

THE UNIVERSITY OF TOLEDO
Minutes of the Faculty Senate Meeting of October 22, 2019
FACULTY SENATE
<http://www.utoledo.edu/facsenate>

Approved @ FS on 11/05/2019

Summary of Discussion

Note: The taped recording of this meeting is available in the Faculty Senate office or in the University Archives.

President Brakel: Welcome to our fifth Faculty Senate meeting in the Fall semester. At this time I will ask our Secretary, Mark Templin to call the roll.

Present: Bailey, Barnes, Bigioni, Brakel, Case, Chou, Compora, Coulter-Harris, Dowd, Edgington, Garcia-Mata Gibbs, Gregory, Hammersley, Heberle, Inch, Jayatissa, Kistner, Koch, Lammon, Lee, Lundquist, Molitor, Niamat, Nigem, Oberlander, Ohlinger, Pakulski, Phillips, Ratnam, Reeves, Rouillard, Sheldon, Steven, Taylor, Templin, Thompson-Casado, Weck-Schwarz (proxy for J. Anderson), Wedding, Weldy, Welsch, Zhang

Excused Absence: Dinnebeil, Duggan, Ferris, Frank, Giovannucci, Gray, Hefzy, Lecka-Czernik, Longsdorf, Maloney, Tiwari,

Unexcused Absence: Bruce, De le Serna, Hall, Harmych, Menezes, Modyanov, Murphy, Park, Roseman, Schlageter, Schroder, Stepkowski

President Brakel: Do we have a quorum?

Senator Templin: Yes.

President Brakel: So before you, you have today's attentive agenda. I did add 'adopt the agenda' and clarified the date we are approving the Minutes, but other than that, it is the same of what you saw earlier. I maintain a motion to adopt today's agenda.

Senator Ohlinger: So moved.

Past-President Rouillard: Second.

President Brakel: All in favor say, 'aye.' Any opposed? Any abstentions? ***Adoption of Agenda Passed.***

You also have the Minutes from our last meeting, October 8th. Are there any corrections to the Minutes? Hearing none. I entertain a motion to approve these Minutes.

Senator Compora: So moved.

Senator Dowd: Second.

President Brakel: All in favor say, 'aye.' Any opposed? Any abstentions? **Motion Passed.**

Now as we proceed to the rest of the meeting, when you want to be addressed by or have a comment to make to the speaker, please raise your hand and make sure you are called on. I appreciate that. That is for every speaker.

The Faculty Senate Executive Committee Report: The Faculty Senate Executive Committee met with Interim Provost Karen Bjorkman on October 9 to discuss several issues. As only 15 Inter-session courses were proposed for this year, we talked about some ways to improve the course offerings for next year. The current model for Intersession will be reexamined this year and alternate models will be considered. We will continue to dialogue with the Provost's Office regarding the Intersession and the Faculty Senate Executive Committee welcomes your thoughts and ideas on improving the Intersession into a more robust, viable tool moving forward.

We also discussed the Student Grievance Committee and how it is populated. These members are appointed via the President's Office or designee (the Provost) and serve 2 year terms. The current chair of this committee is Michael Kistner and appointees are solicited from the Deans or Associate Deans for faculty and student representatives from their colleges.

Related to this, a committee has been working on a major overhaul of the academic misconduct policy for students. Last year's Faculty Senate Executive Committee was informed about this work and this year's Faculty Senate Executive Committee will be receiving an update soon on this policy. This was brought up in our meeting with the Provost to make sure everyone was aware of the current status of this revision.

We also discussed the approval process for the Constitution. Last spring, the approval process was slowed down by review or input from the Board of Trustee's Academic Affairs Committee and the University Legal Affairs Office. The Provost's Office requested that we send drafts of the Constitution, Rules and Bylaws to the Provost Office by Monday October 14 and this was done by Secretary Mark Templin. The goal was that we would hear from Legal Affairs by October 16. At this point, Legal Affairs has not examined the most recent draft. The Faculty Senate Executive Committee and Interim Provost Bjorkman was informed during our October 9th meeting that the current draft of the Constitution reflects the feedback from Legal Affairs and the Board of Trustee's Academic Affairs Committee that was received last Spring. Therefore, we will proceed with the first reading of the revised Constitution at today's Faculty Senate meeting with the acknowledgement that Faculty Senate may vote on acceptance or changes to the Constitution today and that we will continue to work with the administration to insure the passage of the revised Constitution, Rules and Bylaws. If necessary, there may still be additional changes during the second reading.

I would also like to make Faculty Senate aware of Senate Bill 40 titled "Forming Open and Robust University Minds (FORUM) Act." A similar bill in the House is HB 88. This bill attempts to address how state institutions of higher education regulate expression and peaceful assembly on campus. Testimony was heard last week on SB 40 and included testimony from the Inter-University Council and the State AAUP. The Senate Committee adopted a substitute version of the bill during the hearing, which is reportedly in line with the companion bill (HB 88) in the House. Please continue to monitor news sources and watch for potential emails that might request quick action on this matter in the future.

Due to Fall Break and some members being out of town, the October 11 meeting of the Faculty Senate Executive Committee was cancelled. The Committee will meet again this Friday October 25.

That concludes the Faculty Senate Executive Committee report. Any questions?

Senator Dowd: Have the Senate committees been seated?

President Brakel: The Senate committees have been formed, and I have told Quinetta that tomorrow morning we will be in her office and we can get that uploaded to the website. We have a couple of committees that we are working on like Elections, but otherwise, we are set.

Senator Gregory: For those of us who are new, how does that process work, the assigning of people to the committees? I mean, is there a typical process that we use every year?

President Brakel: Yes. The way it is presently in our Constitution, the president-elect forms the Committee on Committees. Then the president-elect is to work with the Committee on Committees to get individuals from the various colleges to fill out that. In addition to that, we do solicit during the Summer volunteers who want to serve on those committees to kind of help the individuals who are on the Committee on Committees. But, the actual appointments from the colleges come down from the Committee on Committees members.

Senator Gregory: So on the Committee on Committees there is a designated person who then finds people from the right college?

President Brakel: Yes, from their college.

Senator Gregory: Is the Committee on Committees published?

President Brakel: Yes.

Senator Gregory: I didn't see it on the website.

President Brakel: It is the same group from last year.

Senator Gregory: Thank you.

President Brakel: Any other questions. All right, we will move on to Provost Bjorkman.

Provost Bjorkman: Good afternoon, everybody. I see from the agenda that you have a pretty full one today, so I am going to keep my remarks pretty short. I just wanted to let you know about the Day of Giving, which we just completed this past week. The third annual of these was last Tuesday and Wednesday. We had 2, 778 donors who gave gifts that totaled \$859, 990 dollars. So, applause and thank you, especially to all of the faculty, staff, students, alumni and friends of the University who gave so generously to support our many academic programs. We very much appreciate that.

We have a great culture philanthropy at the University of Toledo and we are trying to build on that. The part where every day giving gifts is [getting] better and better, and so we will try to keep that track record going.

If you remember last Fall we did a registration campaign trying to get as many students possible registered early for Fall. We are going to be doing a similar thing for Spring semester. You will see information starting to roll out soon. Again, our goal is to try to get 90% of our continuing undergraduate students registered before they leave for Winter break. You will be hearing about that and we will be launching that and you will get information about that. We appreciate any help you can give us for that. In fact, priority registration for Spring actually opens this Thursday on the 24th of October. So, we've got to start putting our seniors and other classes of students who have the priority registration and then they will have that this week and then next week it starts to roll out to each additional class.

The last window opens for November 20th, and that is for freshmen and all students to register for Spring semester. I hope you will join me in trying to get the word out to students to register early and get the courses they want at a time that works best for them. The billing, of course, doesn't come until January and so it is not like they have to pay the bill as soon as they register. So, it makes no difference really

when they register as far as the billing cycle goes. We will be sending out some emails and you will see some fliers around about this, but I just wanted to give you heads-up that is coming.

Finally, in closing I wanted to make a couple of announcements. A reminder about the deadline for nominations and applications for a Distinguished University Professor award is Thursday, October 31st, and guidelines and application forms are on the Provost Office website. For those who are wondering about the Distinguished University lecturers, that deadline will be at the end of January, so keep that in mind going forward. We will have a 'university graduate and professional fair' next Wednesday in the Student Union Auditorium. This will be held on the 30th of October from 2:00-6:00 p.m. Many of our graduate professional programs will be represented there. Please let your undergraduate students know about this, in particular, we want to make sure that our undergrads are aware of the many opportunities we have here for them in terms of graduate professional programs. There will be representatives there from the program to answer questions. I think they are even offering a free waiver application fee [first time] to apply. This is something for your students to think about. Let your colleagues in your college and departments know about that. It is a good opportunity for both students and community members to start their graduate program search with us. Then finally, I hope many of you will attend the promotion and tenure reception tomorrow afternoon in the Carlson Library on the third floor lobby. That is from 3:30 - 5:00 p.m. We will be celebrating all of our faculty who have achieved tenure and/or promotion this year. It is always a great event. Dr. Gaber will be there and I will be there, and we look forward in celebrating with our faculty that momentous milestone for many of them. I hope to see you there. Just quickly, I did want to announce we rolled out the women's mentoring program this morning with a breakfast. It was great. We had a huge crowd there. It was a lot of fun. I was just asked to mention the next event for that, which will be on November 14th and I think Amy got some fliers if anybody wants one. Then finally, I have to apologize because I have to excuse myself ---things fell apart this afternoon and so I have to go deal with some stuff<laughter>

Senator Dowd: President Brakel brought up the issue with the intersession. I was just wondering if administration would consider broadening the possibilities involved in that to be specific.

Provost Bjorkman: Absolutely.

Senator Dowd: How about including when you teach a class...workload?

Provost Bjorkman: This is something we are talking about in fact. We are looking for those kinds of ideas because we clearly know that what we are currently doing is not meeting the needs of our students and there are better ways we can do that. So, that is exactly one of the things we are looking at among others.

Senator Dowd: Sweet. Thank you.

Provost Bjorkman: Anybody else?

Senator Gregory: I just have a follow-up on the intersession piece.

Provost Bjorkman: Sure.

Senator Gregory: Would it be possible to adjust the model of requesting courses so that they are kind of planned out like a year in advance the way everything else is, which might also help to then boost the offerings if possible?

Provost Bjorkman: Yes. In fact one of the things we are talking about that we need to start talking about new courses in the Spring.

Senator Gregory: So we have time to plan them so people will have time to think about them. So, we are going to begin to roll out that request in the Spring time after we have a more robust conversation about how we can make this a more robust better thing?

Senator Lundquist: I would even say maybe Fall.

Provost Bjorkman: Yes, in principal we could because---

Senator Lundquist: Because that is when we start talking about workload.

Provost Bjorkman: You are right. Good point. Thank you.

Senator Insch: I am just curious if there's a possibility to extend the time? Right now it technically starts December 20th – 24th and school not even in session, then it goes to New Years. After New Year's, you really only have is two weeks and most intersessions are three or four.

Provost Bjorkman: Correct.

Senator Insch: It really makes it hard to do something.

Provost Bjorkman: Correct. And that is one of the things that we are discussing is what really fits within that parameter space, and so we are kind of constrained by our academic calendar. We did discuss briefly the concept of trying to overlap a little bit with Spring, but it turns out there are issues with that, that we aren't technically allowed to do that. It has something to do with issues with financial aid for some students and things like this. So, that was one of the things we talked about as well.

Senator Insch: Well, other universities seem to be able to do it.

Provost Bjorkman: I know that.

Senator Insch: They are not waiting on Mother's Day being commencement or whatever. I know there is a challenge with the Nursing schedule.

Provost Bjorkman: There is.

Senator Insch: But sometimes you can decoupled the schedule with another college, it is not the end of the world.

Provost Bjorkman: And those are some of the things we will have to look at. Agreed. Anybody else? Thank you.

President Brakel: It's been a couple of years since Dean Case has been on the job. He is here to give us a Library update and then we will follow-up.

Dean Case: Thank you. I appeared here almost exactly two years ago; I had just been hired. I had a blast the past two years. It's been an exciting ride, and I am here to tell you about all of the things that we have accomplished over that time period.

So, what does the library do? Most libraries are in the business of supporting research, teaching and learning on campus. For us, that is not enough. We want to truly enhance research, teaching and learning. We do this through building relationships across campus and many of you are in this room, we worked with you recently on programming and projects. We are always listening for unmet campus ~~for~~ and student needs and finding ways to leverage our relationships to make things happen that otherwise, maybe would not. So I am going to talk about some of our accomplishments over the past two years. It is kind of a laundry list. I could have organized this presentation in a better way, but we are really proud of these accomplishments, so I wanted to impart them to all of you. All of these accomplishments would not have been possible without our tremendous library staff, faculty, as well as all of you. The good work that you do on campus inspires us to do even more.

So in talking about libraries, I like to structure success around what I call library ‘five core assets’ and these assets are collections, expertise, programming, services, and spaces. They are alphabetized because that is what librarians like to do. So I will start with collections. Here are some of the things that we have been doing: We are making better use of our gifts and endowments, and a lot of these are restricted. By better use, I mean, making sure the purchases we make have a real impact. We just don’t buy ‘pretty’ books, we buy pretty books that are going to be used by students and faculty. So for example, this year we are spending one of our endowments to buy medieval manuscript facsimiles which will be used in the classroom. It is not every day that students can be put in front of an actual priceless object – facsimiles come awfully close to be able to deliver the real things to students. Another example is from our NEH endowment. Over the past two years we’ve acquired a lot of streaming video products, Kanopy is one that is extremely popular to our campus. We also used it to acquire downloadable, DRM free PDF eBooks from vendors such as Project Muse and J. Storm. These are most North American and British university presses. They are the good kind of eBooks. You can download the whole thing in PDF. They are not going to expire. You don’t need any ‘funny’ software. You can do what you want with the PDF. We are also trying to recreate a culture of reading. We’ve created a new budget index this year to purchase just print books. It is not all about e-stuff - print still matters. We are creating more exhibit themes. We even have a new books display in the Mulford Health Science Library. We are actually in a design stage of what we are calling an ‘intellectual café’ on the second floor of Carlson. We are going to get some new furniture, some shelving, put ‘light reading’ and popular reading out there, as well as feature our excellent art book collection. We are also expanding the role of our archives to make sure that they have an impact on research, teaching and learning. A good example is Disability Studies. We have one of only six archives in the world. We are looking to grow that archive and integrate it as much as possible to research and curriculum in Disability Studies on campus. We want to make the University of Toledo the destination for Disability Studies scholarship. All of our library faculty are liaisons to all of your academic units as well as to learning communities on campus, and a good example is military connected students; we have a faculty librarian assigned to each one. Their role is to keep track of curriculum and research trends and then advocate for the acquisition of books, journals and databases to support what happens in your programs.

Moving on to expertise. We’ve taken a few current positions and refashioned them to make sure that they are impactful. Sara Mouch was previously the assistant university archivist. She is now ‘The’ University Archivist. Wade Lee-Smith has taken on a new role as Research Engagement Librarian. Wade is finding better ways to enhance research on campus, and I will mention a couple of the projects he is working on. Chris Rigda is now Records Management librarian. She is responsible for managing state mandated records retention at the University. That is a huge assignment and we created a new office of records management to accomplish this. We also created some new positions or we redesigned vacant ones. We have a staff position of coordinator for events. We hold a lot of events in the library, several a week and sometimes several a day – Alyssa Slotke is in that role. We’ve hired an electronic resources librarian. That is the person that manages the licensing of all of our electronic products. That may sound very simple, but purchasing a database and delivering it to you is not actually that simple, and Clare Keating is

in that role. We've created an undergraduate engagement librarian, and that is Jennifer Joe. She is focused on first-year experience, programming, outreach to diverse populations, and the overall student experience. We redesigned a lecturer position to be a tenure track archivist whose portfolio will include the Disability Studies collection as well as our corporate archives - Dana, Owens Illinois, Anderson Grain Group and a number of others - we are their archives. Also our municipal archives which started a few years ago with the accusation of the founding documents of Toledo, now it includes City Council records, Fair Housing Bureau, Botanical Gardens, and another few more units related to the city. That should post this week. Posting later this Fall is an education outreach librarian and the portfolio will include liaison to the Judith Herb College of Education, Utoledo Online, the University Teaching Center, and also focused on affordability. They will serve on local/state taskforces and will lead new initiatives centering on textbooks, course reserves and open educational resources.

Moving on to programming. Programming is really related to space where we design our spaces to make sure that they are impactful on campus. If our space isn't being used around the clock, it is really going to waste. So, with our renovation we created some new event spaces and new classrooms to make these things possible. Tomorrow is the tenure and promotion reception on the third floor of Carlson at 3:00 p.m. If you haven't been, this is a really nice event. Everyone who has earned tenure or has been promoted can choose a book. The library buys that book, adds it to the collection. There is a website which details all of these books over the years, and then each of those faculty members will talk a little bit about that book – why it was important to them personally, professionally and academically. It is a really nice event to hear more about the inspiration that all of us had through books. We are also co-hosting the future of Higher Ed. forums. The next one is in Carlson Library on November 15, from 10:30 a.m. to noon. Wade Lee-Smith will be talking about 'Telling your Story with Publication Metrics.' It is a very closely aligned to his new role in research engagement. We've also co-hosted humanities institute events such as the World War I symposium last year. Dr. Rouillard just had a really nice event, titled, 'Language Means Business.' Disabilities Studies and Honors College, they use our spaces for events. The undergraduate research exhibition is in Carlson Library. 'What were You Wearing,' Art Installation is in Carlson Library. If you need a space we might be able to provide it for you. We also have conference rooms and some specialized classrooms.

Moving on to services. Instruction: our faculty regularly teach in Honors College, in University College, and right now we are teaching two of the fourteen pilot courses in first-year experience. Other integrated instruction that we do, working with all of you, inviting a librarian expert in the classroom – this past year our faculty librarians taught 39% more classes compared to the year before – reaching nearly 6,000 students, which is a nearly 30% increase. One-on-one and small group consultations between students and our library faculty grew 52% over last year. All of these figures are the highest we've seen in the past decade. A lot of academic libraries are seeing a downward trend, but we are going up. We also have an experiential learning program in the university libraries. This is unique in the state of Ohio; not really nationally, but we can claim to be the first in the state. We've hosted art students. We have annually undergraduate artists in residence, and they have painted murals for us. A future position will be a graphic artist in a marketing position. We are expanding the curriculum and providing real world experience for these undergraduates. We've also worked with Environmental Studies in the Honors College for students to create Ohio native prairie outside of Carlson Library. The Utoledo Press - yes, we have a university press – we take on graduate students from the departments of English, History and also undergraduates in History. Again, we are providing them with real world publishing experience from editing to printing, to marketing and so on. We are looking to grow these programs in partnership with all of you. We have a major research initiative that Wade is leading. It involves a suite of digital products that are going to enhance the research experience on campus. The first product is called 'InCites' and Wade has been offering workshops on this. One use of this product is to provide the Provost Office and Marketing with a snapshot of research productivity in various disciplines. You all can use this own product to tell your own research impact story, and that is what Wade will be previewing among other products at his presentation.

We are also working with Web of Science. Some of you use that product. We are creating an API to Faculty 180. So, Faculty 180 can be prepopulated with your publications, saving you time typing them all in and you will be able to import them. We are testing it now and we hope to roll that out in the near future.

Then finally, the third of these products, we envision a future research portal to present all of the public facing achievements that are in Faculty 180, such as grants and publications, and offer that up to the world to be able to see. We believe we will be the first university in Ohio to create such a research portal.

The forthcoming major initiative will be on affordability. We are working with the University Teaching Center to create a new committee to examine textbooks and affordability. Our faculty liaison librarians are going to be working with all of you to increase the number of electronic and print course reserve titles we have. We also hope to make a greater push to increase the creation and use of open educational resources. Reference services, you know that friendly Help Desk in the library, it is nationally going down. We are going up. This past year we saw a 21% increase. We started two years ago with chat reference service and over the past two years we have seen a seven-fold increase in activity. Yes, there are cases of a student on the second floor of Carlson Library chatting with a librarian on the first floor in Carlson Library – that is alright - that is when and how they need their questions answered, we are there for them. We have about 5,000 of these questions that come to us every year.

Utoledo Press: I have here a flier and you can grab one on your way out. This is a gorgeous book, 200 years of history of Libbey Glass. There are over 100 illustrations. Most of them have never been seen before. We now advertise on WGTE radio. We are in local bookstores. We visit book fairs. We are at Art on the Mall. We are making push to get our books into libraries around the world and this year is our most productive [year] ever. We anticipate eight titles this year. The Libbey book, we have a natural history of Northwest Ohio coming out, coauthored by Utoledo faculty and Metroparks personnel. We are now also hosting at the Utoledo Press, UT faculty edited peer reviewed journals. We have three of them we are bringing online - these are open access journals - free to the world. We also have released our first ever academic titles in American history and American literature, so we are not just a popular press, we are a serious academic press. And also, Yarko Kuk who is the Managing Director of the Press is in an interim role as advisor to the Independent Collegian, which is also housed in Carlson Library.

Space: Carlson Library was renovated in 2017, right when I got here. Good timing, something I don't have to deal with. It is a beautiful space, all of that natural light coming in through the glass curtain. We experienced a 40% increase in library use after renovation – 'if you build it, they in fact will come.' We have nearly 50 group study rooms. We have a conference room that is just for student organizations. We have an endowed smart classroom that has ECO 360 in it. And unlike other ECO 360 labs on campus, this one can be used by students and by staff. I pushed for that. I give the example, the College of Education, they have education students that would like to learn about ECO 360 technology and be able to demonstrate to future employers that they know what that is and how to use it. We added a Starbucks to Carlson Library in 2018. A lot of librarians don't like to mix food and drinks with books, but I actually really liked this idea because it helps bring people into the building and show them the potential that is there for them. We've done a lot since then. This year alone, we've remodeled the Canaday Center with private money. Dr. Barnes had a talk in there, an opening of the exhibit this past year – thank you. There is a new Carl Joseph reading room on the fifth floor of Carlson Library. We have these storage rooms on the fifth floor, but they were storage rooms with vaulted ceilings and skylights. We are converting them into beautiful study spaces for students. So, if you are in Carlson, take a trip up to the fifth floor and you will see this bright beacon of light in the distance full of students studying. We recently remodeled the Mulford Health Science Library. This wasn't private money; this was library money and money from the Library and the College of Medicine. That is also now a very beautiful space and we hope to do more in that facility in the years to come.

We have a new faculty collaborative space on the second floor of Carlson next to Starbucks. It is a pilot program. We are trying to find faculty who would like to have their office hours in the library. The idea behind this is to kind of breakdown the hierarchy and have a more neutral space. I will provide an incentive if you would like to host office hours in Carlson Library, I will get you a stack of Starbucks gift cards that you can handout to students. You can also get your own coffee<laughter>. We are slowly rolling that out. We also have success coaches in there. Librarians love collecting data. Julie Fisher Kenny asked, “do you happen to know the peak times that students track in the library?” Yes, we do, it is Wednesday. So, the success coaches are in there all day Wednesday meeting with students in the heart of the campus. We are looking to build even more new and exciting spaces in our facilities. So we’ve done a lot in just two short years. I look forward in coming back in two years to tell you even more. I assure you we are looking much farther in the future. Any questions?

Past-President Rouillard: It is not a question, but a congratulations and a thank you. You have done some enormous work in the library and we appreciate it. I want to thank you for persisting in purchasing print material. I know that in many libraries the idea is print material needs to be gone and everything needs to be digital, and I appreciate the fact that you are willing to do both. I would thank you again for making it so easy to schedule events in the library. You alluded to the world language and cultures round table, it was a very nice event and in large part, because your staff made it so easy to organize. So thank you for that.

Dean Case: You are welcome. So you all know you have library faculty liaisons. If you want stuff or want to do things, please reach out to them and they can make it happen.

Senator Barnes: Do you know off-hand the peak times on Wednesdays?

Dean Case: Yes. So we have cameras that count traffic and we capture by-the-minute seven days a week. We also do six weeks a year manual counting. We send out students employees up to track where students are. So we can even get it down to what section of the ‘third floor’ has more traffic. Then we design everything around that traffic.

Senator Barnes: So what times on Wednesday are students in the library?

Dean Case: I do not have that in my head, but if you need it, I can get it.

Senator Barnes: No, I am just curious.

Senator Ohlinger: Thank you for the update.

Dean Case: You’re welcome.

Senator Ohlinger: You made mention of several areas where we are engaging the broader Toledo community. One thing I didn’t hear a mention on, I think a tremendous resource for us would be the Toledo Lucas County Public Library system. So I am wondering do we have any partnerships or engagements there, and if not, how could we?

Dean Case: I have had several discussions with the former director and the current director. We do have some things in the works such as collections, initiatives, and space. Joint programming probably is the biggest potential, and not just with them, but also public schools, we have an opportunity to extend our reach into those. Two years from now I hope to have a better update about that. We have a great public library system; not just in Toledo, but also Columbus, Cincinnati and Cleveland - all four of them have

won international awards for their excellence. I both admire public libraries here, but I am also very envious of their reputation and the good that they are doing in the community. One thing we are trying to do is ‘steal’ from the public library playbook to better capture their impact. Good question.

President Brakel: One last thing. One of the initiative that you have is the textbook initiative where you are soliciting donations either to go into the stacks or course reserves. Do you want to address that for a moment?

Dean Case: Yes. We will buy your textbooks and put them on reserve for a limited checkout, so, a couple of hours more students can use material. So I would like to do more of that. I would like to also acquire electronic textbooks if we can. If publishers are wanting to play with us, we will do that. With our new education outreach librarian which we hope to have filled by July 1, 2020, the test case is going to be in the College of Education, hopefully getting all their faculty to think about putting their books on reserve in the library. But, we can start now with our liaison librarians making requests. If you have textbooks we can try to acquire them. I want to start small and grow. We need to make sure we have capacity. As things come more popular, hopefully there come more resources. I would love if we had every textbook provided by the library in some format. That would take extra money and it will take extra staffing as we are setting our sights on being able to make that happen. So we are starting the planning this year. Next year will be phase one for this project and over the next few years we will grow this program.

President Brakel: Right. I am going to send out an email tomorrow, I think it is going to be tomorrow, to try and solicit some support to all of the campus faculty [to see] if they want to donate or put something on a course reserve to help our students for the future.

Dean Case: Right. The sooner we know, the better. But even if it is the first week of classes, it is not too late. We can try to rush something up and get it to Michelle for you.

President Brakel: One last question, and then we are moving on.

Senator Jayatissa: [Indecipherable]... any degree program...?

Dean Case: We don’t have a program here. Kent State, the University of Michigan – there are only about 20 degree programs in North America in library or more commonly called, Information Science. But all of our faculty have a degree in that area, if not others. I know that was the last question, but one more comment and then I will give you back your time. We can make a real difference in affordability in the library. I’m gathering data now about the return on investment. I talked to one librarian and according to her figures, her pilot program is at 5 to 1 return. So, for every dollar we spend we can save students five dollars collectively. But if you dig down deeper you can make a much larger impact. We can save hundreds of dollars every term for every student if we invest more in the library for all of our students with as many textbooks as possible. So we are really excited about moving forward with this program.

President Brakel: Thank you. All right, you have been hearing about the student liability insurance and also Dr. Cockrell has an optional syllabus statement that he would like to share with you.

Dr. Cockrell: Thank you so much. Good afternoon. I hope everyone is doing well. So, you are probably hearing a lot about the student liability insurance. This was a conversation that we had a few weeks ago with the IUC down in Columbus with the other vice presidents of student affairs. This is something that is very new to all of us within the state of Ohio. We are making sure organizations are taken care of once they are out planning different events and activities. One of the things that landed on at the University of Toledo is that we are going to follow IUC general liability policy, which states that all of our student organizations are covered under the GL through the IUC. I am going to share this information with

President Brakel as well so you all can actually see the general liability policy. There are a couple of events that are not included, and I just going to highlight just a couple of those events. So like amusement or mechanical rides like mechanical bulls or those types of things, although we have those things on campus, are not covered; boxing matches that our student organizations may be involved in; bungee jumping; rodeos; weapons and also watersports. Those things are not covered under the general liability insurance. Our student organizations will be required to go out and get their own insurance. Now, we also have club sports that are on campus as well. Some of our registered organizations are part of club sports, and they are required to have the insurance that their league may offer, but they will also be covered under the general liability insurance from the IUC as well. So again, this is something that is very new, even in the conversations that we had about three weeks ago at IUC. All of the vice presidents are grappling with this about what do we do. We wanted to make sure we were protecting our students and we wasn't putting a burden on some of our student organizations to go out and get additional insurance. They will be covered under the general liability insurance moving forward. Some of the things that we are doing a little proactively to make sure our student organizations are aware – so all of our club sports are required to be registered as a student organization and they work directly with our office of Recreational Services – one of the things that Tony North, Assistant Director over at the Recreational Center, is having are monthly meetings with our student organizations, our club sports to have some conversations with them about 'what are some of the upcoming competitions that you all have, are you traveling anywhere, and who is going to be going with you' etc. So, we are trying to mitigate risks there a little bit. We are making sure some of our student organizations are completing their liability waivers as well before they go out and do any type of competition. They are also exploring some opportunities with their national association, which is known as NURSA that recreational centers fall under, and we are a part of that organization. I've asked the other day to please reach out to their national affiliation to see if they offer any type of well-based platforms that our students can actually review prior to participating in any type of event. Again, making sure we are mitigating risks. I've also asked Tony to create a club sports advisory committee made up of students and also some advisors who may be advising some of these student groups, so we can make sure we are actually in tune with some of the things that may be happening within our recreational club sport organizations. Again, just making sure we are getting feedback from some of our organizations about what is working well, what may not be working well, and what are some of the things we can do that we can change differently?

Then lastly, an email will be going out very soon with some FAQs for our student organizations that are working with club sports – just in case they have questions, who do I contact, where do I get general liability forms from, how many days I need to share my event as it relates to competition etc.? So we are actually working with Marketing and Communications to develop some FAQs and those will be going out in the next week or so. We sent the first draft over to them to review and they just pretty much just wordsmithing it a little bit to make sure our student organizations are actually aware of what the guidelines are as it relates to club sports. Any questions regarding general liability?

Past-President Rouillard: You mentioned there will be some water sports that will not be covered. Which water sports?

Dr. Cockrell: The general liability form just said water sports.

Past-President Rouillard: Okay.

Dr. Cockrell: So again, we are trying to dig a little bit deeper. Even with weapons, what does that mean? Because what may be a weapon to one person, may not be a weapon to someone else. So, it is very broad right now and so we are really trying to drill down because we do have organizations on campus and because of the instrument they may use or the tool they may use in the competition, it may be considered a weapon for us. But, when we get a little bit more guidance from IUC we are most certainly going to

share that with President Brakel and the community so we can make sure we are sharing this information with students.

President Brakel: Just to make clear. It is just not only sport clubs, but it is all student organizations.

Dr. Cockrell: Yes, club sports and student organizations. A lot of our fraternities and sororities are already connected with their national associations, and so their national association fraternities and sororities are covering them in sports like mechanical bull riding or water sports. A couple of years ago one of our fraternities would get some trash bags and make a slip and slide down Parks Tower hill and they decided to no longer do that, although their national organization was covering them. So again, it just depends on the organization and what they are planning to do. But to President Brakel's point, it covers both student organizations and club sports.

Senator Ohlinger: Student organizations need to have some sort of either faculty or advisor staff, but do club sports as well?

Dr. Cockrell: Club sports as well, yes. All of our registered organizations are required to have an advisor.

The second thing I would like to share is a draft statement. This is something I am really passionate about as it relates to student's wellbeing and making sure our students are well taken care of. We have a number of students at this university who are experiencing food insecurities and/or housing insecurities. At our IUC meeting we started talking about what can we do as vice presidents of student affairs within IUC to kind of make sure we are taking care of our students. So, I was able to draft this syllabus statement that I am going to be asking your approval to make sure that we are sharing this information to our students. A lot of our students don't want to come to us and maybe share, but you may have a personal relationship with some of our students. So, if you know students who may be experiencing food insecurities and/or housing insecurities, I've developed a relationship with the Lucas County Housing Authority, Dr. Demetria Simpson and she has been helping me as we have been talking to students who may be experiencing housing insecurities. We do have a food pantry on campus which is located in our Student Union. I would be happy to report that we are getting a food pantry on our Health Science Campus as well. The ribbon cutting will be on November 4, 2019, at 2 p.m. Again, we are taking a village approach and make sure our students are aware of the resources that are available to them on campus. We don't want our students to worry about food our housing. We want to make sure they are doing well academically in their classes and they are going on to graduate. This is a statement that we have drafted. Feel free to 'beat it up.'

[\[View Draft Syllabus Statement\]](#)

Senator Coulter-Harris: I was wondering if we could also add a phrase, 'or who needs warm clothing?' Because in the last 16 years that I have been teaching here, I have had students who had come to me and said, I do not have a winter coat, or I don't have gloves or things of this nature. Then my second comment would be, if that would possible, just like we have a food pantry, could we have some type of closet where perhaps faculty could donate clothes or things of that nature to?

Dr. Cockrell: Are you reading my notes<laughter>?

Senator Coulter-Harris: No, I haven't been reading your notes<laughter>.

Dr. Cockrell: So to your point, I want to mention we are getting ready to do a clothing drive as well. We have Kate's Closet on campus which is in the Eberly Center for Women and then we also have the Professional Men's Warehouse Clothing Closet. So, some information will be going out in the next week

or so because the weather is changing. So if you have gently worn coats at your home like coats, scarves, gloves and/or mittens, please drop those off at the Eberly Center for Women and we will have those resources there for our students. But, I will most certainly add a phrase in there about who needs warm clothing. Thank you so much for that. We also have the hyperlinks in there (the syllabus) to the food pantry.

We most recently hired a new student advocate and his name is Benjamin Wiener. He comes to us from New York. The former student advocate, Dan Boyle transitioned to a new position over in Housing. Dr. Boyle was in that role for three years and now he has been named an associate director. But, Ben is really passionate about this as well and he is our new student advocate, so, if there are students who may need clothing and/or who may need food, he has connections in the community. When I was at the ALT meeting a few weeks ago, some staff members asked if they can donate produce to the food pantry. Again, we have a lot of resources that are available here to our students. The Rocket Fuel program that you see there is pretty much a way of base app that our students can sign up for. As we have different programs and activities on campus and we may have leftover food, we will send out a text message to over 600 students and say, 'we have leftover food here at the university for you and if you want a warm meal, please stop by and get the food.' I promise you within 30 minutes the food disappears. So again, we have a number of students who are dealing with food insecurities and we want to make sure we are taking care of our students. Yes, ma'am?

Past-President Rouillard: Thank you for these initiatives, they are absolutely vital. Can you tell me if the IUC has collected usage statistics across Ohio on our public universities on how many students are being forced to use these services because they don't have enough money? And why is IUC not testifying in front of our legislatures and explaining that this is a consequence of the state's refusal to appropriately subsidize higher education in this state?

Dr. Cockrell: Good point. We have not talked about necessarily food insecurities, but Dr. Gaber is the chair of the IUC for presidents and I am now chair of the IUC for student affairs, and one data point that I am collecting right now is for the Counseling Center. I most certainly will add this to our agenda because I do think it will raise a lot of red flags and it will give us an opportunity to argue the point for more resources for higher education. What we are also doing right now is housing. IUC just sent out a message two weeks ago requesting housing data, but I certainly will add student wellbeing to that too.

Past-President Rouillard: I just hope that data gets put in front of our legislators. Thank you.

Senator Barnes: I am hoping we will see the [syllabus] language when you are done.

Dr. Cockrell: Yes, absolutely.

Senator Barnes: The other thing after listening to Dr. Case's presentation is, I wonder if for those of us whose departments have large numbers of sections of the same course where we don't change the textbook every semester, but maybe every two or three years; I've done this informally when someone says, 'hey, I don't want this book and I am not going to sell it back for \$10 bucks' and students will just give me the book and I will say, 'hey, I have a couple of copies of the book if anybody needs it.' Those of us who have those large numbers could maybe put our heads together about how to encourage some donations that might fuel this for students who can't afford textbooks.

President Brakel: Again, that is one reason for the email tomorrow to try and do that into the library system, but otherwise, within the departments can do that as well.

Dr. Cockrell: I would be happy to take your question one step further. Dr. Gaber and I meet every month with Student Government leaders and I meet every-other-week with them. One of the things they brought up is that can we create a pantry or like an office for students to get scantrons and to get the blue books. I was like, why can't we? So I am now talking to a couple of donors who are interested in giving to this particular cause. So, they will go to the bookstore and buy some scantrons and if students need scantrons, they can stop by this specific place to get scantrons that they may need to take their tests as well. Again, we are taking a village approach. Whatever we can do to assist our students to lighten the burden we want to make sure we are doing it.

Just a couple of things I want to make sure that you all are aware about. I mentioned the food pantry on the Health Science Campus, the ribbon cutting is on November 4th at 2:00 p.m. The food pantry will be located in the Health Education Building, Room 112. We completed the food pantry last week just adding in food and what-have-you in the pantry. I know some faculty and staff members were like what can I do to help? If you would like to drop off a gift card or if you would like to make a donation through the foundation offer, you can do that. Sometimes people say, well, I am going to Sam's or Costco's, can I drop off food? You are more than welcome to do that as well through the Office of Student Advocacy and Support.

We are expanding services over at the Health Science Campus. We just hired a new counselor for the Health Science Campus because as we were talking to students and they wanted a counselor specifically for the Health Science Campus. So, we are hiring someone to be in that space as well. We just hired three new directors. We hired a new director at the Counseling Center, Dr. Latasha Sullivan. We have a new director at the Eberly Center for Women, Dr. Angie Fitzpatrick. We also hired a new Title IX coordinator, Vicky Kulicke. Again, you will all see the email very soon about the clothing drive.

Then lastly, the political season is heating up. So I just want to make sure you are sharing with your students about the importance of free speech. We do have an expression on campus policy. Please encourage your students to read that. A couple of weeks ago we had some demonstrations out on the Mall. We are a public university; we cannot tell people they can or cannot come. So people have the right to come on campus and express their views. Within the VPSA circle we are having a lot of conversations about what are some activities that we maybe can sponsor on campus. Say we have a really big speaker that comes to campus that students really are not interested in, we want to make sure we have an alternative event that will kind of direct traffic to some type of fun activity for our students. You will probably see more information about that. We do have a preview day on November 5th, which is the same day as Election Day, and so it may be a lot of activity out on the Mall as well. But please just encourage your students that they are more than welcome to express their views, but they can't put their hands on people because they disagree with their viewpoints.

President Brakel: Thank you.

Senator Gregory: So the food pantry seems so great, although I feel that I have read a lot of research that suggests that pantries are often not the most effective way to help people with food insecurities. It often tends to be money more directly is what they need as opposed to actual food steps. But maybe that is different on a college campus. I really don't know, right?

Dr. Cockrell: It varies.

Senator Gregory: I was just wondering how you were measuring the impact and how you knew whether or not the pantry is successful.

Dr. Cockrell: Sure. So one thing is we are just now starting to track that data. The two most populations that utilize the food pantry right now are African-American women and International students. So we are now starting to track their GPAs and to see if they are going over to the Center for Success Coaching and those types of things. We are looking at their involvement such as are they going to the Counseling Center or what-have-you. So students are now sharing with us, especially through the Rocket Fuel program they are looking for food. Like when we had the Rocket Recovery Grant, they rather use that money for things like housing or what-have-you, and if they can get a free meal on campus they prefer to go to the food pantry and go through our Rocket Fuel program to get some food. It varies from campus to campus. Some schools may say students need the money, and other campuses may say we need a pantry, and there are some schools that don't even have pantries, but ours is most certainly being used.

Senator Dowd: I think what you are doing is righteous; it can only help. However, when you suggest the statement for the syllabus, have you run it by Legal Affairs? The reason why I say that is if it enters a syllabus, this is viewed as a contract. So, are you committing, I mean literally, legally committing University resources to all students who show up? If the pantry is empty that day, will the University provide whatever is needed for that student because if it on a syllabus, this is a contract between the faculty in the University to the student? Now, I don't know what Legal Affairs will say on that. We can get around this simply by just giving a handout in our classes with that statement. This takes on special properties, legal properties if it is actually within a syllabus.

Dr. Cockrell: So to your question have I ran it through Legal? I have. They support it.

Senator Dowd: So they agreed that this is a commitment by the University itself to provide the resources at roll call upon demand? Did Legal Affairs comment on that?

Dr. Cockrell: They did not comment on it, but they did see the statement and they approved the statement. So what I will tell you is when I first arrived here in 2016, the food pantry was just getting off the ground and there was no budget for the food pantry. So, we just redirected the priority. I mean, it is a priority now, right? We have more and more students who are showing up dealing with food insecurities. I mean, through my lens we pay for the things we want to pay for and so I just redirected funds to support the food pantry. You will be amazed, every Sunday I get a list of all of the donors who give to the food pantry. I write them handwritten notes saying 'thank you.' People are giving. Just when I left the ALT meeting a few weeks ago someone gave \$1,000 dollars to support us. So, I don't think the food pantry will be an issue. Maybe other things on campus will be an issue that people want to give to, but the food pantry is not one. I mean, we see a lot of traction here that people are really giving to the food pantry.

President Brakel: I just want to say we really need to wrap this up so we can get to the Constitution. I know there were about three or four hands that I have seen that come up, so, if you would be sure to shoot your email to me and Dr. Cockrell, we will get those answers distributed out. Thank you.

Dr. Cockrell: Thank you all so much. I appreciate it.

President Brakel: So now we are going to start the process of reviewing the constitution. So I turn it over to the Constitution Chair, Mark Templin and he will take it from here.

Senator Templin: So there were a number of documents that were sent out related to the Constitution. You should've received the constitution itself, another document which is the bylaws, a draft of the rules, and another document which I called the 'Dispositions of Articles' or something like that. It had to do with where did the articles in these documents come from; so where could you find them in the previous version. The last document was alternatives to [I believe] Article III which historically has been kind of contentious, so we thought we put some various versions there in case we need to change things. I think

the best way to proceed is for me just to start reading and wait for questions until the end. Because sometimes you may have a question about Article II and by the time it is Article V, it is answered. President Brakel, do you want to---

Senator Insch: President Brakel.

President Brakel: Yes?

Senator Insch: Where does it state that this has to be read?

Senator Templin: Robert's Rules says two readings of the constitution are required.

Senator Insch: I understand Robert's Rules can be set aside by vote of the majority.

Senator Templin: You can suspend one of the two; that is correct.

Senator Insch: Interestingly, I haven't read the current constitution, but I don't see anywhere where it says we are governed by Robert's Rules. We set our own rules.

Senator Templin: This constitution will say that, but that is true for the current Constitution.

Senator Insch: I mean, if we are going to get nitpicky, we don't need to sit through you reading something we can all read.

Senator Templin: Right.

Senator Insch: Our time is more valuable than that. We can just say 'if you need to read it,' but you are assuming through Robert's Rules which we are not currently responsible for. Just say we accept this, and go right to the questions, 'move to accept.' There is no---

President Brakel: I want to yield to my parliamentarian to decide.

Senator Insch: I mean, that is how I interpret Robert's Rules. I never saw Robert's Rules listed anywhere to be followed for this. It seems 'silly' frankly in our day and age to have to read something that is now electronically available to all of us.

Senator Templin: Well, for me it is standard, a touchstone. It is something we can go back to say, alright, if there are questions we can do it this way. If that is a motion to suspend the reading, if we get a 'second' we can take a vote on it.

Senator Wedding: I will second.

Senator Insch: I was just asking<laughter>.

President Brakel: I was just going to say I don't think we have a motion on the floor yet.

Senator Insch: I want to suspend the reading of the constitution and so move.

Senator Wedding: I second.

President Brakel: All right. Any discussion?

Senator Weldy: Lots of times issues are brought up that we didn't think about when we individually read something, and so the group discussion can be infinitely valuable in terms of catching problems or concerns before they are finalized.

Senator Insch: All I am suggesting is you don't read it to us. We can still ask questions. As we were just instructed, we are supposed to hold our questions until after we read everything anyway, so we don't need to have it read to us to bring up any questions and have a discussion about the different articles. We are just avoiding the '25 minutes' while someone is reading a Word document. I mean, if you haven't read it by the time you came in here, that is shame on you as a senator.

Senator Heberle: I am going to suggest that we wait until next time so we can read it first.

President Brakel: Any further discussion?

Senator Wedding: *Call the Question.*

President Brakel: Okay. *Calling the Question.* All in favor of suspending the reading say, 'aye.' Any opposed? ;I think definitely the 'ayes' have it. Let's just vote by a show of hand. 'Ayes?'

Past-President Rouillard: To suspend?

President Brakel: Yes, to suspend.

[A hand count was taken]

President Brakel cont'd: I counted 18 [ayes]. Do you have that?

Senator Templin: Yes.

President Brakel: Next, the 'Nays?'

[A hand count was taken]

President Brakel cont'd: I think there were eight.

Senator Templin: I got nine.

President Brakel: Yes, it is nine. Those who abstain?

[A hand count was taken]

President Brakel cont'd: I counted seven. The 'Ayes' have it.

Senator Templin: Okay, with that we can move to discussion. Article I provides the scope for the constitution. Any discussion there?

[\[View Constitution\]](#)

Senator Molitor: Could you indicate whether any changes were made to this article from the current approved version that is on the website?

Senator Templin: This is the thirteenth draft. I do not believe there was change in the scope, but you would know that more than I would at the moment because if you look on the website you can see what the ---

Senator Molitor: I can compare it.

Senator Templin: I don't think there is.

Senator Molitor: It looks about the same.

Senator Gregory: Just a point to clarify. This is not a redline document where we are seeing what was changed?

Senator Templin: No. It is not possible because what we have right now is the constitution and appendix, and this goes to three documents: constitution, bylaws, and rules. The intent is to keep the constitution small because every time the constitution changes, you have to go all the way back to the faculty as a whole to re-ratify it.

Senator Gregory: I understand. Thank you.

Senator Templin: Any other discussion there? Let's move to Article II. Basically, Article II is there to talk about the responsibilities that Senate has, and they are numerous.

Senator Molitor: There were some changes – it looks like 'G' is new.

Past-President Rouillard: Well, it is not new, it is revised; 'G' is revised. I don't think it is entirely new. I think what is new is the language about 'administrative positions on an interim basis.'

Senator Molitor: Okay.

Past-President Rouillard: I think that was an addition if I am not mistaken.

Senator Molitor: Yes, you are correct.

Senator Insch: Has the timeframe for that always been two years?

Past-President Rouillard: Yes.

Senator Pakulski: Besides on the 'interim basis,' I don't recall in the twenty-something years I've been here ever reviewing the provost or associate provost. Is that also new?

Past-President Rouillard: I think that language has been there and for some reason or another, we haven't done it. Now, it was also a period of time when we had quite the parade of provosts and some of them weren't even here for two years, so that may be why.

Senator Steven: Going back to the point on Robert's Rules, and I don't know if this throws a kink into the proceedings, but reading from the Rules of the current Constitution: "*Except as otherwise provided herein, the basic rules of parliamentary procedure as set forth in Robert's Rules of Order shall apply to the conduct of business.*"

Senator Templin: So it say that in the current version?

Senator Steven: Yes. This is in the current version of the Rules.

Senator Templin: Alright. But, Robert's Rules does say we can suspend it once, so we are still 'good.' Other questions on Article II? Then Article III has to do with membership eligibility. We chose to go with the most conservative route. In the sense, conservative meaning in the sense of having it be faculty only in this version; that is where that other document that has other possibilities. So we were toying with other language there.

Senator Molitor: I will refer everybody back to my full comments from last September 25th 2018 when we were first discussing this issue. I raised three points. First, I think individual colleges should determine who represents them in Senate. Second, I don't appreciate the assumption that assistant and associate deans are not faculty. And the way the "conservative version" is written, to me it seems to indicate chairs are not faculty as well. I believe we have had a discussion to say that chairs are counted as faculty for this purpose. Regardless, I believe all of us administrative faculty are faculty first and should be represented and have our voices heard in the Faculty Senate. My third point was based on observations from our current political environment. When you start creating homogeneous groups and excluding various viewpoints, you tend to make poor decisions.

But that being said, if the Senate believes we need an option to exclude administrative faculty, then we should allow individual colleges to determine who can and cannot represent their faculty in the Faculty Senate. I would not want to see this implemented the way it is written; I would rather have this clause written as an "opt-out" vs. an "opt-in". If we automatically exclude assistant and associate deans for membership in the Faculty Senate, unless a college of that associate dean or assistant dean already has a bylaw that allows them to represent their college in Faculty Senate. Otherwise, as soon as this constitution is approved, you remove all associate and assistant deans from Faculty Senate until their colleges can approve their own constitution or bylaw amendments. So I would rather see is a version of this where you give individual colleges the ability to exclude membership of administrative faculty by approving constitutional or bylaw amendments. Do this make sense?

Senator Templin: It does. I will let Senator Wedding go and then I will respond.

Senator Wedding: For two years I've sat on the Constitutional Committee and this whole central issue whether or not assistant and associate deans should sit in the Senate. It is a 'hot' button issue for some. At one point we had 12 associate deans in here, which meant when we had 30 people showing up that the 12 became almost a majority of the Senate. I don't challenge these peoples as individuals, but I do think that there is a conflict of interest issue when you are an associate dean. Your dean it precluded from sitting here, 'but we are going to let associate deans in.' I favor a complete keeping out of assistant and associate deans from the Senate. I would like to see that issue just [be] voted up or down and get on with it, because that is the primary issue we are facing.

Past-President Rouillard: Nothing would preclude assistant and associate deans from attending Faculty Senate and speaking since we do have that option even in the current Senate. They just wouldn't vote, but certainly there will be opportunity for expressing one's opinion.

Senator Templin: The committee was thinking of it in terms of an opt-in instead of an opt-out because assistant deans or associate deans and so on are powerful people within their college. So, if you had it 'I move that my associate dean be removed from Faculty Senate,' that could cause problems for individuals. It is easier for the colleges to be in a positive direction rather than in a negative direction. So Senator Molitor, I hear you with that one, but there are risks both ways.

Senator Lammon: Are those terms assistant and associate deans defined in this constitution? Because in the College of Law we have a lot of associate deans, some of which look like administrators and some of which do other roles, but have that title.

Past-President Rouillard: If you have that title, then you have the title.

Senator Templin: I don't think we have a thesaurus of definite definitions for that, but I know there are some colleges that have assistant deans and others who have associate deans. Some colleges have both. I don't know to what extent. Like for example, in a lot of colleges an associate dean is fairly a full time position where sometimes it is just you have a certain administrative responsibility, but you are just part-time. So I don't know if that is what the case is in each college.

Senator Pakulski: Along with that, what about chairs? Because it look to me, unless I am misunderstanding, chairs are allowed to vote but they also not part of the AAUP, are they?

Senator Templin: Most cases they are not, but---

Senator Pakulski: But that is a similar administrative position. To me, pretty soon you are eliminating half the people who could be here.

Past-President Rouillard: Let's remember, if you use the AAUP membership as the guiding rule then there are faculty members from the Health Science Campus who won't be eligible. So, it---

Senator Pakulski: I am not suggesting that we do; I am actually suggesting the opposite because we have administrators who have '.25' administrative [role] and they are called assistant dean and they wouldn't be allowed to vote. But they certainly should, in my opinion, be able to be a part of Faculty Senate and be a voting member. I am only using the idea of chair because to me all those administrators are also faculty.

Past-President Rouillard: That is a question that certainly should be discussed.

Senator Lee: If we adopt a version that has opt-in or opt-out that has college-by-college differences in eligibility, then does it become the Faculty Senate Elections Committee that has to keep track of who is eligible in every college and how that changes from year to year? I bring that up just to say I would advocate for having something that does not change college-by-college; either we as the body of Senate say one thing or another just in terms of practicality. I am not a member of the Elections Committee, but I am thinking of them when I say that.

Senator Gregory: I wasn't here last year so I haven't been present for the background on this. What problem are we trying to solve? Because I totally see Senator Wedding's point about the possibility of having a kind of concentration of administrators here that could tilt the balance, but does that seem like it happened? I mean, is there kind of a fear that is happening right now? I know when I stepped into this position as associate dean I was actually told specifically by my college dean's office that 'no, your role is to represent the faculty.' In this role I kind of enjoyed that opportunity to switch modes. So, is there a particular problem that is being addressed?

Senator Templin: So historically before the merger the Faculty Senate has been more of a faculty body. And so the inclusion of associate deans is a relatively new development. There was talk that sometimes there is conflict of interest that may creep up because of administrative role and voting as a faculty member. So, it was in that vein that we were thinking about making some changes.

Senator Gregory: So it is more like a general sense that it is a potential problem more than an actual problem? I guess my concern is we have a dwindling number of tenure track faculty and I guess there is a part of me that worries that if we don't spread some of this workload around, some people are really going to struggle to keep up with the service load. But I understand some of the issues that are being raised.

Senator Lundquist: Is this issue at all addressed by the sentence, "alternative being" that is right after the red part, "*The majority of elected members from each college must be faculty?*" And what do we mean by "majority?" Is that like less than 50% or more than that?

Senator Lee: The Library has two and so we are going to have to figure out that by weight<laughter>.

Senator Molitor: I will concede to Senator Lee's point as a member of the Elections Committee. You are absolutely right, so I will withdraw my previous comments about the college-by-college. It would make elections challenging. To address Senator Wedding's remarks, a faculty member teaches, a faculty member conducts professional activities, and a faculty member engages in service to the institution and to the profession. As an associate dean I do all three. All of the associate deans I know do all three. Same goes for department chairs, and we all report directly to our deans.

Senator Lee: Not to contradict Senator Molitor's pointing out the similarities between all associate deans, I take that the lack of a uninformed definition of the workload of associate deans also leads me to think that on my part I would not want to treat them as a class and that perhaps colleges have already differentiated what the roles of the deans are within the colleges. So being able to...colleges by voting who they want in from their college who have faculty responsibilities to Faculty Senate may be best. I am speaking in favor of that which I think would be alternative 'A' on our menu of alternatives. You know, I just think that if the definitions and the responsibilities of them vary already between colleges, it may be difficult to do that. And then as I said, each college can elect their own and if administrators feel their administrative role present a conflict of interest on any matter before the Senate, they are allowed to abstain from those votes if they cannot vote without having conflict.

Senator Weldy: It is difficult to serve two masters. There is an inherent conflict of interest that may or may not arise on different issues, but it is a conflict of interest. We need to resolve that so there is not a conflict of interest.

Senator Molitor: First of all, I am glad Senator Lee did contradict me because I agree with what Senate Lee just said. I would also support his notion that alternative 'A' is probably the most favorable. The only caveat there is, we may want to be a little more explicit about what constitutes a central administrator so the language is clear there. With regarding to Senator Weldy's comments regarding a conflict of interest, there are lots of conflicts of interest in this body. The problem with a conflict of interest is not necessarily one exists, it is if one is not declared. My colleagues know I am an associate dean. When they vote for me they know I am an associate dean. When I was a Main Campus representative on the Faculty Senate Exec., I stepped down when I became an associate dean and was reelected by my colleagues to serve as a representative after my appointment as associate dean. So I don't see the problem as the existence of a conflict of interest, the problem occurs when someone tries to hide that conflict of interest.

Senator Heberle: I was just going to ask my colleagues who are concerned about the conflict of interest to be more specific because that term can get thrown around a lot. But I am really interested in hearing from those who know more about what those might be – or a good example would be - that could not be resolved through recusal or some other means. I feel like that will also be a confusing process because there are so many roles that associate and assistant deans play in each college. I do not advocate that we

do it college-by-college; I think we should do this as a university-senate, and not college-by-college. I was just wondering if there were some more specific details that could be offered on the floor about this 'conflict of interest' crap. Because I've been in organizations where that sort of hovers in the air, but nobody says what it might actually look like.

Senator Chou: College of Engineering. A conflict of interest example that may happen is the possibility of all the chairs and associate or assistant deans, because they all work for the same dean and if the dean asked, they would vote for the same person. That person then has a large block of votes. That may potentially lead to the situation that Senator Wedding was talking about. Having said that, I have a lot of respect for Senator Molitor and my comments are not directed towards him.

Senator Molitor: No offense taken.

Senator Chou: I am just saying that is a possibility.

Senator Heberle: So that is what I wanted to know; I just didn't know.

Senator Chou: So in some colleges, if all the associate deans and chairs voted as a group, then other faculty members would have less of a chance to be elected to serve.

Senator Heberle: Oh, there are a lot of associate and assistant deans and they vote for each other and the faculty are excluded from a voice?

Senator Chou: Right.

Senator Heberle: Wow.

Senator Insch: Here is an example, and God forbid it ever happens. Let's say we want to vote no confidence for the president or the provost. As an administrator, as an associate dean you are technically part of the administration and so there can be substantial pressure put on you to influence Faculty Senate because you are an administrator. That is your job. I mean, whether it is 2.5 or whatever that happens to be, technically your boss is up, not lateral to that. If you are looking for an example, that is one and hopefully that never happens. Conflict of interest can be real. I don't have a 'horse in this race' and I don't really care, but if you are looking for a challenge, that would be a primary one. If there's an issue that faculty is clearly at odds with administration - luckily we have a union that takes care of that for us - those issues can create pressures. Now, whether you say I am recusing myself or I am not going to feel that pressure, but what you've also done if you recuse yourself, you have eliminated someone else's voice from the faculty. I find it strange that we do have associate deans and assistant deans in this body, because at most universities they are not, it truly is the faculty.

Senator Molitor: Senator Insch provided a really good example of a conflict of interest that could arise. I don't have an answer for this. My only question then is, don't department chairs also have that same conflict because they are also administrators that report to their deans?

Senator Insch: Department chairs responsibility is more towards protecting their faculty. That is their job. They just happen to be...between the faculty and administration, doing administration issues. They don't have the same kind of responsibility as associate deans to support the dean.

Senator Wedding: It is also more turnover. With chairs, people become interim chair and you get that a lot. There is constant movement among the chairs in and out. I agree with my former dean, Senator Insch here that yes, the chairs do tend to be more associated with the faculty as opposed to associate deans.

Senator Gregory: I am just wondering do we have evidence for those assertions that there is more turnover. I mean, do we have any kind of statistics?

Senator Wedding: No, I haven't kept that data; but I've seen it in the many years that I've been here. There are many, many interims chairs. I think you have them right now in your college.

Senator Gregory: I am sitting next to one who is actually a very long running chair, so that's been my personal experience.

Senator Wedding: That is fine and that is good, but you do have them.

Senator Ratnam: From the College of Medicine perspective, we imply experience this through ProMedica affiliation. The faculty may not be the same as some of the deans and the president and things like that. I was president of the Faculty Council for the College of Medicine and Life Sciences. Our meetings would just explode with people complaining about not knowing what was there and things like that. So I really think it is a true conflict of interest. You have people present who are not in support of what the faculty are actually dealing with and already have the kind of agenda that may not be supportive as much of the faculty.

President Brakel: I am just going to interject right here for just a moment. We are about 5:45 p.m. right now, so there's about 15 minutes remaining left of this meeting. So we need to begin to think about how we are going to resolve this issue.

Senator Wedding: Why can't we table this till next meeting?

Senator Heberle: Why can't we just vote on this right now?

President Brakel: Well, this is where I am kind of going right now.

Senator Pakulski: Before we vote, I just would like to add, in our college in Health and Human Services there are probably more than one hundred faculty members and four or five assistant deans. So, I am not sure what the gentleman said earlier about deans could get certain people voted in. With one hundred people I think the faculty are voting who they want to represent them in my opinion.

Senator Insch: If we vote 'yes' on alternative 'A,' that goes into the document for the next time it is read, correct?

President Brakel: Yes.

Senator Insch: And at that point you can vote it out again anyway?

President Brakel: Right.

Senator Insch: So do we need to vote on something today? Do we need to put one of these in so that when the next time it comes up we argue about keeping it or replacing it for real?

President Brakel: Well, that is up to this body. And the reason why I am saying this because we had this discussion last year and it went back to the committee. Essentially what this is saying, although the alternatives is here, we need to think about what's the next step forward here.

Senator Wedding: We need an up or down on whether assistant and associate deans are going to be in this Senate. That is all we need, and then we can pick something after that. So, how about a simple motion in that direction and then we vote it up or down today and then next time decide how we want to word it?

President Brakel: I can't put that on the floor; somebody else has to put that on the floor.

Past-President Rouillard: Do we have a quorum?

President Brakel: We still have a quorum.

Senator Wedding: I know you can't make that motion, but I am asking if we could.

President Brakel: You could.

Senator Wedding: I move that assistant deans and associate deans be excluded from the Faculty Senate. By the way, that will be going forward. The people who are currently elected will remain here I presume.

Senator Gregory: What?

Senator Wedding: In other words, we are not kicking people out of the Senate who have already been elected.

Senator Templin: This will be for the next election cycle.

Senator Wedding: Yes, the next election cycle.

President Brakel: Assuming that we get everything passed.

Senator Wedding: My motion is on still on the floor.

President Brakel: So a motion is on the floor by Senator Wedding to exclude associate and assistant deans from being members of Faculty Senate. Do I have a *second*?

Senator Weldy: Second.

President Brakel: Any discussion?

Senator Heberle: I have a *friendly amendment*, and that is to say that they will not be voting members of Senate.

Senator Wedding: I accept that; I think that is fair.

Past-President Rouillard: If you do that then you will be reducing the actual voting numbers of Senate?

Senator Heberle: The actual what?

Past-President Rouillard: The number of voting members of Senate and I don't think you want to do that.

Senator Heberle: Oh, I got it.

President Brakel: Thank you. Any other discussion? So we will *Call the Question*. All in favor of excluding associate and assistant deans from being members, voting members of Faculty Senate, raise your hand please. This is the ‘Yays.’

[A hand count was taken]

President Brakel cont’d: Did you get 15?

Senator Templin: I got 17.

President Brakel: I will recount. You are right, I counted 17. Any opposed? This is the ‘Nays.’

[A hand count was taken]

President Brakel cont’d: I got 11.

Senator Templin: That is right.

President Brakel: Any abstentions?

[A hand count was taken]

President Brakel cont’d: I counted 3.

Senator Templin: Correct.

President Brakel: The count again?

Senator Templin: ‘yays’ = 17 and ‘nays’ = 11.

President Brakel: So there are 17 ‘yays,’ so that is excluding associate and assistant deans on this initial reading.

Senator Insch: Just to point out, that is actually the wording that is currently in the document.

Senator Templin: So that is consistent with this version – not the alternatives, but the main Constitution.

So quickly on to Article IV.

Senator Molitor: Can I make one more comment?

Senator Templin: Yes.

Senator Molitor: If this is going to hold, you may want to add language about department chairs as well. Because a future Senate may interpret somebody above an assistant dean as including.

Senator Templin: Right.

Senator Gregory: So wait. I have a question. I don’t understand. So if I am no longer able to represent the college, can I go home? I mean, what am I supposed to do? I am serious.

Senator Molitor: This has not yet gone to the whole faculty for approval.

Senator Gregory: I mean, if we don't want associate deans, say, at Faculty Senate then colleges should be voting quickly to replace us, right?

Senator Templin: No, no, no. This is for the next election cycle. So anybody who is currently on Faculty Senate you will remain being a senator until your term expires.

President Brakel: So you have two years.

Senator Heberle: It is long-term vision.

Senator Gregory: I guess I am wondering why I would want to stay.

President Brakel: You are still a voting member.

Senator Gregory: In terms of effective representation, basically you are saying people at the beginning of a three-year term? I think that is compromising the ability of representing effectively. Right?

Senator Templin: So the Executive Committee, basically that is in there saying we are going to have foreshadowing for the bylaws.

Article V., we are going to have bylaws and rules. For the Executive Committee, bylaws and rules are all recognized in the Constitution as empty.

President Brakel: That might be a good pause point if anybody have a question.

Senator Templin: Then Article VI. is special meetings of the faculty. There may be certain instances, for example, 'there was a giant power failure and the power comes back on and the president of the university has to somehow call a meeting with no email.' How do we do that? This give some guidance, at least who would start that special meeting.

Senator Molitor: Senator Templin, can you take a step back? Is this where a number of the previous articles in the current Constitution have been moved to the bylaws?

Senator Templin: Yes. We are governing how do we do that, so it is a Senate only; how do we govern ourselves basically. Then Article VII. is non-member rights. Basically anybody is privileged to speak at Senate. Article VIII. is shared governance; just reaffirming the principals of shared governance. Article IX. is amendment, and so how do we change things going forward. Article X., is its interpretation saying if things are unclear, Senate can step in and interpret things. Then XI. is a referendum that says that the faculty can change its mind essentially. That is pretty much it. The rest is the history of it.

Senator Ohlinger: Can we go back to colleges?

Past-President Rouillard: Shared governance?

Senator Ohlinger: Yes, shared governance. So University Libraries is a recognized college, right?

Senator Templin: Yes.

Senator Ohlinger: I am just wondering why it is spelled out separately.

Senator Templin: I worked with Senator Lee. I am going to ‘throw you under the bus,’ Senator Lee, so explain what you want.

Senator Lee: So the previous language was “each college” and “The University Libraries,” which designated that the university library was something other than a college. So I said if you are going to keep explicitly mentioning “university libraries,” you need to say “including” to say it is part of that. I think it is because we are one of the few colleges that do not have the word ‘college’ in our name. So, [it is] to make it explicit and clear that colleges include the University Library even though it does not say college of university libraries.

President Brakel: Any other questions or comments? Hearing none.

Senator Templin: We will be back for a second reading.

President Brakel: Thank you. And thank you to the Constitution Committee for their work. That brings up to ‘Items from the Floor.’ Everybody is anxious to get out. Hopefully, there are no fights out in the hall<laughter>. May I have a motion to adjourn? Meeting adjourned at 5:53 p.m.

IV. Meeting adjourned at 5:53 p. m.

Respectfully submitted,
Mark Templin
Faculty Senate Executive Secretary

Tape summary: Quinetta Hubbard
Faculty Senate Office Administrative
Secretary