

UNIVERSITY OF TOLEDO
Minutes of the Faculty Senate Meeting of September 12, 2023
FACULTY SENATE

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

approved @ FS on 9/26/2023

Summary of Discussion

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

President Rouillard: Welcome to the second Faculty Senate meeting of academic year, 2023-24. I call this meeting to order, and I ask Secretary Coulter-Harris to call the roll.

Senator Coulter-Harris: Thank you, President Rouillard.

Present: Ammon Allred, Tomer Avidor-Reiss, Gabriella Baki, Bruce Bamber, Sharon Barnes, John Bellizzi, Sheri Benton, Terry Bigioni, Timothy Brakel, Ritu Charavarti, Carmen Cioc, Daniel Compora, Deborah Coulter-Harris, Vicki Dagostino-Kalniz, Maria Diakonova, Holly Eichner, Hossein Elgafy, Elyce Ervin, Collin Gilstrap, Karen Green, Sally Harmych, Rene Heberle, Samir Hefzy, Cindy Herrera, Mitchell Howard, Jason Huntley, Gary Insch, Ahalapitiya Jayatissa, Dinkar Kaw, Revathy Kumar, Linda Lewin, Kimberly McBride, Daniel McInnis, Thomas McLoughlin, Kimberly Nigem, Mahasin Osman, Elaine Reeves, Jennifer Reynolds, Linda Rouillard, Eric Sahloff, Paul Schaefer, Barry Scheurmann, Gaby Semaan, Kathy Shan, Chunhua Sheng, Stan Stepkowski, Steven Sucheck, Weiqing Sun, Jami Taylor, William Taylor, Kasey Tucker-Gail, Jerry Van Hoy, Aela Vela, Randall Vesely, Don Wedding.

Excused Absence: Catherine Johnson, Lauren Koch, Mohamed Moussa, Mohamed Osman, Lee Strang

Unexcused absence: Elissar Andari, Puneet Sindhwani, James Van Hook

Senator Coulter-Harris: President Rouillard, we have a quorum.

President Rouillard: Thank you, Secretary Coulter-Harris.

Senator Coulter-Harris: You're welcome.

President Rouillard: Those of you online, if at any point you can't hear, please let me know and we could start using microphone. The first order of business is to adopt the agenda. Is there a motion to adopt the agenda as you see it?

Senator Vesely: Please get closer to the microphone.

President Rouillard: Okay.

Senator Tucker-Gail: So moved.

Senator Semann: Second.

President Rouillard: Our next order of business is approval of Minutes from the August 29th meeting. Quinetta circulated those. I would caution you, the voice recognition software for this does not necessarily distinguish between consonants very well. So, you need to make sure that you read your comments to see if there's anything that you need to redact. That said, is there a motion to approve the Minutes?

Senator Semann: So moved.

Senator Brakel: Second.

President Rouillard: All those in favor of approving the Minutes say 'aye.' Any opposed? Any abstentions? Those online, you could also vote in the Chat box. Quinetta, can you get to the WebEx so we can monitor the Chat box? Thank you. *Motion Passed.*

The Faculty Senate Executive Committee Report: Now you should all know that Interim Provost Risa Dickson has been replaced by Interim Provost Molitor. He is here with us today and will address us later on in the agenda. The Provost ad has been posted internally and By now you know that Interim Provost Risa Dickson has been replaced by Interim Provost Scott Molitor. The Provost job ad has been posted internally (see <https://www.utoledo.edu/career/executive-search/docs/provost-evp-academic-affairs.pdf>) and externally in HigherEd Jobs and in the Chronicle of Higher Education. Review of applications will begin on Oct. 19.

President-Elect Kim McBride and I met with President Postel on 9/7. The President described the Provost search timeline, anticipating a decision late December. This will push back the dean searches until after the appointment of a new provost. Much of our discussion focused on the increasing power of the finance office. We stressed once again that academic affairs cannot be declared to be losing money if we are able to shift 15 million over to auxiliaries.

FSEC was invited to the ALT meeting on 9/8/23. Diane Miller gave an update on SB83 saying that the full House would probably not take up the bill until late November. Proposed changes include shorter trustee terms, student evaluations to count for only 25% in a faculty member's assessment, a less prescribed syllabus, workload parameters to be developed by the chancellor who will also develop the required American History course, elimination of restrictions on enrollment of Chinese students, and a new definition retrenchment. Only faculty unions would be prohibited from striking. DEI imperatives remain. The revisions define intellectual diversity but have removed gender identity from the category of controversial subject matter. Specific DEI interdictions will not apply if required for accreditation or grants. Senator Cirino's latest attempt to justify this bill include declaring it will produce cost savings.

On a related note, Janelle Shaller reminded us that while race cannot be used in student admissions, it still does apply in equal opportunity employment.

Julie Quinonez addressed the cPOS module now installed in Banner. While the registration audit related to financial aid is not new, the cPOS module is. The problem is that the cPOS module is not compatible with our degree audit program. 210 students or 1.8% of our student population was affected by this incompatibility. Julie told us that students have a cap of 180 hours for financial aid.

Interim Provost Molitor told us that we will not be calculating merit along with arpas for one more year, but next year we will return to the merit 1-5 scale rating. The lecturer deadline for submitting arpas is no longer the last day of fall classes, but is listed on the academic personnel calendar as being due on Jan. 12, 2024. TT/T arpas are due to the DPC on Sept. 25.

The next faculty workload forms will automatically be filled out when the fall 24/25 schedules roll in Banner, filtering out independent studies. Changes to Banner will automatically change workloads. These automated forms should come out in November.

We were also reminded us that 4000/5000 courses need to have different learning outcomes and pre-requisites.

In the wider world of higher ed, I note that the faculty of West Virginia University has voted no confidence in President Gordon Gee, 797-100.

In our economic region, the greater Toledo's direct and indirect connections to the auto industry, and the impending possibility of a strike impacting this industry, may have consequences on our students. Faculty should remind students that the University of Toledo provides many resources. If students have any concerns about how a strike impacts them, be it anxiety of the strike, food scarcity, etc., please remind them of all the support services available on campus.

Future speakers: Dr. Sammy Spann and Senator Catherine Ingram are scheduled to speak at our September 26th meeting.

I've issued invitations to BOT Chair Will Lucas and President Postel. I am still waiting on a date for Matt Schroeder. I have also invited Senator Cirino.

That ends the Executive Report. Is there anybody from the Executive Committee who'd like to add something?

Senator Brakel: Just a little bit more on Senate Bill 83. My understanding is that they have also removed language referring to gender identification on that right now. I also forwarded, Madam President, late this afternoon--you probably haven't seen it yet--an analysis of Senate Bill 83 as it was passed at budget time compared to version 8, which is what we currently have. So that can be forwarded to senators as well.

President Rouillard: Thank you.

Senator Coulter-Harris: Thank you. Just briefly. My committee on Student Affairs Committee is meeting this Thursday. I've already received the issues from the Student Government. I will be presenting a short 10-minute report to Faculty Senate on the 26th. So, I want to make sure I'm on that.

President Rouillard: Okay, very good. Thank you.

Senator McInnis: What were the list of those proposed changes to SB 83 that you gave earlier? Do we have access to that?

President Rouillard: That was a flier forwarded to me by Linda Lewin. It was included as an attachment, I think. She will have that. If you don't have access, let me know.

Senator Lewin: From Representative [Sandra] Britt from Youngstown.

Senator Brakel: In the email attachment that you'll receive in the next couple of days will have what the old bill originally was and what the changes are currently.

President Rouillard: Great. Thank you. Anything else from anybody else on the Exec.?

Senator Barnes: Not an addition, but just a question about the flier. There's a list of senators who are on the Higher Ed. Committee.

President Rouillard: Yes.

Senator Barnes: Do you know, I mean, the contact is there, and it is such a great opportunity for us to reach out to them. Do you have a sense of what they're power and/or responsibility is regarding Senate Bill 83?

President Rouillard: Well, this is the committee, the Higher Ed. Committee that will first review the Houses' version of SB 83.

Senator Brakel: [House Bill] 151.

President Rouillard: House Bill 151. Once they pass it through their committee, then it goes to the House for a vote. Now, Diane Miller suggests that that may not happen until late November, but that's still close. And so, I would urge all of us to write those representatives on the Higher Ed. Committee with your views on this bill.

Senator Brakel: The information I have from Friday was that right now the House schedule has been changed, and they won't be coming back until late October, early November sometime. So, we do have roughly a month where things won't be happening, at least in front of the House.

President Rouillard: So I would write, I would pass the word along to as many people as you can. Anything else?

Senator Coulter-Harris: Yes, I do have a question about Lee Strang. Normally, he's here for every meeting and he hasn't been here for the first two meetings. So, I'm wondering if he's giving up his seat.

President Rouillard: I think that may be what's happening because he's a director now---

Senator Coulter-Harris: Yes, I know he's a director.

President Rouillard: So, I think he may be giving up his seat. We will need to get an alternate.

Senator Coulter-Harris: We need to get an alternate, okay. Thank you.

President Rouillard: Faculty Senate sent an email to the next person on the ballot after Kim Nielsen.

Senator Coulter-Harris: Right.

President Rouillard: I sent that person an email and I'm still waiting.

Senator Coulter-Harris: Okay, you're still waiting on it.

President Rouillard: Then we will have that replacement. There's a replacement from HSHS—actually, I think that's been done.

Senator Ervin: That's done.

President Rouillard: You're the replacement?

Senator Ervin: Yes.

President Rouillard: Welcome.

Senator Coulter-Harris: Welcome.

President Rouillard: All right, very good. Anything else? Well, in that case we will move to our first guest. Oh, is there anything in the Chat box?

Senator Coulter-Harris: Is he still eligible?

President Rouillard: That is a difficult question to be answered. Some directors end-up being classified as outside of the bargaining union or non-faculty, and other directors are not. For instance, you're a co-director of law and social thought, but you are still classified as a faculty member in the bargaining union. Although that's not the criteria for me at Faculty Senate, but it is one way of looking at it.

Senator Heberle: I don't think there's a precedent for this kind of institute that is completely autonomous and only reports to the provost. So, we are in 'uncharted waters' because of everything related to this institute.

President Rouillard: This will be one of the questions that we'll discuss with you, because that will report to you, I believe.

Provost Molitor: There's language that also says the president.

Senator Heberle: Yes, reports to the provost and the president.

Vice Provost Molitor: So the provost is in the dark in this as you are.

President Rouillard: Then you and the president, how we can protect shared governance in these times, which will be kind of difficult territory to... So, with that, I will pass it off to Vice Provost Molitor. I hope you'll join me in welcoming our new Interim Provost, Scott Molitor.

[Applause]

Provost Molitor: While I'm getting this setup, I just want to add something to what President Rouillard said in her report. Hopefully this will come up. So, first of all, thank you for acknowledging the issues regarding potential strike in our students. And just in general, I know there's a lot of things stressing out our students right now, and there's a lot of things stressing out faculty and staff. To President Rouillard's point about resources, make sure you refer students if you see any issues to the Case Center or you can submit a Rocket Care report. There's a link right at the bottom where it says, "report a concern" on just about every webpage we have here at the University.

President Rouillard: I want to thank Senator Brakel for bringing that to my attention. I think that's an important connection to the community that we need to acknowledge.

Provost Molitor: Yes. The other thing I wanted to mention before I get into my formal report, President Rouillard mentioned the CPOS, and I just want to provide a little clarification. The CPOS system is now working correctly. It wasn't something that was compatible with Banner. We have spent the last six to eight months getting it compatible to Banner. So now we have a process that works and is running, and it identifies courses that fall to the bottom of the students' degree audit, which means, to the category of, does not apply to any degree program requirements. Those are the courses we are working with the advisors to identify. And then, if there end-up being financial aid issues, which it turns out, not all of those students will have financial aid issues, probably about a quarter of them at most do. So, just to let you know, that is running now and it's the way it was intended.

Senator Avidor-Reiss: Let us know when you are sharing it, because I don't see anything.

Provost Molitor: I'm not sharing it yet, and I will. Thank you. Okay, all right. Actually, right now, I'll leave it unshared and when I start that presentation, I'll make it available to you all. Thank you all. I have a couple things to talk about. The first thing---

Senator Avidor-Reiss: Provost Molitor, we're having a hard time hearing you.

Provost Molitor: You've probably already heard this. So as you can imagine, it's been an interesting week for me. Given everything that has occurred, I do want to provide you with some context on the changes that have occurred and our plans to move forward. Oh, do I need that?

President Rouillard: Someone is having trouble hearing you. That might help.

Provost Molitor: Okay. Is that microphone working?

Senator Coulter-Harris: Yes. That one is also.

Provost Molitor: Do you want me to stand in front of this? Is this better?

President Rouillard: The camera is pointed at us.

Provost Molitor: Okay. Can you hear me better online now?

President Rouillard: She's saying it is way better.

Senator Avidor-Reiss: Yes, we hear [you] well.

Senator Huntley: We hear you fine.

Senator Molitor: Okay, thank you. So again, given what has occurred, I do want to provide you with some context on the changes that has occurred and our plans for moving forward. So when Dr. Postel first approached me about the possibility of taking the interim Provost role, he believed good progress had been made to ensure the success of the new Provost. However, he also felt additional progress was needed in other areas, and that it was preferable at this time to have someone with significant experience at UToledo, and who is knowledgeable of our history, culture, and most importantly, our people. At that time, no decisions had been made, but he wanted to make sure I was aware that these conversations were ongoing.

So, two weeks ago, the Board held a retreat with Dr. Postel to discuss a vision for moving UToledo forward and to identify which strategic plan goals to prioritize in order to achieve this vision. Dr. Postel is still working with the Board to finalize the outcomes of this retreat, and he will present this vision to our faculty and the rest of the University community once the Board has the opportunity to review and give its final approval.

One outcome of the retreat was that it reinforced Dr. Postel's belief that internal experience was required to move the institution forward and to put the next Provost in the best possible position to successfully implement this vision. While the timing is not optimal given the start of the semester had already occurred, Dr. Postel believed aligning this change with the work he is doing on the vision and the search for a new provost was appropriate and necessary. So last Tuesday he asked me if I would accept the position, and the change was announced the following day. I admit this moved very quickly, but I understand his

desire to make sure the announcement was timely and in alignment with other institutional priorities. So, that is kind of what got us here and I want to talk a little bit now about moving forward.

During the upcoming months, my overall goal is to maintain a level of continuity within Academic Affairs while ensuring the next Provost can hit the ground running and be successful in their position. To that end, we will be working on the organization of Academic Affairs, including the Office of the Provost, reorganization of University College and the Jesup Scott Honors College, and consideration of college merger proposals. We will also work toward implementing tactics and monitoring strategic plan goals assigned to academic affairs.

With respect to the strategic plan, we have already embarked upon initiatives for student success, the first goal of our strategic plan. IR has been working diligently to provide data and new dashboards, a campus-wide working group is being established to review results and identify strategies based on these data. Our goal is to collaborate with various units on institutional efforts as well as work with individual colleges and faculty on targeted and data-informed efforts to improve student success. Please reach out to Angela Paprocki if you are interested in participating on a college level committee and she will ensure your dean is aware of your interest.

We have also begun to deliver relevant and innovative academic programs, which is the second goal of the strategic plan. This includes supporting the development and approval of new programs such as the BA and BS in Health Sciences and the online MS in Cosmetic Science and Formulation design, as well as continuing our efforts in program prioritization to reduce offerings. This will ensure we have the appropriate resources to deliver a high quality, high impact education to our students.

I appreciate Dr. Postel's support and belief in my abilities to lead and serve as the Interim Provost at this time and I will do everything possible to advance Academic Affairs in the months ahead. When I asked him why he thought I was the best person for this position, Dr. Postel responded that I know a lot of the people at this institution, and I have a long history working with faculty and staff on a wide range of initiatives. To this end, I look forward to working with all of you, and many others outside this room, to tackle the challenges in front of us and to make sure we are in the best possible position to ensure the success of our next Provost.

Finally, I would like to thank everyone that has reached out to offer their congratulations and good wishes. I am humbled by the support I have received, and know that I will do everything in my power to earn this support. Thanks again for giving me the time to explain this situation, and I would be happy to take any questions.

President Rouillard: I have a question Provost Molitor.

Provost Molitor: Please.

President Rouillard: I think what we have seen over the past year or two with finance getting more and more influence on this campus, that it has been driving academics, rather than academics being the main mission. Can you tell us how you might change that dynamic?

Provost Molitor: Sure. So, I believe first and foremost, working with everyone and communication. We are going to be regularly meeting with Finance. We have a group in the Provost Office that's meeting with the group from Finance every other week or every other three weeks. I'm going to be meeting Matt

personally every other week. I want to make sure he understands the impact of things that are being proposed. I understand he has a tough job. He's got to balance the budget under a situation where we're seeing declining revenue. But at the same time, we can't kill-off the organism that generates that revenue.

President Rouillard: Thank you.

Provost Molitor cont'd: And that's going to be my approach to this. I want to make sure I communicate with him as much as possible so that we understand the implications and the impacts---

President Rouillard: Because right now academic affairs is being cut at both ends. We have to ship-out \$15 Million for auxiliaries. Then we're told we have to cut our programs because we aren't generating enough revenue, so we have to cut our expenses. That makes no sense.

Provost Molitor: I understand that. I will certainly be advocating for making sure we have the resources. And I do want to point out, some of this is also on us in terms of not necessarily budget cuts, but I want to go back to the program prioritization thing. You know, there's been this kind of view that finance is using this as a tool to cut faculty. That's not how I see program prioritization. Okay. Program prioritization is the fact that everyone in this room, everyone online, and everyone who is in a classroom right now is overworked and stretched-thin. We are to the point we cannot deliver our programs with as high quality as we need to be delivering. So, we need to think about this as 'academic affairs'-- What is it that we can let go of so that we can deliver what we should be delivering, what makes sense to deliver, not only financially, but in terms of outcomes for our students? And that may mean letting go of something to focus on an existing program. That may be letting go of something to reinvigorate another program and change it. It may mean letting go of something to develop a new program that is something that makes more sense because we know the world is changing, the needs of our students are changing. We can see this with enrollment. Our enrollment is not just issues with enrollment management, but demographic cliff. There is clearly a seismic shift going on, in terms of how students perceive the value of higher education, and how employers perceive the value of higher education. We need to respond to that if we're going to be in business. So, my goal is, I need all of you who are here to be on board and to help us incorporate that vision. I don't need to get rid of 300 faculty, because guess what, then we don't have a chance and doing what we need to do to make this place valuable and attractive to our students.

President Rouillard: I would add a caveat that we have to be careful to not provoke the kind of debacle that West Virginia has done---

Provost Molitor: Absolutely.

President Rouillard cont'd: By its cuts. What it has signaled is, why would you come here because we're in such dire financial straits? We have to be very careful---

Provost Molitor: Exactly. I do not approach this as a 'financial issue.' I approach this as a resource and quality issue. I can't make these determinations from the Office of the Provost. You guys know what you're offering that is valuable to the students. You know of all the different conflicts you have. The fact that you're trying to create 'band-aids' to run this program, while perhaps things are going a little 'haywire' in this program. So that's why I need these things to be happening at the program and department level, so you guys can have these conversations where, you know what, it may not make sense to do anything with this program because well, it is meeting a particular need and there's no resource, re-prioritization we can do. We can't send the faculty somewhere else to work on something else. But there

are lots of examples where faculty are involved in multiple programs that are again, kind of stretching them thin. So, those are the areas that I need your help identifying, and to say this is something that perhaps [it] makes sense to let go collectively so that we can move forward on a narrower setting.

President Rouillard: I will say that the danger is, and typically what institutions do what you're saying you want to do, is the first target is humanities and fine arts.

Provost Molitor: I understand that and that is not my approach. My approach is every college, every department has to be looking at this to make sense. You talk about humanities and the fine arts. Well, guess what? You guys are heavily involved in delivering of our core curriculum. That is a program that must be delivered. So I need all the resources I have, and probably some additional resources just for that purpose itself. What else are you doing that we need to keep, and we need to keep doing? And what else that perhaps is something we can let go so that you can focus your efforts?

President Rouillard: And how can faculty and I---

Senator Heberle: I'm sorry. Go ahead.

Senator Brakel: Somebody [else] has their hands up too.

Provost Molitor: Go ahead.

Senator Tucker-Gail: You mentioned restructuring, and I'm from a college that's restructured, I don't know, '20' times in the last 20-years; and obviously my college will probably be a pivot of that. So, I'm wondering how you see that taking place? We have restructured within HHS recently and that was a faculty driven process. So, my hope is that the Provost Office and President's Office would maybe have a taskforce to look at how restructuring would happen. We were brainstorming in my college council and I was giving [them] all my brilliant ideas. But maybe [we can] do a survey to see where people think they might best fit if this had to happen, or who they align with, so that there's a foundation for that taskforce to work. But, I was just wondering how that also dovetails into program centric?

Provost Molitor: My view again is less financial and more 'what makes sense.' Does something, an alignment between or within colleges makes sense so that we can deliver things more efficiently and more effectively and bring up faculty to do things that they really need to be doing? The problem with reorganizing colleges and mergers and splitting them apart is it creates a lot of work. It's going to take a lot of time and effort. You mentioned getting, maybe a task force together to get started on this. So, to me, it got to be something that I know is going to pay off in the end in terms of the quality of the academic enterprise. Because in the end financially, what are you really getting rid of? I can't even say you're getting rid of a dean because that dean would be a faculty member or returning to faculty or have to oversee a department or a college that just got merged together. So really, financially you're not creating that much in savings. You're creating a lot of work. You got to print all new business cards, letterheads and things. Little things like that, that take away from the more important things we could be doing. So, to me, it's a matter of, is there something that makes sense that will make this institution move forward.

Senator Tucker-Gail: [Indecipherable]...

Provost Molitor: I have the advantage here; I've got a finite term. I'm going to going back to another job and after a certain period of time. And I plan to use that to my advantage as much as possible. Yes?

Senator Heberle: Thank you. This is a comment directed more to President Postel, I think, than to you. It is sort of about the switch. It's just that I was frankly appalled there was no public acknowledgement of the significance of the ouster of one provost and introduction of a new provost. I know that Provost Dickson was interim, two-year registry hire, all that stuff. I don't know how she was treated, and I don't know how you were treated, but I feel like President Postel owed us a public acknowledgement of this shift. I learned about it because my UT Newsfeed happened to include the story, and other people learned it out in the hallway. So, I want it on the record that it is my perspective as a Faculty Senator, or as a colleague that it should have been an email. It just signifies a very lack of something, like awareness of the question of faculty, not just morale, which is a 'cliché,' but faculty presence on this campus that he did not find it necessary to tell us personally. Obviously, he is not going to tell us a story about what happened, which is not the point, but to acknowledge the significance with this shift. I think really --- well, I know you can handle it because you can handle a lot. But I just feel like he really did us a disfavor in doing that -- and I wanted that to be on the record.

[Applause]

Senator Molitor: And I appreciate that.

Senator Heberle: Yes, and I think it also speaks to your legitimacy as interim Provost. I just think it was very bad leadership choices, President Postel. It doesn't bode well for future communication for the type that you say is absolutely necessary, to get things coming from the faculty up, instead of from the Finance Office down, which is what all of us feel is happening. It might just be a feeling, but it is an important feeling.

Provost Molitor: I can't control what the President and Finance do. I can control what Academic Affairs do.

Senator Heberle: Absolutely. So, my other question, you may have answered this, but I also just want it on the record. Is the Office of the Provost being apprised as to how this selection process for the Advisory Council, to the Institute and constitutional thought and leadership is going? And if not, can we ask why not?

Provost Molitor: I believe the legislation discusses how---

Senator Heberle: It went to the Board.

Provost Molitor: Yes, to the Board. I believe the Trustee and Governance Committee is evaluating recommendations, and then we will be meeting and announcing that. So, I don't know other than the nomination process what other input that they are seeking on this.

Senator Heberle: Okay. Thank you.

Senator Herrera: You mentioned the merged colleges. There's been rumors and concern around the College of Nursing's faculty will be merged. I know in your '72 hours' as provost you've been aware of that <laughter>.

Provost Molitor: I have heard about that. Basically, the College of Nursing has been identified as a potential target for merger. At this point, myself as Provost and head of Academic Affairs, I need a lot

more information as to whether this makes sense. Again, is this something academically that makes sense?

President Rouillard: Provost Molitor, you have one online.

Provost Molitor: Sure.

Senator Coulter-Harris: It's Senator Avidor-Reiss.

Provost Molitor: Yes, go ahead.

Senator Avidor-Reiss: Hi Provost Molitor. Thank you again for the discussion that you're raising here. I do want to repeat the point here, that the way that the previous provost was announced and replaced was really not a good example of what we want to hear here at UT. But again, this is not your fault. I do want to mention two points. One, is that you have repeated this idea that there is this reasons for us not to succeed in recruiting a lot of students. I do want to mention to you that Bowling Green had a 9% increase in the size, at least according to *The Blade* -- and we are not doing so good. So, there are clearly things that we should do other than only reorganizing the academic side, but also on the recruitment side, to increase the recruitment of new students. And related to that, my question, I know people mentioned that the new provost will have the recruitment and enrollment part under his supervision. Is this starting with you, or will be the next provost?

Provost Molitor: So currently no changes to the reporting structures had been made yet, so I think you're referring to the fact that the Search Committee in the ad has pointed out that Enrollment Management and I believe also Student Affairs will report to the provost?

Senator Avidor-Reiss: Yes, exactly.

Provost Molitor: That is not currently the situation. So at this point they are not reporting to me, and I don't know if at some point during the year the President will come to me and say they will report to you now, or if that will be a change that occurs when the new provost comes on. Now, I would also touch a little on your comment about enrollment. We actually did see an increase overall in new student populations, both at the undergraduate and graduate level. If you look across in the different undergraduate populations, I believe the DHS numbers were down. But other populations, including new international, new transfer and new adult were up. So overall, I believe the total number of new undergraduate students has increased from the previous year. And certainly, I've been really pleased with the work that my colleagues have done while I was acting dean of COGS, to really increase the number of new graduate students. We actually, I think exceeded expectations there, especially given the issues that occurred with graduate student funding, and some programs, you know, saying, we can't offer funding new students. So, overall, I think it was better news than was expected. Of course, our overall enrollment is still down because we are still graduating more students from much larger incoming classes a few years back than we're bringing in. So we need to get to a point where we're bringing in more new students and we're graduating.

President Rouillard: There's also a question in the Chat.

Senator Vela: Hi. Thank you for coming in-person. I think that speaks highly of your dedication to improve communication between all parties. I am a clinical faculty. I'm a practicing physician. I'm the trauma medical director, actually. It feels sometimes that, you know, being on the Health and Science

Campus, we're a little bit isolated and oftentimes only considered when it comes to the Medical School. A lot of information, whether one way, or the other is highly filtered because our lack of presence on Main Campus. What will you do to reach out more aggressively to the clinical faculty? I think there is a lot of burnout. We are extremely tired from being understaffed. I'll give you an example. This month of September, I'm on call 24 hours every day, except for four days, except for either surgical ICU or trauma. You can imagine that the quality of the teaching or the amount of involvement I can have with my student is affected by that. And so, I'll like to know what you would do to reach out and try to involve and support the faculty at UTMC. And then finally, I think that maybe there's a lot of very active-minded people who have a lot of ideas who are active clinically, but, you know, our ideas don't float back up. But, you know, we don't need to be involved only when it comes to the Medical School. There's a lot of things we can do on the undergraduate level that would mark UT as significantly more attractive to someone who has any interest into going into healthcare in the future because it is affiliated to a hospital. And I think we're highly under-utilized.

Provost Molitor: Thank you for those comments. I will say, I've been invited to come and address the College of Medicine and Life Sciences' faculty at the end of the month, which I will be doing. I think one of the things Dr. Postel identified as well is, I have a history of kind of going across both campuses. So when I first started in bio engineering way back in the early 2000's, I was one of the first people that then President Jacobs contacted when they were talking about the merger with MCO. I actually had research collaborations going on with College of Medicine faculty, or at the time, MCO. I actually was teaching a few lectures at the Medical School. So, I'm not going to say I understand all the issues. And in fact, what you've identified in terms of the health care part and the clinical part of it, does not fall under my area, but certainly issues regarding the academics and the trainings of our students, and making sure we have adequate resources to deliver those programs is something that falls in my wheelhouse. So, I'm happy to talk to your faculty and to listen to what they have to say, and to tell you what we're thinking here on Main Campus. So, thank you. I appreciate that.

Senator Coulter-Harris: Yes, I just had a very quick question. When will the total enrollment numbers for fall, 2023 be released?

Provost Molitor: They were released today.

Senator Coulter-Harris: Oh.

Provost Molitor: Today is Census Day. So I assume you will be seeing something about it shortly.

Senator Coulter-Harris: Okay, fine. Thank you so much.

Senator Molitor: Yeah, in fact, I know there's a couple of emails in my box that I haven't had a chance to look at.

Senator Barnes: I just want to go back to your comment about the tension between resources and quality. I would like it if in your rhetoric, you'd add in there, 'priorities' because I think that is what you're talking about---

Provost Molitor: Exactly.

Senator Barnes cont'd: I think it's not a resource problem we have, it's a priority problem.

Provost Molitor: Absolutely.

Senator Barnes: And so, I'm not critiquing what you said. I'm saying, I think that it would be good for people to think about that as they're thinking about these problems.

Provost Molitor: Absolutely.

Senator Barnes: I've heard this sort of 'introductory context' talk twice now, and so I have a question about—I wouldn't have caught it maybe the first time—but the President met with the Board of Trustees. They're talking about the community-generated strategic plan, but they're working on something called a "vision."

Provost Molitor: Yes.

Senator Barnes: Can you talk more about it? What is the intention? What is going on here?

Provost Molitor: There's been a lot of chatter that—and I've been part of these conversations, even in my role as Vice Provost—we have a strategic plan, but we can't tell [you] who we are. We can't tell people what is it that we are at the University of Toledo, who are we serving.

Senator Barnes: Who can't tell that? I think I can tell you.

Provost Molitor: Tell me your answer.

Senator Barnes: We are serving the students who attend this institution to fulfill their dreams and move themselves forward in their process.

Provost Molitor: And how does that differ from every other university?

Senator Barnes: Well, I think it's about who our students are and the kinds of opportunities we---

Provost Molitor: So that's the trick. Who are our students? We need to identify that, and to make sure we wrap a vision and identifies strategic plan priorities that identifies those students specifically. Because I'll tell you what, we keep comparing ourselves to Bowling Green, but it is a different group of students that go to Bowling Green. We are not serving the same students who choose to go to Bowling Green.

Senator Barnes: I don't think this institution has ever really embraced the working-class, blue-collar nature of this city---

Provost Molitor: So, that's the kind of thing we need to be talking about.

Senator Barnes: So, get that on the agenda.

Provost Molitor: Exactly.

Senator Barnes: But I think if they're going to change the strategic plan or the strategic focus, I mean---

Provost Molitor: I think the idea is not to change the strategic plan. The strategic plan has a lot of different goals and priorities. I think it's what you just mentioned before, the word you mentioned, "priorities." Which of those goals and tactics are we going hone-in and focus on, and make it our top things that we're going to hit the ground running?

Senator Barnes: I kind of thought the plan was prioritized already.

Provost Molitor: I don't believe that has occurred, and I think that's the process that we need to---

Senator Tucker-Gail: Who's doing that?

Senator Barnes: Yeah.

Senator Tucker-Gail: The Board?

Provost Molitor: The Board and the President are talking about kind of this 'vision' that will [then] be presented to you and the wider community, and then the discussion of, is this an appropriate vision and how can we then prioritize the strategic plan. So, I don't, I'm hoping it's not going to be a top down, 'oh, this is what we're doing.' I don't believe this is a good way to do things.

Senator Tucker-Gail: Thank you.

Unknown Speaker, Medical College: So I think you mentioned this, but I just wanted to know who is driving the restructuring?

Provost Molitor: Who is driving---?

Unknown Speaker, Medical College: The restructuring.

Provost Molitor: Of Academic Affairs?

Unknown The Provost Office restructuring, and the University College and Jesup Scott Honors restructuring: So the Provost Office is looking at its own office, and then we are working with Honors faculty. In fact, we're going to be meeting with them on Thursday to talk about restructuring their college. University College no longer has any faculty. University College is comprised of several different offices, but it also does have some pretty large undergraduate programs. So, I think by population, it is the second largest college, undergraduate college on our campus. So, it is coming out of the Provost Office working with University College administration. Of course, we don't do any restructuring without seeking input from Faculty Senate, so whatever plans we have, we will certainly be coming to Faculty Senate for input. And, if anybody here, or online, or anywhere has thoughts and ideas about what the best way to proceed, we are more than happy to hear what you're thinking. So, that's the restructuring we're talking about. And again, there has been potentially conversations going on about HHS and Nursing, but that is still in the early stages.

Speaker, Medical College: Within...[Indecipherable]...

Provost Molitor:

Unknown Speaker, Medical College: That doesn't involve every college then, correct?

Provost Molitor: Well, that would involve those two colleges. And of course, again, it come up to Faculty Senate once we work that out, if we do work something out.

President Rouillard: Anything else? And I hope that you know, you are welcome anytime. If you want to do bi-weekly reports---

Provost Molitor: Do you want me to come back and do Board updates?

President Rouillard: That'd be great.

Provost Molitor: Okay. Can I say one more thing?

President Rouillard: Yes.

Provost Molitor: It's about the Board. My predecessor, Risa, presented this to the Board in June, an update of what Academic Affairs accomplished during the past year, and we thought it would be useful to present that to this group. So, I will come back at your invitation. But, if you don't mind, I had one more thing I wanted to say.

President Rouillard: Sure.

Provost Molitor: This may be a little more controversial. I want to make sure I mention this. I would like to switch gears and address an issue identified in a recent AAUP newsletter regarding Faculty Labor Relations. As you may be aware, our Faculty Labor Relations staff reside in Human Resources which reports to Finance, instead of Academic Affairs. I believe this has been the case since 2019.

President Rouillard: No, that was – no, you're right. It was when Matt [Schroeder] came in. Yes, you're right, I'm sorry.

Provost Molitor: The allegation is that a member of our Faculty Labor Relations staff has instructed chairs to write up faculty for any complaint, no matter how minor it may be. Faculty Labor Relations has not issued any directives to department chairs regarding this practice. Faculty Labor Relations advises chairs and does not direct them to do anything. And with respect to this issue, Faculty Labor Relations has advised chairs that if they feel the need to address an issue with a faculty member, it is best practice to follow up any oral communication with an email to summarize the discussion.

So, I should point out two things here. First, this is not a new directive or tactic on the part of Faculty Labor Relations, HR or Finance. I have been involved in faculty affairs going back to my time as an associate dean in Engineering, and I have worked with at least four different individuals in Faculty Labor Relations during this time. All have said the same thing about sending a follow up email after oral communications to address issues that may arise.

Second, this is considered best practice in labor relations, and I believe should be utilized regardless of whether the issue is with faculty, staff or students. If you have a conversation with a student regarding something that you believe is inappropriate or is affecting their performance in your course, you should follow up this communication with an email to the student. A written follow up after a conversation provides the opportunity to ensure both parties understand the issues that have been identified and to ensure both parties understand the expectations moving forward. And if the issues do continue, then the written communication does serve to document that this issue has been previously discussed.

So, I would be happy to take your questions on this particular issue.

Senator Wedding: Don Wedding would like to ask a question, or [make] a comment.

Provost Molitor: Please, go ahead.

Senator Wedding: First off, I was told by Faculty Labor Relations by Kristen Fitzpatrick that she was meeting with the chairs and was telling the chairs that they should document, write up anytime a professor, a faculty member had done something that was some kind of trespass or policy violation. I had such a meeting yesterday. I have a meeting with the faculty and her on Thursday. It is ongoing. It's not

been announced. Number two, Faculty Labor Relations was transferred from the Provost Office to HR, without anybody being told in the fall of 20 and spring 21, is when this took place.

Provost Molitor: Okay. I believe I've been doing faculty affairs since at least 2019, and all individuals I've worked with were on the HR side. So, I can't speak to the timing, but that was my experience. And again, going back to your first point, yes, Faculty Labor Relations is there. They continually tell department chairs and deans that they serve as a resource for them. They do not direct. They do not order chairs and deans to do things. They advise. And so, that, I want to make sure is clear.

Senator Wedding: Kristen Fitzpatrick refers to her instructions if you will, she refers to them as directives. Unfortunately, I deal with her three or four times a week, and I'm intimately involved in the faculty labor relations. Those people, first they render Kevin West and Stacy Lotta, and I don't know who else who was involved with that, but they were the two. And they have now been replaced by Lisa Pearson and Kristen Fitzpatrick. There's two. In addition, we have other people in HR conducting investigations. We have now, a list of probably about seven or eight ways that you can be investigated on this campus, and they're all being done by HR and Faculty Labor Relations.

Provost Molitor: I can't dispute the different ways of investigation. We have Title IX, Title VII investigations, a number of different types of investigations, Code of Conduct, and the Collective Bargaining Agreement. And yes, I believe almost all of those investigations, except for those that comply to compliance and audit are being conducted by Human Resources. And again, it is a resource, but ultimately the provost makes all decisions regarding academic affairs once those investigations are completed.

Senator Allred: I think that part of the concern here echo something that Senator Heberle raised in her comments earlier. I totally understand that HR and the Provost Office are involved in a lot of faculty labor relationship issues. That said, you know, without a lot of communication, the Provost Office has been hollowed out of folks who work on faculty labor faculty issues. I think you're one of the few people left. And again, you've done a great job, but there's only one of you. So, what ends up happening right? Is that I think it's, we're not wrong to see a change in the preponderance stage to HR here. And given that it's HR, we're also not wrong to note that the person who is supervising HR in Finance is on the record as speaking, we're 300 faculty too high. You, I think frankly disagree with him on that, but that's a thing that he said. So, when we see changes to policies or enforcement of policies that seem to reinforce that perception, given that the Provost Office has been hollowed out, this starts to be a concern over a supervisory body, like Faculty Senate. So, I think that's where some of our concern is coming from. Thanks.

Provost Molitor: I appreciate the comment about the resources available to the Provost Office. Yes, that is something we are struggling with, and we are trying to get a handle on. I'm hoping one thing, when we talk about the Provost Office restructuring reorganization, we can address to make sure we do devote the appropriate amount of resources in Academic Affairs to this issue. It is very important. So, thank you for mentioning that. I do appreciate that.

Senator Tucker-Gail: So my question was, obviously, you moved up and another vice provost has left the building/office. So, my question is, how are you closing those gaps? What is your plan? Is that going to affect timelines for things coming through your office?

Provost Molitor: I was doing two jobs when I was Vice Provost: Academic Affairs, which was mostly undergraduate, but there were some other more general institution-wide duties. And then I was also serving as the acting dean of the College of Graduate Studies on an interim basis. While I'm serving as interim provost, I'm going to be splitting them into two positions. I am in discussions with people now who will be taking them. One will be taking the academic affairs role for undergraduate oversight and then the other one will handle graduate affairs. We're not even going to call it the acting dean of COGS. We're just going to call it an interim vice provost of graduate affairs. So, we'll have those two separate roles. I'm hoping to have an announcement by the end of the week, and we're working on offer letters right now. So, that is in the works. We are still trying to address the faculties labor relation issues, because some of, you know, it ended up being a budgetary decision. We had to make a budget cut. We felt like we had the resources and in Human Resources to help us out to do the job. Now, we just have to figure out where the rest of those duties go in my office, and we are working on that.

Senator Coulter-Harris: I was just wondering, after Vice Provost LaFleur Small left, who is picking up her responsibilities?

Provost Molitor: Again, some of those had been taken already by Faculty Labor Relations and then some of them are residing in the Academic Finances and Faculty Administration group. There are things like hiring processes, separation processes, things like that.

Senator Coulter-Harris: That was part of the Le Fleur's?

Provost Molitor: Yeah, I believe that was in her portfolio.

Senator Coulter-Harris: Oh, really?

Provost Molitor: Yes.

Senator Coulter-Harris: And what about the Leadership Institute, because it didn't run last year? I was in that Institute the year before and it was terrific.

Provost Molitor: Yeah, unfortunately, right now we probably can't run those.

Senator Coulter-Harris: The budget?

Provost Molitor: Yes.

Senator Coulter-Harris: I understand

Provost Molitor: We are running the MAC Academic Leadership Development program.

Senator Coulter-Harris: Right.

Provost Molitor: Yes.

Senator Coulter-Harris: And then ALT?

Provost Molitor: ALT, that's a Provost Office meeting.

Senator Coulter-Harris: Okay.

Provost Molitor: And this is another thing that illustrates the idea of prioritization. There are some things that the Provost Office just can't do anymore. We don't have the resources.

Senator Coulter-Harris: Is it the manpower?

Provost Molitor: Or womanpower.

Senator Coulter-Harris: Okay.

President Rouillard: Do you have a question, Senator Heberle?

Senator Heberle: I was just going to, from a lay person's perspective, say, that email was startling from the UT AAUP (from a faculty perspective). And I just want to clarify for my colleagues and for myself, what you're saying, the email suggested anytime a student says, 'Dr. Heberle treated me badly' and goes to the chair, the chair has to write it up and send it up the chain? That is not the case.

Provost Molitor: No.

Senator Heberle: I just want to make sure that that's on the record, and it's as clear as possible. The other thing I just wanted to encourage, because what I'm hearing from this conversation is that we need advocacy in the Provost Office, not just like, logic and smarts in terms of moving pieces around. We need a strong advocate in this moment to move into a space where we have a provost-- So I just trust that you totally understand that, and you do whatever you can to help.

Provost Molitor: I understand that. I don't know if I'm the 'best' person, but I'm going to give it all my all.

Senator Heberle: We will help. If we have the space and open communication, I think that's my other message. I know that there are lines of communication on this campus, you know, between faculty, governance and administration, and then from provost to deans, to chairs, and to faculty. Those are just [really] not working. They are just not working. So, one thing I think we can all take responsibility for as senators, as chairs, as whatever is [to] communicate more with each other. I always feel like I'm working in a vacuum on this campus—I just feel like that. So, I really hope that we can also, during this moment, when we have somebody we all know and trust, also share with each other as much information as possible to keep those horizontal lines of communication.

Provost Molitor: That's excellent. That would be very, very helpful for me. So please, what you said—if you guys can do that, that would be fantastic.

President Rouillard: All right, thank you so much It's been a practice to have the provost give a report pretty much every meeting. If you wish to continue that---

Provost Molitor: I do, absolutely.

President Rouillard: And I think we're working on our schedule of meetings with the Faculty Senate Exec.

Provost Molitor: Yes.

President Rouillard: So, next on the agenda is Mike Dowd, who is going to talk to us about the Academic Misconduct policy that has been in the works for several years now. One of the controversies

around this policy is, will it be one policy for undergrad and grad students, or will it be a policy that only applies to undergrad, or how will it be? So, I'll leave it to Professor Dowd.

Dr. Michael Dowd: Thank you, President Rouillard. The deep sigh was that Linda wasn't exaggerating. The efforts to begin revising this policy began with Provost Hsu. There's a reason. We started. The committee worked for about a year, then COVID hit, and [it] was put on hold for a year and-a-half. We got the committee together, and we started working again. Gary Insch, you know, he could talk about this as well, it has been an ongoing process. There have been starts and stops, but I want to thank the Executive Committee for, again, reinvigorating the attention to this issue because the University really does need a comprehensive misconduct policy. I know there are some senators who have served on this committee, so I invite them to provide their thoughts and comments throughout the presentation if they feel it's necessary.

President Rouillard: If I can add? The Faculty Senate Exec. has in fact, vetted some nominations for the ad hoc committee. And I think your committee is going to choose some members.

Dr. Dowd: We're in the process. So, my purpose today isn't to present a draft policy, or even a close to completed. Instead, I want to reintroduce the issues to the senators. I'll give a brief summary of the existing policy, the committee's efforts since this discussion began a few years ago, potential actions this year, and then I'll answer any questions that the Executive Committee, or the senators may have on this issue. The summary of the existing policy, which is 3364-71-04, if you're not familiar with the policy.

President Rouillard: It's right here if you want to put it under the document camera.

Dr. Dowd: I'll let you do that later. The summary has to be brief because there's nothing in that policy. I mean, it's actually an academic dishonesty policy. If you look at the total length, it's about two pages. But if you actually examine the text of the policy, it's about one page. Now, the content of that policy which has been ineffective at the University, I don't know for how long, 2011.

President Rouillard: Jacobs signed this, yes.

Dr. Dowd: It has eight examples of dishonesty, part of which talk about cheating on an exam, one about destroying property, [the] other about using the same work for two different courses. There are only three statements on sanctions, which I'll talk about in a second. This is 'bizarre;' it states that students can appeal an accusation of, in this case, academic dishonesty by filing grievance with faculty members. That's it. Now if you look at the grievance policy, the grievance policy has absolutely zero mention of dealing with academic dishonesty. So, academic dishonesty throws appeals to the Grievance Committee, but the Grievance policy itself is not structured to handle any academic misconduct cases. But there's another more bizarre aspect to that. If a student files a grievance because they're trying to appeal—we are not blaming the student here—but the student doesn't agree with the decision, so they file a grievance against the faculty member. What that does is, the faculty member is now the respondent in the case. The faculty member is now the defendant, and the student becomes the complainant. And legally speaking, the student under a grievance does not have to speak or answer questions. This is kind of messed-up when you talk about academic misconduct. Now, this isn't just my opinion. This is opinion of several provosts who have prompted the formation of this committee. Now, the most ironic thing that I've seen over the last few years dealing with trying to get this thing moving, is that so many people say we want a one- or two-page policy. Well, we have a one- or two-page policy, and it doesn't do the job. I mean, the idea that

a policy limiting academic dishonesty to stuff that faculty would consider dishonesty '30 years ago' and haven't updated it, that is the policy. More importantly, I mean, really at the root. The current policy does not establish rights, or responsibilities, or limitations. Now, that's what policies are supposed to do. There is no mention that a student has a right to appeal. There is no mention that faculty have rights. There's no mention of what the administration is responsible for. There's no mention of what who can do what and what faculty, students and administration can't do. For example, a faculty member sets a sanction on an accusation of academic misconduct -- no administrator can change that sanction. That is not under the purview of administration; a chair cannot do that to a faculty member. They can talk to the faculty member and advise, and do well on that, but they can't change the sanction. The idea that faculty should have rights to appeal, is the same thing that students should have rights to appeal a decision. None of this is in the policy. It is just, 'Here's the examples of misconduct dishonesty. Don't like the decision, aggrieve it.' The concepts are complex. And I'm sure many of the senators here have served on the Academic Standing Committee, which is the last word on all academic grievances. When you actually see the appeals, you understand the complexity of what's involved in an accusation of misconduct, and the idea that you have to make sure students know every step of the way what their options are. Faculty, some faculty know those. Other faculty don't. So you have to make sure of the fact we know the options. You had to put limitations on the appeal committees, and any administrator who impose the sanctions. Faculty can determine a sanction, but they can't impose it. That's done by a chair, a dean, and a provost. None of this is in the current policy. And one of the other things it doesn't address—back in 2003, I remember sitting in Senate with Carol Bresnahan, as the Chair of Senate, asking, "We need to setup a system to catch recidivism of students who are repeatedly caught cheating." That's hard work by the way. This policy is going to try to do that. This is an opportunity to actually ensure that if a student is accused of misconduct in my class and a different student in accused of misconduct in your class in a different college, they both have the same rights. They both have the same opportunities. And they both have to be informed of absolutely all of that the moment they are accused on misconduct. You cannot not set up structure, rights, responsibilities, limitations, try to address recidivism in a 'two-page policy.' President Rouillard, did you distribute the draft copy?

President Rouillard: Well, it didn't say 'draft' on what you sent me, so I didn't want to send out anything that could be considered---

Dr. Dowd: It's a draft policy, so you can send it out.

President Rouillard: Okay. You can put it under the document camera if you want.

Dr. Dowd: Actually, I'll like it sent out to the senators [to see] if they have comments.

President Rouillard: We can do that.

Dr. Dowd: We're all ears. It is a draft.

President Rouillard: Okay.

Dr. Dowd: And the other thing to recognize is what we've done with this draft policy. It is strictly policy. It is setting up structure to appeal committees; Faculty Senate, college councils are going to be key players in this process, in terms of appointing committees.

President Rouillard: Sure.

Dr. Dowd: What it doesn't do is describe the process. We want to establish a procedures document. The policy sets-up rights, responsibilities, structure, the role of Faculty Senate, and then perhaps Graduate Council, the role of the Provost Office, because administration has to be involved in the implementation of sanctions. But the procedures document has to be written for first semester, first-year students that if they ever get accused of something like this, a first-semester student could look at this procedures document and understand what they're being accused of, the severity of the issue, and then where they can turn to for help. When they're in their own college, who is the contact person who can help them? Now the policy is about nine pages, 10 pages, that's the draft policy. The procedures document is rather longer because it's going to be narrative. The first half is designed for students. The second half is for faculty and administrators. Now, that's essentially the thinking at this point.

The current policy, and this is bizarre, just doesn't explain or establish how do you adjudicate misconduct. The policy recommends the establishment of college committees, and then the University Committee -- they all exist. There are differences in how colleges process accusations of misconduct. What we want to do in this committee, is [establish] the same process. Now, amongst colleges there will certainly be differences. I'm in the Economics Department. I'm sure the College of Medicine will have existence of academic misconduct that would never, ever, ever occur in an Econ. class. So, you got to let the College of Medicine, or the College of Law, or any other college, let their college's counsel establish elaborations to the procedures. The procedures document could also have an extended example of what misconduct is. If you put this example in the policy, anytime you wanted to change it, you would have to get the Board approval on it. Instead, the policy doesn't list examples. Put it in the procedure's documents. That way, Faculty Senate could change it at the vote of a meeting to add 'this thing' and 'take away this.' To be honest, you set up all this structure and we can all hope, pray and do superstitious dancing that we get it right, but the likelihood of getting it perfect is zero. There has to be adjustments. And so, Faculty Senate, dealing with the undergraduate misconduct, could make those adjustment quickly because of their control over the procedures' document.

I actually prepared notes, but so far, I haven't read any of them. What I'm trying to do is softening the ground sort of. I want the senators to get reacquainted with this issue because, as President Rouillard brought-up, we're going to reform the committee and we want to get this draft into something that Senate could look at. The Executive Committee first, and then (your plans as I understand it) it will go to Academic Regulations, and then to the whole Senate for comments. And the truth is, we need as many constructive comments as we can get. Senator Coulter-Harris, sure?

Senator Coulter-Harris: Yes, I would like to ask you a quick question. There is an original 'Jacobs' policy (3364-71-04), on student academic dishonesty. There's a grievance policy for students (3364-71-05) associated with that academic dishonesty policy. Are you also planning on rewriting that?

Dr. Dowd: No, absolutely not. Okay. No, that's what I was saying before. They throw it to the grievance policy, but do a word search on 'grievance. It never mentions academic misconduct, academic dishonesty.

Senator Coulter-Harris: So, your committee is not going to rewrite that grievance policy?

Dr. Dowd: Deborah, you're bringing up a good point. The grievance policy is not structured for academic misconduct. It's for grievances. For example, "You gave me a 'B' in your class and I think I deserved an 'A.'" Now, if we break-up the responsibility among these two groups, where there is a group whose specialty is misconduct.

Senator Coulter-Harris: Yes.

Dr. Dowd cont'd: And there's another group that deals with academic grievances, it's cleaner.

Senator Coulter-Harris: Okay.

Dr. Dowd: And to tell you the truth, I've not ever served on the Undergraduate Grievance Council, and I have nothing but pity and admiration for them. The reason is, for all these years they've had to deal with misconduct cases, and they have had no guidance from any policy.

Senator Coulter-Harris: Oh, I understand that. So you were talking about you're going to have procedures, right? So those will almost, you know, guide the students. Correct?

Dr. Dowd: The procedures will. If a student, a faculty member, or administrator has any questions about what do they do, where can they turn for help.

Senator Coulter-Harris: Right.

Dr. Dowd: That's procedures.

Senator Coulter-Harris: Right, because that's not...at all.

Dr. Dowd: It can't be, because if we block it into a policy, I've written a number of university policies. It will take months to get through. Instead, put it in the procedures and Senate can change it at the next meeting.

Senator Coulter-Harris: Right. Thank you.

Dr. Dowd: First, I'd like to ask the Executive Committee if you have any questions? Anybody from the Exec?

Past-President Insch: Not necessary a question, just maybe a comment. It would be nice, I think one of the challenges for this committee, some committees in general, is no deliverable due date. It would be nice to have something presented that the Senate could have a conversation about.

Dr. Dowd: I'm good with that, Past-President Insch, given what the people on this committee have dealt with over the last calendar year. I am so good with that idea.

Past-President Insch: I think if we're going to change it, I think it should come from Faculty Senate initially. Then if there's some changes that other groups want to do, they can modify their own rules or whatever. Just say, okay, let's get the committee together, and we're not rushing it, but this is a committee that's going to work hard for five-months and have something by December?

Dr. Dowd: ...[Indecipherable]... hours as an update or an interim report, or final report, I'm good with that.

President Rouillard: Anybody else? Does anybody online have questions for Mike?

Senator Heberle: Just to clarify what Past-President Insch was saying. So the Senate Executive Committee would charge this committee to work on this and have a set of reasonable, workable deadlines in that charge?

President Rouillard: We've already charged that committee---

Senator Heberle: Maybe deadlines need to be added to the charge.

President Rouillard: We can do that.

Dr. Dowd: No one is going to object. I think it is a great idea.

President Rouillard: Anyone else?

Senator Lewin: Is the concept of professional behavior so different from academic misconduct, or should we conceptualize them?

Dr. Dowd: They are separate policies. One of the issues that may separate them is if a student is disruptive in the classroom, that's academic misconduct. If they are causing a problem for other students, I mean, you don't have to fail the student or expel them for what they're doing, but that's misconduct. Professional misconduct has a whole group of other things that can constitute misconduct. Now, I see your point though. As a student, there are expectations of acting professionally. And a student who disrupts a classroom, could be charged with professional misconduct, but then you literally have to make a choice, which accusation do you want to make, academic or professional. Honestly, I'm not going to make a judgment about that here. I don't know enough about professional misconduct to really weigh-in on it. The other thing that makes some of these issues very complicated is when you determine what academic misconduct is, in a lot of cases there's overlap. It's part of what you're bringing up. But not only between academic and professional, but academic and clinical misconduct, or academic and research misconduct, or academic, clinical and research misconduct. And so, one of the things that we actually put into the draft policy is, if there are multiple accusations. Academic is going through one; it's going to get first crack. However, if there's other accusations, like research or whatever, this can be brought to the provost, and the provost can set who has jurisdiction over one particular action. Like I said, I think every issue you bring up in this policy, there's so many other details..., and jurisdiction is one of them. But something that we put in that doesn't exist now, [is] if a student is charged with both professional and academic misconduct. If someone rushes and gets a decision about professional misconduct, currently at the University, that means they can't accuse the student of academic misconduct as well. One sanction, but one action. Now, in most cases that is fine. But if you have academic misconduct and stuff that violates the student code of conduct, you've got two completely different types of repercussions, and for that reason, you've got to bring in a neutral party, and it has to be the provost. And so, we have a discussion of that in the policy of how do you actually work the stuff out. But these are the most egregious cases, not someone cheating. That's an excellent question.

Senator Brakel: There's a comment in the Chat.

President Rouillard: Senator Jayatissa posted a couple of comments. The last one, the most important one, "The new policy should also address how to deal with web-based resources and cheating such as homework, quizzes and exams."

Dr. Dowd: I completely agree. We're also going to have to bring in someone because it's not me to talk about AI. I am like the most ignorant person in the world on this issue; that would be my position on it. We need to bring you in an expert in. Online cheating: this is something that actually might be more appropriate in the procedures document because you can actually provide a narrative and examples. The

policy could talk about in class and online to address that comment. But when you get into the details of online, again, the procedures are a great place to elaborate on that stuff.

President Rouillard: Okay, thank you Mike.

[Applause]

Dr. Dowd: You all made it so easy.

President Rouillard: I will circulate this, unless you want to send me a file that has 'draft' on it.

Senator McLoughlin: One last comment [in the Chat] by Dean Merrick.

President Rouillard: Oh, sure. "Please ensure...violations result in similar sanctions across instructors of courses. Inconsistency could result in legal liability."

Dr. Dowd: That's not true for sanctions determined by a faculty member. The individual faculty member has purview over grades. So if I give a different grade for misconduct than another faculty member-- that is the prerogative of the faculty member. But I agree with the idea, you have to have a consistent process.

Provost Molitor: If I could follow-up on Dean Merrick's comment and Dr. Dowd's response? I agree with Dr. Dowd here, that it is the faculty members purview to determine how they grade students. What usually gets caught up in these grievance processes is what was in the syllabus. You have to be clear in the syllabus. I have instructors that say, if you're cheating in my class, I'm going to give you an 'F' on the assignment. And I've had instructors that say, if you cheat in my class and they give you an 'F' in the class. Both are equally valid. But, you have to make sure you state that upfront so the students are aware of your grading policies.

Dr. Dowd: I may have mentioned this. I was on the Academic Standing Committee for 18-years; I chaired it for 15-years. I spent about 500 hours in the Office of Legal Affairs addressing these issues, because when a case hits the Academic Standing Committee, you have to provide precedent. In so many of these cases, you are absolutely right... I'm sorry for taking up so much time.

President Rouillard: No, it was great.

Senator Coulter-Harris: Thank you.

[Applause]

President Rouillard: So, that brings us to the next item on the agenda, which is updates from the Committee on Committees, and what is hoped to be a 'deluge' of other volunteers. Kim, could you share your screen with your current list of the Committee on Committees?

Senator McBride: I actually do not have it available. But I sent it to you, and you should be able to pull it up. I sent it to Quinetta.

President Rouillard: Is it a Word document?

Senator McBride: No, it's in Excel.

President Rouillard: Okay.

Senator McBride: I sent it this afternoon around 2:30 pm.

President Rouillard: I think we're going to have issues with authentication trying to get to email in this setting. Do you remember off-hand?

Senator McBride: Let me see if I can quickly pull it up easily. Give me two seconds.

Senator Barnes: You can point out that Jerry Van Hoy gave us the enrollment total.

Senator Coulter-Harris: Yes, he wrote it in the Chat.

Senator Barnes: It's 15, 013 students total.

President Rouillard: And 11,455 undergrads and 3,558 graduate students.

Senator Barnes: Thank you, Senator Van Hoy.

President Rouillard: While Senator McBride is doing that, I will also ask you to think about items that you want to bring to the floor, because that's where we will go after the Committee on Committees updates. You could also be thinking about what committee you would like to serve on. Senator Lewin, you seemed to be interested in policy. Would you like to volunteer?

Senator Lewin: I'm already on RRC.

President Rouillard: I don't think the list of the committees is up. I mean, the list of volunteers. Certainly, the description of the committee is there. I think we are still waiting on volunteers for Law and Medicine. I think HHS may also need to supply some names. But Nursing, I think, has the majority of the positions filled.

Senator McBride: Okay, President Rouillard.

President Rouillard: Yes? Can you share?

Senator McBride: No. For some reason, the screen-sharing isn't working. But I did find the updated list on this machine I'm working on now. So, I can tell you which colleges. Do you want me to just go through each?

President Rouillard: Yes, if you would, please.

Senator McBride: So the Committee on Academic Programs, we have reps from Arts and Letters, Business and Innovation, Engineering, Library, Nursing and Pharmacy. So, we need Education, HHS, Honors and Natural and Mathematical Sciences.

The Committee on Undergraduate Curriculum, Arts and Letters is filled. Business and Innovation is filled. Education is filled. And Nursing and Pharmacy are both filled. So, we do need Engineering, Health and Human Services, Honors, Library, Natural Sciences and Mathematics.

Senator Hefzy: If you are asking about me, I am here.

Unknown Speaker: I think he is volunteering.

Senator Coulter-Harris: He's already on my committee.

President Rouillard: Would you like to be on a committee, Senator Hefzy?

Senator Hefzy: I won't be able to hear you if you're asking about me.

President Rouillard: Okay, anybody else who wants to volunteer for a committee? Anybody from HHS, Education and NSM? Senator McBride, do we have a quorum on the Curricular Committee?

Senator McBride: Core Curriculum, we have Arts and Letters, Business and Innovation, Honors, Library, Nursing and Pharmacy.

President Rouillard: So, that sounds like a quorum for that committee.

Senator McBride: Yes. And then Constitution and Rules, we're looking for Education, Engineering, HHS, Honors, Library, Medicine, and Nursing.

Senator McInnis: President Rouillard, I'm on Constitution and Rules.

President Rouillard: Did you hear that Senator McBride? Senator McInnis is on Constitution and Rules.

Senator McBride: Yes, I have that on my list. The Committee on Academic Regulations, we're looking for Education, Engineering, Honors, Law, Medicine, Library, Natural Sciences and Mathematics, and Nursing.

The Committee on Elections, we're looking for Education, Engineering, HHS, Honors, Law, Library and Medicine, as well as the Natural Sciences and Mathematics.

Faculty Affairs, we need Business and Innovation, Education, Engineering, HHS, Honors, Law, Library, Medicine, Natural Sciences and Mathematics and Nursing. Student Affairs, we need School of Education, HHS and Honors---

President Rouillard: Senator Coulter-Harris is shaking her head.

Senator Coulter-Harris: No, no, no. I have a complete group, and I sent that list to you a couple of times. The Student Affairs Committee is filled. There's only one slot is open, and that's Honors.

President Rouillard: Okay.

Senator McBride: Thank you, Senator Coulter-Harris for that. I do remember seeing that. Thank you so much.

Senator Coulter-Harris: Everything is filled, except for Honors.

Senator McBride: The Committee on Committees, we still don't have Honors or Law representation.

President Rouillard: Okay. This is the problem with the smaller colleges where the faculty are just overwhelmed with service. So, who is volunteering? [I believe] Elaine Reeves for Undergrad Curriculum.

Senator Reeves: Yes.

Senator McBride: Thank you, Elaine.

Senator McBride: Senator Reeves, what college?

President Rouillard: Thank you, Senator Reeves. Anybody else? There are some lovely people in this room who I'm sure have lots to offer in terms of these committees. Don't be shy.

Senator McLoughlin: I want to make sure that the list we have is accurate. The last I saw, there were names that wasn't announced.

Unknown Speaker: Barry Scheuermann.

President Rouillard: I think he is on two committees.

Senator McBride: I've had not received an update from HHS, so that could be very true. I am just going off of the emails I've received. So, I'm sure that there are folks in the process of populating committees that have not been able to report back at this point. Probably, because they're trying to fill-up the list.

President Rouillard: And I think I put Weiqing Sun on a Committee. I'm not sure if it is Academic Regulations, but I'll check. And, if you want to, you can do that committee as well. We would love that. So we got Kathy Shan on Undergraduate Curriculum. So, Barry is willing to do Faculty Affairs. Thank you, Senator Scheuermann, I appreciate it. Alright, I [believe] I got everybody. Are there items from the floor? Items from people online?

Senator Coulter-Harris: Who is responsible for updating the Faculty Senate webpage listing everything?

President Rouillard: Quinetta is, but the problem is, she often has to go through MarComm, which delays---

Senator Coulter-Harris: Okay.

Senator Barnes: Just a question, possible suggestion based on folks' response to Senator Heberle's comments about the procedure for ousting the provost. Should Faculty Senate consider making a response to the president, in terms of our feeling about shared governance and communication---

President Rouillard: We can certainly bring that up. Senator McBride and I can bring that up, and the Faculty Senate Executive Committee can bring it up at our meeting with him. Anything else? Any other items?

Unknown Speaker: Research---

President Rouillard: Research Office, an update of recent progress, we certainly can do that. I can contact Connie Schall, who is now the interim VP for Research. Any other items? Is there a motion to adjourn?

Senator Sun: So moved.

Senator Coulter-Harris: Second.

President Rouillard: All those in favor say, 'aye' Any opposed? Any abstentions? Meeting adjourned at 5:50 pm.

IV. Meeting adjourned at 5:50 p.m.

Respectfully submitted: Deborah Coulter-Harris
Faculty Senate Executive Secretary

Tape summary: Quinetta Hubbard
Faculty Senate Office Administrative Secretary