



Faculty Senate Newsletter

Synopsis of the April 24, 2014 Faculty Senate meeting

This newsletter will be sent out monthly and will provide you with a snapshot of what took place at the most recent Faculty Senate meeting. To learn more about any issue, click on the item and it will take you to [more information](#) further down the page; the numbers below correspond with the numbers above. If you have any questions, please contact one of the senators for your school or college. The list of senators can be found on the [Faculty Senate website](#).

President's and Provost's Announcements

1. President Barbara Snyder reported that at the April 9 ceremonial groundbreaking for the Milton and Tamar Maltz Performing Arts Center, Milton and Tamar Maltz announced an [increase in their gift from \\$12 million to \\$30 million](#). Their contribution will make up just about half of the total project cost of \$64 million.
2. The university also received \$1 million from the state capital budget for [think\[box\]](#). Groundbreaking for think[box] will take place in the fall.
3. Commencement is Sunday, May 18. All faculty are encouraged to participate. Professor Robin Dubin is the faculty marshal.
4. Provost Bud Baeslack reported that this is an extremely busy time due to budget preparation for 2015. He thanked the senators for their hard work over the academic year.

Chair's Announcements

5. Prof. Sandra Russ, chair, Faculty Senate announced that Professor Roy Ritzmann, CAS, has been elected chair-elect for the 2014-15 academic year.
6. A faculty forum was held on Thursday, May 1 to discuss the letter sent from the President to the CWRU faculty opposing the academic boycott against Israeli universities that had been proposed by the American Studies Association.
7. The ad hoc Committee on Course Evaluation Implementation will be meeting over the summer to discuss the implementation process for new undergraduate course evaluations. Prof. Dubin has agreed to serve as chair of the committee.
8. Prof. Dubin, a member of the CWRU Parking Advisory Council (PAC) reported on the Council's most recent meeting. Parking rates will increase by 4% during the next academic year. If faculty are on sabbatical, they should notify the parking office and they will not be charged during the time that they are away.

Report from the Executive Committee

Prof. Robert Savinell reported on the following items from the April 10, 2014 Faculty Senate Executive Committee meeting:

9. The Committee discussed a number of proposed revisions and additions to the Faculty Handbook and Senate By-Laws. The Senate By-Laws Committee will draft language for the Handbook.
10. The Executive Committee also voted to approve the chairs of Senate standing committees for the 2014-2015 academic year.

Report from the Secretary of the Corporation

11. Ms. Colleen Treml, deputy general counsel, reported that the Executive Committee of the

Board of Trustees met on April 8, 2014. Among other items, the Committee approved the CWRU 2014-2019 Academic Calendar and the issuance of degrees for distribution in May of 2014.

Agenda Items

12. [Healthcare Equity Initiatives](#)
13. [Sexual Misconduct Policy](#)
14. [Wireless Health Graduate Certificates](#)
15. [MBA-MS in Biochemistry](#)
16. [MBA-MS in Medical Physiology](#)
17. [Pearson Test of English Academic](#)
18. [Extracurricular Life and Class Attendance Resolution](#)
19. [Presentation of 2014-15 Executive Committee, Chairs and Members of Standing Committee](#)

Reports

20. [Finance Committee Report](#)
21. [Summary of 2013-14 Senate Activities and Passing of the Gavel](#)

More Information

12. Professor Nicole Deming, chair of the Committee on Faculty Personnel, introduced the [healthcare equity proposal](#) which had been developed by the LGBTA Committee. Prof. Deming reported that the proposal had been endorsed by the Senate Committees on Faculty Personnel, Minority Affairs and Compensation. The LGBTA Committee seeks several commitments from the university: [transgender-related health care coverage for CWRU faculty and staff](#); [equitable management of taxation of domestic partner benefits](#) ("grossing up"); LGBT faculty and staff representation during discussions of health care equity, and lastly, a working time frame for implementation of health care equity. Professor Matthew Garrett, a member of the LGBTA Committee and spokesperson for the proposal, said that the issues involved in the proposal relate to more than just financial equity for all CWRU employees. Ultimately they involve questions of human dignity and fairness.

Carolyn Gregory, Vice President for Human Resources, presented information on the financial implications of this proposal as well as proposals for adoption and in-vitro fertilization (IVF) coverage for faculty and staff. Since increased health care costs are passed on to faculty and staff, all interests must be considered. For transgender coverage, the estimated annual cost would be \$150,000. The average annual costs for "grossing up" are more difficult to predict. Only one out of 26 AAU schools in states where same-gender marriage is not recognized provides this sort of subsidy. The estimated annual cost for the subsidy could be in the range of \$250,000-\$300,000. The estimated annual cost for the health care equity proposals as well as adoption and IVF coverage would be \$350,000-\$600,000. With respect to the healthcare equity proposals, the Senate decided to vote on each issue separately. The Senate voted to endorse the recommendation for health care coverage for transgender employees and to provide LGBT faculty and staff with representation during health care equity discussions. A motion was made and seconded to postpone endorsement of the grossing up recommendation until additional research has been completed and information is provided to the Senate. The motion was approved with seven dissenting votes.

13. Marilyn Mobley, Vice President for Inclusion, Diversity and Equal Opportunity, provided an overview of the [revised Interim Sexual Misconduct Policy](#). The committee responsible for revising the policy had considered feedback from multiple constituents including the Faculty Senate and its standing committees. The interim policy had been revised to reflect best practices and the best compromise of concerns expressed. Key changes included clarification of reporting requirements, insuring that the composition of hearing committees is fair, clarification that false accusations will be addressed, creation of a stream-lined administrative process, and clarification of the appeals process. Dr. Mobley also provided information on changes that had been requested by the campus community but that had not been made. These included providing the victim with the right not to have the complaint investigated,

allowing the parties to have legal representation during the hearing, and excluding off campus activity from the policy. The revised policy will be brought to the Board of Trustees (the AASL Committee and then the full Board) for approval in May. If approved, the website will be updated to include more resources. Education and training on the new policy will take place for all incoming students and new faculty and staff, and a user-friendly version of the policy will be developed. Prof. Russ said that the process for development of the policy had been open and transparent and thanked those who been involved. The Senate voted to endorse the sexual misconduct policy with three dissenting votes.

14. Professor Gary Wnek, CSE, presented five proposed graduate certificates from the School of Engineering- San Diego. Two of the certificates are in the field of wireless health (wireless health product development and health information technology) and come on the heels of the wireless health certificate that was approved in 2011. The additional certificates are in the area of wearable computing (wearable computing, mobility-driven computing, and security in computing). The Senate voted to approve the graduate certificates.
15. Professor William Merrick presented the [MBA-MS in Biochemistry](#). The Department of Biochemistry offers the MS in Biochemistry program that caters to college graduates. The program strengthens students' academic backgrounds prior to applying to medical school or graduate school and enriches their credentials for the job market. The Weatherhead School of Management offers the MBA program with its innovative approach to management education. The dual degree program will prepare students to participate in the fields of medical research and management and will give students an opportunity to develop expertise in their areas of substantive interest. No additional courses or resources are anticipated for the dual degree program. The Senate voted to approve the MBA-MS in Biochemistry.
16. Professor Tom Nosek presented the [MBA-MS in Medical Physiology](#). The Department of Physiology & Biophysics offers the MS in Medical Physiology program that caters to college graduates. The program strengthens the students' academic backgrounds prior to applying to medical school, dental school, graduate school, or other health professions programs and enriches their credentials for the job market. The Weatherhead School of Management offers the MBA program with its innovative approach to management education. The dual degree program will prepare students to participate in the fields of medical research and management and health care management, as well as give students an opportunity to develop expertise in areas of substantive interest. Dual degree students will be more likely to have greater job opportunities in the areas of translational science and business/health care. No additional courses or resources are anticipated to fulfill the respective schools' obligations in administering the dual degree program. The Senate voted to approve the MBA-MS in Medical Physiology.
17. Professor Mark De Guire, chair of the Faculty Senate Committee on Undergraduate Education (FSCUE), presented information that had been prepared by Richard Bischoff, Vice President for Enrollment, on the [Pearson Test of English Academic](#). FSCUE had approved adding the Pearson test as one of the English proficiency tests available to international undergraduate students seeking admission to CWRU. The university would continue to accept the TOEFL and IELTS tests and students would still be required to submit an ACT or SAT score. The Pearson test is accepted by over 1600 institutions in the US and by 75% of Ivy League schools. WSOM currently accepts the test for its MBA applicants. If the TOEFL score requirement increases, the Pearson test score requirement will increase to a commensurate level. The Senate voted to approve the Pearson Test of English Academic.
18. Prof. De Guire introduced the [Extracurricular Life and Class Attendance Resolution](#), endorsed by FSCUE. Lou Stark, Vice President for Student Affairs, provided additional information. The resolution had originated in the FSCUE Student Life Subcommittee as a result of faculty concerns about students missing classes because of athletic events. The CAS Executive Committee had drafted a similar statement but the Subcommittee felt that the resolution should come from the Division of Student Affairs since the issue cuts across all schools. The resolution stresses the value of the student's total educational experience and provides that in a conflict situation, all parties (students, faculty and staff) should work together towards a resolution. This prevents a student from feeling as if he/she must negotiate competing

interests. If an appropriate accommodation cannot be reached, the student's obligation to attend class takes priority. A member of the Senate expressed discomfort with the amount of class time missed by student athletes. The Senate voted to endorse the resolution.

19. Professor Simon Peck, chair of the Senate Nominating Committee, presented slides listing the members of the 2014-15 Executive Committee and the chairs and members of the standing committees for 2014-15. The Senate voted to approve the members of the Executive Committee and standing committees. The chairs had been previously approved by the Executive Committee.
20. Professor Scott Fine, chair of the Faculty Senate Finance Committee, had reported on the activities of the Finance Committee at the February 27th Faculty Senate meeting. The Senate had requested more detailed information on the university's budget and Prof. Fine presented slides on the 2014 second quarter operating forecast, the preliminary 2015 budget, the capital budget, the capital campaign, and endowment spending.
21. Prof. Russ thanked the President and Provost for their support of shared governance within the university and also thanked the past chair of the Senate, Prof. Robin Dubin, and the Secretary of the University Faculty, Rebecca Weiss. Prof. Russ reviewed major accomplishments of the year and encouraged even better communication next year between the Senate and the college/schools. The gavel was passed to Professor Robert Savinell, vice-chair. President Snyder thanked Prof. Russ for stepping into the role of chair after the death of Professor Steve Garverick last fall. President Snyder announced that Prof. Russ has been named a Distinguished University Professor.

Learn more about the [Faculty Senate](#).

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