

CASE WESTERN RESERVE UNIVERSITY  
**Faculty Senate**  
Meeting of March 23, 2004, 3:30 p.m.  
Toepfer Room, Adelbert Hall

**AGENDA**

- |           |     |  |                       |
|-----------|-----|--|-----------------------|
| 3:30 p.m. | 1.  | Approval of Minutes of the Meeting of February 24, 2004  | D. Singer             |
| 3:35      | 2.  | President's Announcements  | E. Hundert            |
| 3:40      | 3.  | Chair's Announcements<br>- Possible May Meeting<br>- Report on Actions: "Resolution Regarding the Reinstatement of Proper Teaching Guidelines for the Teaching of Geological and Biological Sciences   | D. Singer<br>C. Beall |
| 3:45      | 4.  | Report of the Executive Committee  | E. Lerner             |
| 3:50      | 5.  | Report from Faculty Compensation Committee   | J. Entin              |
| 3:55      | 6.  | Report of the By-Laws Committee  | G. Narsavage          |
| 4:05      | 7.  | Report of the Graduate Studies Committee<br>- Academic Integrity Policy<br><br>RESOLVED that the Faculty Senate approve the adoption of an Academic Integrity Policy for the School of Graduate Studies as presented.<br><br>- M.D./M.S. in Biomedical Investigation<br><br>RESOLVED that the Faculty Senate approve the new program M.D./M.S. in Biomedical Investigation as recommended by the Graduate Studies Committee. | J. Clochesy           |
| 4:15      | 8.  | Report from Information Resources Committee<br>- Acceptable Use of Computing and Information Technology Resources Policy   | T. Robson             |
| 4:25      | 9.  | Report from Women Faculty Committee on a Partner Hiring Policy   | S. Pearlmutter        |
| 4:35      | 10. | University Outcome Assessment Report: Executive Summary (full report at <a href="http://www.cwru.edu/president/cir/execassessrpt.htm">http://www.cwru.edu/president/cir/execassessrpt.htm</a> )  | D. Feke               |

4:45	11. Affirmative Action/Diversity Report for Staff Brief	A. Kinslow
	Report from Faculty Diversity Officer	B. McGee
5:15	Adjournment	

CASE WESTERN RESERVE UNIVERSITY

**Faculty Senate**

Meeting March 23, 2004 - 3:30 p.m.

Toefer Room, Adelbert Hall

Minutes

Members Attending

Cynthia Beall  
Thomas Bishop  
Donald Bodner  
Bo Carlsson  
Sayan Chatterjee  
John Clochesy  
Sara Debanne  
Jonathan Entin  
Kathleen Farkas  
Steven Feldman  
Jerry Floersch  
Lynne Ford

Stanton Gerson  
Edward Hundert  
Patrick Kennedy  
Carolyn Kerckmar  
Elisabeth Köll  
Edith Lerner  
Alan Levine  
Jerome Liebman  
Elizabeth Madigan  
David Matthiesen  
Shirley Moore  
Carol Musil

Spencer Neth  
Wyatt Newman  
George Perry  
Gerald Saidel  
Jason Shuba  
Laura Siminoff  
David Singer  
Ronald Wright  
Kristin Zakariasen

Others Present

Dan Anker  
Paula Baughn  
Derek Bellin  
Denise Douglas  
Donald Feke  
Allison Hall  
Caryl Hess

Kathryn Karipides  
Sam Khamis  
Anthony Kinslow  
Laura Tanski Lockledge  
Jeanne Madison  
Beth McGee  
Raymond Muzic

Patricia Princehouse  
Margaret Robinson  
Tim Robson  
Hossein Sadid  
Virginia Saha  
Susan Shurin  
Rhonda Williams

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 February 24, 2004 were approved as circulated.

**President's Announcements**

President Hundert introduced Sam Khamis, a student who is President for the Day.

Dr. Hundert asked that the minutes reflect his appreciation of Lynn Singer for her work as interim provost over these past months.

The case statement for the next dean of the Weatherhead School of Management is being finalized, with the expectation that it should help generate numerous candidates.

**Interim Provost's Announcements** - Dr. Lynn Singer was not in attendance.

**Chair's Announcements**

David Singer announced the possibility of holding a May meeting - an Executive Committee meeting would be on either May 4 or 5, and the Senate meeting would need to be held on either May 12 or 13. The official announcement will be made after the April 14 Executive Committee meeting. Dr. Singer noted two agenda items postponed to the next meeting - reports from the By-Laws Committee and the Committee on Women Faculty. He also reported that the annual diversity report for faculty would have to be made at some future meeting because of the discovery of an error in data gathering.

Professor Cynthia Beall was called upon to give a follow-up report on the resolution passed at the February meeting, "Resolution Regarding the Reinstatement of Proper Teaching Guidelines for the Teaching of Geological and Biological Sciences" in Ohio public schools. She said that though she distributed our resolution widely, it was unfortunate that the Ohio State legislature did not vote to remove the offending lesson plan.

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

Professor Edith Lerner reported for the Executive Committee on:

- discussion with Lev Gonick and Tony Kinslow relative to reorganization and restructuring in the Information Technology Services division. Professor Kathleen Wells of MSASS joined in that discussion.

- Professor Sue Pearlmuter, chair of the Committee on Women Faculty, was asked to return to the next meeting with her committee's report on a Partner Hiring Policy, after same has been reviewed by the Office of University Counsel.

- President Hundert announced that Dean Jerold Goldberg of our School of Dental Medicine will chair the dean search committee for WSOM, and he again noted that deans are to be University leaders.

- Items for this Senate meeting agenda are:

- 1) the Graduate Studies Committee recommends two items for voting today, A) an Academic Integrity Policy for Graduate Students, and B) a new program in the Medical School, an M.D./M.S. in Biomedical Investigation.
- 2) Interim Deputy Provost Don Feke reported on outcome assessment planning, and he will bring a revised philosophy statement to the April meeting.
- 3) a request to change wording on the diploma to include both the institutions' names, Cleveland Institute of Music and Case Western Reserve University, for students enrolled in the joint music program. Students enrolled through CIM now have both names but CASE students only have this institution named. The Senate Executive Committee supported the idea of the addition, barring any negative advice from our attorneys.

### **Report of the Compensation Committee**

Chair Jonathan Entin reported as follows:

The Compensation Committee has met several times during the course of the year. We have met with Interim Provost Lynn Singer to discuss implementation of the Senate's April 2003 resolution on faculty compensation and, as part of the university's fringe benefits committee, with Vice President for Human Resources Anthony Kinslow to discuss the Benelect package for 2004. As a result of the fringe benefits meetings, some changes were made in the 2004 package to reduce the out-of-pocket health insurance cost for faculty and staff who opted for single coverage. In addition, there have been several planning meetings to discuss the 2005 package.

The Compensation Committee has also been in discussions with the schools of engineering and medicine concerning performance reward supplements. Those discussions remain ongoing.

The committee's agenda for the balance of this year and next year contains several potentially significant items. Among them are the continuing implementation of the April 2003 resolution, a proposed early retirement incentive plan that the administration is developing, salary guarantees for faculty (a subject that is now being addressed by the Personnel Committee and which will then come to the Compensation Committee) and health benefits for retirees (a subject that is of particular concern to the Staff Advisory Council). The members of the Compensation Committee will also be part of the planning process for the 2005 Benelect package.

### **Report of the Graduate Studies Committee**

Chair John Clochesy invited questions and discussion prior to a vote on an Academic Integrity Policy for Graduate Students. He noted that this proposed policy has been reviewed by the Office of University Counsel. Questions on several points were satisfactorily answered and two amendments were proposed and passed unanimously: the first was a change in placement of the word "not" in two places in the section titled Academic Integrity Board; the second

amendment was for the addition of a clarifying statement at the end of point #2 under the section titled Academic Integrity Board Proceedings, as follows: "In any case in which the charge does not rest exclusively on documentary evidence, the complainant shall be a witness at the hearing." A motion to send this document back to committee for further discussion failed for lack of a second. A third proposed amendment in the section titled Level Four Violations to remove point 28 which references "willful violation of a canon of the ethical code of the profession for which a graduate/professional student is preparing" was approved by majority vote. A call was made for a vote on the motion that the Faculty Senate approve the adoption of the amended Academic Integrity Policy for Graduate Students. The MOTION passed 20 to 1.

A second item of business from the committee was the recommendation to approve the proposed new program M.D./M.S. in Biomedical Investigation. Professor Clochesy noted that this is not a new degree, only a new program under existing degrees requirements. Professor Allison Hall from the Department of Neurosciences was present to respond to questions. Concerns were expressed about the point 2.b. The M.S. Curriculum mention of a "research essay" which was clarified by the statement that this is what is commonly referred to as a Plan B requirement rather than the thesis requirement. With the suggestion that a substitution be made for the word "essay" with "**manuscript**" (approved 13-3), the MOTION passed 23-0.

[Suggested by Dean of Graduate Studies, Lenore Kola, that reference be made to The Master's Comprehensive (Plan B) description from the University General Bulletin.]

### **Report of the Information Resources Committee**

Chair Elizabeth Madigan reported that this Acceptable Use of Computing and Information Technology Resources Policy is a University policy applicable to faculty, staff and students alike. Many offices across the University have had input and review of this document, including the Office of University Counsel. There were no questions.

### **University Outcome Assessment Report**

Interim Deputy Provost Donald Feke urged examination of the web link in the agenda and the executive summary. He said that there is a substantial amount of outcome assessment being practiced on our campus, which is not to say that more should not be done. There were no questions or comments.

### **Affirmative Action/Diversity Report for Staff**

A full report on staff diversity and goals was displayed and handed out. The corresponding report covering faculty positions cannot be made pending a correction to the data collection in the School of Medicine.

Vice President Anthony Kinslow said that the figures in most categories of employment remain unchanged over the past several years. All categories combined, one-third of staff employees are in the Minorities category. In a snapshot view of IPEDS comparisons, the University is sixth for women in our peer group, and second for minorities in the same peer group. There was some brief discussion on interpretation of the figures on under utilization.

He was pleased to be able to announce that the new Staff Diversity Office for the University is Kathryn Hall, and she will start on April 12.

There being no further business, the meeting was adjourned at 5:05 p.m.

Lynne E Ford  
Secretary of the Faculty Senate