutes of the September 12, 2017 Faculty Senate meeting are ready for approval.

**President Thompson:** Welcome to our third meeting of the Faculty Senate for the 2017-2018 Academic Year. You should've received a revised agenda this afternoon. We sent it out previous to this meeting. You also should've received the Minutes from the September 12<sup>th</sup> Faculty Senate meeting. Is there any discussion, additions and/or corrections to the Minutes of September 12<sup>th</sup>? Hearing none. May I have a motion to approve the Minutes of September 12<sup>th</sup>? May I have a *second*? All those in favor, please say "aye." Any opposed? Any abstentions? **Motion Passed.** Thank you.

Executive Committee Report: Since our last meeting, the Faculty Senate Executive Committee met with members of the AAUP and Provost Hsu regarding the request to add The Jessup Honors College and The College of Medicine and Life Sciences to the UCAP and Sabbatical Committee. After this meeting, it was decided that changing the language in the Faculty Senate Appendices would not be congruent with the Collective Bargaining Agreement (CBA). Since CBA negotiations will be starting in the near future, we

will defer to the language agreed to in the new contract and integrate this narrative while we are updating our Faculty Senate Constitution and creating bylaws from our existing appendices.

Another issue we discussed in our meeting with Provost Hsu was the implementation of the pilot intercession program. In our meeting, it was stated that 14 course applications were currently under review and that faculty would soon be notified about their acceptance. The Faculty Senate Executive Committee has asked Provost Hsu to provide an overall update on intercession at today's Faculty Senate meeting.

At our September 12<sup>th</sup> Faculty Senate Meeting, President-Elect Linda Rouillard seated all of the Faculty Senate Committees. President Thompson also appointed all of the chairs except for the Academic Programs Committee. Senator Larissa Barclay has agreed to chair this committee. All committee chairs have been emailed a list of their committee members, so please reach out to them and begin your work. Thank you in advance to all committee members and chairs for your service this year to the senate.

Last week, you may have noticed the announcement for the release of the UT Diversity Survey Data. This information is an important source of information for our campus and is collected by the Office of Diversity and Inclusion. I encourage members of senate to review the new report that has been made available on the Office of Diversity and Inclusion's website. Dr. Willie Mckether has been asked to provide an overview of the newly released data at today's meeting.

At our last meeting, a concern was posed to President Gaber regarding faculty and staff not being able to upgrade their parking permits. This issue was addressed and there have been changes to this procedure to allow those purchasing a lower priced parking permit to upgrade it. If you wish to upgrade your permit please email Sherri Kaspar and indicate that you want to modify your existing permit. Please note, your current payroll deduction will continue with the original permit you purchased. To provide this upgrade, parking will place a 'ticket' on your myparking account under "My Tickets". The violation on this ticket will read "Permit Upgrade" and the violation fine will be the cost difference between the original permit and upgraded permit. The ticket will need to be paid through the myparking account with a credit card or electronic check.

In terms of regular policy updates, we have several bills that our Faculty Senate Executive Committee and the UT Office of Government Relations are monitoring:

1.) We have previously discussed H.B. 66, which would create a university tenure review committee to determine its effectiveness in facilitating undergraduate education. There was proponent testimony on this bill however, there is not opponent testimony currently scheduled on the House Higher Education and Workforce Development Committee Agenda. The sponsor of this bill is Representative Ron Young.

2.) House bill 298, introduced by Representative. Derek Merrin would reduce sick days for those state employees who currently have 15 days down to 10 days. This includes college and university employees. The bill also would prohibit employers from offering greater than 10 sick days, or agreeing to more in a collective bargaining agreement.

As previously announced, faculty Senate will be participating in the UT Homecoming Festivities scheduled for Saturday October 7<sup>th</sup>. All members of the senate as well as other faculty are invited to walk in the parade. This event is being co-sponsored by the UT President and Provost Offices. If you choose to participate with us, please wear UT colors or Rocket gear. There will be a limited number of Faculty Senate t-shirts that will be available on a first come basis.

The parade will begin at 8:00 a.m. and we will gather at 7:00 a.m. in lot 12 to begin to line up. This is the parking lot by the College of Law. We will be walking approximately two miles. This year's homecoming event has a Hawaiian theme. Immediately following the parade (approximately 9:30 a.m.), we will host a faculty tailgate in the flatlands. Look for a large tent with a Faculty Senate banner to join us. Food and beverages will be provided. This is the first time we have participated in this event. The President and Provost will be stopping in to greet us so please come out and support this great event! As you know faculty engagement is one of our overall goals for this year and this is a great way to kick off our efforts. Special thanks to President Gaber and Provost Hsu for their sponsorship to make this event a success.

This concludes the Executive Committee Report. Are there any questions about my report?

**Senator Kippenhan:** Not a question per se', kind of a "dovetail" about parking. The sign for lot 25S says U-permits are allowed, but the website says "it is not."

**President Thompson:** That is something we can check into. Thank you for letting us know. We will note that and get back to you.

**Senator Oberlander:** Clarification on UCAP, and sabbaticals with Nursing. I know Nursing has been a part of the conversation, but I don't believe I heard it today.

**Senator Rouillard:** Nursing is already in the Collective Bargaining Agreement.

**Senator Oberlander:** Okay. That is what I was thinking, but I didn't hear it as part of the conversation previously.

**President Thompson:** Good question. Are there any other questions?

**Senator Rouillard:** Actually, just to comment about sick-leave. Regardless of whatever happens with HB166 or whichever Bill that [it is] that addresses sick-leave---

**President Thompson:** House Bill 298.

**Senator Rouillard:** Thank you. If it goes through or if it doesn't go through, I hope faculty here know that if you donate some time to the UT AAUP sick bank, you are automatically a member of that sick bank and you can call on it if you need to, if you run out of sick days. This is just a public service announcement.

**President Thompson:** Thank you. All right, next on our agenda, I would like to call Provost Hsu for an academic update.

**Provost Hsu:** Thank you, President Thompson. I have several items that I want to provide you with an update on. First, I want to let you know that we are establishing an Institutional Effectiveness and Planning Committee (IEPC) in response to the Higher Learning Commission (HLC) accreditation review. During the last site visit, the HLC indicated that the university needs to demonstrate more evidence of the relationship between institutional assessment and the university's strategic planning and budgeting. The Commission noted that we are not aligning our assessment reviews with our institutional planning and

resource allocations; therefore it is impacting our institutional effectiveness. As a result of this finding of the HLC, we are establishing this Committee (IEPC) to review our assessment data. Note that the Committee will not participate in assessment but review our assessment data. The Committee will review the data and then advise the Office of the Provost on how we might use the data at the institutional level to make it more effective. The Committee membership will include leadership of the Faculty Senate, Graduate Council, the University Assessment Committee; as well as representatives from the Office of Institutional Research, Registrar, Student Affairs, and Office of the Provost. The Committee membership is composed of a mixture of faculty, staff and administrators.

The second item I want to mention is a report on our piloting of courses for this year's Winter Intersession. President Thompson has already mentioned that this summer we made a decision with the Faculty Senate Executive Committee and the Graduate Council Executive Committee to pilot a number of courses during this year's Winter Intersession. At that time, the Senate was not in session, and we needed to make a decision regarding whether or not we would offer courses during the Winter Intersession of the 2017-2018 academic year. We made the decision not to formally begin a Winter Intersession program, but to pilot some courses. At the time, the Faculty Senate Executive Committee made the recommendation that we limit the pilot to no more than 15 course offerings with the goal of collecting data and assessing the results of the pilot program. We will make an informed decision in the spring after we review the data and we discuss the findings with the Faculty Senate at that time. As President Thompson has already mentioned, we received 14 proposals from faculty who are interested in offering winter intersession courses: four of the courses are for study abroad and three proposals are for completely online programs. Note that we did let faculty know that instruction for Winter Intersession courses may begin immediately following the end of fall semester and continue through the intersession period. This week the Office of the Provost will be reviewing the 14 proposals submitted and make a selection. We anticipate that we will have anywhere from 10 to 14 courses being offered during this year's winter intersession.

The next item I want to mention is about our speaker for Fall Commencement. Our speaker, Mr. Michael Sallah, is a Pulitzer-award winning reporter and graduate from the University of Toledo with a BA in Journalism. Mr. Sallah is currently working with USA Today and formerly worked with the Washington Post and the Toledo Blade. Mr. Sallah will receive an honorary degree, a doctorate of science, at the Fall Commencement in recognition of his achievements.

I also want to mention that I have had the opportunity early this fall semester to attend most of the college faculty and staff meetings to talk about the priorities of our new strategic plan. I have attended faculty meetings in 11 of the 13 colleges so far this semester, and soon will meet with faculty in the College of Arts and Letters and the Graduate Council. The focus of my discussion has been the two strategic plan priorities that the Office of the Provost is focusing on this year: which are student success and faculty success. I appreciate these opportunities to meet with faculty in the Colleges.

The last item that I want to mention is to follow-up on several issues that came up at the last Senate meeting on September 12th regarding scheduling of classrooms. We went back and looked into the scheduling systems to see if we had, in fact, double-booked several classrooms. As a result of this review, it appears that in one case, the room had not been reserved by one of the parties involved. In the other case, we learned that the classroom had been reserved through Ad Astra and also through Banner. We are working with the administrators of both systems to ensure that classrooms can only be reserved through our new scheduling software – Ad Astra – and not through Banner, so that this situation does not happen again. I think it was Dr. Kippenhan who raised this issue. We are not going to have the same problem next semester because we are disallowing the direct use of Banner to book any classrooms. I

should also note that the Spring semester classrooms are already scheduled and if you or your colleagues would like to check to make sure that the rooms that have been scheduled meet your classroom needs, please check with your department or college scheduler. And if you have any concerns, please contact Peg Traband in the Office of the Provost, and she will assist you with any adjustments that may need to be made. I urge all faculty to make sure that their department or college schedulers are aware of their classroom needs, so that the appropriate classrooms are scheduled. At the last Senate meeting, I think Senator Kippenhan also mentioned that the classroom she was assigned in University Hall was not mediated. It turns out that there are only three classrooms on the main campus that are not mediated, and those three are in University Hall. They are University Hall 4500, 4520 and 4540, so you will only get data drops in those rooms, and there are no computers. So again, whatever facility you need - please let your department scheduler or whoever is scheduling the classes know, in order to make sure that they include this information with their requests in Ad Astra. The final issue raised at the last Senate meeting on the subject of room reservations was regarding the length of time it takes to reserve a room in the Student Union. I think the concern was raised by Senator Kippenhan. We looked into this matter and learned that the Division of Student Affairs is responsible for room reservations in the Student Union. I spoke with Vice President for Student Affairs, Dr. Flapp Cockrell, and he noted that they will do their best to help expedite room requests; however, there are over 300 registered student organizations that are requesting rooms on a regular basis and, as a result, it does take some time to process the requests. They will do their best to improve on the time it takes to confirm a room reservation request. We also approached them with the option to use Ad Astra for their scheduling of rooms in the Student Union, and they agreed to use it in the future. It will take them some time to implement this software for their facilities, but hopefully once it is implemented the turn-around time for room reservations will be much quicker. This concludes my report. Thank you.

**President Thompson:** Thank you, Provost Hsu. Next we have Dr. Bill Ayres, Vice Provost for Academic Affairs, who is going to give us an update on Faculty 180. The deadline just closed for submission, so we can't wait to hear about it.

**Dr. Ayres:** Thank you, Dr. Thompson. I think my business card at this point should read, "Vice Provost for Faculty 180 <laughter>" - it is not what I spend all my time on, but it is what I spend a lot of my time on. I am pleased to report Faculty 180 is up. It is running, and it is live. So far it is actually working quite well. We have had what you sort of anticipate at the beginning of a promotion and tenure process, there is a deadline, and it is written into the academic personnel calendar. A couple of faculty approached us and said, "I have "this problem/that problem," so can I have a couple more days?" I said, "it is not a problem" and we adjusted the system. We are currently in the phase of the system where department chairs are uploading external letters of review in a way that the faculty member cannot see them, only the evaluators can. Also, the department personnel committees also have access to these files. We have had a few departments come to us and say, "Oh, there is another person on our DPC that I forgot to tell you about," so we added people in. We had a couple of department chairs come and say, "I uploaded the letters and I submitted it, but I just got another letter that I wasn't expecting to get; can you please send it back to me so I can upload it?" We've done that. All of these things have actually proved to be quite easy to do, and so I am very pleased with the Implementation Team. So far nobody has come up with a problem that we couldn't solve. In general, nobody has come up with a problem that we couldn't solve quite quickly. We are approaching the next set of deadlines. The department personnel committees have, if I remember correctly, I believe until October 2<sup>nd</sup> to make their recommendations. The chairs of those committees will upload those recommendations and send them on. We just did a check this morning, and no DPC has finished that work yet, but we assume that they are working hard on that. If a DPC comes to us and say

we need a couple more days, we can make that adjustment, and then it would be onto department chairs and off along the way. I would say so far so good. We do have a couple of other areas that are a little different-- we understand the College of Law is a little different, and so we are working with them because they have a slightly different calendar. We have had circumstances where one of the faculty candidates also sits on the DPC or a subsequent level. We figured out how to engineer the system so that they can perform the DPC duties, but not see their own file and have no role in evaluating their own stuff. And so as I said, no problem has come up that we haven't found a solution to. So I am here to answer any questions. I was at an earlier meeting today, and this is like the British Parliament where the ministers have to go and answer questions for the parliament<laughter>. Hopefully, you won't thump on table the way they do<laughter>.

**Senator Wittmer:** I apologize, my question is not actually for you. Can anyone verify the October date for DPC? My DPC sent me an email and said we are meeting on October 6<sup>th</sup>.

**Both Senators Niamat and Williams:** It is October 2<sup>nd</sup>.

**Dr. Ayres:** Yes, October 2<sup>nd</sup>. If we need to adjust, we will adjust. I am a believer in not being originally dogmatic, but I think we do have an academic personnel calendar for a reason. When I went to train Dr. Gaber a few weeks ago, at the end of the training she said, "how much time do I have?" I looked up the academic personnel calendar and I said "you have a month." She said, "that's funny, because last year I had one week," which of course is the function of delays in previous steps. The deadline at the end of hers is absolutely iron-clad because she has to get that material to the Board of Trustees, and you can't move the Board of Trustees meetings around. It is really sort of for the protection of the faculty that we really keep to that calendar as much as possible. We can certainly make adjustments, but I think it is actually to our advantage that we have a system where adjustments have to be made consciously, sort of thinking about it. Obviously, of course, we will make all the adjustments that we need to make. Are there any other questions?

**Senator Niamat:** I just want to say thank you for adding my name as a DPC member. I talked to your office about adding my name, and they did it within a couple of hours. Thank you.

**Dr. Ayres:** I have an excellent team. I've been encouraging folks, any time there is an issue that comes up or somebody needs access, go to faculty180@utoledo.edu. This email is monitored by five people and I am just one of those people. One of us is always available. We all are system administrators, so we all can get in and do things in the system and fix problems. We set it up that way so we can have fairly rapid responses because we don't want you to sit around for a few days.

**Senator Kippenhan:** It is my understanding that the lecturers will also be putting their ARPAS into Faculty 180, is that correct?

**Dr. Ayres:** No, ARPAS are going through the system this year. This is strictly for promotion in rank and tenure.

**Senator Kippenhan:** Will they eventually go in?

**Dr. Ayres:** Yes. The next stage is to have a faculty steering committee, and actually three of the members sitting on that committee are here today: Mary Humphrys, Amy Thompson and Thomas Atwood as well

as Barbara Coventry. That committee is going to get together in a couple of weeks and then we are going to have regular meetings thereafter. On the agenda there is going to be two things: One is this question, which is: it seems to work for promotion and tenure, what else do we want to do with it and how quickly do we want to move on that? Do we want to throw it on all evaluations next year or do we just want to concentrate on a particular block, 3<sup>rd</sup>, 4<sup>th</sup>, or 5<sup>th</sup> year review? I have no idea. I think this is where the faculty leadership is going to be critical. The other thing that we are going to be looking at in that committee is we have quite a number of requests and suggestions along the way. We know the system is not perfect. We know that it is not perfectly aligned to what all faculty do. Some faculty have been challenged to find a way to get what they do into the system in a way that best organizes their work. So basically, we are going to be going through a list and gather up all of those requests, suggestions, and ideas and then we are going to prioritize them. We are going to say, okay, what do we absolutely need to do before we turn around and start doing this next year, and then we will start working our way through that list with the IT team with the notion that I understand this year's timetable was a little bit truncated. I will freely vent for those faculty that have gone through this process—I know Dr. Williams, you have put your material in there and you didn't have perhaps as much time as might have been nice to have. So we want to make sure that the next crop of faculty has more time to do that. We are kind of looking at the end of December, early January deadline to get as many of those fixes in as possible so we can start training faculty in the new improved Faculty "180 2.0." Are there any other questions?

**Senator Giovannucci:** So the College of Medicine was on a different timeline, but now they are aligning with the timeline for the process with the Main Campus. Are those deadline dates being telegraphed out to Wafaa? Does she have those or are they being given to the committees and the chairs in the College of Medicine?

**Dr. Ayres:** Wafaa does have that information. For this cycle, I think we are following what the College of Medicine expects to happen in terms of the timeline, which is not actually that different from the Main Campus timeline in terms of the Fall cycle. It has always been pretty much the same. There are discussions regarding the two cycle processes. There is a Spring deadline in terms of the Fall cycle and it has always been pretty much the same. There are discussions regarding the two cycle processes, which the Spring deadline decision is above my pay grade.

**Provost Hsu:** If you look at the published academic personnel calendar, there are two columns that are for the College of Medicine. It is the same timeline for most of the processes, except the College of Medicine doesn't go through UCAP and other processes. The timelines have already been aligned, and Wafaa was given that information last Fall. We just recently discussed these issues with the deans and the associate deans to make sure that they are communicating this information to the faculty in their colleges. It is my understanding that Dr. Cooper has a plan to communicate this information to faculty in the College of Medicine.

**Dr. Ayres:** I was copied on the email, but I'm not sure if that plan is in place or not.

**Provost Hsu:** I am not sure either, but I believe there is a plan moving forward in the College of Medicine.

**Dr. Ayres:** And again, the system is customizable. We actually built the custom work for the College of Medicine this year because there is no U-CAP step. So whatever we need to do with that technology, we need to do it.

**Senator Giovannucci:** Thank you.

**Dr. Ayres:** Are there any other questions?

**President Thompson:** Thank you. All right, next is Dianne Cappelletty, Chair of the Undergraduate Curriculum Committee.

**Dr. Diane Cappelletty:** My many thanks to the committee members. These are new course proposals that came in towards the end of Spring semester. Here is Economic 4280, which is Energy Economics. There are four English courses and 3630 which is America Literature beginning in 1865 followed by 3640 which is America Literature from 1865 to present. English 3680 and 90, which takes British Literature from middle ages to 1789 and then 1789 to the present. Then we have PSP 4810, Environmental Justice. These are all courses that were recommended for approval by the committee members. Are there any questions?

Course ID	College	Dept.	Proposed Title	Credit Hours	Contact Person	Submit Time
ECON4280	LS	ECON	Energy Economics	3	Kevin Egan	1/21/2017
ENGL3630	LS	ENGL	American Literature, Beginning to 1865	3	Andrew Mattison	3/10/2017
ENGL3640	LS	ENGL	American Literature, 1865 to Present	3	Andrew Mattison	3/10/2017
ENGL3680	LS	ENGL	British Literature from the Middle Ages to 1789	3	Andrew Mattison	3/10/2017
ENGL3690	LS	ENGL	British Literature from 1789 to the Present	3	Andrew Mattison	3/10/2017
PSC4810	LS	PSC	Environmental Justice	3	Sam Nelson	2/28/2017

**Unknown Senator:** You may not know the answer to this question. Energy Economics is closed, do you know if this is an online course?

**Dr. Kevin Egan:** It is not.

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

**Dr. Kevin Egan:** Well, it is a 4000 level course. We do Environmental Economics online for 3000, but we have not done any 4000 level online, and we don't have any plans yet. We don't have enough Econ students to take that. If there's sufficient enrollment that students outside of Econ to make it work online then I am sure the department would think about it.

**Dr. Cappelletty:** Are there any other questions or comments? All in favor of approving the six courses, say "aye." Any opposed? Any abstentions? ***Motion Passed.*** Thank you.



**President Thompson:** All right, next I invited Dean Toole from the College of Engineering to come up and just kind of introduce himself to Faculty Senate and talk a little about his exciting plans for the College of Engineering.

**Dean Toole from the College of Engineering:** You didn't tell me it has to be "exciting" <laughter>. It is my pleasure to be here today and say, "hi" to everyone. I guess I am supposed to tell you a little bit about myself and my plans, hopefully my boss approves. My name is Mike Toole; it is really T-Michael, but I go by Mike. Here's a little background: I grew up in Rochester, New York on Lake Ontario. I went to Bucknell University in Lewisburg, Pennsylvania. My undergrad is civil engineering. I spent five years as an officer in the Navy, then five years at MIT, then five years in the industry. As you can see, there is a pattern here. I spent 18 years at Bucknell University, and I will tell you about that in a little bit. I've been married for 30 years to Amy Toole who has a PhD in chemistry and has been working for the last 15 years at a "mini UT" with financial challenges with a bargaining unit and so she kind of gets it. She has a one-year visiting position over at Chemistry this year. We just bought a house in Ottawa Hills, and we are very excited about that. We have two grown children, one works for Johnson and Johnson in Philadelphia and the other works for MIT in Cambridge.

So my time at Bucknell: Just to tell you a little bit about Bucknell, I was civil engineering and a professor originally and later associate dean, but very interdisciplinary. In fact, my PhD at MIT was in technology strategy, civil engineering and the Sloan school of business, studying innovation. At Bucknell, I was doing a lot of interdisciplinary things as well which I think is relevant here at UT. I directed a program called Institute for Leadership and Technology Management. I partnered with colleagues in the School of Management as well as Economics and other departments. I also did something called Residential Colleges, partnering with colleagues in humanities and natural sciences to have a living-learning community, and I did that for a number of years. The latest thing I did that I was very excited about was the National Academy of Engineering's Grand Challenges Scholars Program. If you heard about that, you know the National Academy created the program for engineering students. I and a number of other schools have opened it up to other majors, not engineering. That was a lot of fun, and by doing that, I felt very good about what I achieved. I also spent a lot of time in shared governance. Bucknell has a very strong commitment to shared governance, but like anything, there's always a little tension. I worked my way up a little bit and was elected to two terms, three years each-to Faculty Council, which I guess is equivalent to your executive committee, so I understand the shared governance model.

As far as the College of Engineering update: We have the same challenges as you all do, tight numbers and tight budgets. Provost Hsu is really good with saying "no" and he is a professional with that with me <laughter>. He says "no" in a nice way like he always does, with a smile. Part of our challenges is we have been doing our part and feeling good about enrollment. I know we all are facing different environmental factors, but the College of Engineering has increased every year for more than 10 years. So this year, once again, we broke our record. We have about 3700 undergrads and 380 grad students. We have had multiple years of growth in the College in terms of students, but no growth in terms of faculty and staff and so that has been a challenge. If you say Engineering is proud, I can tell you that we might be humbled this Fall. We have our accreditation visit every six years and I've already been getting signals from the visiting team that they are going to have serious reservations about Criteria 6, which is faculty and Criteria 8, which is resources. Unfortunately, you may hear some bad news this Fall, but of course, we are going to work very hard to reduce the fall out. There is no doubt at all that the faculty and staff are highly committed to all the goals that we should, but we just got some tough situations now.

My vision for the future is to get through ABET this Fall with as little pain as possible and hopefully, still maybe not have too serious of challenges coming out of that as far as accreditation and making up for it. One thing though, we have to strengthen our scholarly profile and that is something that we are committed to, which was part of my candidacy for the position and I am committed to that. We are going to do a couple of good things. Something you may already know, Patty Relue is now the Associate Dean for Research in the college and she is doing a great job and I am very happy with that. Also, as part of strengthening our graduate program, we are going to try to get more of our UT undergrads. We frankly have 36% of UT's valedictorians in the College of Engineering and we have 40% of the honor students, so there is no reason [why] they can't stay more often at UT and pursue their masters and doctorates. We are going to have a couple of new interdisciplinary centers that you are going to hear about, include those that will involve collaborating with folks at other colleges such as the Colleges of Business, College of Medicine and Natural Sciences and Mathematics. I am going to have lunch next week with Dean Charlene Gilbert to talk about the issues with Arts and Letters as well. Then the last thing to mention is we have a lot of equipment at the College of Engineering and a lot of space. And sometimes as you know, equipment and space sometimes sits there and never gets repurposed and people don't share well. Well, we are going to share well and we are going to do an inventory this year so people can know to "share," including with our colleagues in other colleges. So as you know, getting proposals are much easier if you have that equipment and [if] NSF sees you don't have to buy new equipment, so, that is part of what we are doing as well. The other thing is we have to leverage our great co-op and great employer relations, so we want to use those to not just get our undergrad students into employers, but to get our grad students and our faculty in there because they will in fact start providing seed money for research which will be leveraged for more federal funding. So this is [all] part of the plan. I guess I sound pretty serious, but please know I am excited to be here. The last thing is we had had some nice grants awards lately--you may have heard the NSF grants for engineering education and algal-related fuels. I am very proud of my faculty and I am proud of their collaborations that they are doing with some of the folks across campus. So, that is me and that is the College of Engineering. I am happy to answer questions if that is allowed. Are there any questions are there any questions or concerns?

**Senator Maloney:** Do you have 3-D printers?

**Dean Toole:** We do. We don't have enough; we also don't have integrated space. Engineers think we should be the leaders of maker spaces, but they are wrong, they should be the leaders, but they also should be partnering with our colleagues in the Visual Arts and a whole bunch of others. We need more than just additive pieces like 3-D printers, we also need some reductive things, laser cutters, lots of things which is one of the initiatives and frankly, I want to do some fundraising for maker spaces and it would be not just for engineers and we might just try to make it for the local UT craft-smith and others. Did I answer your question?

**Senator Maloney:** Yes.

**Dean Toole:** Are there any other questions or concerns? Thank you for letting me be here today.

**President Thompson:** Next, we have Dr. Willie Mckether who is going to come up and talk about the new diversity survey.

**Vice President for Diversity and Inclusion, Dr. Willie Mckether:** First of all, thank you, President Thompson for extending the invitation for me to do this. What I'm going to do today is really just provide a high level summary of results to begin with. Then towards the end I will highlight some of the initiatives that we have going on in response to last year's survey, but also to this year's survey as well. I didn't time this and so hopefully, I will stay within my ten to fifteen minutes timeframe. I'm going to give you just an overall of the response rate for this year. Again, all of this is indicated in the report, so much of what I graphed down here, I just pulled that out of the report that is now available on the Diversity website.

[\[See PowerPoint\]](#)

What this report initially says in terms of responses when compared to last year: We had a lower response rate this year compared to last year. Last year's response rate was something like 17% overall and this year, it was 11% overall. Here are some of the reasons why: At a glance, this year the survey was opened 11 days fewer than last year and we think that may have played a factor. Plus, this year, last April in fact, we had a number of computing surveys- now, I don't remember what all was out there in the month of April, but there must have been about four of five student surveys and we suspect that may have been a factor as well. Also, in the first survey in 2016, the campus was "emotionally charged" and so we think that may have been a factor in more people wanting to actually participate in that first survey. This year we made some changes and we added some questions around trust and we added some great questions for students. One of the great questions that we added was, I am really interested in the level of great and how that varies across populations. We also added some questions for the library. I'm going to mention this a little bit later, but last year we started what we call inclusion officers and we had one for each of the colleges. At the end of last year I received a phone call from the Library and they said, "what about an inclusion officer for the Library?" I said, "yes, absolutely. The library has to be diverse and it should be responsive to a wide range of students as well," and so we then added questions specifically for the Library. We also decided to move the Diversity Survey to a bi-annual basis. At the beginning of 2016 and 2017, we recognized that we needed to go back and pick-up a Climate Survey. We decided to alternate the year of which we do the surveys. The Climate Survey, we know it's time to serve faculty research and so of course, prior to implementation, we'll be contacting those faculty members to make sure that the respect and integrity will be researched.

Here are a couple of findings. I just highlighted a couple; I just "cherry-picked" them. There are probably 40-50 questions and all of this is reported right in the survey. I should say also that we're working to create a diversity dashboard to make sure everyone has access to the raw data; however, that is not ready yet. So what you see in here is really just my interpretation of summary, but again, we do want to make sure that everyone has access to the actual raw data. On this question for example, we asked people to rank their feeling of inclusion on a scale of 1 to 7 and what this suggests is the changes between 2016 and 2017 for students: For 2017, it is 2.2%, but that data was not captured in 2016 due to a technical glitch-we wasn't too pleased about that. In 2017 for faculty it was, 83.3% compared to 84.6% in 2016, so there was a slight decrease with faculty feelings of inclusion. For---

**Senator Rouillard:** Dr. Mckether, I'm sorry to interrupt. What does the 83.3% mean? Does it mean 83.3% gave a response for 7 or 5?

**Dr. Mckether:** So the scale of 1 to 7, of course rather than comparing 7 to 7's, that is an aggregate from 4 to 7.

**Senator Rouillard:** So 83% answered between 4 and 7?

**Dr. Mckether:** Exactly.

**Senator Dinnebeil:** Dr. Mckether, is the data, are those changes statistically significant?

**Dr. Mckether:** Yes.

**Senator Dinnebeil:** Thank you.

**Dr. Mckether:** For staff, you see there was an increase in their aggregate responses and so staff said they felt more included. A question that we may hope to explain, we asked an additional question regarding personal attributes related to inclusion, and the question was does your gender, sex, sexual orientation, race, religion and/or disability affect your feeling of being included? Across-the-board, the number one response from faculty, staff and students was the exclusion of disability status here- that says we have some work with respect to inclusion related to disability. How often do you think about diversity and multicultural issues? Across-the-board, faculty, staff, and students are thinking about diversity more than the previous year. If this number ever goes down, I will be really concerned. I am hoping this number will continue to increase because if it's increasing then that is suggesting that all of us are thinking about diversity very broadly defined. When we asked, how do we improve feelings of inclusion and equity amongst students in particular and asked to rank these items, the number one item that was ranked was better accommodations for students with disability; then secondly, more opportunities for diverse conversations and forums; 18% said nothing needs to be done, which I am not sure what that is all about; gender neutral restrooms across campus; better services and programs for international students; and about 4% said "other." When we looked at the open ended questions associated with that same question, the responses I received more frequent was, make diversity training optional for students and plan more cultural sharing events as a form of diversity training. That wasn't a surprise because students have said to us on a number of occasions, don't make diversity training required for students, make it required for faculty and staff. Additionally, their response was for more focus and attention on UT veterans and more tolerance for diverse and political viewpoints. Again, these are not listed in any particular order. When we asked for the faculty responses to rank a different set of questions and their responses were: a greater effort to recruit and hire a more diverse faculty; more merit based promotions; creating opportunities for professional networking; greater diversity and senior administration; other; and then a small percent said nothing needs to be done. Looking at the faculty open ended responses, people have frequently said hire more diverse administrators and diversity training should focus more on LGBQA issues. They also said expand the definition on diversity on all race, ethnicity, and gender; have mandatory diversity training for faculty; and [be] more tolerant towards diverse and political viewpoints. If you notice "more tolerance for diverse viewpoints"- that was a theme that I did not anticipate seeing in the data. What people said in some of those comments is both students and faculty- people who have an assertive viewpoint, they appear to be ostracized and/or silenced. They did not think it was fair, and I am not quite sure what to do about that other than to continue to have conversations about respect for other people's opinions as we do in some ways through our diversity series. When asked, what is the best way to design the diversity training? Students' said more monthly discussions and forums and faculty said, fewer hours in a single session followed by ongoing discussions and staff said the same thing. So again, this provides us some clue to direction on how to plan our diversity training. I am going to stop here. Again, this entire report is available online and we will be making the entire data available to everyone for your own review.

**Senator Hefzy:** I don't know if this is an appropriate question to ask.

**Dr. Mckether:** Well, then don't "ask"<laughter>.

**Senator Hefzy:** This leads to resources for minority professors becoming hired. Some time ago, maybe during the collaboration time, there was an incentive for colleges to hire and recruit in particular, African-American faculty and/or Hispanic/Latino faculty. Some colleges have no Hispanic/Latino faculty. At that time the Provost Office was providing funding for one or two years for colleges to include these faculty and then after two years, the colleges would separate these faculty members. I don't know what happened to this initiative, incentive, or whatever it was, but, can you comment?

**Dr. Mckether:** Well, that was before my time, first of all---

**Senator Hefzy:** I know that.

**Dr. Mckether:** I am not sure what happened to that particular initiative, but I can tell you what we have in the Diversity Plan and the conversations we have to increase our diversity. We are going to incentivize both the departments and the deans to help them make sure their departments are more diverse. So I can't speak to what happened to the past event, perhaps Provost Hsu knows what happened.

**Provost Hsu:** No, I am not aware of this incentive.

**Dr. Mckether:** Given that we are not aware of what happened, now we are creating a system that would incentivize both chairs, departments, and/or deans, whatever the appropriate level is, and those are the conversations that we will have with Provost Hsu.

**Senator Barnes:** In the slide where the 82 or 80 or whatever that is is 4 to 7, do you have a sense that you can talk about where those numbers came from? Were those 7's or were those 4's? A "4" is a really different answer than a "7." I do get you are trying to give a report that people can follow, but do you have a sense whether there were a lot more "4's or 7's?"

**Dr. Mckether:** I really couldn't answer. I know in terms of dissecting, taking a deeper dive into that data, so how do you begin to compare data so it will make sense? That does appear in the raw data and that might be different responses.

**Senator Barnes:** I would think that a "4" would be "not really" and a "7" seems like "yeah," and those are really different answers to that question.

**Dr. Mckether:** Right. So I guess we were trying to capture the diversity in the responses and so we started with 4 through 7, it is sort of aggregated. That was my attempt to at least bring them all in.

**Senator Barnes:** Thank you.

**Senator Oberlander:** Do you have a sense of when the raw data will be available?

**Dr. Mckether:** I don't know right now. I mean, I don't want to give you a timeframe. I am hoping within the next several months, if not sooner. As you know with the survey, we did ask opening questions and

there was graphic data. We want to make sure that when the data is released and when people go back to identify, because in some cases, if it's from a particular department, you can just about tell by the response, and so right now we are trying to take care [of that] to make sure we respect the integrity of the data.

**Senator Gruden:** It is online.

**Senator Hammersley:** Inherent in some of these, it is one thing to have conservative viewpoints, and it is another to have hate speech. How are you going to handle the next Nazi group that comes on campus wanting to express what they call "a conservative view?"

**Dr. Mckether:** Largely, those groups in the past [typically] come up through students. Our interim VP for Student Affairs is not here, but I do know there is a plan to address it and make a distinction between fair speeches and hate speech. There is a lot of conversation going on right now, not just at UT, but throughout the country in terms of, how do you make available campus space based on whether you think it is either hate speech vs. free speech. There is a plan in place that is really available through the division of Student Affairs and our offices do work closely together, so if something happens, there is a response team. For example, if someone says, "we are going to come on campus," there is a gathering of the VP's to say what would be the appropriate response to this etc.

**Senator Hammersley:** Well, the other side of that is to not be so dog-on polarized. We should have a means of settling the rhetoric down, removing the tweets, and being able to have a reasonable discussion that is rational about what is available for resources, and what is available for money, and what specifically can we do to identify an objective and move towards it. So, is not just control over a hate speech group that wants to come on campus, it is actually working towards constant interaction in a diverse manner.

**Dr. Mckether:** I agree. That is part of what students say, they want to have opportunities for more dialogue and conversation and so we create those dialogues through diversity. This is just one way in which we allow students to come in and have this dialogue, but I do think you are right.

**Senator Lee:** I am a senator from University Libraries. I am just wondering, because I didn't see in the summary online anything about the Library responses.

**Dr. Mckether:** I did not include any of the Library responses in this summary---

**Senator Lee:** Okay. Can you provide it to our diversity officer?

**Dr. Mckether:** Well, in fact, I sent your diversity officer all the responses for the Library, which I was doing the same thing for all the colleges. So, all the colleges just received data for their particular college.

**Senator Lee:** I wasn't asking about the responses from the people in the Library, but there were questions about the Library resources.

**Dr. Mckether:** There were about four questions on the survey about the Library and so we then took all that data, all the responses about those four questions and forwarded that data to the inclusion officer.

**Senator Lee:** Thank you.

**Senator Ohlinger:** I was just going to mention to clarify, if you go to the Office of Diversity and Inclusion website, you will see a link there for diversity plan and survey, Spring 2017. If you click on that, it will open a 62 page report with data. I don't know if that's the same thing we are talking about or if it's different, but there is a lot of data in the narrative report.

**Dr. Mckether:** Thank you.

**Senator Tucker- Gail (substitute for J. Hoy):** My question is related to the comment about what we do if somebody comes on campus. It is one thing for the VP's to sit around and talk about how we are going to address them, but my question is, do we have an active safety plan to address that to the police department and the agencies involved in that because those can quickly get out of hand? Our police department is relatively small to adjust to such a big issue if needed.

**Dr. Mckether:** Yes, there is a plan. The Chief of Police, Jeff Newton is part of the team that really helps manage that plan in the case of, if something happens here on campus. Of course, UT police does have relationships with the Sheriff Department and the Toledo Police Department. I think we have done a really great job taking care to write a very good plan and to have all the "plays in place."

**Senator Tucker-Gail (substitute for J. Hoy):** Will the inclusion officers be allowed to share the raw data with the faculty?

**Dr. Mckether:** Yes, because the data that I will be sharing with the inclusion officers won't include demographic data; it will only include the data for that college, but it won't report "male" or "female." It is my goal to get that to the inclusion officers this week. They should have by Friday, September 29<sup>th</sup> all the raw data for their colleges.

**President Thompson:** Can you speak a little bit to the survey itself? Is this something that is commonly used? Has it been tested? Can we compare our results to other Mac schools to know if our results are similar?

**Dr. Mckether:** The answer is "no." But it doesn't mean that we can't change it in the future. When I designed this survey last year, it was in response to what was happening on our campus and that was preceded by a number of focus groups. The focus groups kind of directed me to design the questions specifically for UT's campus. I'm quite open to take a look at it because there are many different surveys out there, but I thought that these questions, the way that they were designed at least fit our campus. Until we learn that these questions are irrelevant or don't quite measure what we want them to measure, I think we will continue to use it, but I am open to change where warranted.

**President Thompson:** Was there one particular issue as you were looking at the data in your position where you thought, wow, this is something that I really want to focus on right now, immediately?

**Dr. Mckether:** The thing that came to me was the response about needing to focus more on disability population here on campus. I wasn't expecting that in the data, but for it to come across so clear for faculty, staff, and students, I wasn't anticipating that-- nor was I anticipating again, the question about diverse liberal viewpoints- that one came kind of out-of-nowhere for me. So for me, making sure

everybody feels included. I would say if there was one thing, it would be disability because that came across so clear in both the quantitative, but also the qualitative data as well.

**Senator Hall:** Is there any more specific information that was given about what people really meant about disability? Is that academic disability or other types? Is it facilities, rules, or what?

**Dr. Mckether:** One of the questions that we asked after the question about disability, they were open-ended responses and so I need to go back and take a closer look at what they actually said regarding disability. I couldn't tell you right now, but that was actually reported more in the open-ended questions.

**Senator Hall:** It seems to me that will be important for guiding actions.

**Dr. Mckether:** You are right. We met with Jim Ferris and Andy Hall and they are asking the same question, and so, what does that actually means? Before we can begin developing program activities, we need to make sure what we mean exactly by that. So, that will be located in the open-ended questions responses.

**Senator Kippenhan:** I was surprised to see that only the faculty group saw an impact by sex or gender. You pointed out that disability ran across students, faculty, and staff, but the other category, I think it said "sex" at the top of the column where faculty picked up on, I think there was a big difference.

**Dr. Mckether:** Right.

**Senator Kippenhan:** Will there be follow-up on that one?

**Dr. Mckether:** In terms of follow-up on that particular question, I don't have plans to right now. But again, because this is fluid, as we see the need to address a particular response, we certainly will. But right now there was nothing in the data to suggest we should go back and review it closer. But again, that is the value of making the data available to everyone. If there's something that you may see that you want to have a closer look at, we are there for you.

So a couple of quick things, as my time is probably running up: We are doing diversity training. We have a number of dates that's been set up. If anyone has any interest in diversity training, go to our website. For this summer we trained about 30 faculty and staff on how to facilitate diversity training. We now have a really good team that cannot wait to come out of diversity training. We have a series called *Dialogue on Diversity* which allows students, faculty, and staff to have conversations about a particular topic. This gives us flexibility each month to have discussions about developing issues. We have something called Lunch with the VP; this is when I go to the Student Union on certain Thursdays and buy pizza and talk to students, faculty, and staff if they have something on their minds related to diversity. What we have found and what we know with literature is that conversations and dialogue makes a difference. We know by looking at other institutions, what kind of got them in trouble in some ways is that administration wasn't listening. This is just part of our way in saying to the campus community, we're listening and here are some opportunities for you to come out and engage in a conversation. In fact, we are going to have one of our dialogues tomorrow, *Race after Charlottesville*. We know that is something students have been talking about and we have two of our sociology faculty that will help lead that discussion. Right after this report was released, the faculty from the College of Law sent me this article saying, this whole issue of conservatism is not just an issue at UT, it's a larger issue and here is an interesting article. To me, it gives me some indication that that whole question about views is not just an



issue here at UT, but larger as well. We are hosting with the Provost Office, a herb symposium and that is going to be on how to recruit and retain diverse faculty. I invite everybody here to attend, specifically we are going to have chairs and deans attend. More information will be coming out about this herb symposium on UT's campus. We've initiated an...index and we're hoping to have something we can submit in the next three or four months, if not sooner- this is a way to assure that our campus is LGBTQ friendly.

Other initiatives: Every college has an inclusion officer and now we've started to move beyond just individual colleges including the Library and athletics, so now a number of other departments are saying, what about us. They're absolutely right because that is going to facilitate writing for colleges who are having problems with writing a diversity plan. This is not just for colleges, but also for every unit throughout the University. So one of the things that the college of diversity committee are doing again, they are working on a diversity plan. In addition to that, we also initiated to create a new committee called the UT Latino alliance. UT being a community in Toledo had questions about Latino faculty, staff and students, what we're doing. We formulated a committee comprised of five UT faculty and staff and graduate students and five members of UT community to address those issues as well. These are a couple of things that we are doing to address all groups on campus. Are there any questions?

**Senator Relue:** I have a question on diversity training. Faculty and staff trainings are all held on Friday mornings. Will you be having more training timeslots next semester for faculty who are having scheduling conflicts this semester, they can receive training in the Spring?

**Dr. Mckether:** Sure. There will be new dates for the Spring semester, but I should mention also that if there is a group or a department that has an interest in diversity training, we will schedule ones specifically, in particular if there is a group of 10 or more.

**Senator Bouillon:** One of the issues that have come up over the years in terms of individual college plans for diversity has been the lack of funding. I know the faculty have shared with College Council that they have a lot of ideas, but no funding. Is there a "magic pot" somewhere that they can reach out?

**Dr. Mckether:** The answer is no, there is no "magic pot." What I have said to everybody that I speak with about funding is that Dr. Gaber is a planner by trade. So going to her to say, we need more funding for a particular recruitment initiative, she will say, "where's the plan?" So at least what the diversity plan gives us is a plan road map. Right now, I don't have a budget for it, but I'm confident that between our Provost and perhaps our President that when we [do] go to her and say, we have this wonderful diversity plan and because we do want to diversify our faculty, staff and students, here is a plan, can we find resources? Now, do we have enough resources to fund everything put forward? Probably not. But at least I'm hopeful that as we began to review plans and review budgets from each of the colleges that we can fund some things. Again, right now I can't tell you how much because I don't have a budget to do it, but I am confident that we can figure something out.

**Dr. Kevin Egan:** This is regarding the survey. I suggest in the future that you consider taking a random selection of faculty, students, and staff and do an optimal survey designed to get 60%, 70% or 80% of them to respond, so then you are reflecting the whole population. With a 11% response rate, it is hard to know and it is hard to interpret that for the whole population. If you select a smaller group and get them all to fill it out, an optimal survey is designed to really, truly represent everybody on campus.

**Dr. Mckether:** The Department of Economics, right?

**Dr. Kevin Egan:** Yes.

**Dr. Mckether:** So what I tell people all the time is, I am an anthropologist and “that” is no reason not to have perfect research design. I am so open to having faculty who has, if this is your “sweet spot” and if this is what you do, we are happy to engage faculty to participate in survey design, so if you don’t mind, I will call you. Anybody else, if you have an interest in the future to improve what we do, please contact me because it makes universities better if we have good data. Thank you for that.

**President Thompson:** I know that Faculty Senate looks forward in working together. I’ve seen some of the great programs come out of your office.

**Dr. Mckether:** Thank you.

**President Thompson:** Next, we have Nate Walker who is from the Total Rewards Program and Benefits. He is going to talk a little bit about open-enrollment and what to expect.

**Director of the Total Rewards Program, Mr. Nathaniel Walker:** Thank you. I actually feel a little bad after hearing Dr. Mckether saying, he doesn’t have a budget because I am spending \$60 million on benefits each year. So I think we might be able to conjure up on something that we can give you.

**Dr. Mckether:** I’ll take it <laughter>.

**Mr. Walker:** I have a presentation that I am going to share with you. Following Dr. Mckether is always hard to do because he is an eloquent speaker, but I know I have a very exciting topic and I think that it is going to put me over the top <laughter>. I’m going to talk about a couple of things. I am going to tell you a little bit about our 2017 open enrollment process and then talk a little bit about our 2018 healthcare with the time that I have. We are going to talk about who we are actually covering in our programs, a summary of what they look like, and then I am going to share with you some of the key elements for 2018. I am going to have a little time at the end for questions. This is going to be a lot of information that you’ll be seeing in a relatively short period of time because open enrollment kicks off on October 1<sup>st</sup>. I also like to share with folks, who are we covering. This is based on 2016. It doesn’t change a lot, but what is important to know is what’s in here. We broke it down by the different age ranges on the Health Science Campus and Main Campus and by male and female. This was to help make a determination as to what types of programs we should be looking at. We are covering about 4800 employees.

**Senator Kippenhan:** Will you include this report to the EC, so Quinetta can put it in the Minutes?  
[\[See PowerPoint\]](#)

**Mr. Walker:** Sure.

**Senator Kippenhan:** Just because the print is really small, so it is hard to see.

**Mr. Walker:** I will make sure that Faculty Senate will get a copy. The “key” take away from here is that we cover more benefits than we actually have employees. We are actually covering over 10,000 individuals on what we call, covered lives on our healthcare plan- this is approximately 4800 employees

and the other 6200 are dependents. The other 11% are eligible employees, but they do not enroll into our plan because they have coverage somewhere else such as a spouse or they may be eligible for Medicare. We have 29% that are covered who are under the age of 18. We have 18% covered that are over the age of 54. Then we have 23% that are covered who are considered “healthier ages,” which tends to be between the ages of 18 to 34.

Open enrollment for a professional like me- September is like December “getting ready for Santa Claus;” we are really busy getting ready for open enrollment. A lot of activities that we do earlier on are just to prepare for what happens in the background, so in October we [can] launch open enrollment so folks can go in and make their selection. There is a lot of communications associated with that that starts to go out in the beginning of September, through September, and a lot more in October. Once we are done with open enrollment, there are a lot of activities that occur after that to make sure we receive the right information; we are validating that information with folks that are submitting it and we are giving it to our vendors. So really, the activity for us doesn’t “wrap-up” till the end of January, at the beginning of February because we have to confirm with all of our vendors at the agency about that information.

What I want to share with you also is the vendors that we currently have, we do have one added to that—that change took place in 2017. Now we have Medical Mutual of Ohio and they are actually going to be introducing a new PPO plan this year, which I am going to talk about in a few minutes, but that plan is going to be used for 2018. Paramount will continue with us, there are no changes with that, except we are doing a little bit of “rebranding.” Rebranding means that as opposed to referring to the plan by the name of the providers, we are going to start referring to them under a new program called the Rocket Plan with color designations. So the blue and gold plan will be our gold plan and again, Paramount will have no changes to that plan. Medical Mutual of Ohio also does our consumer driven health plan for our CDHP, and that is not going to change, it is going to be our new plan. The Front Path plan is going to be our bronze plan. And again, there are no changes to any of these plans. Delta Dental will continue and we are excited because we are going to be able to offer a new option under Delta Dental. The same thing under our VSP, vision services plan, we are going to offer a new option for that also. You are going to continue to have the same options as you’ve enjoyed, but there are be something new. What we found out by talking to our employees is that, employees have very different needs and “one shoe” or “one size” did not fit all. We needed to do something different to be able to make sure that we broadened those options to be able to offer more coverage that our employees were looking for. We also have Chard-Snyder accounts, which have no changes to that, except every year the IRS goes up a little bit on what the contributions are. We are still waiting to get the information from them and hopefully, when we get that information we will put that in there. Optum, we used to have Wells Fargo who has a health savings account administrator- a health savings account is an account that both the employee and the employer could fund to help with medical costs that were part of the CDHP. Somewhere between 2017, Wells Fargo sold the business to Optum and they are our new carrier, but they continue to send plan. What’s going to be different is that we are changing the structure of the health savings account and we are introducing a new component to that, and we are going to share with you some details about that component. Lastly, Healthcare Highways, we used to have Catamaran as our prescription benefit provider, but Catamaran sold to Optum. We recently went through a process where we are going to have a new prescription benefit manager and that’s going to be Healthcare Highways, RX, which will replace Optum as of 01/01/2018. And again, the plan did not change- the only difference is that there’s going to be a new vendor that’s going to administer that.

So the “key” elements for 2018: I’ve already talked about some of that, one of which, we are going to have an active open enrollment. With active open enrollment, it means that we are asking all employees to go into it and to take a look at their selection. If they like what they have then they can continue to keep that, but the reason we are asking them to take a look at it is because a couple of things is going to be happening. A lot of people don’t seem to understand, and we try to explain to them, the flexible spending accounts and health savings accounts; those accounts don’t remove automatically, and so IRS requires us to get an election for the flexible spending account every year. The difference is that, if you don’t select your flexible spending account during the open enrollment period, we cannot go back and add one for you because the IRS doesn’t give us the “power” to do that. However, if you don’t submit the documentation for the health savings account and if you are in the CDHP, we can add you at a later date. But the problem or the challenge that you are going to have with that is, you won’t get the full contribution from the employer, it is prorated based on when you get the documentation in. Even though we do not have open enrollment beginning October 1<sup>st</sup> and you have the month of October, you really have till the beginning of January to give us that information to make sure you qualify for the full contribution. Again, same plans are available, except we added new options and call them different colors. Under the CDHP, we are doing something a little different. We are happy to do a little trial for those folks with CDHP. Currently, the University makes a contribution to the health savings account: if you are single, you get \$800; if you are a family, you get \$1600. While we’re restructuring that, we will continue to put in \$500 and \$1000, but we also are going to offer a second component to that where individuals have opportunity to get the full contribution. Those same activities are open for all employees to participate in. So because the University is already contributing money to them, we saw that as a great opportunity to be able to “test” this to make it better so we can roll it out to the whole University. We are coming to our Healthy You program which is our wellness program and we are coming into the third year. We’ve seen a lot of success with this program and more employees signing up for it and so we want to continue to build upon that. We saw that as an excellent opportunity for being able to get some good data on what employees are looking for and how to start the building structural program. We also saw some opportunities where there are going to be some changes, but currently not with benefits. Two months a year is the pay where there are no benefits deducted, and some of the feedback that we got from employees about this were: some would like to manage it in a way that it will still be 26 pays per year, however, you will now see it will be a little less. But like I said, it will spread over 26 pays vs. 24 pays per year. The other changes we are going to see is for the teenagers- coverage for dependents will end the year he/she turns 26, which is now consistent with the federal state law. Please know that we are covering some dependents over 26- dependents that we are currently covering, we are going to continue to grandfather those in until they turn 28.

**Senator Hefzy:** As far as the prescription changes, does that affect the way we use the UT funds?

**Mr. Walker:** No, that does not.

**Senator Hefzy:** It does not?

**Mr. Walker:** No, it does not. In fact, one of the reasons that we switched was because when Catamaran was sold to Optum, we were unfortunately experiencing some challenges from a customer service perspective about them because back when Catamaran was with us, they were in control. They were a smaller organization, they were more responsive to our needs, and they were more flexible with helping us manage changes. When we got involved with Optum, they were less flexible. So we were fortunate because a lot of individuals that were part of Catamaran helped create Healthcare Highways. So, they are

very familiar with the University and actually will bring more continuity with Healthcare Highways with what the university has done. We are enjoying it with Optum.

**Senator Hefzy:** Thank you.

**Mr. Walker:** So one of the things that we do, we consulted with an outside consultant group called Findley Davies which is a local benefit and consulting company. One of the things that Findley Davies does for us is they help us set what the premium rates are going to be. So, it is a self-funded plan meaning that the University pays all the cost of the claims from...and we build our own rates on what we call...We look at all of our claims and we determine what we charge for premium based on what we need to earn to be able to pay those claims and they estimate what those claims are going to be. For example, when I came up, I said \$60 million dollars, that is what we spend on healthcare- that covers our claims and other expenses that we have like added fees for the vendors that administrate those plans for us and the health savings contribution. We spent \$60 million for 2017 and that is what we're estimating that we are going to have done at the end of the year based what our trend is going to be. What they will say is, well we looked at what you guys have spent over the last 18 months based on trends etc. and then they project what our rates are going to be for 2018. Honestly, for 2017, that was a tough year for us. That was a tough year for us for a couple reasons: a self-funded plan bearing the cost, dollar-one- we got hit with a lot of high dollar claims costs. As you can imagine, when people are really ill, we bear the cost of that- like I said, dollar-one. We do negotiate some discounts which helps us out, but at the end of the day, when we have a large number of folks who are suffering from illnesses that are very expensive, that is the plan, and 2017 was that year. The year before that, it actually wasn't as bad, but 2017 was a little bit of a "tough" year and there were some other factors that contributed to that. When they gave us our projected change in our claims from 2017 and 2018, they are predicting that we are going to see a 29.6% in our claims. Claims can jump from 29.6% and because we are self-funded, that has to be funded by the University and then prorated. So that 80/20 split that typically you hear about, the University actually pays more than 80%. But again, we are talking about my 29.6% increase. So with that being said, you may say, how do you enter us into a new plan because you are already saying that it is to be expected a 30% increase? Well, the reason why we are doing this is because, and this is actually really nice, these plans actually provide more, but is costing us less. The reason why we are doing this is because it is going to save the University some money. The new gold plan that we are going to have with Medical Mutual of Ohio is that we will continue to be able to provide more access to the Mercy's and ProMedica, which is currently enjoyed by folks that are on the...plan. But guess what? It is going to be at a lower cost to UT and the employee. It is going to be lower because given the size, they actually negotiate better rates. Because they can negotiate better discounts, some of that savings is passed on to us through the lower rates that we receive with them, but we still have access to all of those same facilities. Also, we want to have some additional coverage as well, and so that is why that plan became the "gold plan" because we are going to have the same access to all the same facilities, it is going to have additional coverage, and is going to be less costly. With dental and vision, it is the same thing. With the dental plan we have a program that employees have been asking for. Even though you look at what you pay from the employee contribution mark, what we observe and what employees have said is, well, you pay for this plan, but we don't really use it. For example, I go for cleaning and I may have an occasional filling, but I don't use all of which you have provided for me. So we said, okay, so you're not using it and you're not going to use it, let's create an option that allows employees to be able to go with more of a basic set of service. If they want to do that then there is a lower cost that they will pay for that, which will save the university money and will save them money through lower premium. But, if you still want to continue the same coverage, again, you can go for the gold dental plan. Vision, it is the same thing. We have folks that came to us that said under

our current program you can get an eye exam every 24 months and you can get new glasses every 24 months, but, for some folks they wanted it every year. They said, I would like to have that exam annually and we said okay, well, there is a cost associated with that. But by looking at it, what we found out was, for those people who really need to get their eye exam every year, what they do is they go to VSP, which is our provider, that first year and the off years what they would do is go to their medical doctor, which actually ends up costing us a lot more. It actually saves us money by giving them a benefit that allows them go every year and it also gives them a benefit for the frames while saving us money.

Like what I said, it is going to be a lot of information coming out. We want to make sure that we are putting together tools with helping employees with their decision making process. I have been doing this for years and every year I learn something new. We can help people think through based on what's happening with them. We won't tell you and we can't tell you what to select, but we will help you think it through. And what is clear that, with a 30% increase that you will see this year, at some point of time it may cause some concerns, so what we are trying to do is be active with it and see what options are available for us, while at the same time, making sure we are offering employees what they want. We are going to be communicating a lot through UT news, emails, flyers, screensavers and whatever else we can do to let folks know that this is the time that they need to be doing it. We recognize too that no matter how much you publicize it, some folks will not do it for whatever their various reasons are. So if that shall happen then they take whatever they have. We ask you to please take a look at it. What we found is, we had employees who were covering their dependents that left their home a long time ago that they were no longer responsible for and they were surprised to find that out and/or they had coverages that they did not need. So again, we are saying take a look and we are here to help you with that, and if you don't, they are going to default to what you had and you are also going to default to the blue plan, which is the least expensive one. We don't want to take money out of your pocket and so we are going to be fought you to that. You want to be eligible for flexible spending accounts, which is nothing we can do about that because IRS says that you have to enroll into that every year. This is important for you to understand, if you have any existing dependents, we won't be asking for the information again. However if you have any new dependents, we will be asking for that. We received the acknowledgment from the vendor we used stating, yes, these people met the criteria and so we are alright with that for this year. And what is important too is there are some documents that will be returned, and we are going to go after you for that documentation if you need to return it. If not then at some point we are going to need to make a decision and we will communicate it and let you know. They will have other available healthcare benefits for them, but we want them to submit the proper documentation to make sure that are covered under our plans and their coverage is where it needs to be. That is my highlight and I hope I did not go too far over the time. Are there any questions I can answer?

**President Thompson:** Maybe just one or two questions because of the time.

**Senator Tucker-Gail (substitute for J. Hoy):** I have one that impacts my family. We are a UT family and we both work here, my husband and I both. We currently both have independent plans and that kind of have an impact on how we operate as a family. I'm just wondering, is there any consideration for that moving forward?

**Mr. Walker:** Let's talk about that. You said you both are required to have a separate plan.

**Senator Gail-Tucker (substitute for J. Hoy):** Yes, we've always been told that we require a separate plan. Did I receive incorrect information?

**Mr. Walker:** Yes. Don't get me wrong, I hear a lot of stuff and people sometimes operate off of second-hand information. My name is Nate Walker and my extension is 1475, call me and we can talk about it to figure out what we need to do to get you taken care of.

**President Thompson:** One last question.

**Senator McLoughlin:** The health savings account, the wellness initiative and the additional \$300 that is going towards those who choose to participate in that wellness initiative- what is the procedure for that, for those who wish to partake in that? Is there a documentation that we need to provide?

**Mr. Walker:** It is going to be open for everybody who wants to take a look at that. The...describes how the program works and what employees need to do. It lists out what the criteria are, those initiatives and in what each.... There is a point system in those points convert to dollars.

**Senator McLoughlin:** Thank you.

**Mr. Walker:** I appreciate your time and thank you.

**President Thompson:** Next, we have David Cutri who is the Chief Compliance Officer and Director for Internal Audit. I asked him to come today and talk a little bit about the mandatory training that we all know about as well as some overview of his office.

**Chief Compliance Officer and Director of Internal Audit, Mr. David Cutri:** Thank you, President Thompson. Good afternoon everybody. I know some of you, but not all of you. As Dr. Thompson mentioned, my name is David Cutri. My title is Executive Director of Internal Audit, the Chief Compliance Officer. I know that I am the one that may be keeping you from an on-time dismissal, so unless you have a lot of questions, we are going to get you out of here on time. If there are more questions than time, my number is 419-530-8718, but I will make my comments quick. I have some slides and I'm going to forward them to President Thomson after we are done and she will make them available to you. [\[See PowerPoint\]](#)

Two topics I want to talk about: One, the compliance training that you've probably seen the directive from President Gaber, to have all employees, whether it's faculty, non-faculty, fulltime, part-time take certain compliance training courses. All employers are required to take two courses. One is titled, Intersessions, Supervisor and Harassment and Title IX and the second is, the Ohio Ethics Commission, Ethics is Everybody's Business. There is a third course if you are on the Health Science Campus or if you have significant involvement in the health professions, this is called HIPPA Basics. This is for employees who are covered under what is known as the Hybrid Entity. If you work at the hospital, unfortunately you have two additional courses to take: one is called, Checkpoint: Data Security and Privacy; and the other is called, Medicare Fraud, Waste, and Abuse. For part-time employees or nine-month faculty and staff, these courses were available to you on September 1<sup>st</sup> and they will be available to you through October 31<sup>st</sup>. Full-time employees and 12-month faculty, they went from July 1<sup>st</sup> to August 31<sup>st</sup>. We've had tremendous (in my opinion) response rates to these training courses. For the full time people, 93% of all our employees have successfully completed their courses- 93% equates to 11,000 courses that have been completed. So far, even though there is still a little more than one month to go, nine month faculty and part-time employees is 44.3% of people who have completed those courses. Certainly, if you feel you

have been assigned a course in error and/or not been assigned a course, please give me a call or send me a note. I can tell you based on the Board of Trustees meeting last week, the Board places a very high emphasis and very high premium on institutional compliance as does President Gaber. Thank you for your support. Certainly, if you have any issues with the course or on the compliance topic in general, feel free to reach out to me at any time.

The second topic I want to talk about was disability services. My office has executive oversight responsibility over Student Disability Services. It also includes accessibility for faculty and staff as well. You may know, Angie Hall; Angie works for me and she is the Director for the campus Accessibility and Student Disability Services. We believe we have a very strong effective relationship with the faculty and you. You deliver the “goods” to the students and we have a very welcoming and supportive environment that we provide to our students, and we know it all starts with you. Thank you for that. I don’t get many opportunities to address this group, but thank you for your support. We do survey students and we do survey their parents as well regarding what we can do better/differently to provide an even more welcoming environment to our students. What we’ve been hearing recently is many of the accommodations that we provide involve notetaking. The students often states, “it will be nice if my instructor would post their notes on Blackboard so we can basically pay more attention during class.” I cannot make you do that; that is not an ADA requirement, but we have found over time, that’s a good effective combination, it improves learning and grades. I want to take my time with you to make that “plug,” make that request for you. Certainly, if there is a way that we can deliver accommodation services better, please let me know.

In addition to those two topics, my group also handles institutional compliance matters, internal audit matters, so certainly if there’s any way that my office can be supportive to you or your constituents, please let me know. That is all I want to cover. Thank you for your time.

**Senator Rouillard:** Mr. Cutri, can I ask a couple of questions?

**Mr. Cutri:** Yes.

**Senator Rouillard:** Or offer a couple of comments?

**Mr. Cutri:** Yes.

**Senator Rouillard:** I heard from some people who’ve done the Title IX training and I’ve done it myself- the program is a little convoluted. It is hard for some people to figure out what they need to click on; I think some more explicit instructions might help with that. The other thing is that we also heard from some of our part-time instructors who feel “rather put upon” to do extra training when they are paid so little to be part-time. As a full-time faculty member, I don’t have an issue with doing the training, but I do feel for the person who is teaching “here” and teaching “there” and teaching someplace else- and now, to even teach one course here is required to give up even more time that is uncompensated. I mean, I don’t know if there’s a way where at least part-time faculty can have a longer window to do it. I mean some recognition of the fact that they are already stretched pretty thin.

**Mr. Cutri:** Sure. I definitely sympathize with that. I wouldn’t think it would be an issue with extending the time or look at what’s truly required of part-time faculty. One thing I will mention is, since you mentioned the Title IX course, that’s a bit time-consuming and so there is a more abbreviated course that



we are going to use going forward, it's called Bridges. I know we are going to do that in future years and we're also going to do an abbreviated ethics course that is a bit of a time consumer as well. I think between the switching of those courses, and maybe given part-time faculty more time to complete whatever courses are deemed to be mandatory, and looking at what ought to be required for part-timers, I am certainly open to it.

**Senator Rouillard:** Thank you.

**Senator Barnes:** I just want to mention that I also have students who attend the class the first weeks who are eligible for student disability services but they don't have their paperwork lined up, and by the time they get the accommodation, particularly, a book in a PDF form or some other form for the reader, they are pretty substantially behind. So I just wonder, if maybe in the admissions process we could somehow help students self-identify and get to their instructors early so that the materials can be ready for them when they start class, so they are not already sort of a step behind before things even get rolling. I mean, I know identifying is tricky business.

**Mr. Cutri:** Well, that is a good point. In our current model, we kind of wait for the student to determine whether they want to be considered for accommodation. We could probably help expedite the process for them. They may not even know that they are---

**Senator Barnes:** That they are eligible. I think that is a selling point, it is a positive. I think how we approach that could actually be not only useful for students, but attractive for students, especially, considering the report that we just heard today.

**Mr. Cutri:** Good point. Thank you.

**Senator Giovannucci:** Maybe you can clarify for me. Is it all Health Science faculty who have to take HIPPA training or is it a subset because many faculty see no patients, they have no access to any of the patient data, and their research doesn't involve any---

**Mr. Cutri:** It is intended to be for clinical faculty. So if somebody has been assigned a course in error, they should just let us know and we would take care of it.

**President Thompson:** Okay. Thank you. Are there any quick announcements or good news before we adjourn today? Of course, I want to remind you about our tailgate and our parade, I hope to see you there. May I have a motion to adjourn? Meeting adjourned at 5:59 p.m.

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

Respectfully submitted by:  
Fred Williams  
Faculty Senate Executive Secretary

Tape summary: Quinetta Hubbard  
Faculty Senate Office Administrative