



Faculty Senate

Faculty Senate Meeting
Thursday, November 1, 2018
3:30 pm to 5:30 pm
Adelbert Hall, Toepfer Room

Members Present

Rohan Akolkar
Brendan Barton
Harihara Baskaran
Cynthia Beall
Jeremy Bendik-Keymer
Valerie Boebel Toly
Matthias Buck
Luke Bury
Christine Cano
Juscelino Colares
David Crampton
Christopher Cullis
Evelyn Duffy
Radhika Duggal
Steven Hauck

Lee Hoffer
Ahmad M. Khalil
Kenneth Ledford
Anne Matthews
David Matthiesen
Janet mc Grath
Maureen McEnery
Janet McGrath
David Miller
Andre Paes
Leena Palomo
Simon Peck
Andrew Pollis
Roger Quinn
R. Mohan Sankaran

William P. Schilling
Roman Sheremeta
Peter Shulman
James Simmelink
Barbara Snyder
Stan Szarek
Dustin Tyler
Ben Vinson III
Rebecca Weiss
Chris Winkelman

Members Absent

Karen Beckwith
Leon Blazey
Jaime Bouvier
Francesca Brittan
Phil Cola
Steven Epell
Karen Farrell
Steve Feldman
Mark Hans
Susan Hinze
Paul Iversen

Sudha Iyengar
Voss Joachim
Kathleen Kash
Thomas J. Kelley
Ruth A. Keri
Danny Manor
Kathryn Mercer
Thomas Montagnese
Ronda Mourad
Susan Painter
Aaron Perzanowski

Dana Prince
Renato Roperto
Beverly Saylor
Glenn Starkman
Ali Syed
Allison Webel

Others Present

Katie Brancato
Donna Davis Reddix
Stephanie Endy

Don Feke
Marilyn Sanders Mobley
John Sideras

Jeff Wolcowitz
Victoria Wright



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Call to Order

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

Approval of Minutes

The Senate approved the minutes from the October 1, 2018 Faculty Senate meeting.

Attachment

President's Announcements

President Barbara Snyder had emailed the CWRU community on Sunday evening regarding the recent tragedy at the Tree of Life Synagogue in Pittsburgh. She said that it is even more critical today that members of the university community continue to emphasize the core values of diversity and inclusion. A faculty senator thanked the President for her email. Students held a community vigil in memory of the shooting victims on Monday outside the Tinkham Veale University Center.

The AAU is speaking out against the U.S. President's proposed limits on birthright privileges. CWRU will be following suit.

Homecoming was a great success and the university received gifts for 20 endowed professorships (one additional gift for an endowed professorship at the CSE will be received shortly). Tonight there will be a celebration of the 175th year of the founding of the School of Medicine. The event will be held at the new Health Education Campus.

Provost's Announcements

Provost Ben Vinson announced that after a national search, CWRU employee Lisa Camp has been selected as his chief of staff. Ms. Camp has been with the Case School of Engineering for the past 9 years and will begin on Monday.

Chair's Announcements

Prof. Beall recognized Marilyn Mobley, Vice President of Inclusion, Diversity and Equal Opportunity who reminded faculty senators about the Senate's resolution that all university faculty participate in Diversity 360 by the spring of 2020. Members of the Senate who have not yet participated should register for one of the open sessions through the OIDEO website. The OIDEO office is also seeking information from the College and schools for the upcoming annual diversity report, which is published each year in time for the annual Martin Luther King



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Convocation. Information should be sent to the school dean and/or to the Diversity Leadership Council representative for approval before the November 9th deadline.

Prof. Beall announced that the Office of Compliance is seeking faculty participation on a committee on food safety (Professor James Swain from Nutrition has volunteered for this committee) and also on a committee regarding the safety of minors on campus. Interested faculty should contact Prof. Beall.

Prof. Beall announced that an executive session item will be added to the end of each Faculty Senate meeting agenda. This decision was made by the Senate Executive Committee in response to faculty concerns about having the option to discuss/vote on a matter in private at a Faculty Senate meeting.

Report from the Executive Committee

Professor David Miller, vice chair, reported on items from the October 10th Executive Committee meeting:

1. The Executive Committee approved the charge to the ad hoc Faculty Advisory Committee to the Student Success Initiative including its membership specifically faculty from the arts and humanities.
2. The President and Provost will review the Privileged to Attend list and make recommendations for any changes. Additionally, an executive session will be added to the end of each faculty senate meeting agenda to vote on particular matters in private if requested.
3. The Executive Committee is continuing its discussion of whether deans can serve on standing committees.
4. Provost Vinson has asked that the Senate consider two questions: (i) what are the requirements/practices within each school regarding 9-month faculty and when those faculty are expected to be present and available on campus during the academic school year; and (ii) what is the state of interdisciplinary collaborations across the campus including barriers and challenges to these collaborations.

On the first question, Professor Aaron Perzanowski said that the Law School has a template that could be used as a model. Prof. Beall charged the Senate Personnel Committee with gathering this information.

For the second question, Provost Vinson has asked Suzanne Rivera, Vice President for Research, to work with the Senate Research Committee to identify institutional barriers which prevent collaborations. Provost Vinson will send the language of the charge to Prof. Beall who will charge the Senate Research Committee.



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5. Carolyn Gregory, Vice President for Human Services, and James Ryan, Senior Director provided an update on the Pharmacy Benefit Manager Transition. The Human Resources office will be evaluating experiences of newly-hired staff over the next 90 days as well as consulting with MedImpact about using a different mail order pharmacy.

Secretary of the Corporation Report

The Secretary of the Corporation report from the October 2018 Board of Trustees meeting was posted to the Senate Google site prior to the meeting. There were no questions on the report. *Attachment*

Participation in Faculty Governance

Professor Leena Palomo, chair of the Faculty Senate Nominating Committee, said that the charge of the Committee is to fill vacancies on Senate standing committees and to nominate candidates for chair-elect of the Senate. Prof. Palomo encouraged all senators to reach out to their faculty and to encourage them to participate. She emphasized that service benefits faculty members because they gain a better understanding of the working of the university, and their service benefits the institution as well.

Report from the Faculty Conciliation Counselor

Professor Wilbur Leatherberry, Faculty Conciliation Counselor, provided a report on mediation and conciliation activities from July 1, 2017 through October 29, 2018. During this period, Prof. Leatherberry counseled 32 individuals and held 6 mediation sessions (1 more is anticipated). Many of the matters involved personnel practices which can be addressed through the grievance process, and several involved inter-collegial conflicts which cannot. Prof. Leatherberry reported that he is stepping down but will assist the new Conciliation Counselor as he/she begins. He thanked the administration for their support and said that while not all matters can be resolved through agreement, the counseling and mediation function remains a valuable service to both faculty and administrators. President Snyder thanked Prof. Leatherberry for his years of excellent service. *Attachment*

Appointment of New Conciliation Counselor

At the October 1st Faculty Senate meeting, Provost Vinson had asked faculty senators for nominations of colleagues (current or Emeriti faculty) who would be interested in serving as Prof. Leatherberry's successor. At that time, the Provost had already received one nomination but requested that any others be submitted to him by October 15th. No other nominations were received, and Provost Vinson announced that Jonathan Entin, David L. Brennan Professor Emeritus of Law, had been appointed. Several senators spoke in his favor and the Senate voted to concur with the appointment of Prof. Entin as the new Conciliation Counselor.



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Strategic Planning Process Update

Provost Vinson summarized responses from faculty, staff and students to surveys and comments made in town halls conducted to inform the upcoming strategic planning process (in excess of 2300 participants overall). The Provost expressed particular concern about responses from staff that they often felt like second-class citizens compared to faculty. The Provost asked that faculty take this into consideration as they work with staff so that relationships can be improved.

The next step in the process is the formation of a strategic planning committee that will include representatives from many different constituent groups. A senator asked whether the College and the schools could begin their individual planning processes but the Provost requested that they hold off for a bit longer. *Attachment*

Reorganization of Provost Office- Faculty Affairs

Provost Vinson said that as of October 1st, Deputy Provost Lynn Singer has returned to teaching in the School of Medicine. Going forward, faculty-related issues (including promotion and tenure) will be the responsibility of Vice Provosts Don Feke and Chuck Rozek. A breakdown of the schools/department for which each Vice Provost is responsible is included on the power point presentation. *Attachment*

Report on Faculty Development and UCITE Offices

Professor Matthew Garrett, interim director of the University Center on Innovation in Teaching and Education (UCITE), provided the Senate with a summary of the services and programs available through UCITE. UCITE is under the umbrella of the Faculty Development Office and Prof. Garrett works in collaboration with Professor Sarah deSwart who directs that office. Prof. DeSwart also discussed the services and programs of her office. A faculty senator commented on the importance of the programming in both offices because it brings faculty together from different disciplines that wouldn't otherwise know one another. A list of the services available through both offices is included on the power point presentations attached. *Attachments*

Pharmacy Benefit Transition Update

President Snyder said that she regrets that faculty and staff have had the issues they have had with Direct Scripts but they are working hard to make improvements. The President introduced Carolyn Gregory, Vice President for Human Resources, and James Ryan, Senior Director, to provide a detailed update including information on options being considered. Carolyn Gregory said that as of last week, 1600 employees had registered with Direct Scripts. They have noticed an improvement in employees' interactions with Direct Scripts, but there are still a number of functional problems with the Direct Scripts website. Several senators raised concerns about prior due diligence.

Carolyn Gregory presented three options that are being considered and asked for feedback from the Senate. The three options were:



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1. Maintain existing model
2. Maintain existing model but provide employees with an option to pick up maintenance medications at CVS Pharmacy
3. Replace Direct Scripts with another mail-order option and provide employees with the option to pick up maintenance medications at CVS Pharmacy

Several senators commented that they would rather pick up their medications. Carolyn Gregory said that it is likely that this will be more expensive for employees than if they received their medication through the mail. With respect to option 3 they are looking at whether Direct Scripts can transfer customer records to MedImpact so that employees don't have to register again. The Direct Scripts website issue is substantial and HR would like faculty to help test it as improvement are made.

Once all relevant information impacting the different options has been obtained, a survey will be sent to all employees seeking feedback. Carolyn Gregory said that her office is also consulting with the Staff Advisory Council *Attachment*

The meeting was adjourned at 5:15pm.