

THE UNIVERSITY OF TOLEDO
Minutes of the Faculty Senate Meeting of September 11, 2018
FACULTY SENATE

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

Approved @ FS on 10/09/2018

Summary of Discussion

Dr. Andrew Hsu, Provost of the University of Toledo

Dr. Kasey Tucker-Gail, Director of the Center for Student Advocacy & Wellness

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

President-Elect: Dr. Timothy Brakel called the meeting to order; Executive Secretary, Mark Templin called the roll.

I. Roll Call: 2018--2019 Senators:

Present: Andreana, Bailey, Bigioni, Bouillon, Brakel, Compora, Dinnebeil, Edgington, Emonds, Ferris, Frank, Gibbons, Gibbs, Gray, Hall, Hammersley, Heberle, Hefzy, Hoogland (proxy for W. Lee), Jaume, Keith, Kistner, Krantz, Lecka-Czernik, Longsdorf, Lundquist, Maloney, Menezes, Modyanov, Molitor, Murphy, Niamat, Nigem (proxy for S. Ariss), Oberlander, Ohlinger, Ortiz, Reeves, Relue, Rouillard, Said, Schlageter, Sheldon, Taylor, Templin, Thompson-Casado, Tiwari, Tucker-Gail, Van Hoy, Weck-Schwarz, Wedding, Weldy, Woolford

Excused absence: Chattopadhyay, Duggan, Gilchrist, Monsos,

Unexcused: Giovannucci, Kippenhan, Park, Schroeder, Steven, Xie

II. Approval of Minutes: Minutes from the Faculty Senate meeting held on August 28, 2018.

President-Elect Brakel: Good afternoon. On behalf of President Rouillard and as President-Elect, Linda is in traffic and on her way here and will be here shortly. I call this meeting to order and ask the Executive Secretary, Mark Templin to call the roll.

We have a quorum. You have on the screen before you, today's agenda. I want to entertain a motion to adopt today's agenda.

Senator Ferris: *So moved.*

Senator Ohlinger: *Second.*

President-Elect Brakel cont'd: Any discussion? All those in favor say, "aye." Any opposed? Any abstentions? **Motion Carried.** I would like to welcome Provost Hsu to give us an academic update.

Provost Hsu: Hello and good afternoon. Welcome back to a new semester. I would like to talk about two things: One, to give you an update on the changes in the Provost Office. Two, to give you some updates on our strategic plan implementation, including progresses we have made at the University of Toledo.

Many of you know, we lost three very experienced long-term administrators in the Provost Office. Peg, Traband, Steve LeBlanc, and Connie Schriener, all have retired in June. Together they had 99 years of service on this campus, so we did lose a lot of institutional memory just overnight. We now have three new administrators that joined us. These three new people are: Dr. Denise Bartell, our new Associate Vice

Provost for Student Success. Dr. Bartell came to us from the University of Wisconsin Green Bay. She was the director for student success for that campus and she has a lot of experience. She is exactly the type of person that we need. The next two people are familiar to this body. The first one is Dr. Barbara Schneider, who was the Senior Associate Dean in the College of Arts and Letters. Dr. Schneider is now our new Associate Vice Provost for Faculty Development, but is also going to focus on student success. Some of you are probably wondering why she is faculty development and focusing on student success—well, without your good work, we will not have student success. Dr. Schneider is going to work with faculty to help develop new teaching methodologies and to study why we have high DFW rates in certain sections of classes and so forth. She is going to focus on working with faculty to help us improve student success. Finally, we have Dr. Amy Thompson who is now our new Interim Associate Vice Provost for Faculty Affairs. She is going to be working with faculty development and help with faculty success. So, one is helping with student success and the other is all about faculty success. We have updated our organizational chart and it is on our website, so you are welcome to look at it. We realigned the office along the strategic plan. In our strategic plan we have priorities in student success, in research, and in faculty success—those are our three main themes and we have reorganized our Provost Office along those themes. We also have some new deans who joined us recently. We have a new dean for the College of Education, Dr. Raymond Witte, who came from Miami University in Ohio. We also have our new College of Business dean, Dr. Ann Balazs, who came to us from Eastern Michigan University. If you would like to hear from those new deans about their vision of their colleges, you can have them come here. You may also have heard that one of our longest serving deans, Dr. Johnnie Early, Dean of Pharmacy has decided to go back to his roots. His first job was at Florida, A& M University, which is where he started as an assistant professor, and then associate, and then full-professor. He also became a dean there and that is who recruited him back into the College of Pharmacy. He is leaving us at the end of this month. In the meantime, we wanted some overlap and so we have appointed Dr. Amanda Bryant-Friedrich, our Graduate School Dean as the Interim Dean of the College of Pharmacy. Dr. Cindy Gruden who was the Associate Dean for the Graduate School is now the Interim Dean for the school. We have already started a national search for the College of Pharmacy. In fact, the search committee just met this morning and they had a very good meeting and hopefully, by the end of the calendar year, we will have at the minimum three candidates selected.

We had a full year implementing our strategic plan. The strategic plan was approved by the Board in June 2017. After one year of implementation we have made a lot of progress. I think I mentioned this two years ago when we first started the process in September 2016, I said I wanted a GPS for this campus, I don't want a document on the shelf collecting dust. So we have a very good document developed, a very good strategic plan that involves all of you. This plan involves all faculty members, students, staff, and community members and so forth. We have collected over one thousand individual pieces of input that we have considered. We take this document very seriously. In fact, my staff reviews the progress of our strategic plan implementation on a monthly basis. We have a weekly staff meeting and every month we dedicate one of our staff meetings to review our strategic plan implementation. And also, the senior leadership team review the progress with the VPs on a regular basis. We report to the Board of Trustees on a bi-annual basis. We have submitted two bi-annual progress reports already to the Board—one, last December and one, last June. We are now collecting information preparing for our third progress report to the Board.

The information that I am going to talk about is fresh off the press. In fact, our staff were working very hard this morning trying to collect all the data. Today is our census day. Well, actually last night at midnight was

our census day. We are reporting our enrollment, our retention, and our graduation rate and so forth. I am happy to report in the area of student success, our six-year graduation rate went up by 5.5%, from 41.9%, the 2011 cohort to 47.4% for the cohort that entered in 2012. We also continue to improve our first-to-second year retention rate. This is the sixth-year that we have been improving our retention rate. Our retention rate this year for the fall increased by 1.5% from 74.4% to 75.9%, so all of the major indicators for student success are moving in the right direction. As you remember, I mentioned the DFW rate at some point last year and we have identified the top 20 highest DFW rate courses. We worked with the faculty last year, and I am happy to report that 75% of the courses in that top 20 list have seen an improvement or a reduction in the DFW rate, some by large percentages. This year we are producing or we have produced the top 20 lists for each individual college. Every college will have their own top 20 courses that produce the largest number of failed credit hours. We are asking all the colleges to help us evaluate those courses and help us figure out why those courses have high DFW rates and how do we help provide more support to the faculty in order to help improve the outcomes of those courses. This is where Dr. Schneider will work with faculty and staff to help evaluate and help improve the outcomes. Our second focus area as I've said is faculty success. Last year we provided a lot of workshops and yearlong programs to help faculty members to get promoted. One area that we focused on was for associate professors to move to full professors. We had 26 promotions compared to 15 or 16 from the previous years. I am also happy to report that we've already accepted about 23 applications for promotion from associate to full professor. Again, we are offering a new series of yearlong programs for associate to full professors. What is the deadline for that application?

Dr. Thompson: It has been extended until this Friday so they still can get applications in.

Provost Hsu cont'd: So please help get the word out if you have faculty members who have been in the associate rank for a few years and are going to be considering moving up. Please ask them to sign up for this program. Again, we offer the University of Toledo Leadership Institute and last year was our second cohort. We had 21 faculty members go through that program and this year we are offering it again. The applications are already in and we are now evaluating the applications to make the selection. We also sent two faculty members to the MAC Academic Leadership Development Program which were Dr. Amy Thompson and Dr. Holly Monsos. This year we selected three faculty members, Kristen Keith, Jason Huntly and Cindy Gruden. Also for faculty success, this year we are going to launch a new faculty mentoring program. It is for all the new tenure track faculty members that are hired this year. For every new faculty member we are going to have a launch committee organized by the department and it will include advisors from outside of the department. This committee is simply helping guide the new faculty member for the next five years to help them be successful. Dr. Jamie Barlow is piloting that and talking to all deans and department chairs who have new faculty members this year.

The last item, I want to give you an update on in terms of strategic planning implementation is our research. So as you know, since Dr. Gaber and I joined the University of Toledo, research has been high on our agenda. We have Dr. Frank Calzonetti in the Research VP Office. He and I meet on a regular basis and we work closely with the deans and faculty to help improve research. Here are some very impressive numbers this year: We have seen a 21% increase in our research awards, which went up from \$32M to \$46M. What is more impressive and more promising is that we have a 40% increase in new awards. As you know, we receive awards and some of them are continuation renewals and so forth. This year is our first time new awards went up 40%. Also, not only are we getting more dollars and more grants, but our faculty are also publishing more and getting more citations. So to measure our research productivity, we look at the total

number of journal articles published by our faculty as well as the total number of citations by other researchers around the world. Based on those numbers I am really proud to report back that we are number three in the state of Ohio. We are only behind Ohio State and Cincinnati. In fact, if you look at our total number of publications, it shows a 12% increase from the previous period. These are three-year averages. Our last three-year average compared to the immediate prior three-year average where there is a two-year overlap, is already passing a 12% increase. In fact, the number of citations, there is an h-factor, known as the impact factor. I know some of you in sciences are probably familiar with the h-factor. The h-factor (impact factor) actually increased by 15, that means that our faculty members' research is being cited more and more. So those are my updates about the strategic plan.

Before I close, I want to mention one thing. Over the last year, as I met with several faculty groups and with the Academic Leadership Team which includes department chairs and deans and so forth, I heard at least three times that this campus used to have a faculty gathering that was called "Friday Fun." All of the faculty who have been here for a number of years remember those days, right? We said, if people like it so much then why don't we bring it back. So we are bringing it back. The Provost's Office is going to host a monthly get together on Friday afternoons. We are calling it Faculty and Staff Social. The first one is going to be September 14, which is Friday. It is in Libbey Hall starting at 4:30 p.m. and ending at 6:30 p.m. We are going to have a cash bar that opens at 5:00 p.m. and the Provost's Office is going to provide some snacks. I hope to see all of you this Friday afternoon. I think it is a great opportunity for faculty members from different colleges to talk to each other and often times, collaboration comes from these actual encounters. I hope it will be a lot of publications and research grants and so forth that will come out of these Friday afternoon gatherings.

In closing, I just want to say that it seems like we are making very good progress, but we all know that there is still a lot of work to be done in the years to come. We need your help. I really appreciate this opportunity to talk to Faculty Senate on a bi-weekly basis. I've talked to Linda and I am happy to report that she is going to invite me back [laughter].

President Rouillard: Oh, absolutely.

Provost Hsu: Thank you.

President Rouillard: Are there any questions you would like to ask the provost?

Senator Niamat: The research data you presented, is it for both campuses?

Provost Hsu: It is for both campuses.

Senator Niamat: So have both campuses been improving?

Provost Hsu: Yes, both campuses have been improving.

Senator Murphy: In the data that you gave about retention students, are their national averages compared to colleges and/or universities of our size?

Provost Hsu: I have not seen any study that talks about national average, but what we're comparing ourselves to are our aspirational peers. I think I may have mentioned this before, our aspiration is to be a top 100 university, right? So we are comparing our numbers to the national public universities that are

ranked in the range of 90-100. So when we compared [them], there are about 15 or so areas that we are evaluating.

Senator Murphy: I knew there was something that you were comparing them to, but I just didn't know what.

Provost Hsu: Right. Most of the areas were already there and the two areas that we are still behind is our graduation rate and our retention rate. Most of our peers are in the 50-55% range for six-year graduation rate. If we can get above 55%, we will be in the range of 90-100%. For first-year retention we really need to be in the mid-80's.

Senator Dinnebeil: Provost Hsu, you mentioned that the six-year retention rate is up---

Provost Hsu: No, the graduation rate.

Senator Dinnebeil: All right. What about the four-year graduation rate?

Provost Hsu: The four-year graduation rate is also up, but I don't have the numbers with me.

Senator Dinnebeil: I was hoping it wouldn't be low. We saw declines of the four-year graduation rates, but increases in six years ---

Senator Molitor: We would expect this to be reflected in two more years when the six-year graduation rates come out for this cohort.

Provost Hsu: Right. In fact, we have a chart where we have four-year, five year, and six-year graduation rates and we monitor those closely. In fact, we are focusing on the last two years, between fourth year and sixth year—we are trying to help students pick the right courses and graduate. I will certainly welcome your help in spreading that message. We need all of our advisors and faculty talking to students to make sure they are taking the right courses. They need to take 15 credit hours so they can graduate in six years.

President Rouillard: It is worth repeating, the six-year graduation rate reflects the students who start fulltime, first time, and graduate from the same institution and that is why those numbers often look the way they do, in case if anybody forgot.

Provost Hsu: Right. We had a very low graduation rate last year and that was because in 2011, if you look at all indicators, that was our first cohort coming in.

Senator Brakel: Provost Hsu, I was wondering when you was talking about the research publications and the numbers, were you factoring in also creative activities in terms of performances and our exhibitions etc.?

Provost Hsu: We haven't, and the reason for that is because we are using data researched by the library. What we are doing is using the library and the library would actually go into the national data base and they would put in all of the names of all the faculty on this campus and then it will identify all the publications and it would count. So that is the only way right now we can reliably generate data for our research productivity. I am looking forward to our goal of having all faculty report their productivity, their concerts and their exhibitions and so forth on Faculty 180, so we can have a more comprehensive measure of productivity.

President Rouillard: Okay. Thank you, Dr. Hsu. Next on our agenda we would like to do the approval for the August 28, 2018 Faculty Senate meeting. Is there a motion to approve those Minutes that were distributed to you? Are there any comments, additions and/or changes? All those who approve the Minutes from August 28, please signify by saying, “aye.” Any opposed? Any abstentions? ***Motion Passed.***

The Executive Report: Both Dr. Gaber and Ms. Mary Ellen Pisanelli have received the latest draft of the revised Faculty Senate Constitution. Ms. Pisanelli has been invited to an upcoming FS meeting and we are waiting to see which times will work with her calendar. Please know that both Dr. Gaber and Dr. Hsu have been keen to meet with the Faculty Senate Executive Committee and always willing to come to Faculty Senate.

Faculty Senate Executive Committee is scheduled to meet with Dr. Gaber at our next meeting 9/14, and we will also meet with Jenn Pizio from the Office of Diversity and Inclusion.

Core Curriculum Updates: I have asked Quinetta to update the FS page with the list of core curriculum courses to include new core courses English 1010, Art 1110, Art 1040, Hon 1010 and 1020, 2010, MGMT 3700, and PSC 3280.

Openings on Research Council for Faculty Senate Representatives have been filled. Research Council now includes Christina Fitzgerald for Humanities, JD Smith for Sciences, Mohammad Elahinia for Engineering, and Robert Topp for Nursing.

Currently posted for comment is the Research Misconduct Policy
http://www.utoledo.edu/policies/draft_policies/#research

Open until Sept. 28. FSEC will discuss this policy as well at our 9/14 meeting.

We are happy to announce the return of socializing on our campus! The first Faculty and Staff Social will be Fri. Sept. 14, 4:30-6:30 in Libbey Hall. Cash bar opens at 5.

And we want to remind you of the Sept. 17 deadline for proposals to the Program for Academic Excellence, to be submitted to your dean or to vice provosts or associate vice provosts.

Finally, we are also very happy that you are bringing back the monthly socializing hour. I think it does a lot for morale on campus. That is the conclusion of my Executive Committee report. Are there any questions?

Okay, then we will move on to the next item on our agenda. Because we are still at the very beginning of our semester, our last meeting we brought in some people to talk to you about Blackboard Ally to help with issues of accessibility. We wanted to bring another speaker today who will give you some good information for the start of the semester, Dr. Kasey Tucker-Gail, who is the Director of the Center for Student Advocacy and Wellness.

Senator Tucker-Gail: Thank you for having me today and for the opportunity to share this important report with you. I am kind of excited that we are at this point with regards to sharing stuff about the center because it's been a couple of years in the making to get to this point. I feel like we have a full staff and a full number of individuals that are assisting us across the university and we are really excited to talk about what we've accomplished. The Center for Student Advocacy and Wellness is a completely funded and fully free resource for all faculty, staff, students and employees on campus. We deal with sexual assault, domestic

violence, stalking, sexual harassment and anything associated with that in a very broad context. Again, our resources are free. They all are trying to hide, so I am going to bring my team up if you don't mind: Hilary, Danielle, Shah, and Megan. I want everyone to know who you are because the chances of you having to send a student, or a friend, or a colleague, or anyone to one of these individuals is probably going to happen sometime in your career here. I am very pleased to introduce Hillary Thorpe. She is our fulltime free counselor. She also takes all of our clients. Right now we have a grant we will talk about in a second, but she does all of the counseling. Dr. Meghan Stewart is a junior faculty member in Criminal Justice and I brought her onboard to do education and programming. Shaw Hamdah is our fulltime advocate and so she does all of the advocacy with all of the victims. Danielle Rominski, I am so happy to have Danielle because she is my new assistant director for the center and she is also in charge of all of the programming. I just wanted you to see who they are. We also have a part-time advocate to the YWCA [now] rape crisis center, it is no longer the Hope Center. We have a fulltime advocate that is available to us and they also run our 24/7 phone line, should someone at our center be busy and not be able to help them.

I am going to share a little bit about what we do, how we pay for it, and all those wonderful things. Like I said, these resources are available to all faculty, staff, and students. The name of the center is the Center for Student Advocacy and Wellness. The name started out that way when we asked for our initial amount of funding from the Attorney General's Office through the Victims of Crime Act. We call it C-SAW for short.

What do we do? We do trauma inform care and we do victim advocacy. Victim advocacy takes on several different roles—we take on meeting with individuals or victims at all the hospitals in the surrounding area, which is anywhere our students would be if called. We advocate and support during legal and student proceedings with Title IX and student conduct. Our advocate goes with them and their job is to solely be there for the victim because our goal is to be victim's first no matter what. We do one-on-one check-ins with survivors and individual counseling, which is a substantial resource that we have. It is important that we do that separate from the Counseling Center right now because we only see victims. Up until the point where we had the center, everyone was going for resources through the Counseling Center. Now, I am not going to say that they've met, but that led to respondents and victims being in the same location and seeking services in the same location. So the idea of having those completely separate is positive. Students are still welcome to the UCC and UCC sends victims or individuals to us, so there is good collaboration. We have a couple different support groups. We now have support groups that we are looking to establish for the fall and spring. One is for sexual assault victims, correct, Hillary?

Ms. Hillary Thorpe: Yes.

Senator Tucker-Gail cont'd: And the other one is for domestic violence, and so we are going to look at those. Referrals and support services is an important part of what we do. Last year we offered over 2200 referrals for information. Now, I want to clarify really strictly here, that is referrals for information. That is not people saying they have been sexually assaulted and/or people saying they are victims of domestic violence. Those are people asking for information. They could be a victim, but that is a big distinction we need to make. We offer assistance with victims' compensation applications if requested. We do all the awareness events pertaining to the Center and its services. Our team this year is taking over all the FYE for victim advocacy, so if you want one of them to come to your class and talk about this, they will come, just send me an email and we will be there. We have two graduate students that also does programming and we are excited about that. The key is, my team is completely free and completely confidential. That was a hard fight in the beginning, but completely confidential is important [to us] because if we are not completely

confidential, we do not get our money. We are completely confidential in the fact that I don't even know who we are seeing, and we have several filters for that. Hilary is responsible for talking to all of the advocates and doing all of the reporting and Shah and Danielle are responsible for all the programming. We have a very active agenda this year and we have a small number of people, so we are hoping to grow that in this coming funding year. We also go to all of the hospitals and deal with the scene exams as well.

Senator Molitor: How do you promise anonymity? One of the first things we are told during Title IX training is that we have to inform students reporting an incident to us that they cannot remain anonymous.

Senator Tucker-Gail: They are not faculty. They are staff and they have been cleared through the new Title IX policy to be completely confidential as long as they are designated as so. I only get aggregate data and that is all I report, and that is all that I am required to report and I am very comfortable with that.

Senator Molitor: Oh, I see. Thank you.

Senator Tucker-Gail: This has been something that both Hilary and Danielle have managed quite well.

Senator Hefzy: Can you please go to slide 5? Question, if a student needs support during legal proceedings and if a student is involved in a legal case, can he or she come too and sit?

Senator Tucker-Gail: Not for just any legal resource, it is simply for the ones surrounding sexual assault, domestic violence, stalking, harassment or anything associated. What I mean by legal representation is our advocate or our team members would take somebody down to the court and get a protection order put in place. They will go with them to court if they have to testify and they will be there for them at their request.

Senator Hefzy: So these cases do not need to involve only students or people from UT, it can be a perpetrator from Bowling Green etc.?

Senator Tucker-Gail: That is right. Their perpetrator can be from off campus, we don't care about that—the services are open no matter what.

Senator Hammersley: I have another question. I hate to bring up a sore point, but the state of Michigan State had to drop and it involved national organizations. How do we dovetail your system into both male and female interactions in the athletic programs to ensure that we do not have anything like what occurred at Michigan State?

Senator Tucker-Gail: I can't ensure anything about what the university does, what administration does, what student conduct does, or what Title IX does. My team is simply there to help the victim and represent when they see those people. Athletics have been very supportive of our programming.

Senator Hammersley: Yes, but why can't you talk at least to each of these at risk groups on a regular basis?

Senator Tucker-Gail: We do. I am going to get to that in a second because we have a bunch of different grants to do a bunch of different things. The first grant pays for the center and the other pay for other things.

Senator Ohlinger: This is not an effort that has any oversight or authoritative supervision over departmental, policies, or procedures, right?

Senator Tucker-Gail: I would say, no, unless it falls under the general administration of grants and within the college. We are housed in HHS and so we have oversight by Dean Ingersoll, but we also have like a dotted line to both Dr. Sammy Spann and Flapp Cockrell and so there's that fluid communication between the service piece, the research piece, and the education piece—they all kind of flow together. I will be 100% honest, we worked with the provost and legal to kind of sort out how that goes, a lot of legal.

Senator Bailey: Dr. Tucker-Gail, I have a question. Do you address issues of mental illness?

Senator Tucker-Gail: Well, if it is strictly a mental illness then they would be referred to the UCC, University Counseling Center. But if it is associated with their trauma of being a victim or something that comes after that, then absolutely.

Senator Bailey: So your office is more---

Senator Tucker-Gail: I have a fully license LPCCS supervising counselor with a lot of experience and an independent license, and she reports to a LPCCS in the college if she needs anything from that confidential perspective. I don't know if I answered your question, but it honestly depends on what it comes from. My team can only pay for what is encompassed in the grant broadly defined. Maybe Hilary can speak to that.

Ms. Hilary Thorpe: I just want to talk about that because I get that question a lot. So most of the people I see obviously has some sort of mental health issue, otherwise they probably wouldn't come to the center. Kasey is not lying when she said we interpret this broadly. Basically the provenance just has to be some sort of trauma related to sexual assault, harassing, stalking, or domestic violence. So if something happened to you when you were four, and now you are fifty and you are all of a sudden decides you want to work on it, that is totally valid. I would say about half of the clients that I end up seeing have something from childhood that isn't something that happened within the last year, and that is why they are coming to see me. It is really just a matter of that for us. It is just like I had anxiety all my life and nothing ever happens to me, that would be a referral to come.

Senator Tucker-Gail: Can you speak to some of the special groups that you see individuals from such as transgender etc.?

Ms. Hilary Thorpe: I have a lot of experience with the LGBTQ community. I see a number of transgender students and a number of other students. I have experience in working with people on the autism spectrum. I, myself have a background in science as well as social sciences as a researcher and so that helps with students that tend to be a little more technical. We see all kinds from all age groups. We see clients from all ethnicities; we see international clients; anyone is really welcome.

Senator Tucker-Gail: Our advocate has served as an Arabic interpreter and that's been very useful within the broader community.

We talked about our resources, next is our funding. To this point we received over \$500,000 from the Attorney General's Office to pay for the center itself. That is the infrastructure, the building of it, all the personnel, all the operational costs, the computers, all those wonderful things. This is our second year of functioning. We actually have another request for \$434,000 which we will find out within the next month or so if it is approved. We also have a Department of Justice grant and this goes to the other types of services. Related to the center, we have the following three grants: The department of justice grant for the campus project. This is a \$300,000 grant we received over three years. Our job is to create a coordinated

community response team for the University of Toledo in dealing with these issues. The people who sits on that core group is the special victims, the captain of TPD, UTPD officer, Hope Center, student conduct, Title IX, myself, Dr. Stewart, then the Hope Center or YWCA sends a representative. The funding then paid for us to travel with the Department of Justice and go to specify trainings across all of those specific areas and as a group to bring a coordinated community response team on campus. It also requires us to make a strategic plan of action for the university. I will have to say that we were kind of surprised and excited to get this grant because we were one of only three large institutions that got this grant. It speaks to our ability to engage in best practices. At the end of this grant our goal is to have the university [be viewed] as an example to other universities on how to deal with these issues and so we are working in the best practice light. Some of the outcomes of this, you'll notice restructuring that has happened in Dr. Cockrell's office, how Title IX reports. A lot of those different pieces have come from those conversations. It is also really wonderful when you have a victim that comes in and they've gone to the Toledo Police Department because they are not comfortable with going on campus and then we find out it happened on campus and they want an advocate and everybody wants to do this interview with Title IX—well, through this coordination, we are not re-victimizing over and over again. We have one example that I will use where the victim went down to TPD, the UTPD officer and Title IX all went to Toledo Hospital and they all interviewed the victim at once, all done together. This is an example on how we can better serve victims when we have that communication. This year we are going to work on expanding that through a bunch of different partnerships. Engaging Men—Athletics Campus Project was a grant that we got for \$10,000 or less, but it was in cooperation with UT athletics. It was a grant to send people (athletics, CSAW & Title IX) to be trained, and how the engagement...works, and how to train and educate with regards to that. We are putting in a new program in place. Athletics have opened their doors to us to meet with every team, every set of coaches, and anyone who wants us to come talk to them about this. We've encouraged them to talk about a lot of our events that I will talk to you about in just a second. We also take our FYE and all of our other programming over there as requested. Lastly, we have the Ohio of Higher Education grant and that is a campaign grant that you are going to see rolling out this fall. It is called the #UT Together campaign. I hope you all love it because it is #UT Together, we can stop sexual misconduct and we can stop intimate partner violence. So in your bags you all got a #UT Together t-shirt and we will be handing those out on campus and doing that campaigning. It will also be the under pending of every piece of program that we have coming out of our center, so you will see it on a lot of our materials.

Our first project that I am going to highlight in addition to all of our programming is the clothesline project and some of you are familiar with this. We are working to not only have it on Main Campus twice a year to have better education about that, but we are also working to bring it to the Health Science Campus. So our funding this coming year is to have a better presence on the Health Science Campus. It will be on the Centennial Mall on Thursday, September 27. We are doing the purple ribbon campaign, and this is the one I am going to ask all of you to participate in. The purple ribbon campaign is about domestic violence awareness. I want to say we have 4,000 t-shirts that are purple ribbon and we have 10,000 ribbons we want to distribute on campus. We would really like for faculty and people in positions of administrative power, a representative across the university including all of you is to come out on these days where we are tabling and help handout t-shirts and talk to students about what the purple ribbon campaign is about. My team can go out there and talk, talk, and talk, but sometimes coming from other people is good. It is good to see UT Together working in motion. Lastly, we are doing a domestic violence and sexual assault conference in October because we all know the human trafficking conference is coming and I think my college can only handle one per month. This will be open to all law enforcement agencies at a five-state radius, FIRE, EMS,

and any emergency responders so they get a better understanding about domestic violence needs and training. We did a test pilot of this in May and then we are rolling it out, which is a really big opportunity. For the domestic violence month in October we are doing silent witness. Obviously, for the purple ribbon campaign we are asking you all to participate and then a multi...sexual violence conference in October. We are tabling the sexual harassment awareness month and we are starting by the leading campaign. I always use the example that if somebody is in a car crash, we don't always pull them out of the car and say, "why were you driving down the street and get hit?" The same thing should happen when we're dealing with a victim of sexual assault—[we should not say] why were you there, what was you doing, what was you wearing. We had to start by believing the victim and then moving pass that process. We have a spring clothesline project and that we are tabling and we are also looking at bringing a special stalking speaker to campus at the end of January and they will be speaking and we are hoping to make it a mandatory grant Greek event. This is kind of what we are working on in addition to our daily targeting programming and endeavors. I just want to thank you all. Does anybody have any other questions?

Senator Ohlinger: Dr. Tucker-Gail, thank you very much. This is an awesome program, and a great job in your diligence with getting this approved. I just have one question. We all know that victims are disproportionately female, but we know that it happens to males as well. Do you have any male staff that you can refer to for someone who would feel more comfortable talking to a male?

Senator Tucker-Gail: Yes. There are counselors in the Counseling Center that are male, and we do see a lot of male clients, transgender clients, and people that fit in all different categories. If you want to come see us, we are in HHS currently. We are up in the Criminal Justice wing because that is where the dean gave us space, bless him. As the agenda moves forward with determining space on campus and the five-year plan, we hope to have a separate space. My dean and Dr. Cockrell is actively working on this so hopefully we will get a better location.

Senator Barnes (proxy for B. Schneider): Thanks so much for all the hard work. I am curious to know about the funding in the sense that I heard you say "fully funded," but much of this is grant funded, so---

Senator Tucker-Gail: We fund 100% of the programming with the exception of what they take out in terms of my salary and Dr. Stewarts.'

Senator Barnes (proxy for B. Schneider): So nothing is actually being paid for by the university?

Senator Tucker-Gail: No. But we started those conversations now that the budget is getting in a better situation. We hope to make some of those positions over time look appear in the budget and both Dr. Cockrell and Dean Ingersoll have been great.

Senator Barnes (proxy for B. Schneider): Some of those grants are going to possibly come unavailable; I don't know when they are, but they are definitely not guaranteed.

Senator Tucker-Gail: We have to actively apply for the one that funds the center every year. We put the request in every May to justify every expenditure. Again, I think Dr. Gaber has been exceptionally receptive to everything that we're doing on campus—the taskforce is a good example of that. We fund a lot of those initiatives right now because we are able to. So I think moving forward it is part of the conversation and it just has to be something that we get to.

Senator Maloney: Number one, *[Indecipherable]*

Senator Tucker-Gail: Well, our request for fall is to have two additional staff members. We are hoping for a full counselor, because Hilary is pretty much at capacity with 50 active clients, seeing about 25 a week. The number is up for our requests this year because we need these two staff positions. We actually brought Danielle on, but we asked for her to be fulltime for the fall because she manages all the programing.

Senator Heberle: Did you say you work with people in the community or is this UT's staff, students and faculty?

Senator Tucker-Gail: It is UT faculty, staff, students, however that works. Our team is also aware that we have a large online community and so if we were to have a DL student that contact us, we will figure out how to meet with them. It is not a community service, it is for the UT community.

President Rouillard: I will ask you to join me to thank Dr. Tucker-Gail.

[Applause]

President Rouillard cont'd: We are very grateful for the important work that you all do. Thank you. Next, we have a committee update from President-Elect Tim Brakel. Personally, I want to thank you for those who volunteered.

Senator Brakel: First, I want to thank you for those who volunteered to serve on a committee. We sent that email out back in June and several people stepped forward, which are the names you see here. We are still looking for one person from Law and also University College. That said, I was really candid until last Friday and Quinetta sent me some updates. I thought we were getting those emails earlier of people who were volunteering for different committees. What we see here on the screens right now is those who have volunteered for the University Core Committee. You can see that we still need representatives from the College of Education, the Honors College, I was told Glenn Sheldon will be on it. He said---

Senator Sheldon: I said to fill in all the blanks with my name [laughter].

Senator Brakel: But there are other faculty in the college.

Senator Sheldon: Honors and University College only have one rep together.

Senator Brakel: All right, thank you. Law and then Medicine needs a representative on the Core.

President Rouillard: No, we wouldn't have reps from Law and Medicine because they aren't concerned with the core. We really just need one more for Education.

Senator Brakel: I am still new at this.

President Rouillard: Okay.

Senator Brakel: For the Undergraduate Curriculum Committee, you see the volunteers here, we are still looking for the College of Business and Health and Human Services and then we are pretty much full there.

President Rouillard: So just two more on that committee.

Senator Brakel: Thank you. For Faculty Affairs we need representatives from the College of Education and Natural Sciences and Mathematics. The Academic Programs Committee has several holes, the College

of Business, College of Education, Health and Human Services, Law, Natural Sciences & Mathematics, and Nursing.

Unknown Speaker: What was that committee again?

Senator Brakel: That is Academic Programs.

Unknown Speaker: Tim, can you make this a little bigger?

Senator Keith: I have a question. Is there a Committee on Committees that is helping you fill in some of those holes?

Senator Brakel: There is a Committee on Committees. I will be honest, unfortunately, this is my fault. I've been running a little behind. Some of you know I moved my parents late in the summer and so I really got behind on this, so I am taking the blame for running behind.

So Academic Regulations, we are still looking for reps from Arts & Letters, Education, Engineering, Law, Medicine and Natural Sciences & Mathematics.

Student Affairs, we are looking for Education, Law, Nursing, and Pharmacy.

Constitutional & Rules rolled over from last year. The Senate Elections, Dan, who've done such yeoman's work last year has said, "I don't want to do this next year." So we are looking for several volunteers as we are moving forward on that—so you see the holes.

First, with the Committee on Committees—individuals continue working on individuals within your college to fill the gaps. They received an email earlier from me today with the update that Quinetta gave me late Friday. If you want to volunteer, contact Quinetta or myself or your representatives and we will be glad to put that on the list.

Senator Gibbons: Can you send this out to us by email and give us approximately the number of hours, per week and per month for these positions so I can tell people what to get involved in?

Senator Brakel: I can do the first, I don't know about the second part.

President Rouillard: It is a little difficult---

Senator Heberle: They sent out all the committees' description with the emails back in the summer.

President Rouillard: It is also on the Faculty Senate website, the different charges to the different committees.

Senator Gibbons: But to give a roughly time contribute, that is what I am concerned about.

President Rouillard: It can be hard to estimate that. Some committees will be infrequently and do most of their work over email and others will meet face-to-face. Although, I think at this point probably the Undergraduate Curriculum Committee tend to meet more face-to-face and Core Curriculum, although some of their work is still done online.

Senator Brakel: So this is where we are with the committees. We would like for these to get filled up by the first of next week so we can get them going.

President Rouillard: Thank you, Tim for all your work on that. Next on the agenda we have an update on the Constitution to remind us about the schedule and exactly what people are going to be voting on and so forth.

Senator Templin: So on the constitution, fairly soon, I am thinking within a week or two. The various drafts are going to come to you in your email. There is going to be a redline version of the constitution, bylaws, and the rules. There will also be a draft that has no red lines. It would look like if no further changes were made so you can read it. The redline version is not going to have all of the red lines because some of these things have moved or crossed documents and so you really can't represent that all that well. So if you think there's something there that is not actually redline, go back to the website and look at Faculty Senate's version and compare it with the new draft. We will be voting on the constitution, but with the constitution you have to do two readings. One of the readings, if the group wants can be suspended. It will have to be a *motion* and *seconded*. But the other one, the reading should occur. When it comes to a final vote, the constitution needs to be voted on article by article according to Robert's Rules. So it is not like one giant vote for the whole constitution, it is a whole set of votes to put each article in. It is technically correct that we can treat that kind of vote like a consent agenda where, example article II through IX are not controversial, we can vote on all that at once, and then if somebody wants to talk about article X, we can vote on article X separately, something like that. Assuming Faculty Senate ratifies the constitution, it will go out to the faculty as a whole and be ratified by everyone as a whole. We should make it clear that the bylaws and the rules that are there will apply until Faculty Senate can come back and look at those separately because you have to have some continuity of your parliamentary documents. But Faculty Senate should come back and look at its own bylaws and actually formally approve the rules for the committees.

President Rouillard: I think we need to add one thing and that is, you're going to see the constitution, bylaws, and the rules, but we are going to vote only on the constitution right now. The rules and the bi-law are there for you to see what was in the original constitutional document, and that will be voted on later.

Senator Keith: I have a question. I know that some of the propose changes might fall for discussion a little bit by faculty senators, so during this reading, how would the discussion take place?

Senator Templin: Well, that is where it goes article by article. Let's say if nobody wants to discuss article I, II, or III, that is fine, we will just move to the articles that it occurs and discuss those.

Senator Keith: So what if the sense of the Senate is to make changes or propose changes, do we vote at that time?

Senator Templin: Well, it is two readings. If people have changes, some of these will probably be friendly amendments and we can make the change pretty quickly. Some of them, if it is a real substantive change, I will have to go back to the Constitutional & Rules Committee and get a ruling on whether they want to have that in the final version and we'll come back again. So that is why there's the two readings format.

Senator Keith: Okay. If the committee said we don't want to make any changes, yet it was clear that the sense of the Senate was to make those changes then we will have to vote down the amendment. Is that how that would work?

Senator Templin: Yes, or the Senate could overrule the committee and say, yes we want these and we are going to vote these in, in spite of the committee's advice.

Senator Keith: Thank you.

President Rouillard: Anything else? So the timeline would be: First reading, September 25, 2018. The second reading, October 29, 2018. Then assuming that Faculty Senate passes the constitution, open vote for the full faculty on October 9-23, correct?

Senator Templin: Yes.

President Rouillard: Okay, that is what we are looking at right now for the timeline.

Senator Templin: Let me just add one more thing. If it comes to the point where Senate is happy and we are going to go for a vote for the whole faculty, we was planning a couple of forums. One forum held on the Main Campus and one forum on the Health Science Campus. We are going to try to do a Tuesday or Wednesday or something because only classes are: Monday, Wednesday, and Friday and the others are Tuesday and Thursday. So we will have two different timeslots on two different days to help people who want to speak to something to have their voice heard.

President Rouillard: Anything else? Okay. Thank you, Mark and your committee, for your hard work and your willingness to do this a second year, we are very grateful. So that brings us to announcements. Are there any announcements from the floor?

Senator Molitor: I just want to announce that all of our undergraduate degree programs in the College of Engineering received ABET accreditation.

President Rouillard: Congratulations!

[Applause]

President Rouillard cont'd: Are there any other announcements or events? Is there a motion to adjourn?
Meeting adjourned at 5:25 p.m.

IV. Meeting adjourned at 5:25 p.m.

Respectfully submitted by:
Mark Templin
Faculty Senate Executive Secretary

Tape summary: Quinetta Hubbard
Faculty Senate Office Administrative