

**THE UNIVERSITY OF TOLEDO**  
**Minutes of the Faculty Senate Meeting of October 13, 2015**  
**FACULTY SENATE**

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

Approved @ F.S. meeting on 11/24/2015

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**Summary of Senate Business**

Ohio Faculty Council Report, Dr. Linda Rouillard  
Meet the Dean: Dr. Kelly Phillips, College of Nursing  
UT's Health U Campaign, Jovita Thomas-Williams  
Policy on SAP for Recipients of Federal Financing, John Woolf and Stephen Schissler

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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 Keith:** I call this meeting to order. Welcome to the fifth Faculty Senate meeting of AY 2015-2016. **Lucy Duhon**, Executive Secretary, called the roll.

**I. Roll Call: 2015-2016 Senators:**

**Present:** Anderson-Huang (substitute for D. White), Atwood, Barnes, Batten (substitute for T. Gray), Black, Burnett, Compora, Denyer, Dowd, Duhon, Edwards, Federman, Franchetti, Giovannucci, Gruden, Gunning, Harnych, Hasaan-Elnaby, Hoblet, Humphrys, Jorgensen, Keith, Kennedy, Kistner, Kovach, Krantz, Lee, Lundquist, McAfee, McLoughlin, Molitor, Monsos, Nathan, Nigem, Oberlander, Ohlinger, Prior, Quinn, Randolph, Rouillard, Schneider (substitute for M. Caruso), Sheldon, Slantcheva-Durst, Smas, Srinivasan, A. Thompson, G. Thompson, Thompson-Casado, Weck-Schwarz, Wedding, White, Williams, Wittmer

**Excused absences:** Brickman, Cappelletty, Devabhaktuni, Duggan, Elmer, Farrell, Malhotra, Schafer, Tevald, Willey

**Unexcused absences:** Mohammed, Skeel

**III. Approval of Minutes:** Minutes of September 1, 2015 Faculty Senate meeting are ready for approval.

Academic Year 2015-2016. I ask that Executive Secretary, Lucy Duhon come to the podium to call the roll.

Your Executive Committee has been busy since the last Senate meeting. Aside from our usual meetings, we met with the Provost, attended the President's Advisory Council, the Provost's staff meetings and the Board of Trustees' Clinical Affairs, Academic and Student Affairs, Finance and Audit and Trusteeship and Governance meetings.

At our FSEC meeting, Jovita Thomas-Williams, VP and Chief Human Resource Officer, and Nate Walker, Senior Director of Total Rewards, gave a presentation on the Healthy U Campaign, which you'll be hearing more about today. In the course of that meeting, we expressed our deep concerns about the process we were told faculty and staff would have to follow to insure our dependents as part of this year's Open Enrollment. First, there were concerns about the short notice we received about the announced process. Second, there were issues regarding the type of documents faculty and staff would have to deliver to UT for the dependent verification assessment. Your Executive Committee questioned the need for some of the requested documents as well as the University's ability to safeguard them. Finally, it was

not clear what had changed that required Human Resources to drastically change the Open Enrollment process.

When our concerns were brought to Dr. Gaber's attention, she decided that it would be better to delay the dependent verification assessment until next year. An email was sent out last Friday explaining that we do not have to provide documentation to verify the status of our dependents this year. We will have to attest that the individuals whom we are claiming are, in fact, eligible dependents. Next year, however, we will be required to provide specific documentation for dependent verification.

As before, we are required to submit the spousal/domestic partner healthcare eligibility affidavit, and the deadline for Open Enrollment is still October 31<sup>st</sup>.

We also suggested to Dr. Gaber that faculty and staff be given the option of presenting the documents in person to HR and having an HR employee verify the relevant information. She was open to that suggestion, and it will be part of next year's dependent verification assessment process.

At Saturday's Homecoming game, the FSEC took the field along with President Gaber, Interim Provost John Barrett, Mike O'Brien, UT Athletic Director and Dr. Mary Powers, Faculty Athletics Representative, and many, many outstanding student athletes to receive the 2014-15 MAC Institutional Academic Award given to UT by Dr. Jon Steinbrecher, Commissioner of the Mid-Atlantic Conference. This award is presented annually to the conference institution which achieves the highest overall grade point average for student-athletes competing in institutionally sponsored sports for the academic year. This is the third time in the last four years that the Rockets have earned this distinguished award. Last year, UT's 399 student-athletes posted an overall athletic grade point average of 3.213. We are very proud of our student/athletes and it was an honor to participate in the presentation of this award. Go Rockets!

Over the summer, we were asked to identify a member of Faculty Senate to include on the Executive Committee for the Master Planning Initiative. We appointed Senator Fred Williams to that group. Fred has extensive knowledge of both the Main and Health Science campuses having been a student, post-doc and a faculty member at the University. Fred will report back to the Faculty Senate as the work of that group develops. I bring this issue to you today to call your attention to the two public forums that are scheduled for this week. The purpose of these forums is to provide information and discuss opinions and ideas for the Master Plan. These forums are for UT students, faculty and staff, and will be facilitated by SmithGroupJJR – the consultants preparing the Master Plan. There are separate forums for the community.

There forums are scheduled for:

1. Wednesday, Oct. 14, from 3:45 to 5:45 p.m. in the Driscoll Alumni Center Auditorium.
2. Thursday, Oct. 15, from 3:45 to 5:45 p.m. in Collier Building Room 1200.

Fred, is there anything you'd like to add?

During the last Faculty Senate meeting we promised to update Senate on our appointments to various University Committees. To begin, I need to clarify the appointment process for some university committees. Take, for example, the Academic Honors Committee. In that particular case, the Senate does not appoint faculty to serve on that committee. We make recommendations to the Provost's Office, which in turn vets our choices with a couple of criteria in mind. First, individuals who serve on Academic

Honors are expected to be tenured Full Professors who are active in scholarship or have a strong record of research activity. This is due to the responsibilities and actions of that committee. Second, the Provost prefers to have the committee represent as many colleges as possible and not to have multiple members from the same college. This year Faculty Senate recommended three people – one from the Main Campus and two from the HSC, with the constraint that one of the HSC appointees be from the College of Health Sciences. I am pleased to report the following faculty members are new appointees to the Academic Honors Committee. First is Professor Joan Kaderavek (Education, MC), who is, as we speak, giving a DUP lecture entitled "Child Language: From the Lap to the Lab" at the Field House. I did complain about the timing and was assured it will not happen again. The other two appointments are: Professors Gretchen Tietjen (Medicine, HSC) and Debra Boardley, (HS).

Faculty Senate appointed two people to the Athletics Committee – Lisa Kovach (JHCOE) and Thomas Sodeman (COM). We also appointed Snejana Slantcheva-Durst (SJHS) to the Policy Committee.

Regarding the President's Council on Diversity, please note that it is common for a new President or Interim President to impose a new structure or focus for that committee. It is, after all, the President's Council on Diversity. Because President Gaber indicated she is likely to change the focus of the Council, the FSEC decided to delay our appointments until the new structure is in place. Until then, members of the FSEC will attend its meetings and report back to Senate any relevant details or committee actions.

We are still working on sending out letters to the committee members and all of the volunteers as suggested at our last Faculty Senate meeting.

Those are some of the issues that FSEC has been involved with over the past two weeks. As for our meeting today, FSEC member Linda Rouillard will give a report on issues discussed at the Ohio Faculty Council. Second, over the course of this academic year we're going to invite the new Deans to attend a Faculty Senate meeting to introduce themselves to the UT community as well as provide them with the opportunity to describe some of their colleges' initiatives. Your Executive Committee decided to start with Interim Dean Kelly Phillips. Although many Senators already know Kelly, we are all interested in hearing of the progress that's been made in that college since the change in administrative leadership. Kelly will be followed by a presentation of the Healthy U Campaign. That is a voluntary program designed to assist employees in identifying their current health status and providing tools to help them improve their health. The Provost has a couple of announcements to make. Our final speaker today will be Associate VP Stephen Schissler. He will discuss recent changes to the policy on satisfactory academic progress for recipients of Federal Financial Aid.

Are there any comments or reminders from the Executive Committee? Are there any questions from the Senators?

Okay, next, we have Senator Rouillard, who is our faculty representative for OBOR.

**Senator Rouillard:** May 8, 2015 was my first meeting as UT's FS rep to the OFC. Ms. Stephanie Davidson, OBOR Vice-Chancellor, Academic Affairs, spoke to the council about competency-based education. She explained that Ohio would offer money to develop CBE and if no viable options were developed at state institutions, then Governor Kasich might bring in Western Governors University by Executive order. She referenced some of the other pronouncements from the state- the 2% tuition increase

allowed for FY16, the freeze in FY17 and an increase of 2% SSI for FY16 and 17; the requirement for program review every 5 years reported to OBOR.

At the May 8, Sept. 11 and Oct. 10 meeting, there was discussion about the lack of an OFC, Ohio Faculty Council representative on the Governor's Task Force on Affordability and Efficiency. This report just came out on October 1, 2015, but it bears noting that the members of that task force were the CFO of Ohio State University who acted as the chair:

- Geoff Chatas, senior vice president and CFO, The Ohio State University, Chair
- Patrick Auletta, president emeritus, KeyBank
- Rep. Mike Duffey, R-Worthington
- Senate President Keith Faber, R- Celina
- Pamela Morris, president and CEO, CareSource
- Rep. Dan Ramos, D-Lorain
- Mark T. Small, senior vice president and CFO, Cleveland Construction
- Sen. Sandra Williams, D- Cleveland

The OFC made several requests for faculty representation.

That committee met about four times on four different campuses. There were opportunities for institutions to give presentations to that committee, but as far as I know, no faculty was represented on that committee in spite of the fact Ohio Faculty Council made a request several times. At the October 10<sup>th</sup> meeting, Mr. Bruce Johnson, President and CEO of the Inter-University Council presented the Task Force Report to us. It is available here.

[https://www.ohiohighered.org/sites/ohiohighered.org/files/uploads/affordability-efficiency/Action-Steps-to-Reduce-College-Costs\\_100115.pdf](https://www.ohiohighered.org/sites/ohiohighered.org/files/uploads/affordability-efficiency/Action-Steps-to-Reduce-College-Costs_100115.pdf)

This report recommends that universities and colleges review: strategic procurement, assets and operations, administrative cost reforms, textbook affordability, time to degree, duplicative programs, co-located campuses, and policy reforms as areas where institutions of higher ed. might find savings. Competency-based education is mentioned in this report as a possible way to shortening time to degree but there is no mention of WGU and there is no mandate for competency based education.

The OFC has also been discussing the extremely low salaries of part-time faculty and their role in shared governance.

Finally, at the most recent meeting I gave a short presentation on the role organizations such as the Lumina Foundation and Complete College America in developing educational policies that benefit the student loan industry more than our students. I will give another version of that presentation in December at our Foreign Language Department Colloquium, if you are interested in that topic. Are there any questions? Thank you.

**President Keith:** Thank you, Senator Rouillard. Well, it is now time to meet the dean of the College of Nursing. Welcome, Interim Dean, Kelly Phillips.

**Interim Dean Phillips:** Thank you, President Keith and the Executive Committee for inviting me. I am Kelly Phillips and I am the interim dean for the College of Nursing; I am happy to serve in that role. I thank Provost Barrett for giving me this opportunity to serve the university. I just want to update you on a few things that we're doing within the College of Nursing. As you are aware, we changed our structure

recently; we were busy implementing the structure. Basically, we went from a three-department chair structure to a two-department chair structure and some changes with program directors. Department chairs are in place now and I am working on the directors as we speak for our undergraduate program, our masters and our DMP program. The other huge endeavor that we have this year, we have two accreditation visits- one is November 4-6<sup>th</sup> and the next is February 17-19<sup>th</sup>. For any of you that have been through those types of visits, you know we have a lot of work ahead of us and we've done a lot of work to get there, so I am happy to say we are more than ready for the November visit. We are going to send our information in for our February visit with our colleagues at Wright State because we need for our program with Wright State on post-...doctoral of nursing practice. The other thing we are proud to be doing is implementing our new undergraduate curriculum. We...on our old; we of course, still have students in that, but the new one just began in August. It is successful so far and we are two months into that. As many of you know, we did have some issues with the Ohio Board of Nursing. We are addressing those issues. We have progress reports every six months; the first set began September 29<sup>th</sup>. I formed a task force to look at that process and we will work through that process for the next two years because they will visit in the Spring of 2017, so I am fully confident that we will regain our full status. We are certain that we want that full status and not conditional. The other and last thing, if you don't mind short and sweet; the school of Nursing in Sandusky, the Ohio Board of Nursing approved that endeavor with that college to offer BSN at that location. We are having legal meetings with the people at Firelands at this point to work out the details with how that might work. We are actively providing information sessions at that location on Thursday, October 21<sup>st</sup>. And again, we are looking at our first class at Firelands in Sandusky, Ohio starting in the fall of 2017. I think that is it, President Keith. Does anyone have any questions?

**Senator McAfee:** Does that mean you are going to be taking more students here from the Main Campus to possibly expand the Firelands?

**Interim Dean Phillips:** Not when you are giving cohorts of 80 when they are coming three times a year. We are looking at a cohort of 40 at Firelands.

**Senator Slantcheva-Durst:** At one of our first meetings it was indicated that we had students that matriculate through the pre-nursing program. Somebody quoted something along the lines of 500-600 students of which 60-80 were admitted. The concern was that we don't really have another option once students complete that coursework. From what I gather, a lot of students are heading to Mercy College which is a concern when I look at Mercy College's enrollment going up and ours going down. I am just concerned that the reputation of our School of Nursing will be impacted by such a thing because they are just sort of left drifting, is there anything we're doing about that?

**Interim Dean Phillips:** We are looking at the options. We have to look at clinical sites that we have and the capacity at those clinical sites. We are also governed by the Ohio Board of Nursing so not only students can be in a particular group, those are some conditions that we have. Are we open to ideas? Certainly. Do we look at all that? Yes. We have a lot of work though before we actually admit to the Firelands Campus and how that would look this fall.

**Senator Edwards:** I have some questions. I thought the Firelands Campus was affiliated with the branch Campus at Bowling Green State University.

**Interim Dean Phillips:** No. They are negotiating to do some prerequisite work at Bowling Green. They have a program in place right now, they will phase that program out and this will now be UT's BSN.

**Senator Edwards:** The other question that I have is about what is the November accreditation visit for?

**Interim Dean Phillips:** The accreditation visit in November is for our post-master certificates, family nurse practitioner, pediatric nurse practitioner, and our brand new program-BSN to DNP, doctor of nursing practice.

**Senator Ohlinger:** My question is a follow-up to the Bowling Green partnership. There is still no affiliation there, when is that?

**Interim Dean Phillips:** Yes, we certainly do. For our Main campus students there's certainly still consortium agreement with all degrees.

**Senator Rouillard:** Did the College of Nursing have a program at SchoolCraft in Michigan?

**Interim Dean Phillips:** Yes, we do.

**Senator Rouillard:** Can you give us an update on that program?

**Interim Dean Phillips:** The latest update I have, unfortunately, I believe we have one student, but I don't have anybody to verify that here with me. We would love for that to be a little more successful, but it is not at this point and that is my most honest answer.

**Senator Rouillard:** Okay. Thank you.

**President Keith:** Thank you, Interim Dean Phillips. Okay, next on the agenda is the Healthy U Campaign presentation.

**Mr. Walker:** Good evening. My name is Nathaniel Walker. I am the senior director of Total Rewards for the university. It is my honor and pleasure to be here with you to share some useful information that I am very excited about. So, what we are going to talk about is our healthcare promotion and our wellness initiatives. The first thing on the agenda is this program. What's important to us is that we want to make sure we support faculty, staff, and their families in their choice for healthy behaviors, you will see that outline as we go through the presentation, some of the ways in which we intend to do that. We want to provide opportunities for our employees,<sup>2</sup> determine their current health status as well as develop a detailed action plan that is going to help them along that journey. We want to make sure we develop a plan that is consistent with the needs of the demographics of the university. We want to make sure that we are opening employee wellbeing as best practice as we see in other organizations similar to us to help manage the policy. This first slide talks about who we're covering. What's important here as you look at this slide is that it shows the different age groups and the male and female difference within the Health Science Campus and the Main Campus. When we look at our population we have about 4,363 employees that we're covering on our benefit program and including those employees we are covering about 12,000 lives. When you look at that breakdown, about 18% of our employees are not enrolled. We also have a quarter of covered lives that are under the age of 18 which suggests that they may have more frequent office and lab visits. Also, we have about 20% age 54 and older which means there is more potential to see chronic illnesses and we want to make sure that we have coverage for those employees. Then what typically is considered to be healthy ages, 18-34 accounts for about 25% of our healthier population. The next slide talks to where we are spending our money and what are the high cost drivers for the university. With this slide you are going to see that musculoskeletal and circulatory is about 47% of our cost and that makes sense when you think about the fact that we do have a large HSC population, especially when you think about the types of jobs they have, so you're going to find that you are going to see a lot of that. The next area is non-specialty drugs. Again, some of that can be tied to our demographics; we have a population that is over 54 and those individuals typically tend to be taking more than one medication. Then you go to wellness and symptom visits, it is at 18%. Next we have specialty drug and when you

look at that, that is 10% of our spend, but the key take-away from that is that it's 10% of our spend, but 1% of our users drive 20% of that cost which is a small population because those drugs tend to be very expensive. Next, we have employee health stages slide. We have employees that are healthy and employees that are pre-chronic, chronic, and severe and so we have a plan to address that. We have two aspects of our plan, one of which we have a major tactic that we attend to employ. We also have things that we can do today that we have been doing to help with that such as promoting "good habits." We provided the Morse Center, it's now opened up as the Rec Center on the Health Science Campus and that is going to draw employees for employees to participate in. We also have opportunity to be able to leverage prescription data that we get from our vendors to take a look into what potentially could be challenges for employees. As they say, some of your prescriptions are "windows" to conditions that you may have down the road, so the goal is to be able to provide employees with the information that they need to be able to help them understand the medications they are taking and how that can impact down the road. We are making sure we are more aggressive and offering employees' ways to help manage their situation. Then there's our major tactics one of which is our Healthy U Initiative which we want to be looking at ways to develop a personalized wellness plan. So, what we recognize is that, even when employees are healthy, they may not be completely physically fit and there's going to be an extra cost to that individual. This is information that is taken from a survey from Mercer that talks about how this impacts individuals as they progress through the different health stages. So, you can be healthy... up to \$19,000 more if you are in a severe level. The check marks represent things we are already doing as best practices for healthcare management, but we also have an opportunity to do more as indicated with some of the things that we looked at on the other slide. We are also encouraging people to be more physically fit with free gym memberships. Then we get to our wellness strategy and we recognize that we want to make sure we are providing the right resources for employees. So having that healthy baseline is going to help us ensure that we are targeting our resources, but in order to develop that baseline, we need some information to be able to do that and so we are asking employees who want to participate in it to help us with that by doing the health assessment which is available through the medical program and also by doing the biometric screening because that is going to help us have that baseline and make sure we have options available to support all employees to continue to be healthy. This concludes the presentation.

**President Keith:** Okay, we have one more slide that says "questions."

**Senator Batten (substitute for T. Gray):** In promoting wellness on the Health Science Campus there is the disparity that classes are offered in the morning on the Health Science Campus in the Morse Center, so the other disparity is offering a boot camp which might be for the 25-year old, but may not be for those of us who are 70. Would you please look into what the offerings are on this campus and even on your campus for moderate safe exercise for healthy adults, please?

**Kim:** Absolutely. Now that the Morse Center is open to all of our employees we are very excited to offer a variety of programs. We will look into more offerings for specific populations.

**Senator Batten (substitute for T. Gray):** Some people come over to this campus for the Rec Center, but if you will just look at the offerings, there's a difference. I am saying I can do a lot, but this campus is a bit much. Do you know what boot camp is?

**Kim:** Absolutely. Also with the instructors that we have at the Rec Center they too have a cross-training group that deals with other programs so we are looking at [soon] first classes.

**Senator Thompson-Casado:** What is your strategy for getting employees to buy in to the biometric check-up and health awareness?

**VP and Chief Human Resources Officer, Mrs. Thompson-Williams:** Well, this is all voluntary and we are trying to encourage this as much as possible. This is for their use, none of the information is shared to us so they can customize the wellness program.

**Senator Thompson-Casado:** I bring this up because several years ago we had a management and union joint committee that worked on getting employees to buy into health programs and that was completely dropped and I know it was before your time, but the union at that point did start that...on campus, so working with the union we can give you really good suggestions on how to get employees to work towards these goals; this would be a great committee to bring back.

**Mrs. Thompson-Williams:** I absolutely agree.

**Associate Dean Pollauf:** My biggest concern is your tactic to steer people towards tier one providers and tier one drugs, which is great if those things happen to cover your medical needs, but in the case where they don't, what is more important our health or your cost savings?

**Mrs. Thompson-Williams:** Your health; there is no comparison.

**Senator Batten (substitute for T. Gray):** You had a slide there that said we are going to have a clinic. Dr. Federman is here and he is involved with Health Science head clinic where students were coming to, it was really popular.

**Senator Smas:** I was going to comment about the clinic. I don't know why it was discontinued, but it was the best place to go if you just had the flu etc. I've seen Dr. Federman several times <laughter>.

**Senator Anderson-Huang (substitute for D. White):** I saw on the health benefits and enrollment page that there was something to click on that says healthy new campaign, do you want to participate, but it really didn't say much about what that was, or what participation meant, or what information you would get in the future about it, or even whether it would cost anything. I would like some clarification there. I did check the box, but I don't know what I am checking.

**Kim:** Thank you so much for asking the question. Well, you know with enrollment processes there is a lot of documentation. If you do go and look on the left hand side we do have the Healthy U slide there. If you want I can send it to you or if you want, I can personally talk to you about it. But, as soon as you enroll in the Healthy U program within 48 hours you will be contacted by a wellness coach from our office and then we will go ahead and set you up for your biometric screen which includes fasting---

**Senator Anderson-Huang (substitute for D. White):** Now, I did this last week and nobody has contacted me so it is not 48 hours.

**Kim:** We just had the lists downloaded just to make sure everyone was online. You will be getting a call within the next day. So all you need to do for this year is opt in. Once again, the program is voluntary, so if you opt in for the program you will then be contacted by the Rocket Wellness staff. You then will be able to participate in the free health screening. If you had just received information from your physician if you went to the physician a week ago you can utilize that data just as Jovita has said, this is just for your own personal health information. Then you will go online and do a healthcare assessment which is part of their medical coverage. If you choose to waive the medical coverage we're asking all employees to take part in this. This is really an opportunity to improve the health status of our university.

**Senator Edwards:** Can I ask a follow-up on that same plan?

**Kim:** Yes.



**Senator Edwards:** I did go through the office of presentations and everything. It says that you are required to do this thing by a certain date and then it doesn't say what the benefits are and what's going to happen to you if you don't do that. Some people have opted not to enroll because they are afraid if they don't meet that, something "bad" is going to happen. So you need to talk about the voluntary nature of it and also that there are medical benefits that will come to you for your participation.

**Mrs. Thompson-Williams:** This is only positive. It is complete voluntary. I do appreciate the information about the website. We will take another look at the website so it is clear so you will understand what needs to happen and what will happen next and so that information will be readily available. If you don't submit your information, nothing is going to happen to you. This is very personal and again, this is about customizing the wellness program to your individual needs, so if you don't follow through on the information it's just you won't move forward with the program.

**Senator Smas:** I've been reading quite a lot of articles with regular press about the lives of the wellness programs and there were some concerns with sharing some information with secondary and tertiary providers, how does that affect your plan? Is there going to be more sharing of the information even if it is anonymous?

**Mrs. Thompson-Williams:** That is a good question. The information that it's shared with is your selected provider, that's it. We have no intentions with sharing this information. Again, this is personal to you and your provider- we don't see it and we don't have any interest in getting into that information. It is really just to begin to launch a campaign for a healthier you and a healthier UT.

**Coleen Taylor from CON:** I just want to commend you for the initiative. I am really happy to see that [finally] we can use the Morse Center about taking charge. I've been here for a really long time and I always thought it's really in a healthcare setting so we should be able to use a track even if it's just a walk without paying, so I really commend you. I am excited about it. I just want you to know that over this past summer I participated in a walking challenge and they gave us speedometers and it is just so nice that we are doing that, so that might be something to consider. Congratulations for doing this.

**Mrs. Thompson-Williams:** You will start to see more programs that are going to come out next year with regard to our wellness initiatives. There will be some competitions—walking competitions and group competitions—and so you will hear more about it during this exciting transformation. Are there any other questions? Thank you very much for this opportunity

**President Keith:** Can you introduce yourselves?

**Vicki Riddick:** I am Vicki Riddick and I am the Wellness Director of The University of Toledo.

**Denise Shordt:** I am Denise Shordt and I am the manger of benefits at The University of Toledo.

**President Keith:** Thank you very much. Next on the agenda is the provost.

**Provost Barrett:** Thank you for inviting me to give you a few updates. So, what shall we talk about? Senator Rouillard when she was talking talked a little bit about the state task force on efficiency and affordability. The task force report is pretty long toned. If you read the executive summary you will see that it is going to require us to collect paramount additional data, send some reports in, evaluate any number of things to promote student savings and reduce cost in higher ed. I think that will largely fall on the provost office, some of it will affect other offices, but we'll be asking departments, colleges, and deans to help us collect information for that. To put this in a little bigger context, a report is plenty...on its own right. But you may remember in the last budget bill there were a number of things that came out,

so you might remember we were charged with a 5% challenge to try to reduce the cost of attendance for our students by 5%- all the Ohio “four years” were charged with this. The report on how you are going to do that is due on Thursday of this week, we already submitted our report. As I understand, the Blade ~~has~~ either ran an article or is going to run an article. There are a whole lot of different things that we’re going to be doing- we increased the scholarship budget by \$7.5 million dollars last year, of course, we decreased the cost of living on campus for those who aren’t required to do so. There’s a whole series of initiatives that far exceed the 5% target, so I think we’re in good shape there, but we haven’t heard back from the state yet. The Binding (Bonding?) Bill among a number of other things, one of the things we were charged with was evaluating low enrollment and low-performing courses and programs with an eye towards, will there be benefits for collaborating with other providers to be able to help with the courses and programs identified as such. The provost office has been working really hard to make a first cut in what arguably can fall into a bucket of being a low-performing or low-enrollment course or program. We then gave those first initial cuts to the deans a little over a week ago and asked them to go through and explain to us what we’re missing. So, for example, we might have listed a 1000- or 2000- level class with low enrollment if it had under 24 students in it, but Music might be a hugely large section that will be completely inappropriate. So if pedagogically it should be set at one student or five students or fifteen, we want to hear from the colleges so we make the right abbreviations. So the deans are supposed to get back to us by the end of this week and help us dwindle down this potential list and as it gets more and more refined it is going to lead to a report that we will ultimately submit to the Board at the November 4<sup>th</sup> meeting, listing what we started with, how many courses and programs we have, and then what our first cut gave us, and why we narrowed it down, down, and down and in the end we will see what shows up. As you might know, obviously, a section of a course could be low-enrolled while the course as a whole has a very robustly enrolled 20 sections of it in which case we can say there is no reason to collaborate, so we will see how all that works out, but that is a major initiative that’s underway. The Bonding Bill also requires some adjustments to the tuition for people taking up to 18 credit-hours so we are working on some adjustments to the plateau pricing, so we will bring that into compliance.

The other two things I want to mention briefly is something most of all of you have probably heard- last week the president had announced that she’s decided to do a national search for a permanent provost and one of the consequences of that is the interim deanships that are being held right now, so that would be Nursing, Education, the director of the Library, and in theory, Honors will be postponed till next year. You are not going to search for a bunch of deans before you know who the provost is. I’ve talked to those four people in those roles, three of the four are willing to continue serving for another year, but Interim Dean Kelly Moore of the Honors College does not wish to serve for a second year, so we will proceed with a search for that one. Concurrently with that, I am going to be putting together a task force to look at the Honors College in a broad way in terms of what is the Honors College going forward. We had a program for a number of years, it was radically transformed by my predecessor and I think we need to get some alignment and buy-in, a consensus about what we want the Honors College to be tactically, strategically, and academically going forward for whoever comes in as the new dean. Last and presumably not least, college combinations, there are three potential combinations being discussed right now. The first one is, you already voted on it so there is no news there in a broad sense, but, University College is being reborn as a, generally speaking, merger between the College of Adult and Lifelong Learning and YouCollege- primarily from a YouCollege perspective, the students who are undecided or academically underprepared so they will use quarterly studies. The other students will be put into an academic college when they are first admitted. We also in looking over the restructure and things going on with enrollment services no longer having its head, we had distance learning reporting through enrollment services- the president and I talked about it and we think a better alignment is to bring it under

the umbrella of the University College, so the DL activities will move into it as well. I will be meeting with several leaders in that area so we can begin fleshing out the various details to make that operation for next year. With regard to Social Justice and Human Service and Health Sciences, the deans have been talking extensively. The deans as I understand it have come up with a number of different possible models for the coming together, so the combination can occur. Things are being vetted with faculty as I understand it with a notion that in early November they will present to me a kind of a preferred structure or model that we can further discuss and work out the various details on. I think the general notion with this particular combination is with Dean Gutteridge leaving the end of the fall term, the colleges will remain distinct for pragmatic purposes for spring—we don't want students to be uprooted in the middle of the year. And then last, we have a potential combination of LLSS and COCA, this one is still undergoing a lot of discussion, it is not as far along on whether it is going to occur. The president and I will be meeting with faculty in both colleges to hear their feedback and thoughts on it. So, those are the items I want to report on. Did I leave anything out?

**President Keith:** Can you speak on the residency requirement?

**Provost Barrett:** Oh, yes, the other thing I want to mention is starting next fall we are changing our residency requirement for incoming students. Next year's incoming class will have to live on campus; they cannot live outside of a 25-mile radius. It is currently at a 50-mile radius and so we will be reducing that to 25. In addition, we will be asking the students to live on campus for two years instead of one—this is something a number of our peers already do. The national research is pretty darn consistent that living on campus helps with completion of college, helps with persistence, and helps with retention. So we are cutting down some of these commutes and getting them on campus to build a more vibrant dynamic campus environment for students to succeed.

**Senator Thompson-Casado:** Provost Barrett, have you thought about how that's going to impact enrollment? With rising college costs and what it costs to live on campus, "25 miles," you are talking about all of our kids out in Swanton, Delta, Wauseon and these students right now are driving in, this is really going to directly impact the colleges up and down. Does Bowling Green have this same requirement?

**Provost Barrett:** I don't remember what Bowling Green's rate is off the top of my head.

**Senator Thompson-Casado:** Is it two years?

**Provost Barrett:** I am pretty sure Bowling Green is two years; most Ohio "four years" are two years. Yes, we thought about it. I believe 78 students that are between 20, 25, and 50 in this year's class to give you a sense of scope; I may be off by a few bodies but that is pretty close to the number. There will be a waiver process for the people who have hardship situations to utilize as a way to correction. I saw a bunch of hands, are you going to ask the same question?

**Senator Edwards:** No. Looking at low enrollment and [just for 2 graduate programs that we just did program reviews for *indecipherable*]...you said for example one course, the enrollment was 40 students

**Provost Barrett:** It said it was at 40?

**Senator Edwards:** Yes, another one said we had three, but we had 11.

**Provost Barrett:** Well let's start by saying the data is wrong, please inform us so we can get it right. Perfect data seems to be a continuing challenge in this institution.

**Senator Edwards:** It does, but we don't access to the reports [*indecipherable*]...we have to go in there and dig up that stuff. The faculty doesn't know how to do that.

**Provost Barrett:** Well, I don't know what else to tell you. I've got to get this to the Board at the November meeting so it can go to the state at the end of the year. We pull together the numbers as best we can. I am not the one pulling them obviously-they kind of come from IR and the Registrars' Office and there's obviously a few errors, but let's try to correct them.

**Senator Jorgensen:** You talked about the DL changing out of enrollment management, a very good idea, is it going to be University College, did I hear you correctly?

**Provost Barrett:** That's the thought of the report we have.

**Senator Jorgensen:** It seems University College serves a distinct and important group, but it serves the university, and DL serves all of us throughout our areas, it would seem that will be serving "multiple masters."

**Provost Barrett:** Well, in some ways DL is a very natural fit in the number of students that are in CALL that utilized DL at a recent high rate. But you are right, at the end of the day, DL serves all of our students. We have a very high percentage of students that take at least one DL course, but I don't see it being located in there as a conflict of interest. The goal is to have appropriate courses and appropriate programs offered in DL format which will continue, it is just a matter of who---

**Senator Jorgensen:** Perhaps I used the wrong words. The deans of other colleges might be very different than University College and need services from DL.

**Provost Barrett:** Well, we are taking a pretty hard look at DL in a number of ways and I think one of the things that is pretty consistent within perfect data, you may not say this is ideal, but it is pretty clear the president is a data-driven leader and we will be looking at data to try to form our decisions. We brought in the head of DL from Arkansas a couple of weeks ago and generally speaking we have pretty robust offerings in the undergraduate course level/pre-undergraduate course level. We don't have particularly robust graduate-level offerings for example and I think we have to look at where there's market demand and where there's interest, and it is not particular to the student in CALL or any other group. The president would like to see DL grow. She sees an opportunity in this area and it means we have to look at where those opportunities are and that could be in any college.

**Senator Barnes:** I was just going to say the numbers may have something to do with the courses that are cross-listed and things like that.

**Provost Barrett:** That was one of the things that would be a problem.

**Senator Barnes:** That was tripping us up.

**Provost Barrett:** We are trying to sort out the cross listings and it is not an easy task.

**Senator Dowd:** To extend the information you provided on merging colleges and issues associated with their deans, has there been any discussion of when a search for a graduate dean will begin?

**Provost Barrett:** As I was discussing the deans with the president today in terms of Interim Dean Moore's situation, I have not specifically addressed the dean of the graduate college so I can't speak to that in a detailed way, but it falls somewhere in the same space- I need to talk to Patsy about what her long-term interests and desires are, as well as thinking about hiring a new provost next year and we want

to give him/her the appropriate flexibility to have the right members they can work with well, so we have to balance those interests.

**Senator Dowd:** Do I have it correct that Kelly Moore will end his term as interim Honors dean at either the end of the spring semester or the end of June? If that case, will you be starting the process to search for an Honors Dean??

**Provost Barrett:** After talking to the president literally at 2:00 p.m. today, we agreed that we will start that search and start this task force, so I will be putting this together and starting to move forward in the next couple days. Is there anything else? All right, thank you.

**President Keith:** All right, thank you Provost Barrett. I think this is the most efficient meeting that has ever occurred at Faculty Senate. We have one more guest, but I told him that I didn't think we will be ready for him till 5:30 p.m. However, we do have an unexpected curricular issue that we would like to ask Faculty Senate to consider voting up or down. This all started when I got back from lunch and there were a bunch of emails so I am going to ask Jenny Denyer, Chair of the Undergraduate Committee, to come up here and speak very slowly so we can stretch this out a little bit till our next guest arrives.

**Senator Denyer:** Thank you. This curricular emergency did just arrive this afternoon about 12:30 p.m. We were informed that a course from the College of Health Sciences, a kinesiology course, has been presumed to have gone through the system for approval last year and they realize today it had not. Registration for spring starts tomorrow and changes can be made in courses once spring registration starts and there are students who are waiting for this course. So, I quickly emailed the Undergraduate Curriculum Committee and I want to thank all of you in here who responded so quickly. We did review the course on the curriculum tracking system and we conducted an electronic vote. I am here to recommend this course modification to you. The course is Kinesiology 3680, it is called, Sport and Exercise Pharmacology. The modification is that the course would go from two credit-hours to three credit-hours. I actually have the excerpt that I would like to read to you about the rationale and why that is being requested. It says, "...*this time limitation [two credit hours] prevented some topics from being covered. This material needs to have clinical applications and the increase of credit hours will allow more teaching time with topics and presentations. We will be able to spend more time on medical scenarios related to kinesiology and medication that athletes consume.*" The Undergraduate Committee has reviewed this and we would recommend approval of this modification. Are there any questions?

**Senator Molitor:** Is this a required course for a program, and if so, has a corresponding program modification been submitted?

**Senator Denyer:** I don't know about the program modification, I did not check that, but I can do that.

**Senator Dowd:** Are there any Senators in attendance who can address that issue at this time?

**Senator McLoughlin:** This came through our department last year. To address the question, offering a required course, I believe it is required specifically for athletic training students in that program within our department.

**Senator Molitor:** Don't you have to submit a program modification though, that reflects this change? Presumably you are going to be taking away a credit-hour from another course in this program. I don't think we are going to be allowing programs to go up in credit hours.

**Senator McLoughlin:** I will have to go look at that to find out that information. I think that was dealt with and addressed at that time, but I can look into that for senators.

**Senator Ohlinger:** I am going to follow up on that as chair of Academic Programs. Last year I don't recall seeing... or maybe this is just a map.

**Senator Dowd:** Does this increase in credit hours change those required for the program? I am appealing to Senators who have served on the Senate Committees on Academic Programs or on Undergraduate Curriculum. We could use their experience and expertise at this point. If the Senate approves this credit hour change and that change is associated with a change in program requirements, then the proposed program change must be considered by the Senate Committee on Academic Programs. Again, are there Senators who have served on Academic Programs with experience dealing with something like this proposal?

**Senator Anderson-Huang (substitute for D. White):** Of course, the other option is if there are a number of credit hours devoted to electives, that number of credit hours can be reduced by one without affecting anything.

**Senator Dowd:** Is this a required class?

**Senator Molitor:** They said it was required.

**President Keith:** That is what I was going to say, that I think Programs may be able to increase the number of credit hours as long as the credit hours required for the degree doesn't change. If there are electives, then students may have fewer courses to take.

**Senator Molitor:** I think Senator Dowd said it well, if this course is required for the program and you are changing the number of credit hours, you are going to have to submit a program modification. We can certainly approve this course modification now, but our approval should be predicated on the fact that a program modification associated with this course modification will be forthcoming.

**Senator Dowd:** Senator Ohlinger, do you have any thoughts on this issue with respect to changing credit hours for a course that may be impact programs requirements?

**Senator Ohlinger:** No. I think it is fine just as you stated- that the program modification will not come through. Our group hasn't met and I haven't looked at the curriculum tracking system yet, but they could be in there now. I am comfortable with discussion with options in terms of the total number of hours as long as they mention... For programs, I am speaking as the chair of the committee, I don't have a problem voting on this just as the course modification.

**President Keith:** Well, I think Senator Denyer has the motion.

**Senator Denyer:** All those in favor? Any opposed? Any abstentions? *Motion Passed.* Thank you.

**President Keith:** Thank you, Senator Denyer. Our next guests are going to discuss the policy on Satisfactory Academic Progress (SAP).

[Recording malfunction] most revisions have been strictly to the text, here are the major changes: 1) implement a deadline for appeals 2) limit the number of appeals over the student's academic history 3) limit the appeals process (one per undergraduate career, and one per graduate career).

**Stephanie Goller:** We talked to different schools around Ohio and three is a generous amount because a lot of different schools do "one and done." Most schools have some sort of deadline; three seems to be the most that they provide. Also, Jon and I go through appeals, that's what we do, and there are not that many

students that actually appeal more than three times, so, it is not like we're cutting off large populations of students.

**SAP Manager, Jon Woolf:** The vast majority is two.

**Associate Vice President of Enrollment Services and Financial Aid, Stephen Schissler:** We added an additional one.

**Senator Dowd:** Just to be clear, similar circumstances where there is a death in the family doesn't count for the three, right?

**Jon Woolf:** If they are on their fourth appeal and there is some kind of similar circumstance we will review that appeal.

**Senator Dowd:** What if they are on their fourth appeal and a death in their family is the fifth appeal, what do you do?

**Jon Woolf:** We look at the reasoning behind that appeal.

**Senator Dowd:** Okay.

**Jon Woolf:** So, let me give you an example, my first appeal, I've never been away from home and I didn't do so well- we will take that into consideration. Most of the time if we see that appeal we are going to approve that appeal. The second time, there was a death in the family or I fell and broke my leg- we will approve that appeal because it is a very different reasoning from the first appeal. If the second appeal is, I still didn't do so well because I am still trying to work this out, college life- we are going to be a lot less lenient because that is very similar to the reasoning behind the first appeal. Does that make sense?

**Senator Jorgensen:** I am trying to see where this fits in as an academic progress. I don't see anything there about grades. How is this academic progress? If it is academic regulation, that goes through the Faculty Senate Committee on Academic Regulations and we need to approve it. This sounds like this is financial; what's the appeal for? What is the student getting in the appeal? What was they asking for and what were they getting and not getting?

**Jon Woolf:** If they don't apply for the appeal, then their aid is suspended. They will not receive financial aid until the appeal is reviewed by our office and approved. So, if they did the appeal, then they will receive their financial aid.

**Senator Jorgensen:** So, their financial aid is denied because their grades are too low or they're not taking enough hours.

**Jon Woolf:** There are three measures. And again, this is all based on federal guidelines with qualitative, quantitative, and GPA. Their pace is based on their earned hours divided by their attempted hours and then max time is 150% of the time it takes to complete their degree. So if they fail to meet one or more of those tests, then their aid is suspended. .

**Senator Jorgensen:** So, it all relates to financial aspects, not whether they're on probation or suspension, does that stand correct?

**Jon Woolf:** An academic suspension and financial aid goes hand-in-hand, but they are separated at the end of the day.

**Senator Jorgensen:** My last question, do midterm grades count? If we are going to put in when the student last attended, you know, some students never attend, they are down in that school in Columbus or something and they get an F or they stop after a couple weeks; I was always told they will lose financial aid if they weren't attending. If they attend a class and get an F, they can get financial aid as long as they make sufficient progress, but if they were reported as never attending or stopped attending at a certain time, that is a factor in this financial aid question?

**Jon Woolf:** When we are talking about the midterms that is a separate issue from the Academic Progress Policy. The only concern you will have will be is if they withdrew from all their courses. So if every single course that they have is a W, then we will suspend their aid because they did not complete any of their courses.

**Senator Jorgensen:** So, if a student has five courses, three of them they stopped attending a month ago or so, is there any penalty?

**Jon Woolf:** It is possible. We're not experts on the return side, but I believe that is a possibility; it depends on if they drop below their financial aid status.

**Senator Jorgensen:** Thank you.

**Senator Smas:** Are there any major differences between the undergraduate programs and graduate? You mentioned that each has three appeals, but any other thing we should be aware of as far as those stipulations from the federal bin?

**Jon Woolf:** Not really. We don't see a lot of grad appeals; there are some, but not a whole lot. I guess we are a little bit stricter as far as their academic progress goes as far as their grades. It is in the policy, it is a 2.0 for an undergrad and grad, 3.0. And again, that is a federal regulation which is not part of the appeal.

**Senator Edwards:** Question about the withdrawal thing- so their appeal is denied and they can withdraw up till the very end of the class, is that what you are asking in this policy because Academic Regulations in the Faculty Senate is looking at the Withdrawal Policy now and the dates for withdraw.

**Jon Woolf:** Part of the reason for putting a deadline is because it allows the student to withdraw and not fail... We are trying to give the student the time and empathies to make a decision, am I going to find other means to pay for school or withdraw from the courses and not face 100% bill?

**Senator Molitor:** If I can follow up on that. The draft of the proposed policy says that the appeal must be submitted by the end of the withdrawal period and then you say "approximately 60 days into the semester." I think what Senator Edwards is alluding to is, is it possible that that deadline could potentially change? Potentially in the draft you might want to say, "at the end of the withdrawal period" and not indicating any withdrawal frame.

**Senator Wedding:** Some students last semester came [to me] and said they hadn't come to class and their financial aid will be cut off unless I give them an F. So, I was pressured into giving these students an F. My position has always been, you have to earn the F. I am beginning to see this quite regularly now. I had in the last year probably eight or ten of these, so what's the story here?

**Jon Woolf:** The only time we would ask the student to ask for a grade is if it was from a prior term. So if there's an NR out there, financial aid stops until the actual grade is put in. If there's no grade, we can't perform the SAP calculations and so their aid stops.



**Senator Wedding:** Why can't they withdraw late? Why do we have to give them an F? They gave me a valid reason why they didn't come to class.

**Jon Woolf:** It is the NR that would have that problem. I am not sure where that F was---

**Senator Wedding:** What does NR stands for?

**Jon Woolf:** Non-report.

**Senator Wedding:** Oh, okay. I just had a "blank"<laughter>.

**Jon Woolf:** That's the issue- if there is no grade for that course they can't move forward until there's an actual grade, so if a student earns an F they should get an F, and if they withdrew from a class it should be a W in there.

**Senator Wedding:** Or if the professor, under the new rule that we are looking at, can drop them and give them a W or DR.

**Senator Jorgensen:** Absolutely, not, Senator Wedding; you cannot give them a W. Withdrawals are done by the student; the deadline is the last day they attempt to meet for class. Any student entering after that time, unless they get a medical withdrawal, does get a grade, A-F for whatever the course is. In fact, years ago, faculty would give a W, even up to the final exam, but when Faculty Senate found out about it, I remember the number, it was like 5,000 students were getting late withdrawals and some professors would say, take the whole course and if you flunk I will give you a W and it won't count- totally bogus academically. Students should have some responsibility to a deadline. It used to be eight weeks, but it was moved by the Senate back to ten weeks so faculty can give enough exams the first ten weeks. Up and down the student must get a letter grade after ten weeks unless they have a withdrawal and that seems to be a very fair system and comparable to institutions.

**Senator Humphrys:** So we are talking about federal financing. I was curious that the federal government allows us to set our own rules on that. Because at one institution they could allow five different times they can apply for this "forgiveness" and some institution will only allow two,--so does the federal government leave it up to us to make the decision?

**Jon Woolf:** That is correct. As far as GPA goes- those have to be at least as strict as the academic policy.

**Senator Humphrys:** Okay. I see. Thank you.

**Senator Wedding:** An answer to your comment- how does one determine a medical withdrawal? I had two or three students come to me that said they had terminal cancer. I did not ask for any medical documentation, I just took them at their word.

**Senator Jorgensen:** The University has a policy---

**Senator Wedding:** What does the university do?

**Senator Jorgensen:** As a faculty member you have no right to deal with medical information.

**Senator Wedding:** That is right; I don't want to deal with medical files. I want as a professor to drop or withdraw the student that has not been there all semester who asks for it.

**Senator Jorgensen:** There is a university policy and it is submitted through the ranks. It is approved to students who have withdrawn.

**Senator Wedding:** You are right. We have nothing to do with the medical part, but we have the right or should have the right and I am going to argue when the time comes, as professors, we should have the right to drop or allow students to withdraw all the way to the bloody-end as we see circumstances.

**Senator Jorgensen:** That is not the University policy.

**Senator Wedding:** The University policy was passed by the Senate and I am going to say we need to change it.

**President Keith:** Okay. We are veering off a little bit, but the time will come soon because Faculty Senate was asked last year to consider whether or not we can lengthen the number of these for student-initiated withdraws. We were given a log item this year to look at perhaps if we could promote reinstating the instructor-initiated withdraws. We are going to ask the Regulations Committee to look at this this year, so there will be an opportunity for this “battle” between Senator Wedding and Senator Jorgensen<laughter>. We are just going to look at the policies and make recommendations. Are there any other questions? Hearing none, then we should thank our guest.

[Applause]

**President Keith cont.:** Well, I don’t know if I should be embarrassed or not because we have about an half an hour left. Are there any items from the floor? Well, if there are no items from the floor, may I have a motion to adjourn? Meeting adjourned.

IV. Meeting adjourned at 5:40 p.m.

Respectfully Submitted by:  
Lucy Duhon  
Faculty Senate Executive Committee

Tape Summary: Quinetta Hubbard  
Faculty Senate Administrative Secretary