

Faculty Development Council Meeting  
April 16, 2019  
Cleveland Room, Thwing Center

Members present:

Anita Aminoshariae (representing SODM)  
Diana Bilimoria (WSOM) also in Provost's Thinker group  
Sarah de Swart (ex officio)  
Don Feke (Vice Provost)  
Adrienne Fletcher (Mandel School)  
Jessie Hill (LAW)  
Sana Loue (SOM)  
Julia Roberts (Office of Faculty Development, ex officio)  
Lihong Shi (representing A & S)

Members absent:

Hunter Peckham (CSE)  
Mary Terhaar (SON)  
Victoria Wright (UGEN)

Guests present from Provost's "Thinkers" group:

Lisa Camp  
Dawn Ellis  
Naomi Sigg  
Dustin Tyler  
Molly Watkins

Issues discussed:

- Minutes from 2/12/19 meeting approved
- HR policies: elder care – HR funds for travel funds currently given only for child care – could these be extended to elder care while traveling as well? Maternity policies. Partner Hiring. Faculty Senate Personnel Committee/ Staff Advisory Council could be involved to work with HR
- The “North Star” statement from the Thinkers group: “CWRU is a community where humanity, science and technology meet to create a just and thriving world”
  - There was a clarification that the North Star statement was developed in three parts:
    - Community - unified internally and with the external community
    - Humanity along with Science and Technology
    - Outcome of a just and thriving world
- Faculty Climate survey – most recent iteration, what are the next steps from this?
- Expressions of doubt and unhappiness among faculty shared with Thinkers' group:
  - Low morale among faculty
  - Sense of lack of transparency from upper administration
  - Financial/budgeting practices (division of funds) in question
  - Awards given to prominent faculty members known to be abusive/bullying
  - Would like to see more faculty diversity

- Important to better support research
- Desire for partner hiring support
- Cultural divide between Case Institute of Technology/Western Reserve
- Gender equity. Very few female Department Chairs.
- Developing a process for Chair/Dean reviews would be helpful
- Chair/Dean reviews should be instituted
- Civility and respect should be modeled, encouraged, across campus
- Discussion of future topics for the Faculty Development Council meetings
  - Revisit the faculty survey
  - Training and development for adjuncts
  - Faculty partner hiring
  - Working with the Faculty Senate committees
- At 4:30 pm the meeting was adjourned.
- The next meeting will be held September 17, 2019 from 3:00-4:30pm.