

**Faculty Senate Meeting**  
Monday, November 23, 2015  
3:30p.m. – 5:30p.m. – Toepfer Room, Adelbert Hall,

3:30 p.m.	Approval of Minutes from the October 21, 2015, Faculty Senate Meeting, <i>attachment</i>	Roy Ritzmann
3:35 p.m.	President and Provost's Announcements	Barbara Snyder Bud Baeslack
3:40 p.m.	Chair's Announcements	Roy Ritzmann
3:45 p.m.	Report from the Executive Committee	Peter Harte
3:50 p.m.	Tobacco Free Campus Policy	Elizabeth Click Stan Gerson
4:30 p.m.	Enrollment Report and Coalition Application	Rick Bischoff
4:50 p.m.	CAS Graduate Plus-Minus Grading Policy Option	Paul MacDonald Daniel Cohen
5:00 p.m.	5-Year Review: Endowed Professorship Provision of Faculty Handbook; Senate By-Laws revision re Undergraduate Student Senator	David Carney
5:10 p.m.	Senate Committee on Minority Affairs Survey	Kenny Fountain



**Faculty Senate Meeting**  
Monday, November 23, 2015  
3:30-5:30 p.m. – Adelbert Hall, Toepfer Room

**Members Present**

Alexis Abramson	Carol Fox	Barbara Snyder
Bud Baeslack	Peter Harte	Robert Strassfeld
Cynthia Beall	Sudha Iyengar	Philip Taylor
Christine Cano	Kenneth Ledford	Nishant Uppal
David Carney	Paul MacDonald	Horst von Recum
Susan Case	Frank Merat	Gillian Weiss
Gary Chottiner	Mary Quinn Griffin	Rebecca Weiss
Peg DiMarco	Roy Ritzmann	Amy Zhang
Robin Dubin	Andrew Rollins	Christian Zorman
Kimberly Emmons	Robert Savinell	Jo Ann Wise
T. Kenny Fountain	Jessica Slentz	

**Members Not Present**

Amy Backus	Jessie Hill	Meral Ozsoyoglu
Timothy Beal	Susan Hinze	Leena Palomo
Joy Bostic	Lee Hoffer	Martin Palomo
Cathy Carlin	Megan Holmes	Pushpa Pandiyan
Juscelino Colares	David Hussey	Andres Pinto
Colleen Croniger	Jean Iannadrea	Vasu Ramanujam
Lisa Damato	Zina Kaleinikova	Usha Stiefel

Heath Demaree	Cheryl Killion	Fahreen Velji
Mitch Drumm	Kurt Koenigsberger	Stuart Youngner
Scott Fine	Lisa Lang	Richard Zigmond
Michael Harris	Gerald Mahoney	
Angelina Herin	Carol Musil	

### **Others Present**

Dan Anker	Donna Davis Reddix	John Sideras
Rick Bischoff	Don Feke	Jeff Wolcowitz
Katie Brancato	Marilyn Mobley	Victoria Wright
Bob Brown	Dean Patterson	

### **Call to Order**

Professor Roy Ritzmann, chair, Faculty Senate, called the meeting to order at 3:30 p.m.

### **Approval of Minutes**

Hearing no objections, the Faculty Senate approved the minutes from the October 21, 2015 meeting.

### **President's Announcements**

The President reminded the Senate about her email to the university community thanking everyone for their commitment to dialogue regarding recent world events. The President also wanted to make sure that everyone was aware of two events taking place that encourage continuing dialogue: *Day of Dialogue: Continuing to Build an Inclusive Campus* taking place today, and the forum this evening with Rick Bischoff to discuss whether the university should consider instituting a need-aware admissions policy. The President thanked Professor Elizabeth Click for her work on the tobacco free campus policy and welcomed Stan Gerson, director of the Case Comprehensive Cancer Center, who was in attendance to participate in the discussion of the policy.

The Benelect open enrollment period ends on November 30th and the Charity Choice campaign ends on December 18th.

### **Provost's Announcements**

The Provost said that it has been a very busy semester and thanked all of the senators for their hard work.

### **Chair's Announcements**

Prof. Ritzmann announced that there wouldn't be a report from the Secretary of the Corporation since the Executive Committee of the Board of Trustees did not meet in November. The amendments to the Faculty Handbook that had been sent to the University Faculty for a vote by electronic ballot passed but still require approval by the Board of Trustees.

### **Report from the Executive Committee**

Professor Peter Harte, vice chair of the Senate, provided a report from the November 16th Executive Committee meeting:

1. Proposed revisions to MSASS By-Laws- Dean Grover Gilmore presented proposed revisions to the MSASS By-Laws. The Executive Committee voted to forward the proposed revisions to the Senate By-Laws Committee for review.
2. Higher Learning Commission Guidelines for Faculty Qualifications- the Higher Learning Commission has issued guidelines for institutions to follow when determining and evaluating faculty qualifications for the subjects they teach. The guidelines are applicable for all faculty who teach including part-time, adjunct, dual credit, temporary and/or non-tenure track faculty. The Executive Committee agreed with Professor Ritzmann's suggestion that an ad hoc Committee be formed to discuss these guidelines particularly as they relate to using faculty experience as a basis for determining minimal qualifications.
3. Tobacco Free Campus Proposal- the Executive Committee discussed the Tobacco Free Campus proposal and received input from Professor Jonathan Adler from the Law School. Prof. Harte said that since Prof. Adler was not in attendance at today's Senate meeting, he wanted to mention Prof. Adler's objection to including e-cigarettes in the policy. Prof. Adler stated that e-cigarettes help many individuals who have been unable to quit smoking by any of the more traditional smoking cessation techniques, and that at this juncture there is insufficient evidence about the negative health effects of e-cigarettes to warrant prohibiting their use at CWRU.

### **Proposed Tobacco Free Campus Policy**

Professor Elizabeth Click presented an overview of the most recent version of the tobacco free campus policy. The question for the Senate is whether CWRU should be tobacco free or not. The university is interested in a culture of health on campus and the policy is not punitive in nature. There is a growing trend among AAU schools for their campuses to become tobacco free and those policies include e-cigarettes. Prof. Click said that cessation resources are available at CWRU and they anticipate that more resources will be available in the future. Funds from the wellness budget will be available for signage and for marketing purposes. If the policy is adopted all current smoking areas would be dismantled. If approved by the Senate and eventually by the Board of Trustees, a broader advisory committee will be created in January of 2016 to prepare for implementation of the policy in the fall of 2017. Among the many issues

that this committee will address will be how to work with international students who tend to use tobacco products at a higher rate. Safety issues for students forced to smoke off campus will also need to be addressed. Prof. Click said that after a year under the new policy her office will evaluate its impact. At that time, there may be new information on e-cigarettes also.

Stan Gerson said that smoking is extremely hazardous to your health. 36% of the citizens of Cleveland have been exposed to tobacco. Young adults are at greater risk because they have higher nicotine addiction receptors. They can also become addicted to e-cigarettes.

A senator expressed concern about including e-cigarettes in the policy because he feels that they can be helpful to those struggling to quit. Also, they don't pose a health risk to others from second-hand smoke. The evidence is not clear yet about the health risks to the individuals using e-cigarettes. While 18 AAU schools adopted tobacco free policies, other schools have hybrid policies that may not prohibit e-cigarettes. A motion was made and seconded to strike e-cigarettes from the definition of tobacco in the policy and to state that e-cigarettes are permitted as long as they are used outdoors.

Professor Click said that we should err on the side of caution until we learn more about e-cigarettes. A senator recommended including language to this affect in the policy. The motion to remove e-cigarettes from the policy was defeated by a vote of 16 opposed and 6 in favor.

A senator commented that regulating e-cigarettes is paternalistic. Prof. Click said that since the university is self-insured, it is in everyone's best interests to prohibit substances that negatively impact an individual's health. Health insurance surcharges for smokers is not a viable option because the surcharge does not begin to cover the health costs resulting from tobacco use. A question was asked about how the policy will address different cultural expectations with respect to tobacco use and how visitors will be treated. Prof. Click said these issues are not addressed in the policy, but that they will be considered during the implementation planning period. The Senate voted to approve the tobacco free campus policy with 17 in favor, 3 opposed and 4 abstentions. *Attachment*

### **Enrollment Report and Coalition Application**

Rick Bischoff, Vice President of Enrollment Management, provided an enrollment update for fall 2015. The enrollment target was 1250, and 1259 students matriculated. The university has met its enrollment targets for several years now. The admit rate dropped slightly this year along with the yield rate. This is related to the financial aid awards that are not as generous as those available at several of our competitors. The number of underrepresented minority students who matriculated this year decreased slightly (from 13.5% to 13%), but substantial progress has been made from four years ago. However this is an area that could be improved. The number of international students who matriculated increased from 147 in the fall of 2014 to 186 this fall. Our goal had been 176. This is the result of an intentional increase the size of financial aid awards to international students from diverse geographic areas. More applicants from outside of Ohio are applying to CWRU and just 21% of the entering undergraduate class is from Ohio. There is more competition from Ohio State University. OSU is pursuing aggressive tuition

discounting strategies. The average SAT score increased from 1369 to 1386. This increase was not intentional on the part of the admissions office.

Rick Bischoff discussed the proposal to transition from need-blind admissions decisions to need-aware decisions. He said that CWRU's current financial aid policy is to admit students early action, early decision, pre-professional scholars program and regular decision need blind if they are US citizens or permanent residents. Need can be considered for international students and students admitted from the wait list. Under the current policy the university is unable to meet the full need of approximately 25% of enrolling students. These students often have to take on additional private student loans in order to pay tuition. Given the size and strength of the applicant pool, the university could choose to become need aware, and to meet the financial need for all enrolled students. In order for this to happen, two changes would have to be made: 1) for students on the margin between waitlist and admit, the Admissions office would consider the financial aid budget when making the decisions (it is estimated that this would impact about ten percent of the enrolling class), and 2) adjust the amount of the scholarships awarded to those students who do not qualify for financial aid or whose scholarship covers all of their need. These changes would have a positive impact on the lowest income students and on the creation of a more diverse class since financial aid awards would be better and the university could be more intentional in admitting low income students. The students most impacted by these changes would be students who need substantial financial aid, but who are not among the lowest income. Maintaining a need-blind admissions policy and meeting student's financial need would be cost prohibitive.

Rick Bischoff said that the Coalition Application will be launched in the summer of 2016 for fall 2017 applicants. Application platforms are extremely important and many of the high ability students will be using the new application. He believes that the motivation behind the development of the new application is to assist high ability, low income students who often don't have support during the college application process. It is important for CWRU to be a member of the Coalition. *Attachment*

### **CAS Graduate Plus-Minus Grading Policy Option**

Professor Paul McDonald, chair of the Senate Committee on Graduate Studies, presented the CAS graduate plus-minus grading policy option. The Graduate Studies Committee had discussed issues regarding implementation of the policy with the university registrar and had posed several questions which had been answered by the CAS. The committee had approved the policy option with the condition that a CAS committee be formed to work with the registrar on any remaining issues that may arise with respect to implementation. Professor Daniel Cohen, CAS, explained that the plus-minus option will allow faculty more flexibility in grading. Not all CAS departments wanted to adopt plus-minus grading so it was designed to be optional. The Senate voted to approve the plus-minus grading policy with one senator abstaining.

*Attachments*

### **Endowed Professorship Provisions of the Faculty Handbook**

Professor David Carney, chair of the Senate By-Laws Committee, presented revisions to the endowed professorship provision of the Faculty Handbook. The Senate had considered the provision last spring but voted to return it to the By-Laws Committee for further modification. The issue pertained to whether non-tenure track faculty could be appointed to endowed professorships. The Senate Executive Committee had instructed the By-Laws Committee to include language providing for exceptions for non-tenure track faculty when requested by the donor or permitted by the terms of the endowment agreement. A senator asked whether a donor is permitted to designate the recipient of the award. This could be an issue if the recipient is not considered by other faculty to be eminent in his/her field. The President said that the college/schools make the decision about who receives the award. Another senator asked whether a professorship could be awarded to a non-tenure track faculty member when the endowment agreement is silent about the recipient. Prof. Ritzmann said that the professorship should be awarded to a tenure-track faculty member unless explicitly stated otherwise. The Senate voted to approve the new language by a vote of 15 in favor, 2 opposed and 5 abstentions. *Attachment*

#### **Faculty Senate By-Laws Provision Regarding Election of the Undergraduate Student Senator**

Prof. Carney reviewed the proposed change to Senate By-Law IV, Item d, Sec. 2, Par. a., which provides that the Undergraduate Student Government Vice President of Academic Affairs would serve as the undergraduate student senator. This language codifies current practice. The Senate voted to approve the new language. *Attachment*

#### **Senate Committee on Minority Affairs Survey**

Professor Kenny Fountain, chair of the Minority Affairs Committee, reported on a survey being conducted by the Minority Affairs Committee. The survey was sent to all voting members of the university faculty seeking input from international and underrepresented faculty on their experience at CWRU and suggestions for ways to improve their experience. A senator said that the instructions were not clear regarding who should complete the survey. Prof. Fountain said that they would work on clarifying this issue and send out another email. He is working on finding a way to send the survey to all special faculty also. Once all of the data has been collected and reviewed (spring semester), Prof. Fountain will provide a summary report to the Senate.

Upon motion, duly seconded, the meeting was adjourned at 5:24 p.m.

Approved by the Faculty Senate



Rebecca Weiss  
Secretary of the University Faculty