

CASE WESTERN RESERVE UNIVERSITY
Faculty Senate
Meeting of March 27, 2007, 3:30 - 5:30 p.m.
Toepfer Room, Adelbert Hall

AGENDA

1. Approval of Minutes of the Meeting of February 26, 2007 J. Alexander
2. President's Announcements G. Eastwood
3. Provost's Announcements J. Anderson
4. Report of the Secretary of the Corporation C. Trembl
5. Chair's Announcements J. Alexander
6. Report of the Executive Committee R. Wright
7. By-Laws Committee MOTION on Budget Comm. Membership
Action Item C. Cano
8. Privilege of Attendance MOTION for SAC Representative
Action Item J. Alexander
9. Report of the Nominating Committee and Call for
Additional Nominations R. Dubin
10. Annual Affirmative Action Report - Questions/Discussion L. Singer
11. Discussion on Recommendations from Minority Affairs S. Loue
12. Report from Committee on Research C. Musil
Report from the Research Council
13. Report from Faculty Compensation Committee K. Loparo
14. New Business
15. Announcements

Adjournment

Attachments:

Agenda Item 1. Minutes of the Meeting of February 26th - to be sent later

- Agenda Item 7. Budget Committee Membership
- Agenda Item 8. Privilege of Attendance for SAC Representative
- Agenda Item 9. Slate of Candidates for Election - attached to e-mail
- Agenda Item 10. Affirmative Action Report - attached to e-mail
- Agenda item 11. Recommendations (3) from Minority Affairs Committee - attached to e-mail
- Agenda Item 12. Research Committee Report and Research Council Report
- Agenda Item 13. Report of the Faculty Compensation Committee - attached to e-mail

Agenda Item 1. Minutes of the Meeting of Feb. 26th to be sent later

Agenda Item 7. Motion from By-Laws Committee on Budget Committee Membership

Transmittal of Senate Report

Title: Modification of membership of Senate Budget Committee

Date presented to Senate: March 27, 2007

Presenter: Christine Cano

Subject of motion: Change the constitution and bylaws of the Senate to restructure the Senate Budget Committee, so that there is more vertical integration of the members with members of budget committees of the constituent faculties.

Voting (check one):

1. on resolutions or recommendations one by one _____
2. in a single vote _____
3. to endorse entire report _____

Committee work: Quasi-committee of the whole of the Senate, Senate Budget Committee, Senate Bylaws Committee

Consultations (with other committees, legal office, administrators, etc.):

Executive Committee approval: March 20, 2007

Alternatives: Do not restructure Budget Committee

Risks: None particularly noted; however the proposed structure is untested.

Financial implications: None noted.

Senate action:

Transmitted to:

Motion:

Chapter 2, Article VI, Sec. C, Par. 1 of the Faculty Handbook shall be amended as indicated below:

Current language: Par. 1. The Budget Committee shall consist of six voting members of the University Faculty, at least three of whom must be elected members of the Faculty Senate, the chair of the Committee on Faculty Compensation *ex officio*, and such additional members *ex officio* as shall be specified in the by-laws. Members of the committee shall be elected to serve overlapping three-year terms. Should the terms of senatorial members of the Budget Committee extend beyond their terms as members of the Faculty Senate, they shall complete their committee terms as non-senatorial members.

Proposed New language:

Par. 1. The Budget committee shall consist of one voting member elected by each constituent faculty Budget Committee for a term of not less than two years, three members of the University Faculty at-large, at least one of whom must be an elected member of the Faculty Senate, the chair of the Committee on Faculty Compensation *ex officio*, and such additional members *ex officio* as shall be specified in the Faculty Senate y-Laws. The at-large members shall be elected to serve overlapping three-year terms. One of the at-large members shall serve as the chair of the Budget committee. Should the terms of senatorial members of the Budget Committee extend beyond their terms as members of the Faculty Senate, they shall complete their committee terms as non-senatorial members.

Chapter 2, Article VII, Sec. A. of the Faculty Handbook shall be amended by the addition of:

Par. 5: Each constituent faculty shall have a Budget Committee. The regular members of each Budget Committee shall be selected from among the University voting faculty of that constituent faculty by direct election or by appointment by a directly elected body of that constituent faculty. In addition, each Budget Committee may include additional members *ex officio* as needed.

Motion:

Resolved:

Agenda Item 8. Privilege of Participation for SAC Representative

Transmittal of Senate Report

Title: Motion to give privilege of attendance to representative of Staff Advisory Council (SAC).

Date presented to Senate: March 27, 2007

Presenter: James Alexander

Subject of motion: Change the constitution and bylaws to institutionalize the privilege of attendance to representative of SAC,

Voting (check one):

on resolutions or recommendations one by one _____

in a single vote x _____

to endorse entire report _____

Committee work: Quasi-committee of the whole of the Senate, Executive Committee

Consultations (with other committees, legal office, administrators, etc.): Office of the Attorney.

Executive Committee approval: March 20, 2007

Alternatives: Retain status quo (representative attends at invitation of Senate)

Risks: None noted.

Financial implications: None noted.

Senate action:

Transmitted to:

Motion: Modify the Constitution and Bylaws as indicated in bold:

Article V. The Faculty Senate

D. Privilege of Attendance

Members of the Board of Trustees, a deputy appointed by the provost, vice presidents, deans, and other academic officers of equivalent rank, as well as others designated in the Faculty Senate by-laws may participate in its discussions. **A representative of the Staff Advisory Council (SAC) also may attend all meetings of the Faculty Senate as a permanent non-voting member of the Faculty Senate and may participate in its discussions.** Student and faculty members of committees of the Faculty Senate who are not elected senators may attend all meetings of the Faculty Senate, and may participate in the discussions of the Faculty Senate related to their committee's work. Other members of the university community may attend designated meetings with the permission of the chair.

Faculty Senate By-Laws:

BY-LAW IV.

Item e. Privilege of Attendance.

The privilege of attendance by non-members at meetings of the Faculty Senate shall be as provided in the Constitution, Article V, Section D, excepting, however, that in addition to those therein specified, each of the following persons may designate an alternate to attend without vote and participate in the discussion:

1) the deputy designated by the President for membership in the Faculty Senate as provided in the Constitution, Article V, Section C.

2) the Secretary of the University Faculty and of the Faculty Senate.

3) any Provost or Dean.

4) the representative of the Staff Advisory Council (SAC) as provided in the Constitution, Article V, Section D.

Motion:

Resolved:

Agenda Item 12.

The Committee on Research addressed the following items during the 2006-2007 academic year:

The Committee outlined our priorities for the year as promoting responsible research conduct, examining the monitoring functions of the Committee, and continued work with the Library Committee, in addition to policy and other matters brought to our attention.

Responsible Research conduct. The committee sees a need for additional education, policy and/or guidelines regarding responsible research conduct (that go beyond scientific misconduct) when educating, mentoring and supervising.

Monitoring the implementation of existing research policy (as outlined in our charge) and requesting regular annual reports from administrative committees: ongoing discussion item

Digital Case: met with Paul Salipante, chair of the Library Committee; Research Committee will support efforts as needed.

Avian Flu. Two members, Chuck Rozek and Eric Cottington, are members of the AF taskforce. The Committee on Research has provided input to the task force.

Academic Affairs and Student Life Committee meeting of the Board of Trustees. Two Research Committee members participated in the December meeting and the Committee provided information about the state of research at the university.

Openness of research. The committee studied this issue at the request of the F/S Executive Committee. In general, openness is required in teaching and research to promote academic freedom and free exchange of ideas. The issue of openness in research and export controls may

1) have implications for non-U.S. citizen graduate students to work on some security-related

research projects and/or 2) place restrictions on publications. Many peer institutions have policies re: openness of research, and the Research Committee supported creating a brief statement that would help CWRU in negotiating contracts with external agencies, remove inappropriate and/or unnecessary restrictions on grants and contracts, but still allow for rare exceptions, such as national security issues, that could be approved through the Office of the Provost. The policy is slated for the April 07 F/S meeting.

Conflict of Commitment- brought to the Research Committee, forwarded to Executive Committee for assignment to Personnel Committee

Interdisciplinary research, research funding and promotion/tenure. The competitiveness of NIH and other research funding sources may require more group efforts to secure funding and these changes may have implications for promotion and tenure decisions. The issue, discussed in the Research Council spring 2006 and assigned to the Committee on Research, will be considered by the deans, in the schools, and at Faculty Senate.

Respectfully submitted
Carol Musil, chair

Research Council Meeting March 13, 2007

NRC survey participation at CWRU was 86.2%; national rate was 70.2%.

Research Computing: R. Bielfield, I. Alexander and M. Griswold presented on CWRU high performance computing needs, especially in astronomy, medicine and engineering. General discussion topics included strategic planning, funding, personnel, upkeep, and software needs.

ACES (Academic Careers in Engineering and Science): Women are getting PhDs but less likely to seek faculty jobs. The next phase of ACES will expand services (coaching, distinguished lectureships) to the entire university.

Research Competitiveness

Graduate students: There has been an increase in domestic applications to Grad Studies. Other discussion points included how to fund doctoral students; the recruitment and retention of under-represented minorities; capitalizing on CWRU's recognition as a leader in entrepreneurship; and the need to review programs to ensure they are up-to-date. Research productivity and grants: the provost asked, "How might we use one or two new staff positions to increase external funding for research and scholarship at the University?"

CASE WESTERN RESERVE UNIVERSITY

Faculty Senate

Meeting of March 27, 2007, 3:30 - 5:30 p.m.

Toepfer Room, Adelbert Hall

Minutes

Members Attending

Daniel Akerib

James Alexander

Jeffrey Alexander

Christine Cano

Joseph Carter

Barbara Daly

Gregory Eastwood

Dustin Fisher

Lynne Ford

Thomas Frank

Paul Gerhart

Marion Good

Julia Grant

Katherine Hessler

Kathleen Kash

Elisabeth Koll

Joseph Koonce

Uziel Landau

Edith Lerner

Jacqueline Lipton

Kenneth Loparo

Sana Loue

Carol Musil

Sena Narendran

Eric Neilsen

John Orlock

Sandra Russ

Paul Salipante

Glenn Starkman

Phillip Taylor

Aloen Townsend

E. Ronald Wright

Others Present

Robin Dubin

Donald Feke

Kimyette Finley

Grover C. Gilmore

Kathryn Karipides

Ronald Occhionero

Timothy Peshek

Timothy Robson

Lynn Singer

Colleen Trembl

Jeffrey Wolcowitz

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

Approval of Minutes

The minutes of the previous Faculty Senate meeting on February 26, 2007 were not ready for approval. All were reminded to sign in as a way of accurately recording attendance.

President's Announcements

Dr. Eastwood noted that the transition to the new president, Barbara Synder, is going smoothly; she was here a week ago, is in frequent communication and is well informed on our issues. He invited constituent representatives to communicate with him for her. Until July 1, she is not making decisions but is interested in the issues.

Development of the FY 08 budget: urged people to "celebrate" the vitality of this university, the fact that our students are happy, and that we are recovering from financial distress, and he noted that a small continuing deficit will not be a failure.

Commencement in seven weeks is time for the community to come together in support the graduates by attending. University Marshal Robin Dubin is asking for volunteers to serve as marshals.

Provost's Announcements

Deputy Provost Lynn Singer and Vice Provost Donald Feke made the announcements for

Provost John Anderson.

- Enrollment is steady with last year and we currently have 181 deposits-approximately 12% of the target of enrolling 1050 undergraduate students.
- Search for the Vice President for Enrollment - a search firm has been employed, the applicant pool is strong, and we expect candidates to be interviewed after recruitment is over with a target to have the next vice president here by September.
- Gala - the first spring gala has 250 persons registered and raised \$11,500 for scholarships.
- National Research Council survey has had an excellent participation rate; Arts and Sciences had 100% participation.

Report of the Secretary of the Corporation

Colleen Treml reported by Jeanine Arden Ornt on the meeting of the Board of Trustees on February 23 and 24. At that time new trustees were elected, approval was given for the new Department of Plastic Surgery, as was the policy on fellowship courses for Graduate Studies students, both these latter two items were approved by the Senate. The trustees also discussed the search for a dean of the School of Medicine, branding, and several capital projects. The Faculty Senate chair addressed the Board on the topics of a child care center, linkage of tenure and salary, and recommendations from the Budget Committee. Ms. Treml also reported on the March 14th Board of Trustees Executive Committee meeting at which time the B.S. in Systems Biology was approved, and a change in the vesting policy for School of Medicine transitions to University Hospitals.

Chair's Announcements

James Alexander noted that there was one Senate meeting remaining on the calendar in April and that it would be a full business meeting with at least six motions anticipated.

Report of the Executive Committee

Professor Ronald Wright reported for the Executive Committee.

- The EC approved a name change for the undergraduate degree Bachelor of Arts in Religious Studies, explaining that last year the department's name was changed and the degree name change follows the department in this case.
- Privilege of attendance at Senate meetings for the Staff Advisory Council chair is a motion on this agenda.
- The Faculty Personnel Committee has been discussing a Conflict of Commitment policy which they hope to bring to the next Senate meeting. That committee was also charged with a review of the University Hospitals new handbook which is incomplete and unavailable at this time; those discussions continue with the School of Medicine's Faculty Council joining the EC for some discussion.
- The Research Committee is working on an Openness of Research policy to be brought forward at a later date.
- Revisions to the Budget Committee's membership is a later motion on this agenda. Also discussed by the Budget Committee is the fact that items with potential for significant budgetary impact have been approved without consulting with this committee as called for in the Faculty Handbook. Such consultation will take place from now on.

- Minority Affairs Committee will continue discussion today of topics before that committee.
- Nominating Committee is asking that constituent faculties hold elections for their senators earlier so all eligible persons can be considered for committee positions. Some terms on some standing committees are being extended by a year so as to balance members ending term, this is especially so with the Minority Affairs Committee all of whose terms were to end in 2008.

Report of the By-Laws Committee on Budget Committee Membership

Chair Christine Cano read the motion regarding new language for the Faculty Handbook on Membership for the Senate Budget Committee in Chapter 2, Article VI, Sec. C. Par. 1 and the proposed addition to Article VII, Sec. A., Par. 5. regarding each constituent faculty having a budget committee. After brief discussion and a question by President Eastwood on whether ex officio members are voting members (not discussed in either committee), the MOTION WAS APPROVED, with notation that it must next be voted on by the full university faculty.

Privilege of Attendance Motion for SAC Representative

With brief discussion on why this was not a motion for voting privileges in Senate, and confirmation that any Senate representative would be welcome at Staff Advisory Council meetings, the MOTION TO APPROVE PRIVILEGE OF ATTENDANCE pass unanimously, effective as of this meeting. [Changes to the Constitution, Chapter 2 of the Faculty Handbook, are to be approved by a vote of the university faculty.]

Report of the Nominating Committee and Call for Any Additional Nominations

Nominating Committee member Robin Dubin asked for any nominations from the floor or to the secretary for service on Faculty Senate standing committees. She also explained the upcoming voting procedures.

Annual Affirmative Action Report

Deputy Provost Lynn Singer was prepared to discuss and to respond to questions on the report prepared by the Faculty Diversity Officer Professor Beth McGee who is on sabbatical leave. Dr. Singer noted that the university is holding steady but has not made any great leaps forward on improving our statistics. Arts and Sciences and Engineering have registered some gains in women and minorities, while Weatherhead has lost its only African American faculty member. A number of policies have come through the Senate and been institutionalized this past year, as well as the efforts of the ACES grant. Applicant pools should be representative of the available people in a field; exit interviews and salary equity studies have been reviewed; the Women's Center received a naming gift from the Flora Stone Mather Alumnae Association. One of our soft spots is the low number of women serving as department chairs. Asked about diversity initiatives, Dr. Singer reports that we have continued with funding for strategic hiring of minorities, programs such as the Fisk University exchange, CLIPS, and are gathering climate survey information. The diversity plans by deans have not been moving ahead as fast as desirable; don't know about curricular initiatives which students have asked for.

There was a request to use the terminology "ethnic differences" rather than "racial differences" in reporting. We are urged to compare ourselves with other universities, primarily state institutions, with better statistics. We are at a disadvantage on grant applications too. These

are reasons to further support the initiative for a quality child care facility.

Discussion on Recommendations from the Minority Affairs Committee

Professor and chair Sana Loue has returned with three proposals, refined after the last meeting's discussions, to gather additional information before presenting policy proposals. There was a half hour of additional discussions on the university's non-discrimination statement, a proposal for a vice president for diversity, and modifications to the sexual harassment policies without record of the discussions.

Report of the Committee on Research and from the Research Council

Chair Carol Musil called attention to the report attached to the agenda and, in particular, the discussion the committee has had on an Openness of Research Policy proposal. All schools have been invited to comment, with the expectation that a motion will come to the Senate in the fall on this item.

As she is charged to also report to the Senate on the Research Council, minutes of their recent meeting are also attached. The provost has mentioned the possibility of one or two new staff positions.

Report of the Faculty Compensation Committee

Chair Ken Loparo said the committee had been busy this year and worked with the University Fringe Benefits Committee on replacing QualChoice as one of the health plans available to the university community. Anthem was selected and most seem pleased. He noted their other responsibilities to look at faculty salaries and fringe benefits, noting the Mercer Study report. He said there are issues of salary compression and he predicts that faculty salaries will be a high priority over the next few years. The committee's report notes that Case Western Reserve's [faculty] Retirement Benefits are among the best in higher education. Health and Welfare is the second largest component of the total fringe expenditures and one that has experiences the greatest cost increases in recent years. We have been able to curb the increases to below the national average. The report further states that Tuition Benefits are one of our best retention tools. The report also contains a Faculty Salary Analysis using data from the AAUP and the AAU surveys.

There was a question on the data provided in Table 1. for average salary.

There was no New Business, and the Chair's Announcement was only acknowledgment of the Phi Beta Kappa Scholar public lecture on April 5th at 10:30 a.m. in Nord Hall. A member noted the recent passing of Bernard Landau, a faculty member in the School of Medicine. We will acknowledge this at the Annual Faculty Meeting.

The meeting was adjourned.

Lynne E. Ford
Secretary of the Faculty Senate