

**Graduate Council Minutes
October 29, 2019
Main Campus, Rocket Hall 1530**

Present: Wissam AbbouAlaiwi, Brian Ashburner, Defne Apul, Tomer Avidor-Reiss, John Bossenbroek, Timothy Brakel, Amanda Bryant-Friedrich, Frank Calzonetti, Saurabh Chattopadhyay, Qian Chen (for Heather Conti), Wendy Cochrane, Raina Dawson (GSA), Daniel Georgiev, Cyndee Gruden, Daniel Hammel, Mohamed Samir Hefzy, Andrea Kalinoski, Ken Kilbert, Anand Kunnathur, Abraham Lee, Song-Tao Liu, Sara Lundquist, Michael Mallin, Marcia McInerney, Nagalakshmi Nadiminty, Geoffrey Rapp, Patricia Relue, Barry Scheuermann, Rebecca Schneider, Martha Sexton, Ozcan Sezer, Ruslan Slutsky, Oleg Smirnov, Susan Sochacki, Megan Stewart, Varun Vaidya, Jerry Van Hoy, Kandace Williams.

Excused: Beth Schlemper.

Absent: Terry Bigioni, Penny Poplin Gosetti, James Willey.

Guests: Brian Pack, Leanna Glick.

Call to Order, Roll Call, and Approval of Minutes

The meeting was called to order, roll called and the Minutes of the Graduate Council Meeting of October 1, 2019 were approved.

Executive Reports

Report of the Executive Committee of the Graduate Council

On behalf of Graduate Council, Dr. Song-Tao Liu, Chair reported the following:

- *Meeting with Provost October 23, 2019*
Discussed COGS not requiring GRE for admission, but leaving that decision to programs and how to implement. Discussed Graduate Council point of view to retain graduate faculty. There is some attrition and recruitment from other universities. Dean Bryant-Friedrich will explain further in her report.

Report of the Vice Provost for Graduate Affairs and Dean of the College of Graduate Studies

Dr. Amanda Bryant-Friedrich, Vice Provost for Graduate Affairs and Dean of the College of Graduate Studies provided the following updates:

- Graduate and Professional Programs Fair
Wednesday, October 30, 2019, 2 -6 pm, Thompson Student Union Auditorium
We expect at least 100 students. 40 programs will participate and the Honors College and University College will be there. They have specific populations of students and will help answer inquiries from their perspective. There will be nice give-aways.

- *Removal of GRE as a requirement by COGS for graduate admission*

This topic is under discussion with the GCEC. Graduate programs assess the applicants and would best determine if GRE serves as a valuable tool. It has been removed as part of the College of Graduate Studies evaluation, however, programs will decide if they wish to use this option and alternatives used for evaluations. Decisions should be made and submitted to COGS by November 15 with implementation effective on December 1, 2019. COGS will follow the guidelines of your program. This process will remain in place for a two-years. A two year review cycle will provide an opportunity to review that your guidelines are working well.

Discussion:

Dr. Barry Scheuermann stated that his HHS may not be able to review and complete this request by November 15th. A two-year hiatus is a bit lengthy.

Dean Bryant-Friedrich noted that the College of Health and Human Services some unique programs that may not change much.

Dr. Tomer-Avidor-Reiss suggested a review and update in one year.

Dean Bryant-Friedrich indicated the timeline is meant to accommodate applicants who are applying now for next fall 2020. A one-year review cycle would be a lot for COGS admissions processes to coordinate electronically. Because each program has the ability to determine the GRE requirement, some may choose to implement today or in a year, so there is a balance to strike that is complicated.

Dr. Kandace Williams stated that COMLS programs are set but that it would be discussed with programs.

Dr. Samir Hefzy agreed that November 15th is a short timeline but that he would help and support COGS. He also expressed concern about a two-year review cycle.

The consensus of Graduate Council was that a one-year review cycle would be better.

Dean Bryant-Friedrich explained that program decisions should be sent to her and that if a communication is not received, the current process stays the same for that program.

Dr. Anand Kunnathur suggested that the college could make the decision for its programs.

Dean Bryant-Friedrich replied that COGS must be informed what is required for each program so that the process is applied for all of its applicants. COGS will do what helps programs admit good students. Most programs have a conditional waiver, for example, GPA, U.S. vs. Non-U.S. earned degree, prior graduate level degree earned, writing samples or other products, and work experience. You design your admissions so that you get the best students. She explained this is a change that may require programs research what their competitors are doing. Many are waiving for different reasons.

Dr. Patty Relue pointed out that U.S. and World News asks about GRE.

Dean Bryant-Friedrich reiterated that the GRE test can be maintained as required by the program.

Dan Hammel noted if the GRE is required for marginal students, then scores will be low.

Dr. Sara Lundquist asked this request be sent to Graduate Council with pertinent information and dates.

Research and Sponsored Programs Update

Dr. Frank Calzonetti, Vice President of Research reported 34 people expressed interest in visiting national labs, following UToledo's National Lab Day this month. Deadlines are nearing next month for letters of intent for Summer Fellowships and DeArce.

At its meeting on October 25 the Research Council began conducting reviews of UToledo Centers and Institutes by asking them to provide a self-study.

Report of the Graduate Student Association

Ms. Raina Dawson, Vice President of the Graduate Student Association (GSA) reported:

- *Special Election Process for Communication Specialist*
Kristina Todorovic from Psychology was elected.
- *Student Health Insurance*
Ad hoc RFP committee has not been called. Graduate student input was sent to Leann Glick and Brian Pack.
Requested:
 - 80/20 plan instead of a 70/30 plan
After deductible, plan pays for 80% then student pay 20%. Difference between an extremely costly bill versus a more manageable situation for a graduate student.
 - If unable to bring threshold cost down, providing students help in identifying providers for students. List of providers that UTMC students can consult to stay in network that is focused on student health, not just general practitioners that may be accepting new patients.
 - Health insurance expenditure as a percentage of student income
Considering the unique problems that exist for student population, exploring the cost of insurance as a percentage of income. For example, 6% of US household income is spent on health insurance; average US citizen makes median \$31k
 - Reducing the out of pocket maximum
 2. With ACA is \$1000
 3. Current at UT \$7900
 4. Considering asking students to take out another loan to support tuition and health insurance. Problem that is identified in other universities as a problem and should be advised against due to the increasing costs that a loan will accumulate.
- *Graduate and Professional Fair*
One volunteer confirmed.

- *Graduate Research Award applications open with COGS*
<https://graduatestudentassociationblog.wordpress.com/funding/gsa-graduate-research-award/>
Applications deadline is November 15, 2019 at 5pm.
- *New Travel Program Processes*
 - Using University's Concord program
 - Updates made to website to reflect changes
 - Will no longer be using Purchasing Card to pre-pay for student conferences
 - Held a workshop October 28th to help students better understand travel reimbursement
- *Student Advisory Board meeting with Dr. Flapp Cockrell*
 - Looking into the Tree House space on HSC for a lounge/Student Union-type area
 - Counselors and food pantry to be placed on HSC
 - Conversation about mental health and mindfulness activities
 - Creation of a 1-800 number for after hours assistance
 - Posters for sexual misconduct and Title IX to be put in facilities frequented by students, bathrooms, etc. around campus and greater community
 - Conversation about Freedom of Expression policy
 - Creation of a contingency plan to allow students a space separate from possible controversial demonstrations
 - Reminder that Eberly Center will have winter clothing drive and donations available for students
 - Reminder that food bank drives help with student pantry
 - Development of a Spring Fling large-scale event in the Spring Semester in the lawn in front of University Hall
 - Asking for budget assistance, volunteers, resource gathering, and other tasks
- *General Assembly Meeting: November 13th, HSC HEB 6-8pm*
Invited Ms. Leanna Glick and Mr. Brian Pack for student health insurance update, and Constitution updates will be discussed.

Information and Discussion Items

Update on Graduate Student Health Insurance Plan

Brian Pack, Director, Benefits and Wellness, Human Resources, accompanied by Leanna Glick. SBT went bankrupt two weeks before the start of spring semester 2019 and UToledo went to a self-insured model administered by PayerFusion. Enrollment is at 857 for fall 2019, which is up from 45 compared with the previous fall and up 200 from the previous spring. In trying turn the program around, we started to re-engage with students and pleased they have provided their wish-list. RFP stage is beginning with a group of five individuals that includes GSA President, Alisa Nammavong and one undergraduate representative. Currently, we are self-insured but want to go to fully insured model. Since UToledo had a tendency to move insurance carriers each year, we are viewed as a high risk, thus we want to go for a longer agreement so they see us as stable. Another consideration that will be looked at is voluntary vs. mandatory enrollment (also known as a "hard waiver" process).

Most schools use the opt-out (hard waiver) model because opt-in (voluntary) shrinks the pool and has some adverse selection.

Discussion:

Dean Bryant-Friedrich asked where the RFP is in the discussion timeline because this item has not yet been brought to the Senior Leadership Team. The goal is to communicate with students in February 2020 about the 2020-2021 plan.

Dr. Cyndee Gruden added that UToledo used the opt-out model before the Affordable Care Act was enacted.

Chair Song-Tao Liu inquired about students' requests for the new plan.

Mr. Brian Pack stated that students want to reduce out-of-pocket maximum, but that may increase the premium.

Dr. Varun Vaidya stated that data should show most are young and healthy.

Mr. Brian Pack responded that because our previous insurer, SBT, went out of business, we only have valid data since January 1, 2019.

Dr. Patty Relue said whether students could be roll in at a different premium since UToledo already has benefits packages in place for employees.

Mr. Brian Pack stated that you have to consider what it means if one is an employee. He noted that United Healthcare and Aetna are the two most prominent insurance carriers in the Ohio student health insurance market.

Dr. Varun Vaidya noted that since students have fewer expenses it may not be good to be grouped in employees, who typically would have more expenses.

Dr. Patty Relue questioned the difference between what students have compared to employees.

Mr. Brian Pack stated it is based on experience of employees. All else equal, students they would pay for cost of employees. 85-90% of students use less health care.

Dr. Kandace Williams pointed out that on the HSC, doctoral students are set up as employees with a 2% fringe benefit. They just don't get other benefits.

Dean Bryant-Friedrich agreed that graduate students are not classified the same across the board.

Mr. Brian Pack recognized the students request for an income based model and this approach has been used by other employers when determining premium contributions by lower salaried employees, so he appreciates the concept behind these valid points.

Dr. Samir Hefzy suggested looking at what other universities with medical schools do, such as University of Michigan. He suggested that our graduate students utilize UTMC medical campus, see our doctors and tests for free.

Mr. Brian Pack replied that we are looking at tiers 1, 2, 3 that includes behavioral health as well. Dr. Hefzy's points are on target. We may narrow the network with services we provide. Since UTMC cannot provide all services, we would steer students to a wrap network.

Dr. Dan Hammel said that all state universities in Ohio negotiate for student health insurance.

Mr. Brian Pack responded that it would be extremely difficult to get all universities to agree on a product and actuarial value. The bigger the pool, the more the risk is spread. He posed a similar question 'why don't universities pool together for employees'? It is difficult to execute. And if one university has a bad year, it affects all of the participants. The rules of engagement would require participants to be included for the long haul. Development would also take a few years.

Chair Song-To Liu asked Mr. Pack if he has plans further meetings with graduate students.

Mr. Brian Pack replied that he will be meeting with graduate students at their assembly meeting and also in the RFP process. It is their plan so we can bid on more than one plan design. Their actuaries are good at this. On average insurance carriers provide premiums that on top of projected claims include percentage points for risk, required insurance, administrative costs, and 3-5% for profit.

Cyndee Gruden noted that Mr. Brian Pack will be attending the GSA General Assembly on November 13th.

International Travel Registry and International Programs

Ms. Sara Clark, Director, Center for International Studies and Programs could not here today but provided packs of information. The GCEC will work to reschedule.

Standing Committee Reports

Report of the Curriculum Committee

On behalf of the Curriculum Committee, Co-Chair, Dr. Ozcan Sezer reviewed the committee's report. All proposals were approved by the committee. Graduate Council approved unanimously.

015	NCP	BU	Accounting	Auditing Concepts and Applications	ACCT 6510
016	NCP	BU	Accounting	Auditing Concepts and Applications	ACCT 6520
017	ECM	BU	Accounting	Cost Accounting	ACCT 5320
018	PRR	MD	Urology	Transplantation and Donation Sciences	
019	NCP	BU	Accounting	Regulation Capstone: Taxation and Business Law Studies	ACCT 6520

020	ECM	AR	Political Science	Advocacy Groups In U.S. Politics	PSC 5220
021	ECM	AR	Political Science	Urban Policy and Administration	PSC 5320
022	ECM	AR	Political Science	Ethics In Public Policy and Administration	PSC 5360
023	ECM	AR	Political Science	Public and Nonprofit Management	PSC 5410
024	ECM	AR	Political Science	Human Resources Management in Public and Nonprofit Organizations	PSC 5430
025	ECM	AR	Political Science	Budgeting and Financial Administration	PSC 5440
026	ECM	AR	Political Science	Law and Public Administration	PSC 5560
027	ECM	AR	Political Science	Public Policy Methods and Analysis	PSC 6110
028	ECM	AR	Political Science	Program Evaluation	PSC 6420
029	ECM	AR	Political Science	Public Policy Process	PSC 6430
030	ECM	AR	Political Science	Professional Experience	PSC 6940
031	NCP	AR	Political Science	Fundraising	PSC 5380
032	NCP	AR	Political Science	Introduction to Nonprofits	PSC 5480
033	NCP	AR	Political Science	Public Administration Capstone	PSC 6490
034	PRR	AR	Political Science	Certificate Management of Nonprofit Organization	
035	PRR	AR	Political Science	Certificate Municipal Administration	
036	PRR	AR	Political Science	MPA Masters of Public Administration	
037	PRR	AR	Political Science	MPA Juris Doctor	
038	PRR	AR	Geography and Planning	Certificate Urban and Regional Planning	

Report of the Membership Committee

On behalf of the Membership Committee, Chair, Dr. Svetlana Belyukova reviewed the committee's summary report of 58 applications for Fall I 2019.

COLLEGE	Total Applications rec'd	Applications Rec'd/Approved by Category					# Approved as Applied	# Approved in Diff. Category	# Pending	# Apps Internal	# Apps External	# Apps -- Renewal	# Apps -- New	# Apps -- Change
		Full	Associate	Professional	Adjunct	Special								
Arts and Letters (AR)	7	5/5				2/2	7			7		6	1	
Business and Innovation (BU)	3		1/1	2/1			2		1	3			3	
Education (CE)	6				1/4	5/2	1	5		3	3	1	5	
Engineering (EN)	16	8/8			1/3	7/5	12	4		10	6	4	10	2
Health and Human Services (HHS)	8	4/4		1/1	1/1	2/2	8			5	3		6	2
Honors														
Law														
Libraries														
Medicine and Life Sciences (MD)	7	4/4				2/2	6		1	7		3	4	
Natural Sciences and Mathematics (SM)	10	5/5			1/2	4/3	9	1		7	3	3	5	2
Nursing (NU)	1			1/0					1	1		1		
Pharmacy and Pharmaceutical Sciences (PH)	0													
TOTAL	58						45	10	3	43	15	18	34	6

Committee Members:

She reported that the committee had a change with two new members, Dr. Ainsworth Bailey representing the College of Business and Innovation and Dr. Joanne Ehrmin from the College of Nursing.

Application Revisions:

We also held an in-person meeting that included Ms. Terri Hayes and Ms. Heather Huntley, for discussion about the categories of Adjunct and Special that are often gray. Clarifications were made. We want to be sure that we are in compliance with both the Graduate Council Bylaws and Higher Learning Commission.

Some proposed changes should help clarify and differentiate Adjunct and Special memberships.

If a non-UT applicant is employed at an academic institution in the same discipline, the committee was comfortable with applying Adjunct Membership. A non-UT applicant from outside of academia would receive Special Membership with privileges delineated. We will make clear in definitions.

Regarding membership term, there is no need to award membership for less than three years. Since these categories indicate membership can be up to years, we are applying a standard three-year term for simplification.

Retired UT faculty can longer hold Full membership and must request a change in status.

Additionally, we drafted some changes/clarifications to the application. One of the changes is in the endorsement sections for the chair and dean. Since the chairs know the details of the applicant, their endorsement is most informative. The deans typically do not more than a brief endorsement, thus their signature of endorsement is sufficient. The updated application will be shared with GCEC.

Old Business

None.

New Business

None.

Adjournment

There being no further business, the Council adjourned at 1:32 pm