

**THE UNIVERSITY OF TOLEDO**  
**Minutes of the Faculty Senate Meeting of February 27, 2018**  
**FACULTY SENATE**

<http://www.utoledo.edu/facsenate>    Approved @ FS on March 27, 2018

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**Summary of Discussion**

Ohio Faculty Council Update—Senator Thomas Atwood  
Student Recruitment Update—Vice President Stephanie Sanders  
New Telecommunications System- Past-President Mary Humphrys  
Faculty Senate Term Limits Discussion-President Amy Thompson

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

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

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

**Present:** Atwood, Bjorkman, Bouillon, Brakel, Compora, Chattopadhyay, Dinnebeil, Edgington, Ferris, Frank, Gilchrist, Giovannucci, Gray, Gruden, Hall, Haughton, Hefzy, Hottell (substitute for S. Barnes), Humphrys, Jaume, Keith, Kippenhan, Kistner, Krantz, Leady, Lee, Lundquist, Maloney, Menezes, Modyanov, Monsos, Niamat, Nigem, Oberlander, Ortiz, Randolph, Relue, Rouillard, Said, Schneider, Sheldon, Steven, A. Thompson, Van Hoy, Wedding (substitute for S. Ariss), Weldy, White, Williams, Wittmer, Xie

**Excused absences:** Duggan, Emonds, Hammersley, Lecka-Czernik, Ohlinger, Weck-Schwarz

**Unexcused absences:** Bruce, Hoy, Kovach, McLoughlin, Patrick, G. Thompson, Willey Woolford

**II.    *Approval of Minutes:*** Minutes of the February 13, 2018, meeting of the Faculty Senate.

**President Thompson:** Welcome to the 12<sup>th</sup> meeting of the academic year. We are only one week away from Spring Break! Hopefully, you will each have the opportunity to go somewhere warm or just get caught up on some things here at home. Either way, the Faculty Senate Executive Committee hopes you will get some needed rest and relaxation.

Faculty engagement continues to be a focus area for the Faculty Senate Executive Committee. To that end, we have two important trainings you may be interested in attending. In March, we will be partnering with the Provost Office to hold our annual tenure and promotion workshops on both campuses. I will announce the date and location at the next Faculty Senate Meeting. On April 2<sup>nd</sup> from 1:00-3:00 p.m., in the Student Union Room 2591, the Faculty Senate in collaboration with the Office of Government Affairs will be hosting an Advocacy Training Workshop. The goal of this workshop is to train faculty on various way to effectively advocate on policy issues and how to use their expertise to create awareness or seek out possible funding. The Faculty Senate hopes you and your colleagues take advantage of these important programs.

As many of you know, last year, there was a resolution passed in Faculty Senate that made some changes to our TOEFL guidelines. While this was a step in the right direction, it has been brought to our attention that there continues to be some areas where there needs some additional clarity. There was been an Ad-hoc committee appointed that is working on this issue. Past President Mary Humphrys is part of this work group and we are optimistic that there will be a new resolution introduced sometime in March that faculty Senate will be asked to endorse.

The topic of Competency Based Education has been discussed across many universities and it is also about to be piloted at UT. Vice-Provost Bill Ayres and Dean of University College Barb Kopp-Miller have been appointed to co-chair a committee that has been charged with piloting this concept in several possible curricular areas such as Nursing, and Interdisciplinary Studies. Past President Mary Humphrys has also been appointed to this committee and as we get further information on the implementation of this program we will make sure to update Faculty Senate.

In terms of our regular policy updates, there is some Ohio legislation that you may find of interest. Two education bills tabbed as House GOP priorities received first hearings on Tuesday February 20th. Speaker Cliff Rosenberger (R-Clarksville) said he plans to hold floor votes before summer recess on proposals to create the OhioCorps pilot program (HB 508) and consolidate the education, higher education and workforce development agencies (HB 512).

HB 508 seeks to establish a program that would pair college student mentors with at-risk middle and high school students. It is set to be piloted in southeastern Ohio. However, the goal is to expand its funding and reach to communities throughout the state.

HB 512 is a bill that is over 2,000 pages long, and is proposing a drastic consolidation of ODE, ODHE, and the "Office of Workforce Transformation" into a single mega-agency headed by what essentially would be an education czar appointed by the governor. It would give tremendous educational policy power to one political appointee, while minimizing the role of the state board of education and regents.

Enrollment is a major concern at many universities and particularly here at UT. Fortunately, our enrollment has been increasing recently through multiple initiatives. Today, we have Stephanie Sanders joining us to update us on some of some of the Strategic Enrollment Initiatives that are being implemented on our campus. We look forward to hearing about some ways we have been able to grow out student population.

There is a new initiative to update our campus communications. Past President Mary Humphrys who is a member of the UT Finance and Strategy Committee is going to update us on some possible upgrades to our telecommunications system in the near future.

This concludes my report.

**President Thompson:** Are there any questions before we move forward?

**Senator White** I don't usually do this, but I'm going to go ahead with a couple of things. So I have had faculty recently who are going to be very excited about a university-wide effort relative to cheating because it's driving my faculty crazy.

One example that's driving me crazy that's going to be extremely problematic is ear-based electronics. And so this is something that's going to be very important for the university as a whole to address. And so

if there's anybody on that committee in the room, help us. The other one is just a matter of curiosity. You mentioned term limits. Is that talking about senators or for particular roles within the Senate? Or what term limits do we have? What are we addressing?

**President Thompson:** We're going to have a whole discussion at the end limiting senator term limits or whether or not we want to do that. So, we're going actually going to take a vote on that today. But to your point, Don, thank you. Mary is going to be working with Vice Provost Ayres on the committee and if there are people interested, you can certainly talk to Mary about this. But we are hearing it from multiple faculty that cheating just continues to be a problem – creative ways of cheating. You know, for many of us, it might be offering professional development and ways to use ethics-based practices in reducing cheating. Some people might not even be aware of some of the ways that students are cheating. So, I think looking at our policies, making sure that they're air tight, and making sure that we have ways to follow students who are cheating across different colleges. They may cheat in your college and come to my college and go to your college. We don't have a good mechanism for looking at that. So, I think that's the whole point of having this work group, to come up with some very good solutions for a very complex problem.

**Senator Krantz:** To follow up on that, is the intent to focus on undergraduate students? Is there expansion into our graduate students? And does it go beyond just the students?

**President Thompson:** What do you mean by going beyond students?

**Senator Krantz:** In other words, we just had Mike Dowd talking to us about essentially academic or professional dishonesty. So, this initiative specifically is students—the focus is undergraduates I take it?

**President Thompson:** Well, actually Provost Ayres I believe, is appointing, Amanda Bryant-Friedrich to the committee, so she will be a representative. So, I'm assuming this will be both undergrad and graduate conversation, as well, because it's across both levels obviously. Other questions before we move forward? Okay. Provost Hsu, academic update, please.

**Provost Hsu:** A couple of pieces of good news. I wanted to congratulate some people. We had a Board meeting last Monday and the Board approved 26 sabbaticals, so I wanted to congratulate those people. Twenty-six faculty members are going to conduct research, do their scholarship, and perform other activities—most of them off campus—and many of them are going to be at peer institutions. Congratulations to those faculty. Secondly, we presented three new Distinguished University Professor candidates to the Board, and the Board approved them. As you probably know, these are nominated by the faculty and are then reviewed by a faculty committee, and then recommended to the provost's office and then the provost presents it to the Board. This year, the three new ones are Professor Joe Slater from the College of Law, Professor Abdollah Afjeh from the College of Engineering, and Professor Paul Hong from the College of Business and Innovation. And they're all chosen because of their outstanding scholarly activities. So, I wanted to congratulate the three faculty members. And, as a related piece of information, we do have a committee that is reviewing the nominations for Distinguished University Lecturers. Last year was our first cohort. Lecturers teach the lion's share of courses on this campus, and we wanted to find ways to acknowledge their contributions. So I will be presenting three names to the Board for their approval in the April Board meeting. Right now, I'm just waiting for the committee to provide me with their recommendations.

President Thompson asked me to give an update on the roll out of our new curriculum tracking system. So, many of you may already know we have incorporated a new software system to track our curriculum. It's called CourseLeaf. We have already implemented that last fall, and this academic year we're spending a lot of time migrating our existing courses into this new software system. And a new catalog will go live in June. So, we're now just finishing up that migration process. Once that's live—or actually we don't have to wait until that's live—we're already working with our vendor to look at once we have a catalog, if somebody wants to make changes to a course, or someone posts a new course, how do we track that. So, there is a piece of software that does that called "CIM"—which I was told is pronounced "KIM." So once that's integrated, then faculty who are proposing new courses or are proposing changes to existing courses, will use that piece of software to make their proposal. Then it'll be submitted to our Undergraduate Curriculum Committee and Graduate Council. So, it will all be tracked through that. So the implementation will start beginning this spring and roughly around September we'll start training faculty. Then hopefully by January 2019, that tracking system will go live and faculty members will begin to use that. President Thompson already mentioned that we're working on Competency Based Education, and there's a taskforce. The Senate Executive Committee suggested that we add a few more faculty members to that, and we are very happy to do so. And I asked Amy to look at what program would make sense, and who would have both the expertise and interest.

**President-Elect Rouillard:** We already have Mary Humphrys on there.

**Provost Hsu:** Mary is already on there. Mary has been on there since day one. But I think there was a desire at the last Faculty Executive Committee meeting of adding more faculty, and I just wanted to say that we're happy to do that. Bill is going reach out to you to get more names to put on the committee.

One thing that was asked of me, and I didn't have a very good answer at the time, was when will we finalize our Fall calendar. It was tentative. I'm happy to report we have finalized that. We now know when Homecoming is—it's on October 6. BG is going be here—our biggest rival is going be on campus. I'm already told that we are going win. So, not to worry. So with that, our Fall Break is going be on October 11 and October 12. And that's the Thursday and Friday of an away game weekend. So with that, I'd be happy to answer any questions.

**President-elect Rouillard:** Oh, just one quick one. Do you have a hiring plan for next year that you can share with us?

**Provost Hsu:** For faculty?

**President-elect Rouillard:** Yes.

**President Hsu:** So, yes and no. So, we do know that we will not have any positions with the exception of Business and Engineering because they have been growing for the last 10 years and have not seen an increase in faculty. For the other colleges, unless you have attrition, we will not have new lines available. But if you do have faculty leaving, what I want the deans to do is look within their college to see if the person who left department "A"—is that where they need to replace faculty or if they have a growing program that would need new faculty. I would discuss with the dean—we're approving on a case-by-case basis; because with our budget deficit, with us not able to find new money, we need to seriously think about reallocation first within the college and then at some point across colleges.

**President-elect Rouillard:** Okay, thank you.

**Senator Schneider:** Going forward, is there going to be attempt made to coordinate our academic calendar with Bowling Green's academic calendar for units that do collaboration across campuses?

**Provost Hsu:** I'm sure we will continue to work with them to try to coordinate. We did try to coordinate this time. Obviously, the year that we are on 15 weeks they're still on 16 weeks. It's impossible. But then, we decided our 15-week calendar, and they decided not to follow us. So, there are difficulties in following each other simply because we have our considerations. For example, our Board, our students, our faculty, all want Fall Break. They don't want Fall Break. And when you have Fall Break, and you don't want to run into the Christmas holiday, that dictates when we can start our fall semester. So, our fall semester has to start earlier than theirs just in order to accommodate the Fall Break and not run too close into the holidays. And they decided to start very late, and they're running right next to the holidays, which is to our campus, undesirable. But then that starting date dictates when we'll have to end our spring semester, because we have summer that needs two six-week semesters. And that dictates when we have to start our spring semester. So, we did try, and we were unsuccessful. I'll continue to discuss with them, and hopefully one day, they'll see the light and come out. Right?

[Laughter]

**Provost Hsu:** But at this point, we'll probably have to work with a non-synchronized calendar for a couple of years and see how it goes. Okay?

**President Thompson:** Questions? Okay, thank you so much.

**President Thompson:** It's so exciting to hear that we'll be getting a new curriculum tracking system. I know that all of you are ready for this move. And I look forward to moving forward with that. One thing while we're on the topic of the provost's office, Provost Hsu did share with me the implementation plan from the provost's office. That is available on the provost's website. So again that's kind of their implementation plan for the strategic plan. So, if you're interested, I have a copy, but it's also available on their website. Okay, next, if we can have an update from Tom on the Ohio Faculty Council. We've got some exciting news on textbook sales tax.

**Senator Atwood:** Thank you, President Thompson. At the January 30, Faculty Senate meeting, I updated the Senate about House Bill 337, which was the textbook sales tax exemption. It was introduced by State Representative Mike Duffey. While the majority of members had been receptive, there was some pushback about potential loss of tax revenue, which is estimated to be around \$30 million. At the February 9, Ohio Faculty Council meeting, the OFC unanimously passed a resolution in favor of supporting House Bill 337. On February 20, the Ohio House Ways and Means Committee voted unanimously 18-0 in support of the Bill, assuring pretty much a unanimous support when the Bill comes before the entire House. Despite some opposition testimony from two county commissioners, Representative Duffey attributes the success of this Bill to faculty and students across the state who advocated for its adoption. This morning, the House Ways and Means Committee met to discuss Senate Bill 226, which is make sales tax holiday for clothes and other school supplies permanent in the state of Ohio. I will keep you updated as this moves forward.

**President Thompson:** That's substantial.

**Senator Atwood:** It is.

**President Thompson:** And kind of a shocker. I'm surprised that they passed that actually.

**Senator Atwood:** Right.

**President Thompson:** What I am concerned about is where the \$30 million deficit is going to come from.

[Laughter]

**President Thompson:** So, any questions about the textbook sales tax bill? Okay, thank you very much. Alright, next, we have our undergraduate curricular proposals. Dr. Cappelletty.

**Chairman Cappelletty:** Thank you. So, we only had one new course proposal in this round, and that came out of College of Business – Supply Chain Strategy. Everything in the syllabus looked okay, purpose of the course seemed to make sense to everybody, as well. Everything within the syllabus in terms of the content and the content seemed to match the credit hours.

Then we had just two course modifications at this point. One out of chemistry for Inorganic Chemistry II, changing the prereq's from a D- to a C- for CHEM:3610. And the internship in Pharmacy Administration, changing it from a fixed credit hour to a variable credit hour, 3 to 6. Primarily for student financial aid needs is really where that came from. And all seemed okay with everybody on the committee. And the committee is recommending approval of all of these three courses. Any comments or discussion? All in favor then of approving these three courses, say aye.

**Group:** Aye.

**Chairman Cappelletty:** Opposed

**Chairman Cappelletty:** Abstain

**President Thompson:** You guys are doing an excellent job of keeping up on the volume we're receiving of proposals, so thank you very much, Dr. Cappelletty.

Alright, next, Stephanie Sanders, Interim Director of Enrollment Management, we've asked you to come and talk a little bit about some of the exciting initiatives out of your office. We're certainly very pleased that our enrollment is up. So, can you give us some highlights? What's going on?

**Vice President Sanders:** First, let me just say I was hoping that you were running behind schedule today.

[Laughter]

**Vice President Sanders:** I really had to run here. And I'm still recovering.

So, not as fit as I ought to be. Hello. I think I'm here primarily to give you an update on where we are with the Strategic Enrollment Plan. And I'd like to start by just kind of reviewing. I'm sure it's not top of mind all day every day for all of you. First of all, you know that the Strategic Enrollment Plan is focused on enrollment, but that it is aligned with the university's broader strategic plan. So, many of our goals overlap or are related to each other. I want to remind you a little bit about the key performance indicators for the Strategic Enrollment Plan. I won't go through all of them, but some of the ones that are at the top of the list.

First, there is enrollment headcount. We know that we want to grow enrollment. Second for the undergraduate population, we want to raise the academic profile of the incoming class, and a key measure there is the ACT composite scores. And we want to raise the average, but we also pay close attention to the middle 50 percent range. And if you don't know, our middle 50 percent range right now is 20 to 26. And the average is right around 23 and did creep up a little bit Fall '17 over Fall '16. We want to increase the academic undergrad GPA of incoming grad students. So, essentially raise the profile for incoming graduate students as well. We use GPA rather than GRE scores because many of our programs don't require GRE scores. And, of course, we want to improve retention, and there are some specific measures under that. We want to improve retention. We want to decrease the gap in retention for underrepresented students—first generation students, low income students.

We want the retention of those groups to come closer to the retention of majority students. And discount rate. We've talked here before about scholarships. Merit scholarships are often used in recruiting new students, particularly new first-year students. And we've done that. And students and families are always happy to receive the scholarships. And from the student and family perspective, they never have quite enough. But from the university's perspective and from finance, we don't want to offer more than we can afford, so bringing down the discount. And, of course, you know that it's not easy to grow enrollment at the same time we're reducing discounts. But we need to do that for the fiscal health of the institution.

When we were starting out with strategic enrollment planning, the process started with situation analysis. And I'll remind you again of some of the keynote findings that we found in that analysis. Over a number of years, high school graduates in the state of Ohio were in decline. And right now, and through about 2020, we expect an increasing number of high school graduates in Ohio. That's good. We expect a decline in high school graduates in Michigan, and that's our top out-of-state feeder. That decline is fairly significant, and so that's a challenge.

We have identified some markets in Ohio where there is particular growth and where we could expect not only an increase in high school graduates, but also students from areas where there's a fairly high college going rate. And these are areas where we have not had focused a lot of attention in the past, and where we think there's a lot of potential, so we are putting more efforts in those areas. I'm not naming those counties here. I can tell you in a private conversation, but we don't want information that can be shared publicly to be out there.

So redirecting where we are recruiting and putting more effort where we think there are markets—where there are academically qualified students and students who have the ability to pay. So those are some of the key indicators of situational analysis. And then we also do some perception analysis. We had a perception study and found that of the, respondents, about 51 percent of them had a positive perception of UT. But about 30 plus percent did not, and that there were folks out there who have inaccurate perceptions of the university.

So, when we think about the messaging of what we do, we want to be out there with strong, positive messages that connect with what students and their parents are looking for when they're looking to make decisions about their college education and to do all that we can to correct those things that are perceived as negative. And certainly to correct things that are inaccurate. So, in our planning, we came up with five, main categories of focus – academic program strategies. That's making sure that we have the programs that are going to be in demand. And where there are programs that we do particularly well, and where there's demand, if there's capacity to grow or that we seek to grow them. Or if there are programs that we could fill if we grew them, figure out how we can do that with limited resources, which we have.

And then studying our policies to make sure that our policies are in line with those things. And that's the undergraduate admission policies that we have—particularly those that create alternate tracks for students. So, if a student applies here and can't get into their major, can we redirect them to another major that they can be retained in and graduate, or can we make sure that we're doing a better job of students who come in as pre-majors, getting them through and into a program as quickly as possible? Because there's a lot of data out there that tells us that students retain and graduate at higher rates if they get faster into their an academic major. as opposed to a pre-major. Undergraduate student success strategies. And those are all the things that contribute to retention and graduation.

Undergraduate promotion strategies. And I'm going spend a little bit of time on that. Admission is a big part of what we do and an area where we identified a lot of work needed to be done and where we have concentrated our efforts. And that's primarily with undergraduate admission. We have completely redone what we refer to as our communication flow. We start recruiting students in some cases as early as a sophomore year when they start taking the ACT and SAT, and the pretests that come before that.

And our recruitment messaging really wasn't that good. And so we've completely re-done that, and we've changed the look of it. We've worked with a local marketing firm and had completely redesigned and made sure that all of our messages have strong recruitment messages that we are consistent in what we're saying about the university and that we're focused not just on features, but on benefits. I'm sure many of you have children who've gone onto college, and some of you are not too far from that yourselves. There are some young people in this room.

But, you know, what we don't want to do is say we're UT, we have this, we have that, you know, we have lots of majors, we have lots of faculty, we have great buildings. You know, what does that mean? Everybody has that. We need to tie that back to what it means to students and why it's a good thing for families, and how it contributes to the outcome. So, refocusing our messaging and making sure that we're aligning our messaging with things that are important to families and students as they're making decisions, and not focusing so much on the discounting.

The discounting is still there. We're reducing it, but we need to help students understand why the University of Toledo is a great place for them, even if the scholarships get smaller. So we spent a lot of time on that. We have lots of things that go to students in the mail. But we have an extensive email communication flow that really starts at the junior year and continues through enrollment. So, there's a series of messages students get after they inquire. Once they apply, there's another series of messages, to encourage them to give us what we need to complete the application.

And then once they are admitted, then we focus very heavily on all the things students need to do to make a final and informed decision and hopefully enroll. So, after admission that's really where we are right now—focusing on yield. We want students to come visit if they haven't. We want them to apply for financial aid and review that financial aid offer very carefully and understand if they're going to be able to afford it. They have to apply for housing. They have to apply for orientation, attend orientation, and all those things. And, you know, there's a lot of steps, but we also work really hard to keep those marketing messages and keep the excitement there for students who will be joining us in the fall.

We spent a lot of time there. And we are seeing results. I'm very happy to report that right now, we're up 20 percent in students...DHS, direct from high school students or freshman students who have confirmed their intention to enroll this fall. So that's a really good sign now. I wish we were going to be up 20 percent. We won't. Part of it is getting students to do things earlier, but it's a really positive sign. With international students, we have to do kind of a redirect. If you don't know, historically, the largest percentage of our undergraduate international students have been from Saudi Arabia. And they were here because of a government sponsored program, which is changing. It's being scaled back.

And as those students are in decline, we didn't have processes in place to replace them with students from other countries. And we have been reaching out and actively recruiting in other countries. And right now, we're up in international admits--the confirmation process is much different—but we have a long, long way to go there. The other thing with international students is the majority of our undergrad international students were transfer students, not first year students. And we are focusing more on identifying, recruiting, and enrolling first year international students who will be with us for four years.

Graduate enrollment strategies—a lot of what's been done in the graduate area is I will call on the operational side. A big part of it is getting the funding available to departments sooner. We did that successfully two years ago. Not quite as well last year, but those funding allocations have already been made this year. And that's a good thing. So a positive sign.

I want to mention some fiscal things that we're doing. We had some practices here of not getting all of the financial aid information to students in a timely way. Getting that information out to families as soon as possible, making sure it's complete. We weren't doing that. And then we were also not using donor funds fully. You know, we can use all of our donor funds, and we should. And we had not been doing that, and we were making those offers not in the best way. We really cleaned that process up and made the process of applying for those scholarships simpler for students. And I'm really pleased with how that's going. As much as we have plans in place and plans in development, we always have to adjust to what's happening, and the environment. So just to name a few things, you know that the university is plans to do a tuition guarantee, and that's a good thing for students. You know, there's operational pieces of it that have to be put into place. But it does also mean that our incoming class will pay higher tuition than they have in the past. And so we have to make sure that we are explaining that to students and families, and also making sure that with the same amount of funds that we're putting financial aid offers in front of students that will make it possible for them to attend the university.

International students are perceiving that the U.S. is not as welcoming as it has been in the past. And all over the Country institutions are seeing a decline in their international enrollment last year and in applications this year. I'm happy to report that so far, we have not seen as much of a dip as other institutions have seen. But, I would say that you'd probably all agree that that situation seems fluid right now. And so it's just something that we're keeping an eye on. We're listening closely. Our international

recruiter is in Malaysia right now. And he routinely gives me middle-of-the-night reports on how things are going.

So, I do want to let you know that we're working right now a written update to campus. I'm working with, the president's office and marketing on exactly where we will place that, but we're going to put in writing an update on where we are with implementation and with planning. So, you can expect that in the next week or so. And then I want to make sure that I leave time for you to ask any questions—specific questions that you have.

**President Thompson:** Can I ask something? So, given that we will be implementing the tuition guarantee program, at other institutions that have done that, typically what is the impact that they see on their enrollment? I mean, is there any projection models that you've looked at?

**Vice President Sanders:** Yeah, I don't know that I can recall anybody who saw a particular increase in new student enrollment. But certainly parents are concerned about the cost when they enter. Everybody assumes that the costs are going up continually. So, I think one of the impacts that we expect is that because the tuition and general fees and housing fees will be fixed that at least families can know what to expect going forward. And that can have a positive impact on recruitment. Not just on recruitment but retention. I see that Bill and the provost are sitting in the back row. I don't know if either of you have any other thoughts on that. I think some of the private institutions who have done it have been able to do it in a broader way. But it's still a relatively new phenomenon in Ohio. The school that did it first, Ohio University, is just now in their third year. So you know, nothing real, but I think what it does for families is, to create some certainty that has not been there in the past.

**President Thompson:** Thank you. Other questions?

**President-elect Rouillard:** Is your office the office that tracks the number of transfer students and the number of guest students, or is that done in the provost's office?

**Vice President Sanders:** Well, both. So, we track them. So, you know, they apply through our office. The provost's office is always interested in actual enrollment and then the retention of continuing students. So, both.

**President-elect Rouillard:** Do you have some statistics or some numbers for us in terms of are the number of our transfer students going up? Going down?

**Vice President Sanders:** Transfer students right now are not going up. It's a little bit of a challenge. And there are a number of reasons why. First of all, there are about a million fewer transfer students nationwide last year than the year before. All institutions are working on retention. So, four years are trying to keep their students and graduate them. Our feeders—we get most of our transfer students from our regional community colleges, most notably Owens. And their enrollment has been in decline. So they're not coming in there. They're not coming out of there at the rate they have in the past. And, you know, you can't recruit transfer students the same way.

So, you know, part of it is if you have a good reputation, and you have programs that students want, they'll be more inclined to come to you. But we can't go to a four-year college and ask their students to come here. That's now allowed. What we can do better and are working on doing better is when a transfer

student—perspective transfer student—shows interest, that we are following up with the information they need in a timely way and being helpful in that process.

And to that end, any day now we're going have a new—we've been working with IT on a new process that will allow us to use the electronic data that is transmitted in the Ohio public institutions. So, when a student requests a transcript from Ohio State or Kent, it comes to us electronically. We've been receiving those transcripts, but we haven't been using the data.

So, we've been manually entering that transcript information. And because of that, there's a little bit of delay in the time from the time a student submits that information to us before they can get a transfer credit evaluation and degree audit. All that's going be automated now, so processing and the admission process will be faster. So, students will have that information immediately, because for a transfer student, a big part of the decision is how their credit will transfer and the time to degree. And that will help with an issue we've had here of having newly admitted students get timely advising appointments for scheduling, because an advisor can do a better job of scheduling that student if they have that transfer credit evaluation and degree audit in front of them.

**President-elect Rouillard:** Okay. And just a follow up, do you have any strategic plans for attracting more adult students or non-traditional students? Are they being targeted in any of these enrollment strategies?

**Vice President Sanders:** Yes. Adult students and non-traditional students are, you know—there's no place you can go and find a bunch of them. So, if they come looking for us, we have to make sure it's easy for them to understand who we are, what we offer, and make the process easy for them. And we have to be very responsive. Most of our kind of outward messaging is through targeted social media and ads and that kind of thing. And we are monitoring all of the time of our response mechanisms. So, we'd like to say that for an adult or online inquiry, that we respond to their inquiry within 24 hours. And with guest students, we have made some processes that are taking effect right now.

So first of all, for the first time, we are placing ads in areas just to message that this is a great place for students who might need to take a class during the summer. And we've simplified the process for them so that, in the past, for guest students, they were actually admitted to the college where the course they wanted to take was housed. Now, they're all being admitted to University College, and we streamlined the scheduling process so that we in admissions can determine that they have the prerequisite course and get them in that course right away. And we cleaned up our website and made that more clear. And just before I came over here, we found a small error on the website that I hope is corrected. Instead of saying guest student, it says G-U-E-T student.

[Laughter]

**Vice President Sanders:** Not exactly helpful. But we've been working with marketing and the provost's office. It's been very helpful in cleaning up that process, and we're optimistic that we're going to have more guest students. We've never recruited guest students. We've never really messaged strongly to our own students about summer. And that's happening or going to be happening shortly, as well.

**President-elect Rouillard:** Thank you.

**Substitute Senator Hottell:** Hi. I'm Ruth Hottell, chair of World Languages and Cultures. And I wanted to go back to your issue of international recruitment that you've been doing. Could you talk to us about the impact that had on the American Language Institute? I ask the question because I know of the loss of the Saudis had a major impact on that unit.

**Vice President Sanders:** Well, for enrollment, our first priority is to recruit degree-seeking students. But when we are recruiting, if we meet with students who are admissible to the university except for language, then we certainly tell them about our American Language Institute and encourage them to be here. Our international admissions office is house over in Snyder, where ALI is. And they all know each other, so, you know, we're going somewhere.

And if there's something we can do to support them, we will. But you know, I'll be honest with you, I'm not aware that we have any real pipeline right now that's going to replace those Saudi students right away. Our focus in international admissions is to recruit academically qualified students who can come here and are ready to enroll in a degree—in credit bearing classes when they arrive. But, you know, we are more than willing to assist ALI in any way that we can.

**Senator Niamat:** So, what efforts do you make to recruit international students? Does somebody from here go and visit some other countries?

**Vice President Sanders:** In a few ways. So, yes, that's one of the ways. So, our recruiter is out of the country right now visiting high schools and a partner university. So, he's got three or four visits a day and usually some kind of college fair at night. He also connects with alumni in places where he goes. Alumni can be good recruiters for us going forward. We are doing some other things.

You know, we require international students to have proof of English proficiency—so TOEFL scores are used. We don't require ACT and SAT for all of our programs. But for some programs, we do. The students are testing all over the world. We can use those scores to reach out to students just like we do with domestic students. We have not done in the past. We're doing it now.

**Senator Said:** I have a question. Last year, the Senate passed a TOEFL resolution raising the required undergraduate score. I'm wondering if you see any impact on international student recruitment?

**Vice President Sanders:** So, that's going to impact the class that will enter in the fall. So, we passed it last summer, whenever it was. But it's impacting right now. I don't know if you remember, most of our students were above that threshold to begin with. And the real difference is, like I said, we are very focused on recruiting students who are academically qualified, including the language. Right now, we're in a good place.

Our admits are up. It's hard to project, because, you know, some of these countries have not had any or many students from before, so we don't have any prior behavior to base our projection on. And, you know, that's always the thing. You know, you can get people to apply. But if you don't have any students who have come from that school or that country in the past, you don't really know what's going to happen. So, that's why we need the top of our funnel, our applications, to be as high as possible in the event that yield goes down.

But so far, no, but it's really too soon to say. And that's the other thing I'd like to mention. Our timeline for when international students apply has been kind of late. And it's because we didn't ask them to apply earlier. We're trying to move everything back – move things earlier and get on a more recruitment calendar, instead of trying to, you know, get as many as we can at the end. First of all, it's really nerve-racking and stressful. I was thinner and had less gray when I started working here.

[Laughter]

**Senator Said:** Are you focused on specific majors?

**Vice President Sanders:** We need to recruit to all programs. Some programs are growing. Programs in Business and Engineering are doing well across the country. Other programs are struggling across the country. So, you know whatever program a student expresses interest in, we try to help them understand how we can meet their needs at the University of Toledo. So, you know, I don't know if there's anybody here from education. So, it's not for lack of trying, but across the country, students aren't going into education the way they did 30 years ago.

**Senator Haughton:** So, I just wonder because I'm not aware of specific international recruiting efforts for Education.

**Vice President Sanders:** So here's the challenge. So, most of the international students in the U.S. are studying STEM or business. And you know, it is what it is. So, the test scores for example; the student takes the ACT or SAT anyplace in the world, they have an opportunity to indicate what programs they're interested in. They're interested in what they're interested in. And, you know, the numbers of students who are requesting education are really quite small. But absolutely, if we identified them international or domestic, we...

**Senator Haughton:** Yes, STEM is currently the in thing. But I'm not sure how much of that is also a result of recruitment efforts. I mean, I think universities, perhaps, recruit more heavily in those areas. I don't know. That's part of what I'm asking.

**Vice President Sanders:** We are but, you know, it's kind of a cart before the horse. We don't try to change people's minds about what they want to study. You know, that's not ours to do. But we know that for students who request majors in education, we work closely with the colleges. The colleges are engaged with us in recruitment to follow up with those students with specific messages. So, in the College of Education, we share names. You know, if we come into contact with a student, we share that information with the college so that they can follow up with college specific information. When students come to visit, we arrange for them to meet with the college so that they can talk to faculty and learn more about the degree programs. So, we are doing those things.

**President Thompson:** Okay, very informative. Let's give her a hand. Thank you for coming.

[Applause]

**President Thompson:** Thank you for that information. Alright, so now we're going get a discussion on the new telecommunications system from past-president Mary Humphrys.

**Past-President Humphrys:** Okay. As a bit of a background—and actually President Thompson referenced this in her Executive Report—there is a committee which is called the Finance and Strategy Committee, which is chaired by Executive Vice President for Finance, Larry Kelley. And I'm a member of that committee, and there actually several other faculty members who sit on that committee who are here today.

Vice President Kelley has been very, very good about sharing information, keeping us in the loop, and asking for faculty input on the major issues that take place in his area. At our last meeting, he mentioned that he wanted to make everyone aware of a large expenditure that the university is going to make. He didn't want this to sneak up on people with the first time they would know about it being when there was actual physical action happening.

I'm referencing the university telecommunications systems. Right now, there are two different systems. Of course, they've been around a while, so they existed prior to the merger between the two campuses. And, so he explained to us several of the things that are important about this so we will be aware as the Faculty Senate and faculty leadership of what's going on. One of the things about our telecommunications system is that it's old.

## **UT TELECOMMUNICATION SYSTEMS**

- **Both campuses have telecommunications systems that are beyond technological lifespans**
  - Don't provide optimal student or employee services
  - Pose patient safety issues
  - No usable emergency 911 service
  - Cable is 30-50 years old
  - Spare parts no longer manufactured/found in salvage market
  - 22 significant failures in the last year

## **PROJECT SUMMARY**

- Current systems will be replaced over FY19-FY21
- Cisco Unified Communication System (VOIP)
  - Majority of Ohio public universities already using this technology
- Total cost--\$10.6 million (purchased under State of Ohio Purchasing Group pricing/terms)
  - Paid over 8 years/0% interest/no cost in FY19
  - Current telecommunication systems would cost \$15 million during the same 8 years
  - No front end, one-time investment

## CISCO SYSTEM

- Standardized equipment (including office phones) across both campuses
- Advanced Call Center capabilities including workflow automation, reports, and metrics
- Collaboration tools provide basis for more virtual meetings across UT
- Mitigation of 911 safety liabilities that exist
- Robust platform support for mobile devices and personal computers

## INSTITUTIONS USING CISCO

- BGSU
- KENT STATE UNIVERSITY
- MIAMI UNIVERSITY
- OHIO UNIVERSITY
- OHIO STATE UNIVERSITY (IMPLEMENTING)
- PROMEDICA
- FLOWER HOSPITAL
- ST. LUKE'S HOSPITAL
- CLEVELAND CLINIC

**Past-President Humphrys:** So, the thing is that, for example, they no longer manufacture the spare parts that we need to fix our telecommunications system. And so they have to go to the salvage market, which actually is expensive. And there have been 22 of what they consider significant failures in the last year. And some of the other things that are mentioned in my PowerPoint, obviously, are of concern. For example, the problems that can occur in the hospital by us not having a reliable telecommunications system. It offers potential problems for patient care, as well as issues for those of us who are on this campus have experienced various issues. And I think if you would go to four different consecutive faculty offices in a department, you might find four different types of phones. There really is no standardization. So, it was because of these reasons, as well as the cables being 30 years old, that there was an investigation into updating our telecommunications system. And, basically, my presentation today is the summary of what's involved with replacing the current telecommunications systems.

And now we're talking about both campuses, both the Health Science Campus and the Main Campus. And it will be replaced over the fiscal years of 2019 to 2021. And the system we'll be using is the CISCO Unified Communication System, which probably doesn't mean much to most or all of us; but it is what the majority of public universities in Ohio are using. And my presentation also has a list of some of the many hospitals and the large medical systems in Ohio that are using this. The cost of this—and this is what Vice President Kelly wanted to make sure we were aware of and how the cost fits into what we're currently paying to keep the antiquated systems working—will be \$10.6 million. That is when purchased under the State of Ohio Purchasing Group pricing terms, so we get a little better deal because of that.

CISCO has put together a package for the University of Toledo where it's going to be paid over eight years at zero percent interest. And there will be no cost in the upcoming fiscal year 2019. Now obviously, when we see \$10.6 million being spent, it will get our attention. And that's one of the reasons that Vice

President Kelley wanted us to make sure we were aware of it and where it fits into the current cost. Actually, it would cost \$15 million to keep our current systems. It costs at least a million a year, actually a little over, for us to keep our current systems running when you consider having to replace parts and just making do with the antiquated systems that we have. So for \$10.6 million, we'll get a new, reliable system across both campuses; no required front end, one-time investment; and a zero-percent interest loan over eight years. So, although \$10.6 million is a significant amount of money, it's not something that we're going to be paying an up-front lump sum for—and compared to what it cost to keep our systems going at this point—it's actually a deal.

One of the things that this new system will offer is a standardization of equipment—including office phones. So, everyone will get a new phone. And that will actually allow for some virtual meetings that won't require everyone to travel to the same campus location. Obviously, this would be convenient not only from building to building, but maybe most especially from one campus to the next.

Also, as we know right now, if you currently pick up a campus phone and dial 911, it doesn't get you to 911 because you have to dial 9 to get an outside line. This system will actually allow for better emergency service. And there will be significant improvement in call center options. That is especially important on the Health Science campus. So, there are lots of services that will obviously be improved, as well as the fact there'll be quite a bit of infrastructure changes and improvements. Also, I didn't put it on the slide, but I was reading that since other Ohio campuses are using this system there is an opportunity to make the ease of sharing—possibly research-related information—more convenient. I didn't put this on my slide presentation because I didn't want to scare anybody, but it looks like the new phones will have screens that could be utilized for video teleconferencing from your office. But they reassure us that we can turn that off, so you're not forced to be seen when you're talking on a phone.

The current slide shows the current institutions that are using the CISCO platform. As you can see, Ohio State is in the process of implementing it. This is just a representative sampling. There are many more including out-of-state institutions. We were shown a matrix of where the system stands in terms of popularity, and it was by far the most popular of all the systems that are available. Does anybody have any questions? As I said, if I don't know the answer, other members of the Finance and Strategy Committee who are here today might know. And if we don't know the answers, I will get them for you.

**Senator Weldy:** Projected life of the system?

**Past-President Humphrys:** You know, that's a good question. I can find it out.

**Senator Rouillard:** That wasn't covered in the meeting.

**Past-President Humphrys:** It wasn't covered in the meeting, so I'll find out. We'll get that, and we'll send it out to you.

**Senator Hefzy:** Maintenance costs.

**Past-President Humphrys:** The maintenance cost at the rollout of the project was going to be covered by the project's cost. So, there shouldn't really be anything of a significant cost at least for the eight years that we're paying for it. After that, we did not hear, so I'll get that answer too.

**Senator Weldy:** This is Voice-over-Internet type of system?

**Past-President Humphrys:** Yes.

**Senator Weldy:** Does IT have any objections? Will it be tied in with our current IT, or is it completely separate?

**Past-President Humphrys:** I do know that IT is playing a major role with this project. I'm not aware of any objections that IT has.

**Senator Relue:** When you're talking about the infrastructure part of it; are we going down the level of, like, ripping out the wiring in the buildings for phone connections? Or are we talking about cabling between buildings?

**Past-President Humphrys:** I think it was cabling in between buildings. Those were the ones that seemed to be tremendously aged. It didn't sound as if a lot of this was going to have to be internal wiring. It was going to be more replacing the cables between buildings and major cables.

**Senator Kippenhan:** So, this is all phone-based. It doesn't include, like, upgrading computers with better monitors for faculty? Since, I mean, it's talked about video conferencing.

**Past-President Humphrys:** Right. It's all telecommunications, not computers. It will mediate a lot of conference rooms, but it is not designed to provide faculty with computers.

Anything else? Okay. And we'll try to get the answers to some of those technical questions. And President Thompson, if it's acceptable to you, we'll send out those answers.

**President Thompson:** Yep, yep. Of course.

**Past-President Humphrys:** Thank you.

**President Thompson:** Very exciting.

So, we have one more topic between you and dinner time; so we'll try to get through this. Just to give you a little bit of background information on the topic of term limits, we were approached by the Elections Committee to basically consider putting a motion forward from the Executive Committee that we have a discussion on term limits and how we might proceed for this next election. So, just to kind of give you an idea of what the current Constitution states, usually you have, a rule where you cannot be re-elected after two three-year consecutive terms. Now, in the past, that's really been not consistently followed because of the merging of various colleges and the way that faculty were moving from place to place. And so, currently we're in a little bit of a limbo period in that we are right in the middle of revising our Constitution. Which, again, some of you have been working very, very hard, on as members of the Constitution and Rules Committee. Which is also resulting in three documents, that we will be examining in the near future. One is the new Constitution. One is a rules document. And one is a bylaws document. So, before we had a Constitution and we had what we referred to as appendices.

So, we have a motion coming from the Executive Committee that we actually suspend the current practice of term limits based on issues of elaboration from the Elections Committee. I'm going to ask Dan Compora to speak to this in terms of some of the unique challenges that they've been looking at which have the election and how term limits can actually play into their processes.

**Senator Compora:** Okay. Do you want me to speak from here or come up?

**President Thompson:** You can come up if you'd like. Sure.

**Senator Compora:** I sent Amy a very longwinded email. As an election co-chair the last two years — and which I also chaired several years ago — the thing that's driving this is not the fact that it would be a lot easier to deal with or without them. Honestly, it would be. It doesn't take long, but we have to kind of go through the records, figure out who is term limited and who is not. For me, the issue really is fairness. I figured out that if you had been elected at the right time to two consecutive terms in the College of Arts and Sciences, which then moved to the College of Language, Literature and Social Sciences and now has moved to the College of Arts and Letters, it's possible that a faculty member could've served 18 consecutive years with waivers. Because a decision was made before my time, that if we were representing a new college, term limits did not apply. So, in some cases, we are allowing somebody to serve for 18 consecutive years; whereas a college like Business, which has never changed, they're limited to six years. We also have Glenn Sheldon who's on a perpetual waiver because of lack of faculty.

[Laughter]

**Senator Compora:** In the College of Arts and Letters, it's never difficult to get people to serve. It was really difficult in certain colleges—small ones like Honors—and the College of Medicine because of their commitments, it's hard to get enough people even to get on the ballot. In fact, last year, I think Mary will remember, we had to cut, after numerous emails, we finally had to decide to just kind of fill out a short ballot for medicine. I got rejected so much I thought I was back in high school.

[Laughter]

**Senator Compora:** I was down to people who got one vote, and I was contacting them to see if they would be willing to serve. And so, that's a challenge. I mean, if I have a person in the college who's willing to serve—the fact that they're term-limited and they don't get to—just makes my job more difficult. But we do have difficulty actually getting people to say “yes.”

There is a counterargument that we need new blood, we need new faculty, we need new opportunities. And while I agree with that, I wish I could tell you how many phone calls and emails I've sent, and the same people say “yes,” and the same people say “no.” So, I just think that we're limiting ourselves unnecessarily. While I respect the argument that we'd like new people involved, I really just like when you're making these calls and these emails and you're getting down to people who had one nomination, I'd just like somebody to say “yes.” And if somebody has proven to be a good senator, I'd like that person to continue to serve. So that's where it's coming from, from our point-of-view, from the Elections Committee. The actual act of term-limiting somebody on a ballot is very small. That takes seconds. You know, the problem is trying to get the people to serve.

**President Thompson:** I'm just shocked that you're not overwhelmed with people that want to run for Faculty Senate. [Laughs]

**Senator Compora:** Well, the fairness issue. I always tell people it's because I'm a Libra, things have to balance. And when people are allowed to serve 18 years and other people are only allowed 6, that's hard for me to live with. It just isn't fair.

**President Thompson:** So, this is an open discussion we would like to have on the motion. You know, this is something that needs to be a collective discussion. Obviously, the ballots are going to be coming out from a nomination standpoint right after spring break.

**Senator Nigem:** Did Dan consult the members of his committee about this?

**Senator Compora:** So far, see, I really don't have that list. We've been dealing mostly through email.

**Senator Nigem:** I know, I'm on the committee, and we weren't consulted. Not one time.

**Senator Compora:** Okay. Sibylle does the ballots, and then at that point, really the committee at that point just okays the ballot. And that's what we're waiting...

**Senator Nigem:** So, who voted? You stated that this was brought forward by the committee.

**Senator Compora:** Sibylle and I talked to Amy because we wanted to know how to proceed with creating the ballot, because the ballot then goes to the committee members, to approve and validate.

**Senator Nigem:** So, the committee as a whole actually doesn't get to make decisions?

**Senator Compora:** Well, with the way that's it been run in the last couple years now, it's basically, we will meet; but so far, we have really been just kind of operating by the committee validating the ballots and confirming them.

**Senator Nigem:** It needs to be brought to the committee, not just to a few members of the committee.

**Past-President Humphrys:** I think to make a clarification, when Amy brought this to the Executive Committee—the question about whether we should consider suspending term limits—I don't think we were under the understanding that it went to all the members of the Election Committee.

**President Thompson:** No, it was the co-chairs bringing it forward to us.

**Past-President Humphrys:** Then the decision was made to bring it to the Senate.

**President Thompson:** As a motion by the Executive Committee. Yes, correct. That's correct. Other...

**Unidentified Speaker:** Is there a reason not to include all the committee in that decision?

**President Thompson:** I think that's a discussion we can have here, absolutely. I mean, we're looking for guidance from you because it's not been consistently followed. So, I mean the whole point of this conversation is for you to give us direction in what you would like to see happen.

**Senator White:** Some of the arguments that were made related to the colleges — and obviously I haven't had a chance to think through all the implications of the following question — that could raise a nightmare for my colleagues, but is this something that the colleges could individually decide if they want to have term limits for their senators?

**President Thompson:** I hear what you're saying. I think from a Constitution standpoint that would be very difficult.

**Senator Kippenhan:** And I realize this isn't feasible for the ballots that are coming up now, but it may be something to think about; if we have so many people that are not willing to serve, why are their names even on a ballot for nomination, anyhow? Maybe it's time to start thinking about saying, "Are you willing to serve?" If yes, then we will put the ballot together and make that part of the process.

**Senator Compora:** In theory, yes, it would be. It's what we usually deal with, remember, we're dealing with thousands of names and Rocket numbers and trying to get ballots in. And trying to go through ahead of time is very time-consuming process. And thankfully Sibylle does most of it.

**Senator Kippenhan:** I think if you started at your department and got names of who is even willing to be on Senate, and that got forwarded, it would make your life a lot easier.

**Senator Hall:** My understanding is that's how the process works. In pharmacy, I was contacted by the committee and said to collect names of people who would stand. So, part of that was me contacting and saying, "If your name is on this list, you will do it." And I only got five names, so I put my name on the list. We filled it out and that's how I ended up getting elected. But is that not the way it works at other colleges?

**Senator Compora:** Well, actually it pretty much comes from Senate. So that's one of the what Sibylle does pretty much — I'm just there for sport — she constructs the ballot based on current faculty data and what the two chairs have been doing is confirming that these people (A) are employed and (B) eligible to vote. At that point, we then distribute these to the committee members to validate and seek out people willing to serve in their college. So that's...

**Senator Hall:** That last part is the way it ended up being, because there weren't enough names on the list. So, it fell to the person at the college.

**Senator Compora:** And sometimes, like last year I had to secure names for, like, five colleges because committee members did not. So that does happen, too, sometimes. But we will be, as soon as we get a determination, we have the ballots ready to go, then that will be sent to the committee members to validate and approve.

**Senator Gilchrist:** It sounds like there might be a couple processes going on here. I was on the Constitution Committee, which I think did consider term limits. I may be misunderstanding the process, so I invite other members of the committee to correct me if I'm wrong, but I think we voted on a set of bylaws that does include term limits. And so that committee seems to have moved forward on that basis. But this might be a different question because the bylaws probably wouldn't take effect until after this coming election.

**President Thompson:** That's exactly right. That's why we're having this conversation, because it's been inconsistently followed. And we don't know if that version of the new bylaws will actually be enacted. It could get amended. So, that's why we're asking for input on this.

**Senator Compora:** We just needed to know how to proceed in order to send the ballots to the college rep.

**Senator Lundquist:** I wonder why so many people are reluctant to serve on Faculty Senate. Why does it seem to people that it's not a valuable service? Are people getting appropriate credit, merit evaluation for their service? I think it's really worrisome that we don't have people wanting to do this service. And isn't that part of the problem? I mean, it makes term limits seem kind of beside the point. As you say, we have people who are willing to serve. We're saying, "No, we don't want you. We want these other people who aren't willing to serve."

**Senator Krantz:** The same effect appears with the College Councils as well.

**Senator Weldy:** For Medicine, we get no credit at all.

**Senator Duggan:** We're kind of penalized because while we're here we're not doing other things.

**Senator Compora:** And that's exactly what I was told when I spoke with so many people.

**President Thompson:** Sure. Other thoughts about this, to move forward?

**Senator Giovannucci:** Well, in terms of term limits, colleges are still voting for faculty senators, right? And so, nothing precludes that you can vote for somebody else that you want in that position. So, term limit by your votes at the college level. So I guess that's my comment, then, is it's not precluding the colleges can still determine who they want representing them.

**President Thompson:** Exactly. It's just whether or not you can serve based on that guideline.

**Senator Compora:** And people can say and do say now.

**President Thompson:** Any other discussion on this?

**Substitute Senator Wedding:** This problem has existed for many, many, many years. It's not new and it's not going go away. So, the real question is, do we want to add term limits or not? And I favor term limits. I mean that's what we voted for on the Constitution Committee, and I think it's, if we're going to have them let's have them, and I can't see this...I don't see the value, in shelving them at this election. I don't understand how it helps us. We're always going have this problem.

**Senator Compora:** Good point, Don. To answer that, the fact that we are in a little bit of flux with the Constitution, and we have now kind of bounced and settling after all of these college mergers, was the reason. We just felt that it had not been fairly followed among the colleges over the last few years. So, we felt that in this transitional year we weren't asking for a permanent waiver, we were asking for simply just this year to kind of level the field, so to speak. As opposed to a college that might have been re-formed — such as College of Arts and Letters — a couple years ago versus a college that might have been formed a year earlier, just kind of start on the same year and kind of reset, so to speak.

**President Thompson:** What the motion is asking is just for this next election term. Once the new Constitution and bylaws go into place, that would be followed, but that's the motion.

**Senator Nigem:** Do we not have a Constitution that's enforceable at this point?

**President Thompson:** We have it, and the way that it's written...

**Senator Nigem:** And we're going to abandon the Constitution that we have right now? Is that what we're asking?

**President Thompson:** Well, the question is it's not been enforced. Right, so the issue is, do we want to enforce based on what has been happening over the last couple years? That's what was brought to our Executive Committee.

**Senator Gilchrist:** So, to follow up on that, do we have the authority to waive a provision of the Constitution. What level vote would it take to do that? Is it a majority vote to...to waive the provision of the Constitution? Does faculty vote?

**Senator Van Hoy:** Is it in the Constitution or is in the appendix?

**President Thompson:** It's the appendices.

**Senator Compora:** The appendices.

**President-elect Rouillard:** Then the faculty would have to vote on that.

**Past-President Humphrys:** The examples that Dan gave are examples of some of the exceptions when faculty went from one college to the next and then we rolled it back where faculty re-started their terms and their past service didn't count as part of their three-year term. But there was a time—I know because I was affected by it—when I had served two consecutive terms, but was told my name would be on the next ballot because we weren't following the term limit guidelines that year. And so, the fact is that doesn't make it right; but as far as past practice, there is an example of where that actually has happened.

**President Thompson:** Exactly. So, and the issue becomes with the ballots coming out in mid-March, we need to make sure that we're all on the same page with this. So, other discussion.

**Senator Wittmer:** By us voting right now, if we are in fact able to vote on this, by us voting right now we're setting a precedent that we are saying it's okay to not have term limits. That's what we would be doing. We've set a precedent that we are okay, as a Faculty Senate body, not having term limits. Why is this an important precedent to set when we have continuously made exceptions all down the line? If exceptions need to be made because of — please don't take this harshly — the convenience of trying to get someone to be part of Faculty Senate or the convenience of voting, it doesn't make sense to me to set that precedent. Make the exception if you have to make the exception, but let's not vote to set precedents that we don't care about term limits.

**Senator Schneider:** So, retain it as an...an exception rather than a decision.

**Senator Wittmer:** Yes. We've always been making exceptions. Why should this election year be any different?

**President Thompson:** Yeah. So, you're saying don't necessarily vote on it but just don't observe it.

**Senator Wittmer:** Yeah. I mean, if that's what we've been doing all along, why is there a need to change?

**President Thompson:** Well, the process was to get your input on this. So, that's kind of what we're going through.

**Senator Lee:** Just a point of clarification as a member of the Constitution and Rules Committee. The procedures for elections are in the appendices, which would be the rules; however, the terms of senators is in the Constitution, as is the term limit clause of the terms. That's in the Constitution. So it would be waiving a part of the Constitution, not just waiving a rule or a procedure of the Senate.

**President Thompson:** Right. And that's why this is going to be so important when we end up voting, because what will happen is our Constitution will be passed ideally through Faculty Senate and then it will go to a faculty vote of the whole. And then, assuming it's approved there, it will go up through the Board of Trustees. But the way that the documents are split now, that necessarily would not require the rules or the bylaws to go for all faculty to vote and a Board of Trustees approval. So, there's some benefit to that because that the bylaws are more amendable. That if we find things that, along the way, that we need to change, it's easier to do that than with a Constitution.

**Senator Hefzy:** To follow-up on Senator Wittmer's comment. What prevents us from making an exception this year, as we did in previous years? What is so urgent that makes vote if you're going to have a Constitution in a few months, what prevents this exception?

**Senator Compora:** Well, the way we've handled exceptions in the past has pretty much come to the Faculty Senate. Remember, I've only been on two years, okay. In the two years that I've been on the committee, the way it was handled our first year was us emailing Mary saying, "We can't get somebody. Can we add this person?" And the exceptions were being handled entirely by the Executive Committee.

**Senator Schneider:** So, they weren't voted on by the Senate.

**Senator Compora:** No. And that's what I was trying to avoid. Rather than...

**Senator Van Hoy:** For the last two years, though, right? Because previous to that during college mergers, I know that we've had motions in Senate to make exceptions during those mergers, and for Honors and the Libraries.

**Senator Compora:** Yes. And so that was the reason I was trying to avoid the situation where we're unilaterally making decisions without your input.

**Senator Hefzy:** But you have been doing that for so long, right.

**Senator Compora:** I've been there two years, and that's how it was done last year. Now I don't know how it was done before. The last time I was a chair of election was 1997. So, it's been a long time since I was chair. I was just trying to level the playing field for all the colleges. That was the sole reason.

**Senator Hefzy:** You can do that with an exception.

**Senator Compora:** Yes, we can.

**President-elect Rouillard:** And there would have to be a motion to not vote, since there was a motion. Or we have to vote to table the motion.

**Substitute Senator Wedding:** You're going to table the motion?

**Senator Compora:** Well, the ballots are all ready with the term limits in place. The ballots were completed with term limits in place.

**Substitute Senator Wedding:** And you don't have to go back and do anything?

**Senator Compora:** No. Actually, it's easier this way. But again, we brought it to Amy in the matter of trying to be fair to all the colleges, as opposed to having certain colleges and certain faculty members getting preferential treatment.

**Substitute Senator Wedding:** You need a motion to table this.

**President Thompson:** I do. I do need a motion.

**Substitute Senator Wedding:** I move that we table.

**President Thompson:** Do we have a second?

**Unidentified Speaker:** Second.

**President Thompson:** All those in favor of tabling the motion, please say aye.

**Group:** Aye.

**President Thompson:** Opposed.

**One opposed**

**President Thompson:** Abstentions.

**President Thompson:** Okay. Motion has been tabled, so now, please, what's the next step? Do you want to just not vote on this and leave it to the discretion of the co-chairs in the committee...?

**Senator Compora:** And at this point, the co-chairs will send out the ballots to the college reps to verify and recruit. So, that's where we are.

**President Thompson:** Okay. And I would encourage you both to make sure that the committee is also involved in some of these conversations. But, again, we did not want this to be an Executive Committee-only decision. We wanted to involve all of you in this. So, with that said, are there any other items from the floor? Anything that you would like to bring up? Good news, good things, exciting happenings. I think you guys are ready for spring break, aren't you?

Meeting adjourned at 5:45 p.m.