

CASE WESTERN RESERVE UNIVERSITY

**Faculty Senate**

Meeting of April 27, 2004, 3:30 p.m.

Toeffer Room, Adelbert Hall

**AGENDA**

- |           |     |   |                           |
|-----------|-----|---|---------------------------|
| 3:30 p.m. | 1.  | Approval of Minutes of the Meeting of March 23, 2004  | D. Singer                 |
| 3:35      | 2.  | President's Announcements   | E. Hundert                |
| 3:40      | 3.  | Provost's Announcements   | J. Anderson               |
| 3:45      | 4.  | Chair's Announcements   | D. Singer                 |
| 3:50      | 5.  | Report of the Executive Committee   | B. Carlsson               |
| 3:55      | 6.  | Budget Committee Report   | C. Taylor<br>L. Lockledge |
| 4:10      | 7.  | Library Committee Report  | J. Orlock                 |
| 4:20      | 8.  | Minority Affairs Committee Report   | A. Bach                   |
| 4:30      | 9.  | Nominating Committee Report   | K. Farkas                 |
|           |     | MOTION to approve the slate of candidates for Faculty Senate Committees   |                           |
| 4:40      | 10. | Personnel Committee<br>- Multiple Part-Time Appointments<br>- Transfer of Faculty Appointment from Non-Tenure Track to Tenure Track | R. Wright                 |
|           |     | MOTION to recommend addition to the Faculty Handbook of the Statement on Transfer of Faculty from Non-Tenure Track to Tenure Track  |                           |
| 4:50      | 11. | Committee for Women Faculty<br>- Partner Hiring Policy  | S. Pearlmutter            |
|           |     | MOTION to recommend to the President that the University adopt the Policy on Partner Hiring   |                           |
| 5:00      | 12. | Recommendation to Establish a Department of Cognitive Science in the College of Arts and Sciences                                   | R. Ritzmann               |
|           |     | MOTION to approve the establishment of a Department of Cognitive Sciences in the College of Arts and Sciences                       |                           |
| 5:10      | 13. | Revised Philosophy Statement on Outcome Assessment  | D. Feke                   |
|           |     | MOTION that the Faculty Senate adopt the  |                           |

Statement on Outcome Assessment

- |      |     |   |  |
|------|-----|---|--|
| 5:15 | 14. | New Proposed Academic Calendar and Approval of the Five-Year Calendar                             | D. Feke                                |
|      |     | MOTION to recommend to the President that the University adopt the proposed new Academic Calendar |  |
|      |     | MOTION that the Faculty Senate adopt the Revised Five-Year Calendar                               |  |
| 5:20 | 15. | Recommendation to Establish a Minor in Ethnic Studies   | T. Fogarty<br>G. Doho<br>A. Woollacott |
|      |     | MOTION to approve establishment of a Minor in Ethnic Studies                                      |  |
| 5:25 | 16. | Modifications to the University Policy on Sexual Harassment                                       | J. Reilly                              |
| 5:30 | 17. | Adjournment to Reception in Room 352  |  |

CASE WESTERN RESERVE UNIVERSITY

**Faculty Senate**

Meeting April 27, 2004 - 3:30 p.m.

Toefer Room, Adelbert Hall

Minutes

Members Attending

Daniel Akerib  
John Anderson  
Hussein Assaf  
Alice Bach  
Timothy Beal  
Cynthia Beall  
Bo Carlsson  
Randall Cebul  
Sayan Chatterjee  
William Deal  
Fady Faddoul  
Kathleen Farkas  
Steven Feldman  
Jerry Floersch

Lynne Ford  
Susan Hinze  
Edward Hundert  
Jaikrishnan Kadambi  
George Kikano  
Elisabeth Köll  
Wilbur Leatherberry  
Edith Lerner  
Elizabeth Madigan  
David Matthiesen  
Frank Merat  
Carol Musil  
Georgia Narsavage  
John Orlock

George Perry  
Gerald Saidel  
Jason Shuba  
Laura Siminoff  
David Singer  
Ryan Starks  
Cyrus Taylor  
Elizabeth Tracy  
Angela Woollacott  
E. Ronald Wright  
Kristin Zakariasen

Others Present

Taroon Amin  
Nabil Bissada  
Gilbert Doho  
Joanne Eustis  
Donald Feke  
Timothy Fogarty  
Lev Gonick  
Carolyn Gregory

Caryl Hess  
Hue-Lee Kaung  
Lenore Kola  
Marshall Leitman  
Laura Tanski Lockledge  
J. Adnin Mann  
Beth McGee  
Raymond Muzic

Dean Patterson  
Ned Powley  
John Reilly  
Roy Ritzmann  
Margaret Robinson  
Hossein Sadid  
Lynn Singer

Professor David Singer, Chair of the Faculty Senate, called the meeting to order at 3:35 p.m.

**Approval of Minutes**

The minutes of the Faculty Senate meeting of March 23, 2004 were accepted as circulated.

**President's Announcements**

President Hundert, formally, welcomed Provost John Anderson who has been on campus for only three weeks, noting his credentials, past accomplishments, and the expectations of all now that he is here.

**Provost's Announcements**

Dr. John Anderson, making his first Provost's Report to the Faculty Senate, said that he would be posting to the Provost's Office web site the report of the Research Commission, chaired by Professor Lawrence Krauss. The title is ". . . Opportunities and Challenges" and the objective was to look at the administrative structure. While Provost Anderson is not 'blessing' the details, the report is something we need, and he does support the spirit of some of the recommendations, but they will take resources to implement. He said he would welcome input from the faculty.

**Chair's Announcements**

David Singer announced that several new or revised policies have been added to update Chapter 4 of the Faculty Handbook: the Academic Integrity Policy for Graduate Students, the Acceptable Use Policy (from the Information Resources Committee), the Conflict of Interest

Policy (from the Research Committee), the Copyright Compliance Policy (from the Library Committee), and an expanded version of the Sexual Harassment Policy. He said that these are all available at the Faculty Senate web site.

### **Report of the Executive Committee**

Professor Bo Carlsson reported for the Executive Committee. Announcements from that meeting were the same as made at this meeting, and the other items of business are all on this agenda. He reported that there were favorable votes on all items to go forward to the Senate for consideration.

### **Budget Committee Report**

The committee chair, Professor Cyrus Taylor, introduced Laura Tanski Lockledge who would give the final budget report for the year.

Ms. Tanski Lockledge reported that the anticipated deficit of \$18.8 million is less than first expected, in part, because the decision has been made not to subsidize the core operating budgets. Extra spending will be only for Vision items, and the Vision, in general, is the only source of new programs. The budget for the next fiscal year will go to the Trustees for approval on May 17<sup>th</sup>. She reviewed specific figures on the accompanying statement: a few of those highlights are that research funding is 8.8% ahead of current forecast and looking extremely good in most schools (increases of 12% in CAS, 70% in CSE, 33% in SOM, 800% in Dentistry, and 24% in MSASS); undergraduate tuition is projected as steady (Nursing had another good year, and they are ahead of tuition from past year); Graduate tuition is up 7.2%. The university is very fortunate to be able to maintain endowment payouts. Auxiliaries revenue is up largely because of the new North Campus Residential Village project. Some computing resources are now on a seven-year funded renewal plan. Due to increases in undergraduate tuition and changes in the cost allocation process, the university support line for the College of Arts and Sciences and Case School of Engineering has been removed. Salary increases will be held to 3% for staff, but the fringe rate will increase to 26.5%. Capital expenditures of \$138 million have been approved for next year, most for the North Residences, \$16 million for West Quad, and \$8 million on the animal resource center. Vision expenditures and sources of income were outlined, and those details are also given in the sheets handed out and on file.

### **Library Committee Report**

Chair John Orlock's report was one of great optimism that the status of the libraries is turning around through the efforts of Laura Lockledge, Lynn Singer, the Trustees, and the development efforts of Derek Bellin, and their belief in the necessity of a strong library. The libraries have a dedicated staff and the faculty are very supportive. Our library was at 109 and now moved up to 101 in association rankings. The cost of journals continues to rise, over 200%. The new concentrated Library Donor Program is very promising.

### **Minority Affairs Committee Report**

Professor Alice Bach, committee chair, reported, saying that the feeling has been that not much is happening in the area of minority affairs on our campus. The committee membership should include more faculty members, and they should be addressing academic concerns—"re-charge the charge"; staff issues can be handled by other entities. The committee's new mandate should be to "grow our own," and start with recruitment of middle school and high school students in the Cleveland area. Because many students need the basics of English, as well as math and science tutoring, we need pre-enrollment programs. We must also "grow our own professors and graduate students." The committee's report is asking for five special opportunity appointments, with a goal of 10% more minority faculty, including more pre-docs and post-docs. The report includes mechanisms for increasing diversity among faculty--to get and to retain them. The report was written in collaboration with the Office of Faculty Diversity, and would be relevant to the president's Dashboard project.

Chair David Singer noted that committee reports often have motions to adopt proposals but that this report has just been received and will be referred to the Faculty Senate Executive Committee for action in the near future.

### **Nominating Committee Report**

Chair Kathleen Farkas noted that the election had taken place for members of next year's Senate Executive Committee (Kathleen Farkas, Susan Hinze, George Kikano, Elisabeth Köll, David Matthiesen, Carol Musil and John Orlock), and the election for Chair-Elect will be completed by the end of the week and announced at the May 12<sup>th</sup> Senate meeting. Professor Farkas asked for any additional nominations from the floor for members to serve on the standing committee. None were offered, and the slate for each committee was read. The MOTION was approved without discussion and all are declared elected. It was noted that the request from Minority Affairs has been heard.

### **Personnel Committee Report**

The committee chair, E. Ronald Wright, reported on two of the issues before the committee this year:

#### **Multiple Part-Time Appointments held by one Special Faculty member**

After reviewing the history of such appointments and feeling that it is not a major problem at this institution, the recommendation is not to have a new policy but rather identify a timely way in which such appointments are reported to the Provost's Office and that they be monitored there.

#### **Transfer from Non-Tenure to Tenure Track**

The committee does bring a recommendation for the addition of a statement to the Faculty Handbook, which was included with the agenda, in Chapter 3, Part One, I. Appointments, Reappointments, Resignations, Promotions, and Tenure, Section B. Classifications of Appointment, a new number 5, with the present number 5 becoming number 6. The recommended statement was read, noting that this would be a one-time move in which the non-tenure track time would count toward pre-tenure time. Should it be the case that the person had long service in the non-tenure track, the provost could determine exemptions to the suggested new rule. It was noted that the School of Medicine has been allowing such moves in recent years. After brief discussion, a vote on the motion was taken and the recommended statement was APPROVED to be added to the Faculty Handbook, 27 in favor and none opposed.

### **Committee on Women Faculty Report**

In the absence of committee chair Sue Pearlmutter, David Singer presented the Policy on Partner Hiring. The policy has been endorsed by the Executive Committee and approved by the University Counsel. The proposal is for a recommendation that will make it easier for information about options to be made available.

Lynn Singer, Deputy Provost, noted this is an important issue for higher education today.

After questions and a brief discussion, the motion was APPROVED, 30 in favor and none opposed.

### **Recommendation to Establish a Department of Cognitive Science in the College of Arts and Sciences**

Professor Roy Ritzmann, speaking on behalf of Dean Mark Turner, said that the endorsement for this proposed department came from both an outside visiting committee and an internal committee report. The initial hiring would be of an eminent scholar as chair and of a number of secondary appointments. This would be complementary to SAGES, offer the opportunity for new students, and new funding under NSF grants. The urgency in acting now is that other institutions are investigating this path, and that there is interest by other University Circle institutions. The College's Executive Committee is supportive and will continue to provide oversight, and the faculty support the proposal. Dean Turner is a leading figure in this area.

David Singer noted unanimous support of the Senate Executive committee as well. Other discussion noted process of approval as being to the Board of Trustees after the Faculty Senate, and the need to get approval from the Ohio State Board of Regents if a new degree designation were to be sought. This school has numerous multi-disciplinary programs.

A vote on the motion was for APPROVAL by 25 to 1.

### **Revised Philosophy Statement on Outcome Assessment**

Vice Provost Donald Feke said that this new statement brings some focus to the previous philosophy statement as to why we do assessment. The vote was for APPROVAL by 27 to 0.

### **New Proposed Academic Calendar and Approval of the Five-Year Calendar**

This issue was also addressed by D. Feke who noted that the present proposal to amend the rules for construction of the academic calendar includes one of several suggestions brought forward by our undergraduate students; it applies only to the fall semester, and is a re-sequencing of reading days and examination days and does not reduce teaching days, something opposed by faculty when this topics was presented in the fall. The vote was for APPROVAL by 25-0. The vote to approve the new five-year calendar was also APPROVED unanimously.

### **Recommendation to Establish a Minor in Ethnic Studies**

Professor Timothy Fogarty, chair of the UUF Curriculum Committee said that the President's Commission on Undergraduate Education and Life recommended more and diverse educational opportunities. This proposed Minor—there is no existing Major or department—offers additional choices to students. Over 20 faculty have already indicated interest and are ready to participate.

D. Singer indicated this also has the support of the College of Arts and Sciences and the Senate Executive Committee. Interest among faculty in the School of Medicine and the FPB School of Nursing was also indicated. The vote was for APPROVAL, 24 to 0.

### **Modifications to the University Policy on Sexual Harassment**

John Reilly, Associate General Counsel, said that this was a slight modification to an existing policy to allow the institution to bring forward a complaint, providing the opportunity for discussion and notification.

It was announced that there will be one additional Faculty Senate meeting held this year on May 12<sup>th</sup> at 10 a.m. to bring forward outstanding business, primarily the SAGES program discussion and a vote to approve. The meeting was adjourned at 5:25 p.m.

Lynne Ford  
Secretary of the Faculty Senate