

THE UNIVERSITY OF TOLEDO
Minutes of the Senate Meeting of December 1, 2009
FACULTY SENATE

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

Approved @FS mtg. on 1/19/2010

HIGHLIGHTS

Prof. Charlene Gilbert, Director of Eberly Ctr. for Women
Dr. Steve Peseckis, Chair, Undergraduate Curriculum
Dr. William McMillen, Vice President for Government Relations
Dr. Tavis Glassman, Assist. Prof. Health Education

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 John Barrett called the meeting to order, **Nick Piazza**, Executive Secretary, called the roll.

I. Roll Call –2009-2010 Senators:

Present: Anderson, Ankele, Barden, Barlowe, Barnes, Barrett, Baumgartner, Brickman, Caruso, Chiarelott, Coventry, Crosetto, Denyer, Dowd, Dupuy, Fink, Giovannucci, Gunning, Grothaus, Heberle, Hoblet, Horan, Hornbeck, Hottell, Jorgensen, Kennedy, Kistner, Laux, LeBlanc, Lee, McSweeny, Moore, Nims, Olson, Peseckis, Piazza, Plenefish, Powers, Powless, Randolph, Rouillard, Sheldon, Shriner, Solocha, Teclehaimanot, Thompson-Casado, Tietz, Wolff,

Excused absences: Elmer, Fournier, Jenkins, Marco, Malhotra, Metting, Niamat, Regimbal, Skeel, Wedding,

Unexcused absences: Duggan, Humphrys, Nandkeolyar, Oliver,

A quorum was present.

II. Approval of Minutes: Minutes of 11/10/09 and 10/13/09 were approved as distributed.

III. Executive Committee Report:

Executive Secretary Nick Piazza is asking the Senators and guests to introduce themselves before speaking to get the speakers' names recorded accurately in the minutes.

President John Barrett:

President's Report 12/01/09

Welcome everybody. I want to remind you to turn off your cell phones or put them on vibrate. We will be approving the minutes of October 13th and November 10th. **Unanimously approved.**

Senator Anderson: A question about the November 10th minutes, an action item and the exact wording of a motion about the assessment of the administrators and not stated in the minutes that Senator Heberle wanted the word 'formative' out.

President Barrett: A copy of the motions and resolutions passed at the last meeting were forwarded to the Provosts unedited, and it was stated as such. When I sent my revised comments to Kathy I included my sense of the wording of the three resolutions that were passed. I would suggest that we insert those, and 'formative' was not included. When we approve the minutes, we will include all three resolutions that were passed.

We can always amend the minutes as necessary. *Minutes approved.*

President Barrett: 1) Many of you many not remember that at the last Senate meeting I suggested that the Executive Committee be here a half an hour earlier so that we can take any questions from you. We were here, you were not, which is fine, that's your prerogative but be aware that we will continue to do this and I will continue to remind you of this at the next few meetings and if nobody ever shows up and we decide that this is a failed experiment, we will discontinue it.

2) In the spring we will start a new policy with regard to the minutes. We will bring minutes to you for approval at the next meeting with or without Senators who have spoken having provided feedback on their comments or any reports. If you do not sent your comments or revisions to Kathy by the deadline she sets, we will proceed to send out the minutes for your approval and will amend as necessary when more information comes in.

3) We have received one more log item in the last few weeks, it was about the status of the online catalog, the current one is out of date and I believe Provost Haggett will give us some comments on this.

4) We were asked to appoint someone to the University assessment committee and Seth Powless was appointed by the Executive Committee.

5) As you have noticed, we have clickers. You all should have one, if you don't please raise your hand and Karen will give you one. We will try the clickers for two meetings, this one and the next one in January, we will then have a vote to determine whether you like this or not. I would like to thank Kathy for tracking down these clickers and to Dawn Durivage for lending the clickers to us, and we didn't have to spend any money. A question was raised about use of a secret ballot and representative government. The Constitution of the Faculty Senate provides that any senator on any matter can call for a secret ballot, so the anonymity provided by clickers does not raise an issue under our Constitution. If we don't like this, we need to amend our Constitution to move to rollcall voting. We have two reports that I believe will require a vote so we will test the system a little later. Given that people will probably not remember to bring clickers to every meeting, we intend to pass out clickers like we did today at the beginning of our meetings. Before you leave hand them back to Karen Hoblet and she will be at the back of the room.

6) The Board as I understand it is trying to get the process together on the faculty appointments to Board committees. Joan Stasa, the secretary to the Board has sent emails to those who were nominated for whom we do not have a complete set of information for evaluation purposes requesting additional information be sent, and once that is collected I assume I will be meeting with several other people to discuss who will be recommended to the Board for appointment to the committees. At that time I plan to suggest that whomever is appointed remains in that position until a successor is appointed given this year's timeline and the difficulty in getting this organized.

7) Furlough planning continues. The Furlough Committee has been meeting. No furlough has been announced at this time but whether we have one will depend on whether state funding changes, so holiday shopping will obviously be a major aspect of it. The current proposal looks like it will be a scaled system and people who make more income may be asked to take more furlough days. It also looks like it will not be a block of time but rather unit based and the manager will decide which days will be your furlough days. So if I need to take two furlough days, the dean or associate dean will tell me which furlough days I will have to take. When we get to items from the floor, Jamie Barlowe will talk about the new strategic planning process that is going on, just making you aware what is happening with that. There are some concerns about the status of start-up funding, maybe Provost Haggett will be commenting on this. If she does not, Mike Dowd will comment on it.

Two final items - we passed a resolution at the last meeting encouraging President Jacobs to reconsider his position on interviewing candidates before tenure. I have talked to him expressing my concern and sent him a copy of our “unapproved” resolution that since has been approved as a matter of providing formal notice. The Executive Committee thought that was the right thing to do. In talking to him, he expressed he has heard our concern and he is thinking it over. My personal sense is that he is planning to continue with the process that he proposed.

On the assessment front, two days after our Senate meeting, members of the Executive Committee met with two members of the Board, William Fall and Olivia Summons and they strongly encouraged faculty and the Faculty Senate to try to work with them so that there is one collective process so that they can look at. It is also their sense that it is the job of the Board to evaluate the president and essentially the president is in charge of evaluating all the administrators, and their sense is that we need to work with President Jacobs to see if we can come up with a mutual agreement and an acceptable process. To that end and in furtherance of senate’s resolution, we have appointed a committee, the Assessment Committee, to see if two things can be accomplished. First, the committee has been charged with meeting with the president or his designates to see if a common ground for an assessment can be agreed upon, that the members of this committee feel protects faculty interests and meets faculty concerns. I conveyed our concerns that were expressed at our last meeting to them. This committee has expertise on assessments and I think we will be well served by them. If they can find some common ground, or middle ground that meets our interests, the committee will propose a process for us to approve changing our course of direction. If they do not find middle ground, they are charged with either themselves or through the creation of a working group actually to conduct the assessments on behalf of the Senate. The members of the committee are Dale Dwyer, chair, Patricia Case, Don White, Nick Piazza, and Roland Skeel. This concludes the president’s report. I will now turn it over to Provost Haggett.

Provost Haggett: The two topics that John mentioned are not part of my report but I can certainly comment on them at the end. This information that I wanted to share with you comes out of our retention task force. There are members of the Senate on that task force. The information here is about undergraduate students retention, a matter of importance to the Faculty Senate.

I would like to add a personal comment first. I want to thank all of you who have expressed concern about my husband. As you know he had a triple-bypass surgery at UTMC and I personally appreciate your concern and all of your good thought were very helpful. And special thanks to all of my colleagues at UTMC who provided such excellent medical care to him.

There are four things that I am going to talk about and two that I may add. First of all the retention task force, secondly, I was asked about the gender equity and the faculty salaries, thirdly, the Main Campus interim leadership positions and lastly the Faculty Recognition Awards.

First the Undergraduate Retention Task Force members and I want to thank them. We are meeting every other Monday at 9:00 am to talk about and deal with retention of our undergraduates students.

• ***Task Force Members***

- | | |
|--------------------|------------------------|
| – Jamie Barlowe | - Kaye Patten Wallace |
| – Jo Campbell | - Penny Poplin Gosetti |
| – Rosemary Haggett | - Brian Randolph |
| – Kevin Kucera | - Jennifer Rockwood |
| – Dennis Lettman | - Margaret Traband |
| – Bin Ning | - Kevin West |

There is a lot of data here and this kind of data is what the Task Force is looking at.

First Time, Full Time Baccalaureate Degree Seeing Students

	Fall 2007	Fall 2008
Average High School GPA	3.14	3.17
Average ACT	21.90	21.90
Percent Non Traditional (23 and older)	1.2%	1.4%
Percent Living On Campus	68.0%	66.5%
Percent Ethnic Minority (Black or Hispanic)	19.4%	19.1%
Average 1 st Term GPA	2.56	2.55
Percent on Academic Probation	24.3%	25.6%
Percent with Undecided Major	13.8%	17.4%
Percent Retained Fall to Spring	87.6%	86.4%
Average Expected Family Contribution	\$9,285	\$13,534
Average Pell Grant Award Size	\$2,998	\$3,217
Average Amount of Loan Taken (S & P)	\$8,416	\$7,312

Our retention in spite of our efforts has actually decreased this year. Our retention in fall of 2007 was 69.9% and this year is 68.3%. It is certainly not going in the right direction. There isn't a big difference, but the high school GPA was a little higher in the fall of 08. Also the percentage of undecided majors is a little higher.

Student that DID return following fall

	Fall 2007	Fall 2008
Average High School GPA	3.28	3.33
Average ACT	22.47	22.54
Percent Non Traditional (23 and older)	.5%	.9%
Percent Living On Campus	68.0%	67.3%
Percent Ethnic Minority (Black or Hispanic)	15.4%	15.5%
Average 1st Term GPA	2.95	2.98
Percent on Academic Probation	10.7%	11.0%
Percent with Undecided Major	12.3%	13.0%
Percent Retained Fall to Spring	98.9%	98.8%
Average Expected Family Contribution	\$10,065	\$15,250
Average Pell Grant Award Size	\$3,137	\$ 3,473
Average Amount of Loan Taken (S & P)	\$8,712	\$ 7,500

You will note that these students who did return, their GPA is better

Student that DID NOT return following fall

	Fall 2007	Fall 2008
Average High School GPA	2.18	2.82
Average ACT	20.48	20.45
Percent Non Traditional (23 and older)	2.8%	2.6%
Percent Living On Campus	68.0%	64.7%
Percent Ethnic Minority (Black or Hispanic)	28.8%	26.9%

Average 1st Term GPA	1.66	1.65
Percent on Academic Probation	55.8%	56.6%
Percent with Undecided Major	17.3%	26.8%
Percent Retained Fall to Spring	61.1%	60.2%
Average Expected Family Contribution	\$7,682	\$9,981
Average Pell Grant Award Size	\$2,777	\$2,863
Average Amount of Loan Taken (S & P)	\$7,817	\$6,976

These who did not return in the fall, their GPA is lower. The academic performance is a major factor in whether or not they return into the second year. Many of these students did not come back in the spring semester either, we are losing them after the first semester.

Comparison of Fall 07 and Fall 08 Non-returning cohorts

- There is no significant difference in major academic areas (HS GPA, Average ACT, 1st-term GPA)
- There is no significant difference in student demographics (gender, ethnicity, age, living arrangements)
- There is a significant increase of undecided students from 2007 (17.3%) to 2008 (26.8%).

The major difference in the 07 and 08 cohort of the non-returning students, is the number of undecided students, there is really no major difference between these two cohorts

The next step is to look at what additional support these students might need to retain them through the fall. We are trying to unravel why students don't stay at The University of Toledo after their first year. This year we have added the Health Profession Living-Learning Community. The College of Engineering now has a Living-Learning Community. What we learned is that participating in Living-Learning community does have a positive impact on retention.

Living-Learning Communities: Positive Impact

- Participation in Living Learning Communities (LLC) does have a significant impact on student retention. These influences include:
 - Students who participated in LLC are likely to increase GPA by 0.25 on average
 - Students who participated in LLC are more likely to persist after first year studying at UT
- The positive influence applies both to the overall LLC participants as well as participants within a college-specific LLC

MAP-WORKS AT UT PROVIDING SUPPORT, ASSISTANCE AND ENCOURAGEMENT

Collaborative effort between Academic Affairs and Student Affairs

The goal is to reach students at risk earlier. This has been a very positive effort between Academic Affairs and Student Affairs

MAP-Works is a software package that provides a survey that first semester undergraduate students complete, and along with institutional data which is that we have about them. MAP-Works can identify at risk students very early. So this is about,

- Students academic success,
- Retention,
- Student development and

- Student involvement and engagement in the institution

One of the highly encouraging thing is that students did get involved. Completing the MAP-Works survey was highly encouraged/required for first semester undergraduate students in their BAJ courses, and 70% of first-time freshman participated in the survey.

MAP-WORKS Data

2,721 students took the first survey (70% of the first time freshman)

Second survey has just closed

140 faculty and staff took part in the process making contact with over 1900 students.

This really has created a network of support students at risk, and we will see what the outcome will be next fall. Let me show you another slide of the incoming freshman, so that we can get a get a sense of the profile of the total freshman class. Their ACT scores are a good predictor of success in college. Here are the ACT scores of first year first time dhs students. The bell shaped curve is what we would expect.

However, we don't see a bell shaped curve in high school gpa's. The curb is shifted to the right. Students have a higher high school gpa. What do you use to gauge the stsudetns' success? The ACTs and GPAs are loosely correlated, it is scattered. We had some students with high gpa's and low ACT scores and vice a versa. And I think the message I want to leave with you is that these are the students who are sitting in our first year courses that you teach.

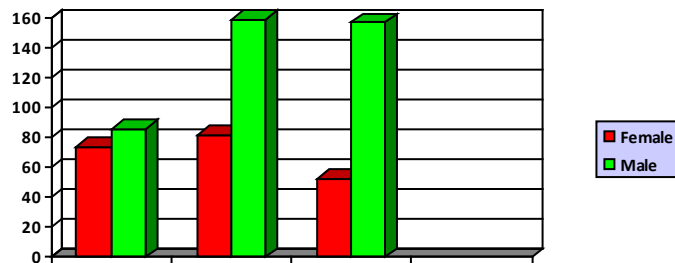
This concludes my report about first year undergraduate retention.

My next report is on the faculty salary data. It is important to know who is in the data set. Our data has shifted somewhat, certainly because of the merger

Faculty Salary Data, Who is in the data set?

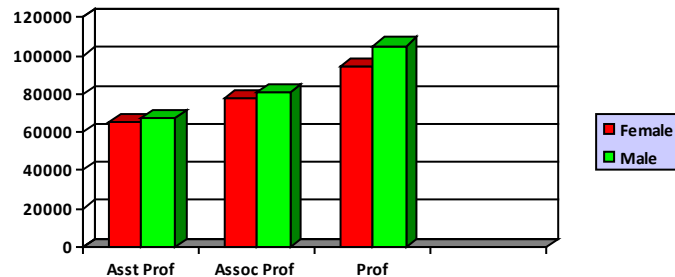
- Banner HR query as of 11/1/09 faculty whose EEO code is "20"= Faculty
- Not included are College of Medicine faculty and Executives/Admin/Managerial
- Includes faculty and chairs, but not deans, associate deans, provosts, faculty administrators above the level of chairs.
- 12-month contracts were converted to 9 month basis

The next bar graph shows the number of faculty in the institution in 2009. It shows that we have had almost the same number of men and women assistant professors. We have about twice as many male associate professors as female associate professors, there are 82 females and 159 males, and at the professor level about three times as many men as there are women, there 53 female professors and 157 male professors.



Senator Dowd: The 2009 data is this just the Main Campus or the entire university?

Provost Haggett: This is for the entire university except for the College of Medicine. Now the average faculty salary.



The bar shows that the female assistant professors earn as much as the males. At the associate professor level, there is a small difference between men and women, about \$3,000 in salary. At the professor level there is about a \$10,000 salary difference between the males and females.

Now on to the Main Campus interim leadership positions

Main Campus Interim Leadership Positions

- **Interim Dean, Judith Herb College of Education**
- **Dean, College of Arts and Sciences**
- **Interim Vice Provost for Academic Innovation**
- **Interim Vice Provost for Faculty and Organizational Development**
- **Interim Executive Director of the UTLC and Vice Provost**

The Judith Herb College of Education there is a visioning dean search committee formed:

JHCOE Visioning/Dean Search Committee:

- | | |
|-------------------------------------|---------------------------------|
| • Rosemary Haggett, Convener | Dennis Lettman |
| | Gary Meier |
| • Leigh Chiarelott | Ronald Opp |
| • Robert Crissman | Susan Palmer |
| • Debra DeLisle | Michelle Rhee |
| • Maura DePrisco | Elizabeth Rupert |
| • Laurie Dinnebeil | Rebecca Schneider |
| • John Foley | Rachel Semmelhaack |
| • Eric Garn | Sammy Spann |
| • Judith Herb | Carol Stepien |
| • Lisa Kovach | Thomas Brady, ex officio |

Tom Brady, as you know is serving as an interim dean of the Judith Herb College of Education. We formed a visioning / dean search committee. The reason we are calling it the Visioning/Dean Search Committee is that there is a two-fold charge. One is to talk about the vision of the future for the college, and right now I am the convener, I will not be chair of the search committee. Chair of this search committee will come from this group. This committee has met once and the second committee meeting is scheduled Friday.

Since we met last time the interim dean of the college of Arts & Sciences has agreed to an extension of her contract through the next academic year. In recognition of her three-year term appointment her title has changed to Dean. We will be gearing up to replacing the dean, and the next academic year will be her last with us.

I have three interim vice provosts in my office who report to me, one is Penny Poplin Gosetti, John Gaboury who also serves as a Dean of Libraries, and Peg Traband who serves as the Interim Executive Director of the UTLC and Vice Provost. We are in the process right now of looking at structure of my office and that all priorities are met and I anticipate shifting of some responsibilities and adding some additional duties, and until that's finalized I will not be seeking permanent replacements for these positions.

Next is the faculty recognition awards.

Each campus had a faculty recognition program prior to the merger that continued post merger, causing confusion about which faculty were eligible for which awards. At least on our campus there is a great amount of confusion who is eligible for these awards, because Pharmacy now reports to the other provost, they used to be eligible for research but not eligible now. It's time to come up with a new recognition awards.

Provost Gold and I asked the Academic Honors Committee to develop a new university-wide faculty recognition program, to provide recognition for outstanding faculty across the university.

Committee has recommended the following for the outstanding teaching award as well as the outstanding research awards program.

- **Up to 6 awards will be given (Faculty from all Colleges are eligible).**
- **Committee is to be made up of at least one faculty representative from each College, previous year recipients and Amanda Schwartz from Alumni as Secretary to the committee.**
- **Three criteria are to be developed that will be included in call for nominations and individuals submitting nominations are to provide narrative that addresses those criteria (no more than two pages).**
- **Committee members will probably use a five point scale for each of the criteria for ranking nominees**
- **Committee recommendations will be vetted with chairs, deans and provosts**
- **Provosts will notify award recipients**
- **Awards are \$1,500**
- **Awards to be given at a Spring function for Faculty that acknowledges Outstanding Teacher Awards, Outstanding Researcher Awards and Rathbun Engagement Awards**

These are all faculty recognition awards across the campus.

Marcia King-Blandford: It is my job to do the online catalog and I take the responsibility for being behind. We are working as fast as we can to make it a much better product with an online format. To enhance what we had last year takes longer than we had planned. If you want to email me with questions and concerns, I will try very hard to get it updated. Some questions had been raised about the course descriptions, I left the old course descriptions right now because the course descriptions will move and will be updated with the new catalog.

Provost Haggett: Finally, we are hearing your concerns and I am working with Provost Gold to identify the remaining start-up commitments and to add to the budget for additional start-up commitments. We have already put millions of dollars toward the start-up funding. That doesn't mean we are done. This is all about having a balanced budget and a positive cash flow.

Senator Barden: In the previous times there was an outstanding adviser award along with the outstanding teacher and outstanding researcher. Has the outstanding advisor gone away?

Provost Haggett: It has not gone away, but the recommendation from the Academic Honors Committee is to recognize them at a different time. We will develop a recognition ceremony which would recognize outstanding advisors.

Senator Rouillard: You said that the A&S dean search would the process would begin in spring of 2010, is that correct?

Provost Haggett: First we have to have a vision, I believe we have a strong contribution to that vision in the Roundtable Implementation plan, and that it will constitute the visioning so in some ways it has already begun.

Senator Rouillard: My second question was on these committee recommendation, how many recommendations is the committee making, is it six or more and who is making the final choices.

Provost Haggett: The recommendation will be up to six and the final decision would be the committee's, but vetted by the chair, the dean and the provost.

Senator Hottell: I have two questions, one, the kind of information on the salary, I see that you took into account the fact that the university has only been aggressively recruiting women for the last fifteen years so, therefore, you have looked at that time period, right?

Provost Haggett: We haven't done any further analysis than what I showed you today. We could speculate and go back and analyze and there is a time factor when we look at the number of full professors, the distribution of men and women across the university and more men in colleges that tend to have higher salaries.

Senator Hottell: That leads me to my next question, given the current financial crisis problems, what kind of plans are you hoping to create to bring men and women closer to the professor level salary?

Provost Haggett: One of the ways is through the Getting to Professor Workshop scheduled in January. That \$10,000 promotion increase will shift the salaries. As long as we are doing the 3% raises, we are going to continue to have that differential. Right now the numbers of women at the full professor are not large and it is hard to get a good sample. There are very few women in particular departments. That gap has narrowed as we bring more women in to the professor level. At first it was \$15,000-\$18,000.

Senator Dowd: I have a couple of questions. First, at a previous Senate meeting there was a discussion on the proposed research misconduct policy. Myself and John McSweeney worked with Jim Trempe this summer trying to resolve the issues involved with this proposed policy. The bottom line is that a faculty body has been involved in deciding whether research misconduct took place. It was under the purview of the Research Council. That authority is being stripped from the Research Council and given to the provost. On this issue, two points, why are you taking authority this away from the faculty? Second, and this is a mechanical issue, President Jacobs was good enough to extend the period in which faculty could comment on the proposed policy. The webpage been down. I talked to Beth Hagen, and told her that faculty couldn't comment on the policy until today. She has fixed the problem in that the webpage is now up again. Faculty were told they would be given an opportunity to comment but they could not do so. Would it be possible to again extend the comment period?

Provost Haggett: Has it been down the entire time?

Senator Dowd: No, just since last week.

President Barrett: It was down for a week. It was originally scheduled to close the Friday before Thanksgiving. It was out last week and it's back up and the President extended it to December 4th, because the minutes approved at this meeting will go out tomorrow and that way the faculty will have at least a couple of days to comment.

Senator Dowd: Getting back to my original question, why are you taking this authority away from the Research Council?

Provost Haggett: First of all, I don't believe I am taking anything away. The investigative and the inquiry aspects are still with the faculty, but if you feel that I am and have more concerns about this, I believe you should comment on this on the website.

Senator Dowd: I did.

Provost Haggett: Okay. All those comments will be taken into account.

Senator Dowd: I am also member of the Graduate Council Executive Committee Last April the Graduate Council approved its Bylaws that go with its previously approved Constitution. I believe a copy of those documents were delivered to your office last May, with the understanding that they would be brought to the Board of Trustees. At that time you indicated that you wanted to review those documents prior to being sent to the Board. The Graduate Faculty have been waiting

approximately seven months for you to provide any comments you may have on those documents. When can we expect to receive your response?

Provost Haggett: Provost Gold and I will respond to Graduate Council.

Senator Dowd: Thank you.

Senator Barnes: On the gender equity issue, outside of the salary inequities, on the issue of promotion to full professor, is there a difference in the rates in more recent years? Is there more gender equity in terms of people going up for full professor in the last few years?

Provost Haggett: Yes, I believe so but I don't have the data, that's a really good question and we will go back and recreate some of that data, but, I believe there is.

Senator Barnes: Do you have a next step in terms of your initiatives for gender equity? I know that faculty appreciate the promotion seminars, but is there anything coming from your office in addition to those? Is there next step from your office?

Provost Haggett: I believe I am scheduled on December 11th to speak to the Women's Leadership Forum and I will be glad to hear what some of their suggestions for next steps might be.

President Barrett: Thank you Provost Haggett. In my report earlier I forgot to mention three things. First was the Misconduct Policy, and it has already been discussed. As for the other items, the Tenure & Promotion workshop is scheduled for Friday, January 22, and the Getting to Professor Workshop will be on Friday, February 5th. There won't be another Senate meeting until January 19th and I want to make sure this gets out to the faculty. The last item is I want to thank Andy Jorgensen for training Kathy on the usage of the clickers, for bringing his computer with the software, and for helping us with this process. Thank you for doing this for us today. Before Items from the Floor, Jamie Barlowe will update us on the strategic planning process.

Senator Barlowe: As some of you may know, the University is re-engaging in the strategic planning process and I am one of the co-conveners. We are not starting over. We will begin by assessing the progress on the seventy two goals in the current strategic directions document. We also recognize some changes in the internal and external context since the directions was completed, including significant economic and political shifts, national and global megatrends, the Chancellor's strategic plan for higher education, which came after ours, so called education-revolution. We are also re-thinking the current strategic plan in hand or new goals and are working to include implementation strategies which were completely absent from the last directions document. So far this very large group of faculty, staff, administrators and soon to include students has met twice. At the first meeting we organized into work groups that would report back to the larger committee at the beginning the spring semester. The work groups include assessment of directions, UT distinctiveness, megatrends, engagement and the educational revolution. At our second meeting, Scott Scarborough presented a financial re-group. This Thursday the strategic planning process will be discussed for the whole afternoon an all day retreat of the senior leadership, college deans and the Faculty Senate Executive Committee. I was asked by Dr. Jacobs to re-segment on Faculty Senate perspectives on strategic planning. There also will be a section on administrative and on the deans. The whole point is to get feedback on as many constituents as possible. So on Thursday I want to share with the group your perspectives, concerns and ideas on strategic planning. If you want to take a few minutes today and give me some feedback that would be great, or you can email me. Strategic planning doesn't work if all the constituents are not engaged in the process. I am looking at what other institutions have done and how their responses to the strategic planning that they have just recently done. There are a lot of ways that we can be active participants. What I really need are your comments.

Senator Barnes: I have a concern that in financially tough times we are considering eliminating programs and departments, in terms of the impact of those decisions on our existence as a full-service university. I would like to encourage those doing the strategic planning to keep in mind that part of the vibrancy of a university like this is the vastly different opportunities for students. Killing small programs simply because they are small is a short-term fix, and not really a fix at all. In my opinion, a program doesn't have to make tons of money to serve the students and the university well. That is important to me.

Senator Hottell: Along the same lines, I would like to look at the numbers in the Humanities and Fine Arts. Again, within the current financial constraints there can't be a lot of hiring, but our numbers are significantly lower than all of our peers in inspirational institutions.

Senator Barlowe: I am not sure how far down the strategic planning will drill down into those issues, but if you are talking about mission, vision and values it certainly needs to be a part of those conversations.

Senator Dowd: I have one item that you can dial up or dial down the level of cynicism as you see fit. How can faculty members believe that we are going to participate in a meaningful way in this process? The track record of this administration is to make every decision without consulting the faculty and to inform faculty of a decision only after it has been made. The administration is more than happy to have the faculty do all of the hard work but will not let faculty voices be heard before a decision is made. It sounds like the administration is doing the same again. We'll do the work but our opinions and expertise do not matter. I know this sounds cynical. I know the faculty will want to participate in this important activity. But we have to have faith and have to believe that our comments and suggestions will be taken seriously, and I do not think this will be the case. I have been discouraged by what I have seen in the past from this administration and I am not encouraged by what I expect to see in the future. Jamie, I appreciate you being involved in this project, but at this point I don't know if I would volunteer to participate and spend my time do the work for individuals who do not appreciate it. Jamie, you don't have to respond to these comments.

Senator Barlowe: I appreciate your comment. I am hopeful that with the people who are involved in the process there will be the kind of input that you are perceiving. I think the more information we give, the greater the chance of a good input.

Senator Barden: I am very concerned about this business of the university president interviewing people coming up for tenure and how that is going to be received internally and externally. When I asked recent PhD's on the tenure track at several other institutions where I have connections whether something like this is happening, the answer was a clear 'no.' I am afraid we are going to have a real crisis with prospective tenure track professors coming anywhere near the University of Toledo. The word is already out there; there was a report on this in Inside Higher Education. If President Jacobs' plan to interject a personal interview into the tenure process goes through, we are going to have a personnel crisis based on this alone. We will have a tactical mess to deal with rather than a strategic plan to implement. We shouldn't worry about our strategic planning issues until this is one matter is resolved.

Senator Dowd: As with any strategic planning process I suggest that we understand what the budget will be before this process begins.

President Barrett: If you have additional thoughts or comments on the strategic planning process, please email Jamie or me and I will pass it along.

Senator Thompson-Casado: I am confused about the status of the assessment process. I thought we were going to do our own assessment, what I understand is now the committee is going back to the administration, assuming they can convince them. I thought we had already decided on this.

President Barrett: Yes, we have. What we decided is that we would do our own assessment and work with the President to the degree he is willing to work with us and do both things. It seems like no matter what, the first step was to form a committee to handle the assessment process. We have formed that committee. At the request of the Board, several members of the Board very strongly urged us to go back and try and work with President Jacobs if we can, to see if a joint process can be undertaken. The Executive Committee's feeling was given that urging that we should at least empower the committee to undertake that as well as undertake a separate assessment if that is appropriate. We are trying to meet the desires of the Board and see if there is room for compromise but with the understanding that a separate assessment is likely necessary. We are in the right place to conduct that or to set up the group to conduct that if no progress can be made. We have not hopped directly into an immediate separate assessment based on the urging of several members of the Board of Trustees.

Senator Heberle: I am not sure you can do that. We have a clear resolution to do it one way and now you are asking us to change. I think we have to do something, it seems to me that the Executive Committee is trying to change what we already did.

President Barrett: There has been no proposal brought to you to change. What do you want to do about it?

Senator Heberle: Ask the Senate what we should do about it.

Senator Barnes: I am glad that you are working hard to work with the administration because that was one thing we voted to do. I think we should also go forth with our own assessment, as we also voted to do. And if there is a huge discrepancy in terms of the results of the two surveys, that can be very revealing, and it is worthwhile to do our own survey to determine that. I think we should do what we voted to do.

Senator Rouillard: We can still do our own assessment and continue to cooperate with the president, but the assessment that we do should start now.

President Barrett: So this is something we may want to vote on. What I am hearing from those speaking up is the view of this group is that we should ignore the Board's request and proceed on our own. We were asked specifically to try to work out one consolidated assessment and if we proceed to do our own separate assessment without at least trying to have this group see if some process can be thought of, that we can live with and the administration can live with, we essentially are telling the Board that we are going to do our own thing. We, the Executive Committee, are trying to accommodate both the spirit of the resolution and the desires of this group, and the request of the members of the Board of Trustees so that the results would be valued. There are a number of experts on the assessment committee and they are charged with doing both.

Senator Barnes: Did they specifically say they don't want you to proceed with your own?

President Barrett: It was not the entire Board of Trustees, it was William Fall and Olivia Summons, the chair, and the Executive committee and we were asked to try as best as we could to see if we could do one assessment that everybody was okay with. Is this a fair statement of what we were asked, members of the Executive Committee? I don't want to misrepresent anybody.

Senator Dowd: Board Chair Olivia Summons was sincere when she asked us if we would work with the administration on an assessment tool. She indicated that she really would like us to work with the administration. Senate President Barrett summarized the motion that was passed by the Senate accurately, saying we will try a two-prong attack on this issue.

President Barrett: My sense was that their reaction to the two-prong approach was 'can't we just do one thing.' It was never expressly stated, 'don't do your own assessment.' However, my sense was they wanted just one assessment.

Senator McSweeney: My sense was to do something that satisfies everyone's needs.

Senator Baumgartner: My impression was that this committee would move forward with the formation of an assessment committee to begin planning our own assessment. This doesn't mean we can't explore collaboration with the President's office at the same time.

Senator Olson: I missed two meetings because of travel. What I hear is, I read the resolution that was passed by the Senate, there is no doubt in my mind that the Senate has said many times that we would do our own assessment and we need to do it now. We would like to participate with the President, but the Senate has to do it's own assessment and it should begin now.

Senator Anderson: I think we have been asked many times to cooperate hasn't brought much fruit. And I don't think that anything that we do together will bear any resonance to the faculty as a whole. I do feel we need to conduct our own survey.

President Barrett: I don't want to say I am not skeptical about this, but to me it was not a request from the administration or President Jacobs. It was a request from the chair of the Board. I apologize if this goes against what you want us to do, but we can always change direction. The committee convened today, I send them the charge today, I can send them an email after the meeting and say cross out the first part and go to the second.

Senator Heberle: At the very least, the Executive Committee should have brought us the proposal to change what was decided two weeks ago. For future reference if this happens again, at least bring us a proposal to vote on again. Don't tell us that you have changed what we have decided on,

because you feel you must defer to the Board. I will not defer to the Board on this. It is very apparent the spirit of this body the faculty wishes to do an assessment, very clear from the start of this conversation, and that's the only thing of credibility among the faculty of this institution and that's what the Faculty Senate represents, is the faculty of this institution. In a shared governance relationship with the administration, we came up with a fabulous proposal two weeks ago and that is we shouldn't be doing autonomous evaluation. I hear the resistance from you, John, and I understand, and I would like to say the spirit of this body was to do our own independent assessment, and the President is dragging us on again.

President Barrett: I am not even remotely resistant to that as a decision maker. We all decided as an executive committee after meeting with the Board that this was the best course of action. We have not tried to hide this from you. This is the first meeting we have had since that resolution. I had a choice of forming a committee, trying to have a meeting with them, giving them a charge and get the ball rolling, or delaying until I brought something to you today. I made the choice to form a committee, and give them the charge as quickly as we could over the Thanksgiving Holiday, realizing that we could always take out part of the charge, but at least the group is convened and created. That's why I didn't first come to you for authorization, because I wanted to act with haste. On a personal view, yes, I did give way- it was a Board request, but at the end of the day, I think we are going to do our own assessment. This was out of the respect I feel we owe to the Board of Trustees.

Senator Dowd: I am strongly in favor of the Senate conducting its own assessment of the President and the Provosts. However the meeting with the Board members, I walked away with a slightly different interpretation. It did not negate the Senate conducting its own evaluation. With regard to any potential cost to that meeting, well, we lost only five days of action but this was an opportunity to speak with Board members. Senate President Barrett already formed an assessment committee and those committee members know there are two issues to deal with. I thought that meeting with the board members was the fair thing to do. It was in no way meant to undermine a clear directive from the Senate.

Senator Heberle: The point is that John announced this to us and challenged us saying, 'what are you going to do about it.' I just wanted to make that clear. I prefer we don't change what we already said we were going to do.

President Barrett: Okay.

Senator Solocha: I commend you for taking the steps, I disagree with the conversation very strongly if we are going to have shared governance, that means we have to work with the administration. We have to work with the Board of Trustees in the way that will be respectful. I don't understand what the point of this evaluation is. If you are going to change people's behavior, you are not going to change people's behavior in this manner. You will change it by cooperating with the administration.

Senator Jorgensen: I would like for us to move forward, we spent way too much time on this matter. I'm glad a committee is appointed the members of this committee are very good people who are experts in their field. In all practicality the survey to the faculty could not possibly go out until second or third week in January, it couldn't possibly go out now. You would need at least two weeks to allow responses, so my suggestion is the committee proceed and sort out the computer technicalities but also trying to get the Board to agree that this survey would meet their needs. If they wanted to add a question or two, that would be fine. I think it would be a great benefit if the Board would buy into it early. I envision the possibility of this survey for this institution particularly for the Board of Trustees, because the Board gets very little input in terms of what's going on. I think this would be very valuable for the Board and that it would be objective so I would like for them to buy into it. The committee should be proceeding with the survey and have it in everybody's mailbox early in January.

President Barrett: My sense from the meeting with the committee today was that the survey is not ready to go as is because it was designed to assess deans and not other administrators and it was only a certain type of assessment, and so the committee would have to do some tweaking and changing to do and it's going to take a little time.

Senator Piazza: I would like to address what was discussed earlier, I do not believe the Board is asking us to essentially circumvent what was said. What the two board members basically approached us with was having an integrated evaluation system but separate evaluation that is occurring at the same time because the Board wants to hear us. They want other stakeholders in the evaluation process. The idea here is that as we are proceeding to develop our own evaluation and assessment instruments and procedures, to take a look is it possible to integrate these rather than having three separate types. If that's possible then we would come back to you with proposals. We are not proposing to do anything right now to do or not to do what was passed at the last meeting. At this point we are merely investigating whether or not it is possible to have something that would get the faculty's voice. I have been involved with these assessments where if we have something to come back with, we will. It's way too early with a proposal right now. We may need separate instruments for these various levels as well. I just wanted to assure the Senate that in no way we will ignore the charge that has been given us, we are merely investigating if there are other possibilities out there. If there are, we will tell you about it. If not, we will proceed with what's been given us.

Senator Barnes: Was it your sense that when the Board said they wanted to work with us, that they might be interested in using the survey we were doing?

President Barrett: It is not my sense that the Board intends to run the assessment in that sense. The sense is that the President would run the assessment of any other administrator. The Board is in charge of the president's assessment so they don't even particularly want to look at an assessment that would be applied to deans, provosts, that's something for us to work out with the President.

Senator Piazza: The one we have was designed for deans, however, to see if even the unified process is something that they want to measure, and then address the criteria of different levels of assessment.

President Barrett: It was clearly expressed that the Board needs broad input in the assessment. It can't be just the Board assessing the president, it should include the faculty, staff, community. It should be a broad based input.

Senator Barnes: Are they going to use an outside evaluator at all? That's what I thought you meant.

Nick Piazza: That would be a mutually agreeable approach to the Senate. We are not going to negotiate that. What we are going to do is investigate that it is the best way to proceed the different procedures that are going on right now, the President evaluating people under him, the Board evaluating the President, that would include faculty, staff, community leaders and other folks, if we find a process that we can agree on.

Senator Barnes: Are we responsible for assessment of the President by other entities, or are we just responsible for faculty assessment?

President Barrett: We are trying to find a mechanism for faculty assessment of these people that can be mutually agreed upon. This committee is not in any way charged to look into assessment by other constituencies.

Senator Fink: Having heard both sides and all the arguments at this point is there a certain time limit that my colleagues could agree to that give them the discretion to look into this that can be adequately resolved that we would go with Plan A? But since the Board has asked for this and if any needs can be met then we can go with Plan A. Just so that this doesn't go on endlessly. Can we have a set period of time to explore these matters, would this be acceptable to all of you. Come up with a proposal and a reasonable amount of time to work it out and follow the original proposal, otherwise if we can get the Board to listen to us that would be great.

President Barrett: Our next meeting is six weeks away, if nothing is agreed to by then, we should be well on our own path.

Senator Fink: If that was the case then we wouldn't have any of these problems. In five or six weeks in January we will still get the results in a reasonable period of time.

President Barrett: Whatever time is needed. Even if they decide tomorrow that they can't find middle ground, that we have to go to our own assessment, there is still the time necessary for the

committee to adjust the tool to something they feel is more appropriate. I can't say when the tool will be ready, I am not an expert.

Senator Anderson: If we are going to bringing back something at the first meeting in January we will need the tool, it will either be their tool or our tool. We then vote on that.

President Barrett: If we are doing our own assessment, in my vision we would not bring the assessment tool for Senate's evaluation. I was going to defer to the committee's assessment experts. If they think the tool is appropriate they should disseminate it, collect the data and when the data is all together we will bring results to Senate. If you want the tool to be approved that's fine, but that was not something I had envisioned. I am not going to bother people during exams and Christmas with a major change in the tool.

Senator Barden: This committee should be able to do two things at once, we don't need wait on one while pursuing another. It's part of the Constitution of the Senate - we have to do this. Our vote was just substantiating our constitutional duty anyhow, and that has to be done. If the administration cooperates, that's fine. We do not have the money for an outside assessment tool, the way the administration has. It is our duty to do this. The only issue here is whether the Board will cooperate with us; that's what I am getting from the Executive Committee. Why don't we go ahead as a faculty committee and do what we are obligated to do and also simultaneously see if we can find common ground.

Senator Jorgensen: This has to be settled by the next meeting. If I can be direct, the Faculty Senate Executive Committee does not have that much time to maintain credibility. It has to be done in early January. The process has to be well along the way in January. The level of frustration on this is tremendous.

Senator Olson: There is one thing that has not been mentioned and that is observed, the comments and the evaluation of faculty are held separate from those of the staff and separate from those of other administrators. In other words, they should be easily recognized that they are from the faculty.

President Barrett: I mentioned this issue in the charge to the committee, that the faculty wants very much to see the results of the process.

Senator Heberle: I am hearing two different things. On one hand John first announced that he has charged the committee with a negotiation process with the Board. And if it didn't work out then we would go ahead and do our own assessment. Throughout the conversation I heard other things, other members of the Executive Committee heard something else, not really sure what the actual conversation was really like. I just want to point out that the proposal that we passed, almost unanimously as I remember it, was to do both things. So I am not sure, either the Executive Committee is telling us to wait to do the independent faculty assessment until further negotiations by this committee with the Board, or not. Now if you are proposing that, let's vote on it now so that we know if we are still waiting to start our own independent assessment until we find out yea or nays if we are happy with the cooperation. If you are not proposing that, than everything everybody has been saying is what we already proposed. And that is that we do our best to cooperate with the Board on any kind of assessment, and do our own independent assessment.

President Barrett: I am going to ask Nick to make a comment and let's vote, or not vote, and then let's move on. I charged the committee, I left the room because I had to go to the doctor's, I do not know how they decided to proceed, so let's hear from Nick. If you don't like how they are proceeding, we can tell them to proceed in a different manner. Nick, how is the committee going to proceed?

Senator Piazza: At this point, the plan is to talk to Dr Jacobs as soon as possible to even see if it's going to be possible to find something that will be mutually acceptable. At that point we should make a determination, and what I hear is that the Senate does not want to wait. We also have to be prepared to move forward with our assessment. At this point at the end of our meeting today the idea was to find some time to get to President Jacobs to layout what the Faculty Senate expectations are and see what we can live with and what we can't live with.

Senator Barnes: To me, it sounds like you still are saying "either/or." What I thought we voted on was on, "yes/and." We voted yes to working with the President, and yes to proceeding with our

own assessment. You sound like you are saying, “If we can’t work out the process, then we proceed on our own.” What we voted on was, “Let’s work out the process” and “Let’s proceed on our own.”

Senator Piazza: If it looks like there is something that could be mutually agreeable then we would bring that proposal back to the Senate to see if that is what the Senate wants.

President Barrett: Why? As I understand it, we are not saying proceed with the joint thing, we are saying do the independent thing no matter what, and do the joint thing.

Senator Heberle: That’s what we voted on.

President Barrett: I will tell the committee that is what we want.

Senator Barden: It is in our constitution; we’re not obligated to do what the Board says to do. The administration is, but the faculty is not.

Senator Thompson-Casado: We already voted on this.

Senator Barlowe: Not everybody is clear.

Senator Heberle: So you want to re-vote what we did two weeks ago?

Senator Dowd: The Senate vote was clear. Talk with the administration, see if they want us to participate in their process, but at the same time we need to proceed with the Senate’s evaluation of the President and Provosts. If we get the opportunity to work with the administration on some assessment tool that will compliment what the Senate does, then that is terrific. However, the Senate was very clear about conducting our own evaluation.

President Barrett: I will send an email to that affect to the committee tonight. Anything else from the floor? Turning to our reports. Prof. Gilbert is unable to join us today for personal reasons. We have more speakers than time. Steve Peseckis will give us a report on the Undergraduate Curriculum and Steve LeBlanc has an item on a Math course that we will be voting on.

Senator Peseckis: The list of courses for your approval was sent to you previously, and the committee recommends that you approve the list of courses, using the clickers, press A for approved, and B for not approved.

President Barrett: Is there a way to vote yes or no?

Senator Jorgensen: This is running anonymously, I don’t generally run anonymous responses so I can’t confirm that it will work.

Senator Heberle: Didn’t we decide whether we were going to discuss to vote anonymously or not?

President Barrett: No.

Senator Peseckis: Let’s try the clickers.

President Barrett: While we are trying to get the clickers to work, let’s just take a vote. All in favor of approving what the committee recommends, please say “aye.” Opposed? None.

Motion passes.

New Course and Course Modification Proposals Approved by the Faculty Senate on December 1, 2009

College of Arts and Sciences (ARS)

Course Modifications

ENGL 4650 African American Writers Before the 20th Century 3 ch

- Change title to “African American Literature To 1920”

- Update Catalog Description to “A survey of African-American prose, poetry, drama and fiction from the colonial period to the period defined as the Harlem Renaissance. Recommended: ENGL 2800 or 3790.” (Note: No change in course pre-requisites)

- Reason: The previous description was at odds with the title. In addition, placing the cutoff between the periods studied in 4650 and 4660 at 1920 gives the instructor more flexibility in the authors covered.

- Content change: Authors of the first two decades of the twentieth century will be added to the previous coverage of African-American literature in the eighteenth and nineteenth centuries.

ENGL 4660 African American Literature in the 20th Century 3 ch

- Change title to “African American Literature After 1920”
- Update Catalog Description to “Study of the literary achievement of major African-American writers from the Harlem Renaissance to the present. Recommended: ENGL 2800 or 3790” (Note: No change in course pre-requisites)
- Reason: Clarifying the relationship between this course and 4650 (the two are generally taught in sequence). Also, Ed Bullins is no longer taught in the course; the new description gives the instructor more flexibility.

ENGL 4850 Studies in the Work of a British Author 3 ch

- Change title to “Studies in the Work of a Single Author”
- Reason: The only single-author numbers in ENGL are this one and 4860: Studies in the Work of an American Author. This change will allow the department to offer courses in authors who are neither British nor American. Such authors will probably include anglophone world writers such as Salman Rushdie.

College of Engineering (ENG)

Course Modifications

CSET 3150 Advanced Programming 4 ch

- Change title to “Introduction to Algorithms”
- Change prerequisites from “None” to “CSET 1200, CSET 3010”
- Update catalog description to “The course covers topics in basic algorithm design and analysis of traditional algorithms such as sorting algorithms, selection algorithms and graph algorithms, with the focus on building correct and efficient algorithms based on the known algorithms. Besides, advanced data structures such as hash tables, binary search trees are covered in the course.”
- Reason: To meet ABET CAC Accreditation requirements.
- Content change: The course will focus on Algorithm development instead of program development.

College of Pharmacy

New Courses

PHPR 3670 Chemical Dependency and the Pharmacist

- Lect: 3 hr; 30 students/semester, 30/section; Semester offered: Fall and Spring, Every Year
- Prerequisite: P1 standing, ECON 1200, or permission of instructor.
- Catalog Description: Overview of chemical dependency and substance abuse, with emphasis on the neuropathophysiology of dependency and the pharmacology of drugs of abuse. Also includes extensive review of the impact of chemical dependency on the healthcare professional, with a focus on the impact to pharmacists.
- Fit: Can serve as an undergraduate elective in the PharmD curriculum

Senator Steve Leblanc: Is there a trigger mechanism when you approve something that it automatically shifts to the catalog that is online so that it actually makes the change?

President Barrett: Is Marcia King-Blandford is still here?

Senator Dowd: No, she has left.

President Barrett: I personally do not know the answer to that. Steve Peseckis, when we pass a resolution what happens to the information so that it gets incorporated to the catalog?

Senator Peseckis: Once we approve the courses or modification to that course, I sign off on it, it then goes to Marcia King-Blandford in the Provost’s Office and she processes it appropriately making sure it complies with the State and then it gets forwarded on to the Registrar’s Office. The Registrar’s Office puts it in the system. As the Registrar enters that material then it is uploaded.

V.P. McMillen: While they are getting the computer ready, I was going to talk about government relations because it appears you won’t get to me today. Specifically I wanted to speak today about

the retirement systems in the State of Ohio and what is going to happen legislatively. But since I may not have a chance to do my report, since time is running out, I did want to alert everybody that this Sunday there is going to be an article in The Blade. It's an investigatory article from The Columbus Dispatch about the state of the retirement system. The communications people just confirmed that today, and apparently it will not be a very pretty picture and there are some concerns. If you have been following the news on STRS on its website or OPERS, you know there are many fiscal problems. There is a plan to resolve these problems and the plan stretches out over the next decade but everything that has to be solved, everything the plan is proposing has to be acted on by the legislature. The legislature runs the STRS, it doesn't manage it but it makes all the rules, and changes the rules. This could impact everybody in the room even if you are in the ARP type situation it could impact you, colleagues could retire, staff could leave. We have 500 people to our knowledge that are eligible to retire in each of the next three years. There are many things that you all should be aware of. So I urge you to pay attention to this. I will be happy to come back and talk about it as the legislative process gets going.

President Barrett: Thank you Bill, sorry we didn't get to you.

Senator LeBlanc: There was an email sent to you about this new course being included in the Core Curriculum. The committee voted to recommend this course be included in the University Core Curriculum and we ask for your approval.

President Barrett: This is a consent agenda item, unless people want to discuss it, we just need to vote on it. Vote A if you approve, or B if you not approve and C if you chose not to vote.

Senator Jorgensen: It indicates that only 10 voted. Press the button really hard. If some of you fooled around with the GO button, you may have disconnected your clicker from the system. To make sure it is with the system, hit GO button, then 33, then GO button then 1. Then vote. It only takes one vote from each clicker, so it doesn't matter if you pressed it more than once. It now shows that only 19 voted.

President Barrett: Let's do a voice vote just to confirm. All in favor of approving the course recommendation, please say "aye." Opposed? None. *Motion passed.*

**New Course Proposal Recommended by the Faculty Senate University Core Curriculum
Committee for inclusion in the Core Curriculum by the Faculty Senate
on December 1, 2009, and approved on 12/1/09 at the Senate meeting.**

Math1200 – Mathematical Modeling and Problem Solving

Core Curriculum Committee

Steve LeBlanc, Eng. Chair
Mike Caruso, A&S
Renee Heberle, A&S
Jim Zubricky, A&S
Udayan Nandkeolyar, Bus.
Berhane Teclehaimanot, Educ.
Terry Cluse-Tolar, HSHS
John Phillips, Lib.
Susan Batten, Nurs.
Mary Powers, Pharm.
Linda Gubbe, U. College

President Barrett: We will try the clickers again next meeting in January.

We are basically out of time, I apologize to Dr. Glassman for not getting to him.

Are there any calendar questions? Any other business, old or new? Please return the clickers to Karen Hoblet. May I have a motion to adjourn? *Motion was made and seconded.*

VII. Adjournment: Meeting adjourned at 6:00 pm.

Respectfully submitted,

Nick Piazza

Faculty Senate Executive Secretary

Tape summary: Kathy Gabel

Faculty Senate Office Administrative
Secretary

