

**THE UNIVERSITY OF TOLEDO**  
**Minutes of the Faculty Senate Meeting of February 16, 2021**  
**FACULTY SENATE**

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

Approved @ FS on 3/02/2021

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**Summary of Discussion**

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

**President Brakel:** I have 4 o'clock, so I will call the February 16<sup>th</sup> Faculty Senate meeting to order and ask Secretary Nigem to call the roll.

**Present:** Ali, Anderson, Bailey, Barnes, Bigioni, Brakel, Case, Chaffee, , Chou, Coulter-Harris, Day, de le Serna, Duggan, Duhon, Edgington, Elgafy, El-Zawahry, Garcia-Mata, Gibbs, Giovannucci, Gregory, Guardiola, Hall, Harmych, Heberle, Insch, Jayatissa, Koch, Krantz, Kujawa, Lawrence, Lecka-Czernik, Lee, Lipscomb, Metz, Milz, Modyanov, Molitor, J. Murphy,, Niamat, Nigem, Oberlander, Wood (substitute for Pakulski), Pattin, Perry, Reeves ,Smith, Stepkowski, Steven, Taylor, Teclehaimanot, Templin, Tiwari, Topp, Van Hoy, Wedding, Zietlow

**Excused Absence:** Kistner **Unexcused Absence:** Chaudhuri, Longsdorf, L. Murphy, Ratnam, Thompson-Casado, Welsch,

**\*\*[Please note, these Minutes are not verbatim due to recording malfunction]\*\***

**Senator Nigem:** We have a quorum, President Brakel.

**President Brakel:** Thank you. You have before you, today's agenda. I'll like to entertain a motion to adopt today's agenda.

**Senator Kistner:** Move to adopt.

**Senator Molitor:** Second.

**President Brakel:** Thank you. All in favor, put yes in the chat box. That appears to have passed. ***Agenda Adoption Passed.*** Thank you.

You received two sets of Minutes, January 19<sup>th</sup> and February 2<sup>nd</sup>. We will start with the Minutes from January 19<sup>th</sup>. Are there any corrections to the Minutes? Hearing none. At this time, I'll entertain a motion to approve the Minutes of the January 19, 2020, Faculty Senate meeting.

**Senator Molitor:** So moved.

**Senator Kistner:** Second.

**President Brakel:** All in favor, say 'yes' in the chat or 'no' for no. It looks like that has passed. ***Motion Passed.***

All right, let's go to the Minutes of February 2<sup>nd</sup>. Are there any corrections to the Minutes? Hearing none. I'll entertain a motion to approve the Minutes of the February 2, 2020, Faculty Senate meeting.

**Senator Smith:** So moved.

**Senator Kistner:** Second.

**President Brakel:** Thank you. All in favor, say ‘yes’ in the chat and ‘no’ for no. It looks like that has passed. *Motion Passed.*

So that brings us to the Executive Committee report. *The Faculty Senate Executive Committee Report:* At the end of the last Faculty Senate meeting on February 2<sup>nd</sup>, there was a brief discussion regarding the appointment of the Academic Dishonesty Policy Redrafting Committee. I had stated that I understood this to be a Provost appointed committee as that was what I was previously told. Since then, I received an email that indicates that that information was incorrect and would like to take this opportunity to correct the record of my remarks. That e-mail indicated that this Academic Dishonesty Policy Committee was a joint committee with the Provost and the 2017-18 Faculty Senate. Please make a note of that change. I will be pushing harder to have this committee complete its work this semester.

The Executive Committee met on February 5<sup>th</sup> and discussed the Faculty Senate elections for the 2021-22 Faculty Senate. The question was under which Constitution would these elections be conducted. Because the election voting process would need to begin before the final approval of the proposed Constitution by the University Board of Trustees, and after consulting with Constitution Chair Mark Templin, the 2021-22 elections will be conducted under the current Constitution articles, Bylaws and Rules.

The proposed Constitution has been submitted to the Board of Trustees Governance Committee for input and a tentative meeting with Board of Trustees Governance Chair Will Lucas is arranged for March 1. We hope this meeting will go well and we can begin the second reading at our next Faculty Senate meeting on March 2<sup>nd</sup>.

We also discussed the Dean’s evaluations and worked on language for the instructions regarding completing the survey regarding the COVID context that we have been in for the past year. This is being done to insure the fairness and validity of these evaluations.

The Finance and Strategy meeting on February 3<sup>rd</sup> was cancelled due to several scheduling conflicts of its membership. I gave the Faculty Senate report to the Board of Trustees on February 10 which provided an overview of what we have done since the start of the Spring semester.

The Executive Committee is aware of a proposed Department or School of Dentistry and will be meeting with the Provost and College of Medicine Dean Cooper and others this Thursday to discuss this matter.

I would also like to take this opportunity to thank President-elect Terry Bigioni and the Executive Committee for taking care of things for me as well as the many of you who expressed their condolences during the recent passing of my mother on February 3<sup>rd</sup>.

This concludes the Faculty Senate Executive Committee report. Does any Executive Committee member have something they would like to add? Are there any questions or Comments from Senators? Hearing none. Let’s move on to the Provost’s report.

**Provost Bjorkman:** Good afternoon. I hope you are staying warm and managing to dig yourself out after about a foot or heavy snow which fell over-night along with two-to-three-foot snow drifts in some areas.

Today is our first ‘Wellness Day’ instructional break. I hope our students were able to stay home and stay safe. With the level 3 snow emergency in Lucas County, the campus was closed today, but many Wellness Day activities that were scheduled to take place today were online. Hopefully students who were interested in participating were still able to do so. The next wellness day is March 10<sup>th</sup>, and hopefully the weather will cooperate by then.

I want to begin my remarks by extending a warm welcome to our guests from Huron Consulting who are joining us today. I look forward to their presentation regarding the initiative that is underway to implement an incentive based budget model at the University. I also want to mention that the Steering Committee for the Budget Modernization initiative will be holding a campus-wide forum on WebEx next week, on Thursday, February 25<sup>th</sup> from 10:30 to 11:30 a.m., to provide an update on the committee’s work. An email announcement should be going out later this week. There is also a website that provides an overview of this initiative and the work of the Steering Committee at [www.utoledo.edu/offices/budget/rm](http://www.utoledo.edu/offices/budget/rm).

I am pleased to report, last week the Board of Trustees approved three faculty members as Distinguished University Professors for 2021 – following the endorsement of the Academic Honors Committee. This is the highest permanent honor that the University of Toledo bestows upon a faculty member. Our 2021 Distinguished University Professors are: Professor Nicole Porter from the College of Law, Dr. Yanfa Yan from the College of Science and Mathematics and Professor Rebecca Zietlow, who is also from the College of Law. Please join me in giving a virtual round-of-applause as we extend our congratulations to these colleagues. Note that our recommendations for the Distinguished University Lecturer awards for 2021 will be presented to the Board at their April meeting, following recommendations by the Academic Honors Committee.

Last week, the Board also approved sabbatical leaves for 16 faculty members during the 2021-2022 academic year – following the endorsement of their proposals by their department chairs, deans and the University Committee on Sabbaticals.

I am also pleased to report that we continue to make progress on the 6-year graduation rate of our students. The projected 6-year graduation rate for our 2015 cohort of students following our spring commencement on May 8<sup>th</sup>, is expected to be at least 54.4%, and probably higher, which exceeds the previous record high 53.3% that was achieved last year.

I am also pleased to report the good news that we continue to make progress on closing the 6-year graduation gap between our under-represented minority students and majority students with an expected 5.1% decrease in the graduation gap this year for the 2015 cohort. Although our 6-year graduation rates for our under-represented students are still lower than we would like them to be, we have made significant progress over the last few years as a result of the hard work of our faculty and staff who continue to make every effort to support the success of our students during the ongoing pandemic.

I also want to give a ‘shout-out’ to the University of Toledo’s Neff College of Business and Innovation. Earlier this month, the College was named to the Princeton Review’s 2021 list of best business schools. This includes 244 business schools nationwide. So, congratulations to our colleagues in the Neff College of Business and Innovation for this national recognition.

On another note, just a reminder that mid-term grade reports for the spring semester will be open in Banner next week on Monday, February 22<sup>nd</sup>, and will close on Sunday, March 14<sup>th</sup>. Please remember, by

submitting mid-term grade reports we are able to identify students who may be at risk and intervene to provide assistance when appropriate. I appreciate the high level of participation among our faculty, and hope that we will continue to increase our reporting rate this semester.

Before closing my remarks today, I want to make a few announcements. First, nominations and applications for the following annual University awards are all due next week on Monday, February 22<sup>nd</sup>: the Outstanding Teacher Awards, the Outstanding Advisor Awards, the Faculty Mentoring Awards, and the Edith Rathbun Outreach and Engagement Excellence Award. In addition, nominations for the Outstanding Research and Scholarship award are due by Monday, March 1<sup>st</sup> in the Office of Research and Sponsored Programs. For information, or to submit a nomination, please go to the Provost's Office website for a link to information on each of these awards, or you can contact Dr. Amy Thompson in the Office of the Provost.

I also want to congratulate Dr. Matt Foss, Associate Professor of Theatre, in the College of Arts and Letters, who was selected as the University of Toledo's nominee for the MAC Faculty Award for Student Success. Congratulations to Dr. Foss on this nomination and for his exceptional efforts in support of student success.

Thank you. This concludes my report. I would be happy to answer any questions.

**President Brakel:** Are there any questions for the Provost? All right, next, is the Committee on Academic Programs, Chaired by Senator Lawrence.

**Senator Lawrence:** Today, I am going to present four new programs and two modifications. I would like to present these to you by groups. Is that okay, President Brakel?

**President Brakel:** Yes.

**Senator Lawrence:** Okay, let's begin with the programs. The first program is from the College of Arts and Letters - WLAC, Issues in Second Language Teaching, Certificate. This new certificate is 13 hours. The second program is a new minor from the College of Business - MGM, Leadership. This new minor is 12 hours. The third program is a new certificate from the College of Business - Cannabis Management. This certificate is also 12 hours. The fourth program is a new minor from the College of Engineering – EES, Computer Science. This is for 24 credit hours.

Are there any questions regarding these programs? Let's put it to a vote. All in favor of approving these programs, please put 'yes' in the chat box, 'no' for no, and 'a' for abstain.

**President Brakel:** It looks like that has passed.

**Senator Lawrence:** Thank you. *Motion Passed.*

All right, the second group are modifications. The first modification is from the College of Arts and Letters – HIS, Latin American Studies, Minor. This is re-introduction of minor, a revised 18 hours. The second modification is THR, Theatre Arts, Minor. This is a revised minor, corrects catalog copy.

Are there any questions regarding these modifications? All right, let's put it to a vote. All in favor of approving these modifications, put 'yes' in the chat box, 'no' for no, and 'a' for abstain.

**President Brakel:** It looks like that has passed. *Motion Passed.*

**Senator Lawrence:** Thank you.

**President Brakel:** Thank you, Senator Lawrence. Our next guest is Huron Consulting Group. They are here today with us to discuss the budget modernization. Please give Huron Consulting Group a virtual welcome.

**Huron Consulting:** Good afternoon, Faculty Senate. First, I would like to thank President Brakel for giving me the opportunity to be virtual here with you this afternoon. Today, I am going to share with you a PowerPoint presentation, which will later be shared with the Faculty Senate Office.

Let's get started with UT's project goals. One of the key priorities for UT as identified by President Postel was a move towards modernizing UT's budget model process. The University is reviewing UT's approach to resource allocation across campus. The primary goal is to develop a new incentive-based budget model and process that is transparent and empowers local units to manage to an all-funds budget. The key objectives to achieve this goal include: Review the current budget practices; create guiding principles to inform future state methodology; develop an incentive-based budget model; redesign the budget process; and engage the campus.

The Steering Committee finalized the following principles to guide the engagement and model creating moving forward. UT's approach to budgeting and resource allocation should be: Promote healthy fiscal performance, creativity, and innovation by providing incentives and flexibility to University units. Secondly, establish reliable, short and long-term fiscal expectations that allow units to actively plan for and manage to multiple budgetary years. Thirdly, allocate resources to mission-centric offerings with an eye on promoting a university-wide culture that is collaborative and data-driven. Fourth, we want to utilize a transparent budget methodology that is clear, precise, and simple to understand and operationalize. Lastly, ensure there are open lines of communication with campus stakeholders, including faculty, staff, and students, as it relates to model methodology, processes, and management.

We need all hands on deck, so-to-speak - namely deans. The University of Toledo and Huron are prioritizing Dean engagement throughout this process. We are gathering college-specific input through a series of 1:1 meeting with each academic dean and his or her leadership team. The timeline is as follows: November, introductory discussion; December/January, model review; February, model review #2; and then March, the Dean's retreat.

Huron is currently working with central finance staff to develop and refine a baseline model to be used for additional discussions with Academic Deans. Huron anticipates Toledo's initial model will be complete by March. Even after a model methodology has been settled on, Toledo must spend several months testing the model, setting up governance structures, and developing a new budget formulation calendar prior to go-live in summer 2022.

There are generally 10 key decision points when developing an incentive-based budget model. Over the next several weeks, Huron will facilitate discussions of each decision point with the Steering Committee.

	Element	Description	Current Status
1.	Model Philosophy	How decentralized should budgeting authority be? How closely aligned to economic reality?	

2.	Model Structure	How should institutional units be classified and treated (e.g., college/school, administrative & support, auxiliaries)?	
3.	Tuition	What is the appropriate balance of allocating tuition based on instructed credit hours v. department enrollments?	
4.	State Appropriations	What activities (e.g., instruction, advising, research, central support) should these funds support?	
5.	Research Support	How should growth and quality of the research enterprise be incentivized and subsidized?	
6.	Cost Pools	How cost pools should be established? How much detail should be available about overhead costs?	
7.	Cost Allocations	What metrics should be used to allocate administrative overhead costs?	
8.	Scholarships, Aid and Waivers	What types of financial aid and scholarships should be charged directly to faculties/schools and what should remain as a central cost?	
9.	Subvention Funding	How large should the subvention (“strategic investment) pool be? How should it be funded, and how should investments be allocated back to the institution?	
10.	Model Sensitivity	How responsive should the model be to one-year changes in institutional activity? E.g., How long should changes in enrollment take to affect model allocations?	

<b>Decision Status Key</b>		
<b>Completed</b>	<b>In Discussion</b>	<b>Not Begun</b>

**Huron Consulting Group cont’d:** I’m happy to answer any questions.

**President Brakel:** Any questions for Huron Consultant? Well, I want to thank you for coming and talking to us today, especially under such terrible weather conditions. Thank you.

Next, I want to share with you that last weekend we lost a dear faculty member, Dr. Temeaka Gray El. Dr. Gray served in her role as a sitting senator from 2014 to 2020. To my knowledge, she passed away unexpectedly. Before we have a moment of silence in honor of Dr. Gray, I would like to have her colleague, Senator Lee speak on the College of Nursing’s behalf.

**Senator Lee:** Senators Topp, Oberlander and I speak today, on behalf of the College of Nursing, to pay tribute to faculty member Dr. Temeaka Gray El, who passed away suddenly on Saturday, February 6th, 2021. We begin by extending our deepest condolences to her husband Chris, her children and her beloved grandchildren who were the center of her world. We recognize her influence as a role model in her community and are inspired as we learn of the many lives she affected as a professional nurse, educator, community member and truly caring person.

At the time of her death, Dr. Gray El was a valued faculty in the College of Nursing where she also served as the Director of the Advanced Practice Nursing Program. She was in active practice as a certified women's health practitioner described as a born caretaker, skilled NP and professional mentor. Dr. Gray El served in a variety of professional capacities including terms as a University of Toledo Faculty Senator and as a member of the Faculty Senate Executive Committee.

Temeaka is remembered today for all she has done for others. As we mourn her absence, we will cherish her joyful spirit and are so very proud to claim her as our colleague in nursing.

**President Brakel:** At this time, I would like to have a moment of silence.

[Moment of Silence]

**President Brakel cont'd:** Thank you, Senator Lee. On behalf of Senate and myself, our condolences to the Gray family. All right, that brings us to other business. Does anyone have any news that they want to share and/or questions or concerns? May I ask for a motion to adjourn?

**Senator Smith:** So moved.

**Senator Kistner:** Second.

**President Brakel:** All those in favor, put 'yes' in the chat, or 'no' for no. Meeting adjourned at 5:17 p.m.

IV. Meeting adjourned at 5:17 p.m.

Respectfully submitted: Kimberly Nigem  
Tape summary: Quinetta Hubbard

Faculty Senate Office Administrative Secretary  
Faculty Senate Executive Secretary