

Graduate Council Minutes
February 19, 2013
12:30 – 2:00 p.m.
Health Science Campus, Health Education Building, Room 103

Present: Brian Ashburner, James Benjamin, David Black, Amanda Bryant-Friedrich, Mary Ellen Edwards, Max Funk, Charlene Gilbert, David Giovannucci, Renee Heberle, Mohamed Samir Hefzy, Wayne Hoss, Ruth Hottell, David Jex, Sara Lundquist, Monica McKnight, Holly Monsos, Timothy Mueser, Douglas Nims, Lori Pakulski, Nick Piazza, Frank Pizza, Susan Pocotte, Patricia Relue, Dorothea Sawicki, Constance Schall, Rebecca Schneider, Cynthia Smas, Mark Templin, Gerard Thompson, Joshua Waldman, Kandace Williams.

Excused: Barbaranne Benjamin, Timothy Fisher, Kay Grothaus, Jungwan Kim, Patricia Komuniecki, Anand Kunnathur, Snejana Slantcheva-Durst.

Absent: Paul Hong, Joseph Margiotta, Surya Nauli, Randall Ruch, Susan Sochacki, William Taylor, James Trempe, James Willey.

Call to Order, Roll Call, and Approval of Minutes

The meeting was called to order and the roll called. The Minutes of the January 22, 2013 Graduate Council meeting were approved.

Executive Reports

Report of the Executive Committee of the Graduate Council

Dr. Nick Piazza, Graduate Council Chair, reported that the main topics of the Ohio Faculty Council Meeting of February 8th were the new workload policy at the University of Toledo and contract negotiations at Bowling Green State University. He mentioned that there was great interest in what was happening with workload at the University of Toledo. During the course of discussion at this meeting, it became apparent that other universities in Ohio are reporting budget deficits. The consensus was that, eventually, all of the institutions in the University System of Ohio will most likely be looking at increasing teaching loads as a deficit-reduction strategy. In fact, Capitol State has already increased workloads to deal with projected deficits. Workload appears to be a vulnerable topic as universities are increasingly moving toward a very strict interpretation of Section 3345.45 of the Ohio Revised Code (ORC), which states that faculty workload policies are “are not appropriate subjects for collective bargaining” and that “any policy adopted ... by a board of trustees prevails over any conflicting provisions of any collective bargaining agreement...”. Included is the URL for this section of the ORC for those individuals interested in reading the law for themselves (<http://codes.ohio.gov/orc/3345.45>). Also included is the URL to the OBOR site that specifies what activities should be used to comprise workload (<http://www.ohio.edu/policy/18-009.html>). These will be mailed out with the minutes of today’s meeting.

Ohio Faculty Council members, like many here at The University of Toledo, expressed concern that an emphasis on increasing teaching load would have an adverse impact on research and, consequently, on instruction. Additionally, there was concern that emphasizing teaching loads would have an adverse impact on the student experience and create problems with student recruitment and retention. Finally, recruitment and retention of quality faculty who would be looking for institutions that would support their research would be adversely affected as well.

The emphasis on increasing teaching load does not seem limited to individual institutions. [Ohio House Bill 59](#), the state budget bill, was released in its entirety on February 12th. HB 59 includes policy that allows institutions to increase workload for full-time faculty at Ohio's public colleges and universities by one course per year over their 2012-2013 teaching load for what would amount to be in perpetuity. It would also require that new faculty "maintain a comparable instructional workload to that of other faculty members at the same institution." This suggests that giving junior faculty reduced teaching loads to start their research would be prohibited under law.

Dr. Piazza believes there are two problems with HB 59. First, is that it creates a number of false equivalencies in that it makes no distinction between research-active and teaching faculty, no distinction between faculty with external funding and those without, no distinction between new hires and established faculty, no distinction between undergraduate and graduate teaching, and on and on. The second problem with HB 59 is that it makes no mention that it is trying to solve a budget deficit problem. The underlying assumption of HB 59 appears to be that faculty are fat, lazy, overpaid, and underworked. Dr. Piazza finds this assertion to be offensive and completely lacking any evidentiary basis.

Dr. Piazza reported on a follow-up item regarding the University Council (UC). University Council is now in the process of populating its committees. This effort is largely being handled by Vice Provost John Barrett. Of most interest to this body is the Graduate and Professional Academic Programs Committee. Members of this committee include:

Nick Piazza, Chair, Professor, School Psychology, Legal Specialties and Counselor Education
David Giovannucci, Associate Professor, Neuroscience
Llewellyn Gibbons, Associate Professor, Law
Jeffrey Gold, Professor, Chancellor & Executive VP for Biosciences & Health Affairs, Dean COM
William Messer, Professor/Chair of Pharmacology
Marlene Porter, Instructor, Director for Outreach, Assessment, Grants & Development Liaison
Kathleen Salyers, Associate Professor, School Psychology, Legal Specialties and Counselor Education
Scott Scarborough, Provost, Executive Vice President of Academic Affairs
Dale Snauwaert, Professor, Education
Joshua Waldman, President, Graduate Student Association

This committee has not yet been charged. The role and function of the committee has yet to be articulated, and the relationship between this committee and the Graduate Council and the College of Graduate Studies has not yet been determined. President Jacobs, at the first UC meeting, did say that he did not want to see much redundancy or overlap between the functioning of UC committees and existing governance structures. Dr. Piazza hopes to learn more at the next UC meeting on Friday, February 22nd. Both Dr. Piazza and Mr. Waldman are on the agenda as a discussion item relative to the UC.

Finally, it was announced recently that there was a finding in favor of the UT-AAUP where it had been determined that there had not been "effective consultation" with the Faculty Senate prior to the breakup of the College of Arts and Sciences and the creation of the Colleges of Visual and Performing Arts; Language, Literature, and Social Studies; Natural Sciences and Math; and the Judith Herb College of Education, Health Science, and Human Service. While this ruling is being appealed, it is noteworthy that Provost Scarborough met last week with the Faculty Senate to begin the consultation process that will be part of the implementation of the *Imagine 2017* strategic plan. Dr. Piazza encouraged the members of Graduate Council to read the Faculty Senate minutes and follow the ensuing discussions.

Report of the Graduate Student Association

Mr. Joshua Waldman, President of the GSA, reported that the 4th Annual Midwest Graduate Research Symposium (MGRS) will be held at the University of Toledo on Saturday April 20th. He reminded members of Council that the GSA continues to look for judges. They have located poster display boards for purchase and are moving forward with the purchase. Dr. Alan Shaw, who was the first Ph.D. graduate from the former Medical College of Ohio, will be serving as they keynote speaker for the MGRS. Dr. Shaw's CV includes holding various Executive Directorships at Merck, serving as CEO of Vaxxinate, and currently serving as the CEO of Vandantra, an MIT start-up company.

The GSA will be offering a professional development series wherein they host individuals who have used their graduate degrees for careers outside of academia. This will consist of a humanities panel and a sciences panel.

The GSA would like to invest in graduate research. Previously, this was not an option for the GSA since is considered a student organization. However, the administration has agreed that the GSA should be exempt for guidelines focused on undergraduate student organizations and has approved that part of the GSA budget may be used to support graduate research projects. Mr. Waldman would like to ask the Graduate Student Affairs Committee of the Graduate Council to assist in overseeing this program and plans to meet to meet with this committee in the near future.

The GSA has also received approval to support recruiting efforts, and Mr. Waldman plans to push for a vote on an amount to be allocated towards supporting the recruiting efforts at the next GSA meeting.

Report of the Vice Provost for Graduate Affairs and Dean of the College of Graduate Studies

COGS Associate Dean, Susan Pocotte, relayed that Dean Patricia Komuniecki sends her regrets that health issues prevent her from attending today's meeting. Dr. Pocotte reported that COGS has received 85% of the FY13 stipend and tuition scholarship funding and has already allocated that funding to the academic colleges for FY14 to cover the continuing students and start the recruitment process for new graduate students. Further, she reported that Dean Komuniecki has been working with the senior leadership to get additional GA funding released as soon as possible.

Dr. Pocotte suggested that questions be addressed to college associate deans for further information. If questions cannot be addressed by them, please send Dean Komuniecki an email.

Information and Discussion Items

Update on University Council

Dr. Nick Piazza and Mr. Joshua Waldman attended the University Council meeting on January 18th. Dr. Piazza stated that the Graduate Council has seven functions as currently outlined in the GC Bylaws:

1. Review and approve new and modified curricula and programs;
2. Determine Graduate Faculty membership;
3. Work with Dean and Vice Provost Komuniecki on policies and procedures related to admissions, academic progress, graduation, and other academic matters;
4. Advise and assist the GSA;
5. Hear graduate student academic appeals and grievances;
6. Review applications and make recommendations on scholarships, fellowships and awards; and
7. Participate in the graduate program review process.

Although the Bylaws of the Graduate Council provide committees to perform these functions, nowhere in the Constitution of the Graduate Faculty does it state that Graduate Council has been designated to perform these functions on behalf of The University of Toledo or the Board of Trustees (BOT), thus potentially creating an opportunity for other governance bodies to claim these functions as their responsibility.

Mr. Waldman stated that if the Graduate Council wishes to have agenda items presented to UC, that some of the current members of the UC, such as Dr. Piazza, Mr. Waldman or Dr. Dowd, can be contacted with the likely certainty that it will be discussed. If you have any agenda items for the March 5th UC meeting, please forward them to us by March 4th.

Mr. Waldman summarized comments made by President Jacobs regarding the role of the University Council (UC). Dr. Jacobs stated that UC wishes to serve as a voice to provide information to the board—essentially serving as a conduit. He supported expanding the number of individuals who report to the BOT and proposed that CFO David Dabney present a report on the UT budget to the University Council at its bimonthly meetings. This will help to provide fiscal transparency between the faculty and the BOT.

Dr. Piazza commented that he will present additional information about the UC to Graduate Council once it is received. He asked that Graduate Council members to share their ideas about how the role of UC.

Discussion of the Faculty Workload—Re-importance of Graduate Education and Research

Dr. Max Funk reported that roughly one-third of the degrees issued by The University of Toledo are graduate degrees. Dr. Funk also reported that after spring semester 2013 he will be retiring from The University of Toledo and will be joining the National Science Foundation in Washington D.C. Dr. Funk explained that the changes in faculty workload will affect the chemistry department's graduate recruiting process. The department is in the middle of recruiting for next fall and since the workload agreement includes minimum enrollments, the situation exists that there may not be a program to recruit students into. They have two types of graduate courses—advanced and specialized. The advanced courses give a broad picture while the specialized courses give a detailed picture. The advanced courses would most likely run under the new guidelines of 20-25 graduate students; however, the specialized courses would not run under the workload agreement. Dr. Funk suggested that the entire graduate faculty came to this university in order to do research and participate in graduate education. He stated that very nearly 100% of the money that comes to The University of Toledo from external grants goes to doctoral degree granting departments and programs. We do have faculty members that can compete for single-digit percentage payline awards. However if those faculty members perceive a threat to research and graduate education, they will take advantage of opportunities at other academic institutions. In chemistry, 10 faculty members have done this, and this trend will continue. He asked for ideas from the Graduate Council.

Discussion:

It was suggested that some type of plea be made to Provost Scarborough for exceptions to be made to the workload agreement. Some Graduate Council members mentioned that they have met with Provost Scarborough on this matter. Drs. Patricia Relue and Renee Heberle asked about the document that had been drafted by a faculty group. Dr. Relue then retrieved the document to project for Graduate Council to review and discuss. A concern was made that our faculty complains, but provide no alternative solutions and posed the question of “how can we make grad education work so that it is financially viable?” Many comments and concerns were shared concerning the content of the letter.

[MOTION: The members of Graduate Council voted unanimously to instruct the GCEC to work with the leadership of other organizations (such as Research Council and Faculty Senate) regarding a response to the faculty workload policy to be sent to the Provost, Chancellor, President and Board of Trustees expressing the graduate faculty's concerns regarding the new workload policy and to suggest alternative actions.]

Standing Committee Reports

Report of the Curriculum Committee

None.

Report of the Membership Committee

None.

Report of the Bylaws Committee

None.

Old Business

None.

New Business

None.

Adjournment

There being no further business the Council adjourned at 2:00 p.m.